

SUMMARY OF THE NATIONAL REPORTS OF NATO MEMBER AND PARTNER NATIONS 2014



**NATO HQ
OFFICE OF THE GENDER ADVISOR
INTERNATIONAL MILITARY STAFF
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Introduction

This 2014 Summary of the National Reports, covering the implementation of United Nations Security Council Resolution (UNSCR) 1325, should act as a unique compendium of statistics and policies related to equal opportunities of men and women in the military of each NATO and Partner Nation. It should certainly be an excellent source of data to support long-term analysis to help influence how the same community implements gender perspectives. At the very least, it should increase transparency and encourage you all to share best practices and develop solutions to some of the community's common challenges. Thank you to all those Nations who have contributed, but please do not rest on your laurels...This is just the start!



A handwritten signature in blue ink that reads "S P Hardern". The signature is stylized with a large "S" and "P" and a cursive "Hardern".

S P Hardern
Commodore, GBR Navy
Executive Coordinator
International Military Staff



Executive Summary

Since 1998, the NATO Committee on Gender Perspectives (NCGP) has requested annual National Reports from all NATO member nations. The Reports detail the organisation of national armed forces and defence policies related to gender, submitted to the Office of the Gender Adviser (GENAD) in the International Military Staff (IMS). In 2015, for the first time, all NATO member and 27 partner nations were requested to provide a report describing the work that was undertaken in 2014 on policy, recruitment, and retention of women in the armed forces, as well as education and training on gender issues. Reports were submitted by all NATO member nations as well as Australia, Austria, Finland, Georgia, Ireland, Japan, Montenegro, New Zealand, Sweden, Switzerland and Ukraine.

The Summary gives an overview and a comparative analysis of the 2014 annual National Reports in a single document. Its objective is to map the status of women within the armed forces and to describe the various actions taken by NATO member and partner nations related to the integration of gender perspectives. This summary provides a comparative analysis of quantitative data divided into six thematic chapters: the representation of men and women in the armed forces; applications and successful recruitments; retention statistics; gender in operations; and the integration of gender perspectives, which includes work-life balance initiatives, and sexual harassment and assault prevention actions. These are followed by the National Report from each country that submitted it, detailing national armed forces statistics, policies, and practices that are specific to their respective nation.

Whilst there is commonality in much of the data and its presentation, the written narratives vary quite considerably and IMS GENAD has chosen not to amend them. Nations might wish to consider what works best in subsequent Reports.

1 Representation of Men and Women in the Armed Forces in 2014

This chapter presents an analysis based on statistical information provided by NATO member and partner nations. The first section provides averages based on the national reports submitted by NATO members, the second section looks at the averages based on the reports from NATO member and partner nations combined.

Representation of Men and Women in the Armed Forces of NATO Members

As shown in Figure 1, the average of women in the armed forces of NATO member nations was 10.3% in 2014. This includes all active duty personnel. Figure 2 shows the average percentage of female personnel over the course of 16 years. The average has increased by 3.2% since 1999 when women represented 7.1% of the armed forces of NATO member nations.

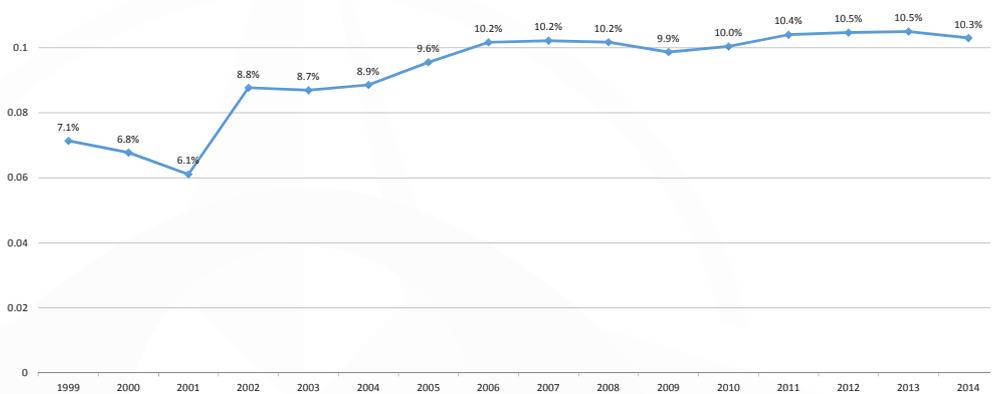
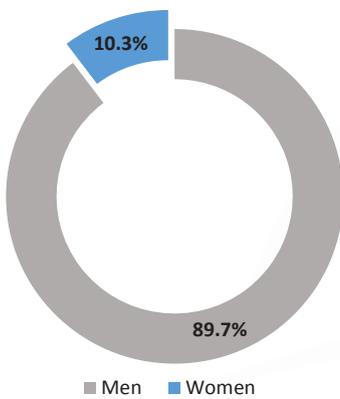


Figure 1: Average of men and women in the armed forces of NATO members in 2014

Figure 2: Percentage of women in the armed forces of NATO member nations, from 1999 to 2014

Figure 3 details the average of women in the armed forces of 27 NATO member nations in 2014. Latvia (16.5%), the United States (15.2%), Bulgaria (14.8%), Hungary (14.6%), and Canada (14.3%) are the five countries with the largest number of women serving in their armed forces. Poland, Croatia and Norway had the largest increase in the number of women between 2013 and 2014. Poland had a 33.4% increase, from 2.8% in 2013 to 3.7% in 2014. Croatia had a 10.6% increase, from 9.4% in 2013 to 10.4% in 2014. Norway had a 6.8% increase, from 9.7% in 2013 to 10.4% in 2014.

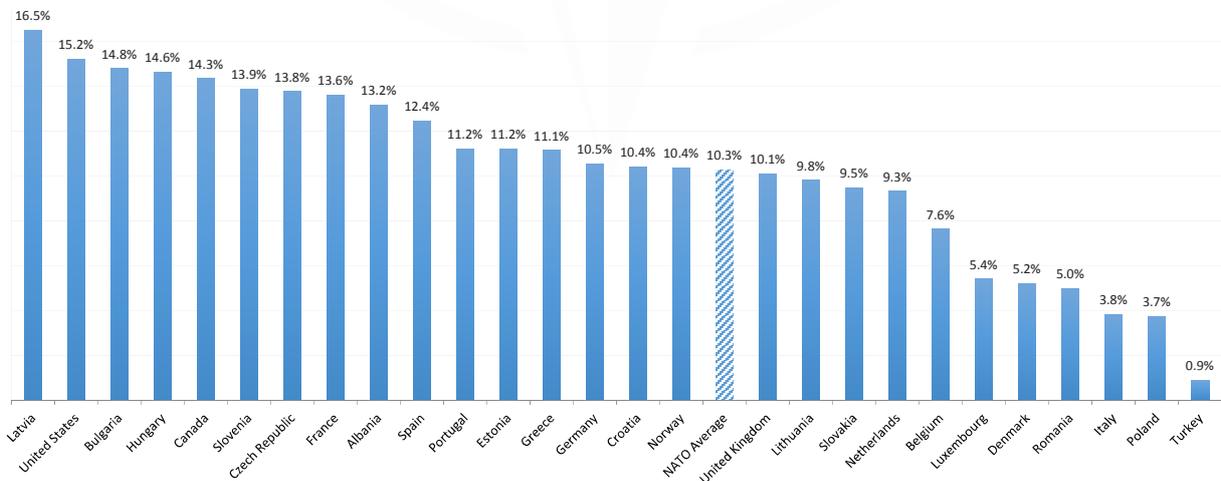


Figure 3: Women in the armed forces of NATO member nations, by country in 2014

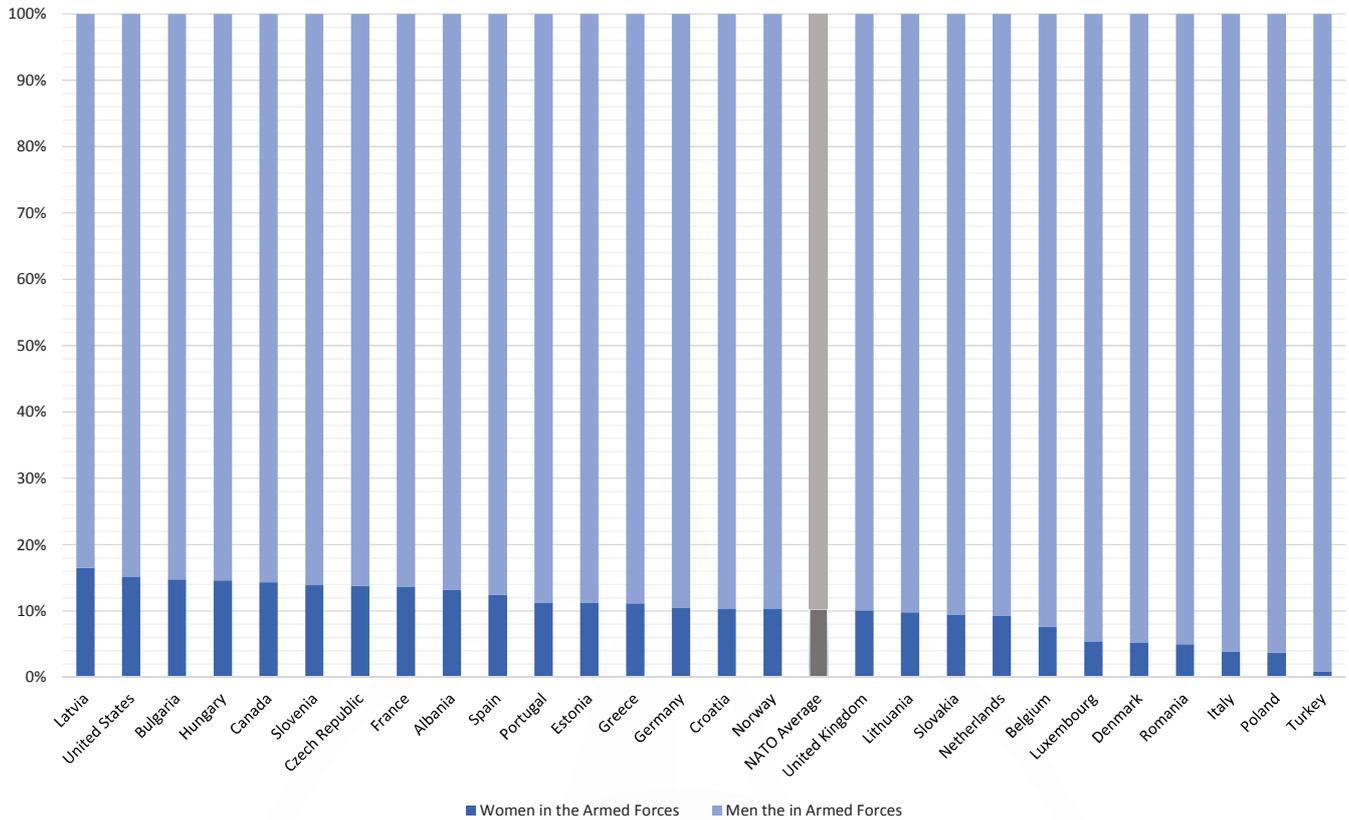


Figure 4: Men and women in the armed forces of NATO member nations in 2014

NATO Member and Partner Nations

Figures 5, 6 and 7 show the average of men and women in the reserves, all operations and NATO operations. Numbers from 2014 were gathered from NATO member and partner nations.

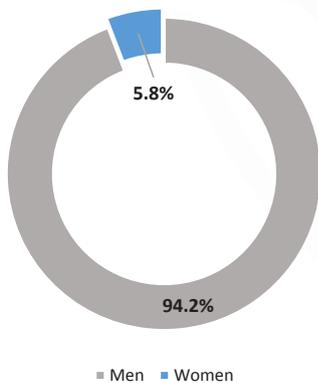


Figure 5: All Operations
Average of men and women in NATO member and partner nations in 2014

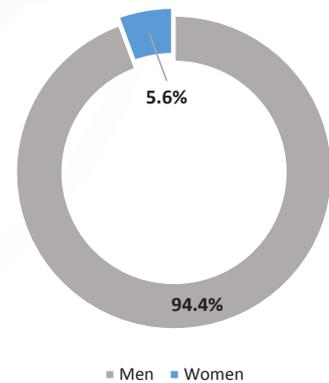


Figure 6: NATO Operations
Average of men and women in NATO member and partners nations in 2014

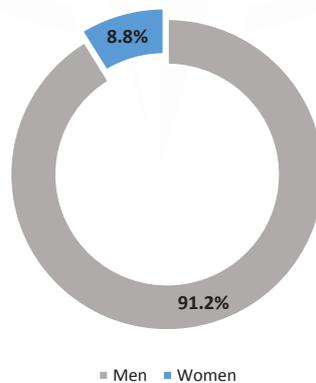


Figure 7: Reserves
Average of men and women in NATO member and partner nations in 2014

Percentage of women, all active duty military personnel, in NATO member and partner nations is displayed in the figure below. Information was received from the following partner nations, including Australia, Austria, Finland, Georgia, Ireland, Japan, Montenegro, New Zealand and Sweden. Australia and New Zealand are among the five countries with the highest percentage of women in their armed forces.

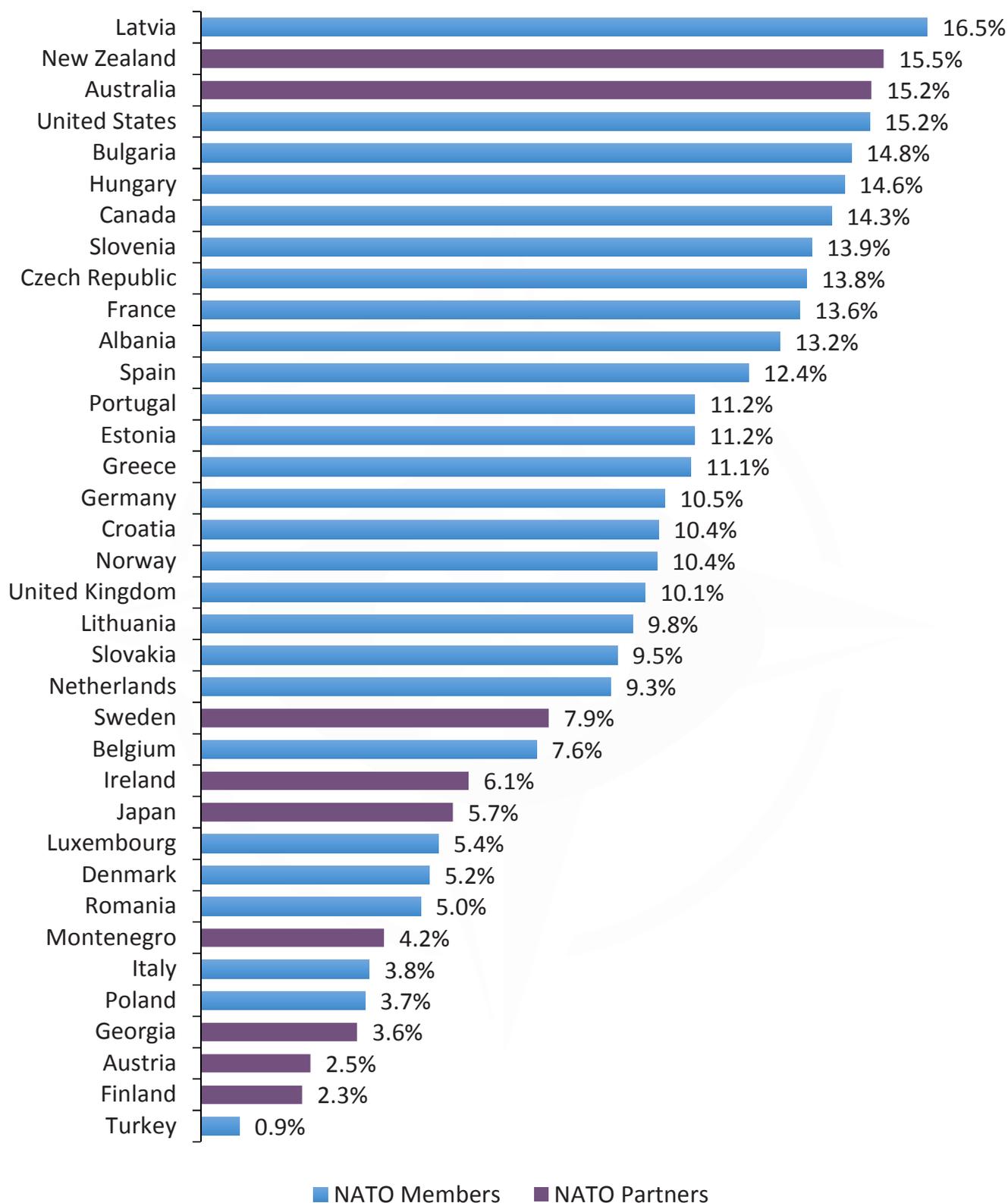


Figure 8: Percentage of women, all active duty military personnel, of NATO member and partner nations in 2014

2 Applications and Successful Recruitments in 2014

This chapter includes data provided by NATO member and partner¹ nations on the number of applications and successful recruitments of men and women. Comparing successful recruitment and the number of applications, Figure 9 shows that out of the applications received from men and women for officer positions, 8% of applications from women are accepted and 12% of applications from men are accepted. Accepted non-commissioned officers (NCO) applications account for 13.5% of total applications received from men and 10% of applications received from women. Out of soldier applications the percentage of successful recruitment for men is nearly double that of, 27.6% of applications from men are accepted compared to 13.8% of applications from women.

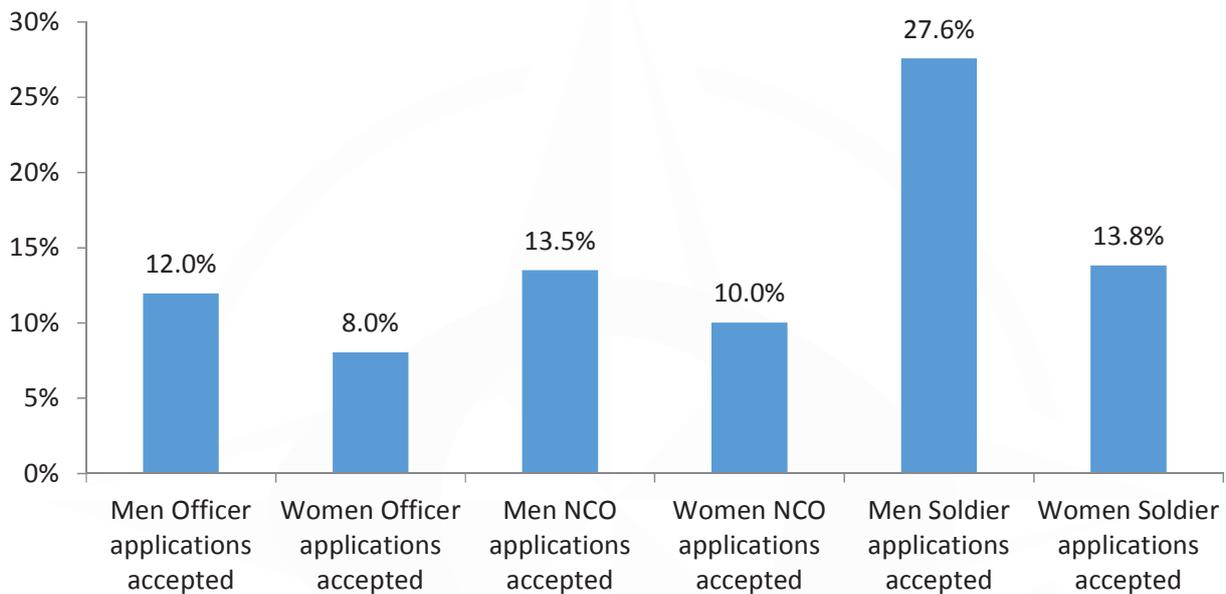


Figure 9: Percentage of successful recruitments compared to the total number of applications for NATO member and partner nations in 2014

Figure 10 shows the overall percentage of applications (officer, NCO, soldier) received from women. In the Czech Republic and Australia almost 29% of applications received in 2014 were from women. For New Zealand, Japan and the United States, female applicants amounted to almost 25%.

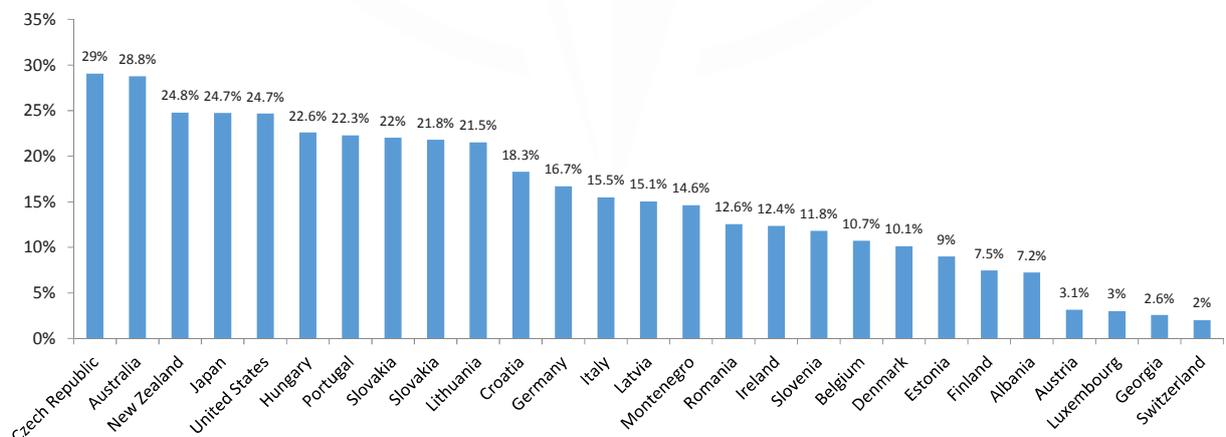


Figure 10: Overall percentage of female applicants in 2014 (officer, NCO, soldier), by country

¹ Information for this chapter was received from the following partner nations: Australia, Austria, Finland, Georgia, Ireland, Japan, Montenegro, New Zealand and Switzerland.

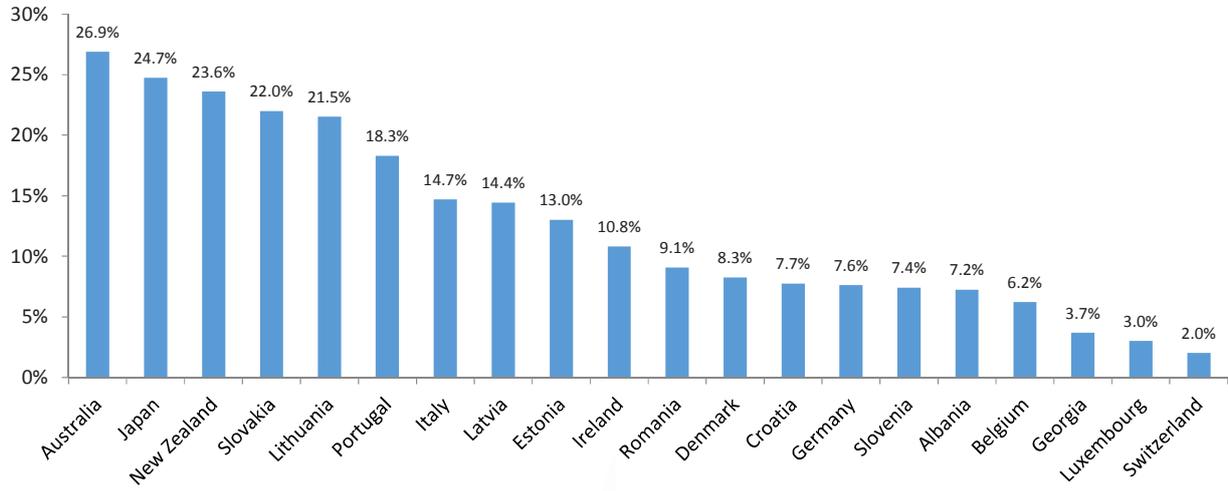


Figure 11: Percentage of female applicants in 2014 (Soldier)

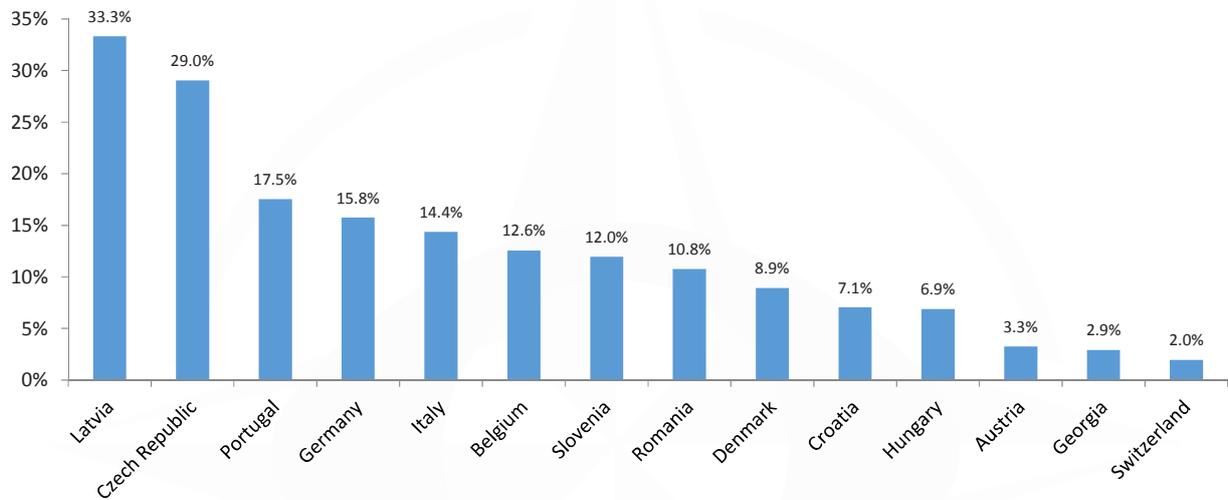


Figure 12: Percentage of female applicants in 2014 (NCO)

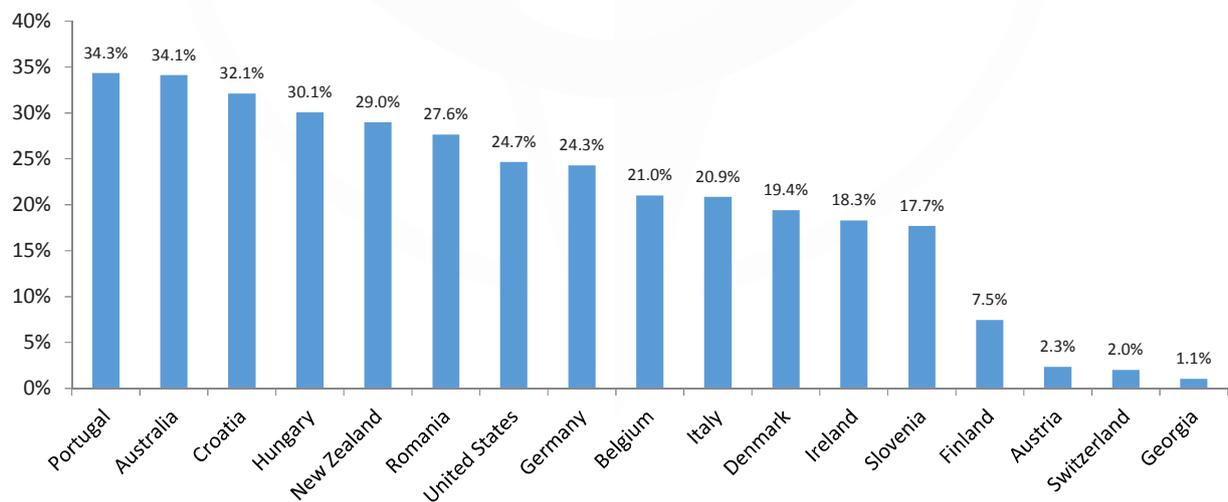


Figure 13: Percentage of female applicants in 2014 (Officer)

3 Retention Statistics in 2014

This chapter details available data on retention from NATO member and partner nations. Figure 14 compares the average percentage of women in the military and the number of men and women that exited the military in 2014. The data indicates that Slovakia proportionally retains 4.8% more women than men. In Hungary, the percentage of women that left the military in 2014 was proportionally 29.2% greater than men; whereas in Belgium retention rates were the same for men and women.

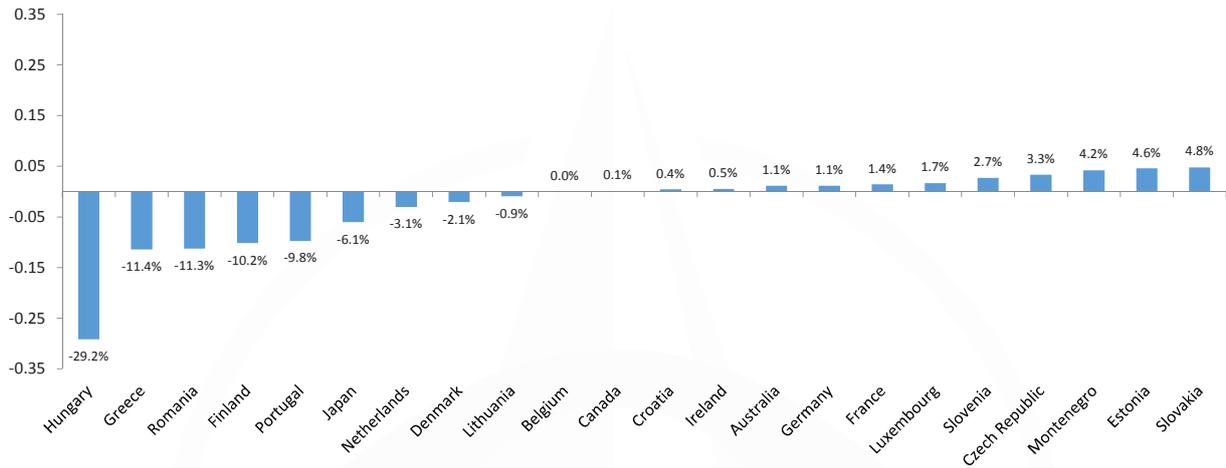


Figure 14: Retention rates for NATO member and partner nations in 2014.

4 Services and Ranks in 2014

Percentage of Men and Women by Services

The findings portrayed in Figures 15 and 16 show that the Air Force and other services have a greater proportional percentage of women than men. The proportional distribution of men and women is similar in the Navy, however the percentage is higher for men in the Army.

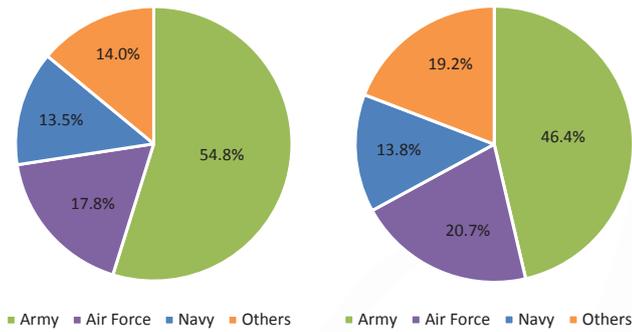


Figure 15: Distribution of male personnel by services, NATO member and partner nations in 2014

Figure 16: Distribution of female personnel by services, NATO member and partner nations in 2014

A look at rank:

In accordance with STANAG 2116, 2010 (Edition 6):

- Officers (OF):
 - OF 6 and above: General Officer.
 - OF 1-5: Officers.
- Other ranks (OR):
 - OR 5-9: Non-Commissioned Officers (NCOs).
 - OR 1-4: Private and Corporal Ranks.

Main Areas of Employment

Figure 17 shows the main areas of employment where women serve in the armed forces. However due to limited data this figure only shows numbers gathered from 11 countries: Austria, Belgium, Bulgaria, Czech Republic, Estonia, Georgia, Italy, Japan, Luxembourg and New Zealand. The category for “Other” included for example: Engineers, operational support, air control, air support, military police, athletes, land combat and naval combat.

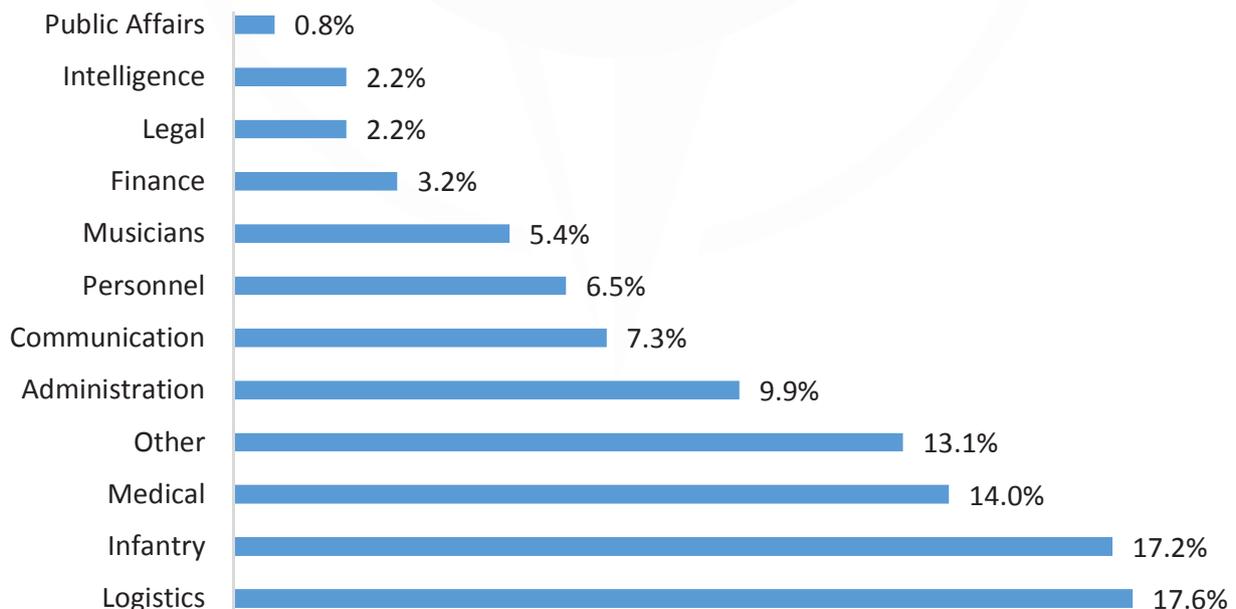


Figure 17: Main areas of employment in the armed forces where women serve (2014)

Percentage of Women by Ranks

The percentage of men and women by rank, in the armed forces of NATO member and partner nations is shown in Figure 18. The highest percentage of women is 12.7% for OF 1-2, compared to 87.3% for men. The lowest percentage of women 2.3% is in the ranks of OF 6 and above, compared to 97.7% for men.

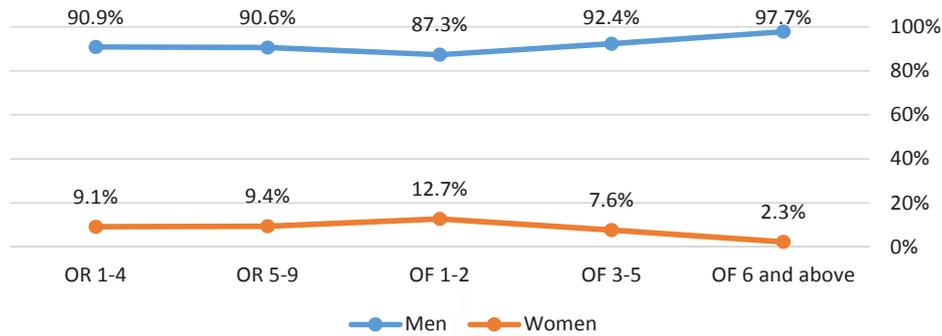


Figure 18: Percentage of men and women in the armed forces of NATO member and partner nations by rank in 2014

Figure 19 gives a comparison between the distribution of male and female personnel by rank. The proportion of male and female personnel in OR 1-4 and OR 5-9 is similar. However the percentage of women in OF 1-2 is proportionally higher than the percentage of men, whereas for OF 3-5 the percentage of men is higher. In regards to OF 6 and above, the percentage of men is over four times greater than the percentage of women.

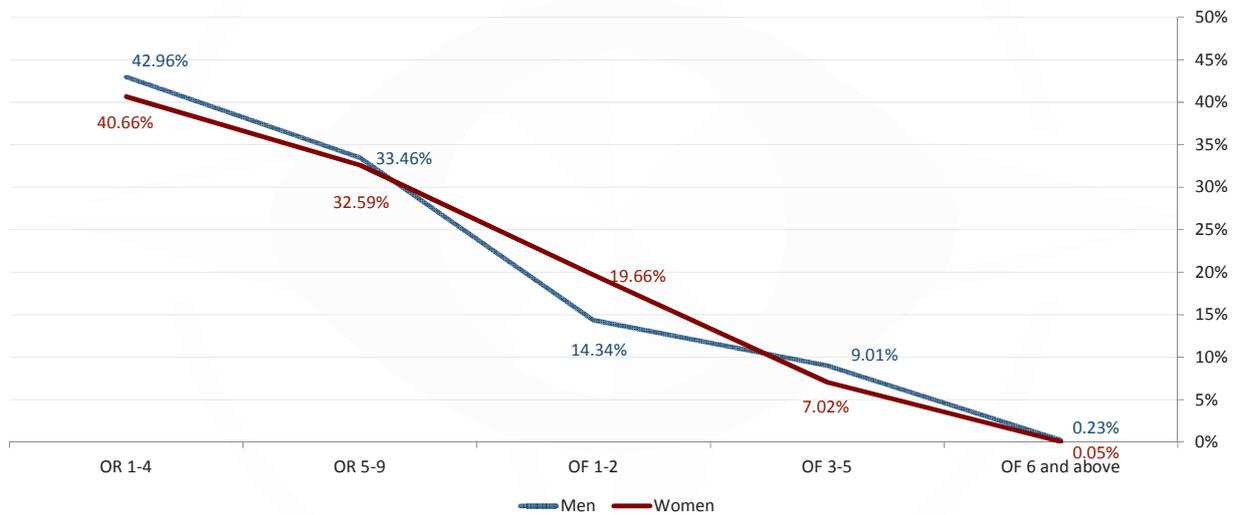


Figure 19: Distribution of men and women in the armed forces of NATO member and partner nations by rank in 2014

Figure 20 gives a historical analysis that shows the average percentage of women in officer (OF) ranks and other ranks (OR) respectively from 2002-2014. In 2014, 27.5% of women were in officer ranks and 72.5% in other ranks.

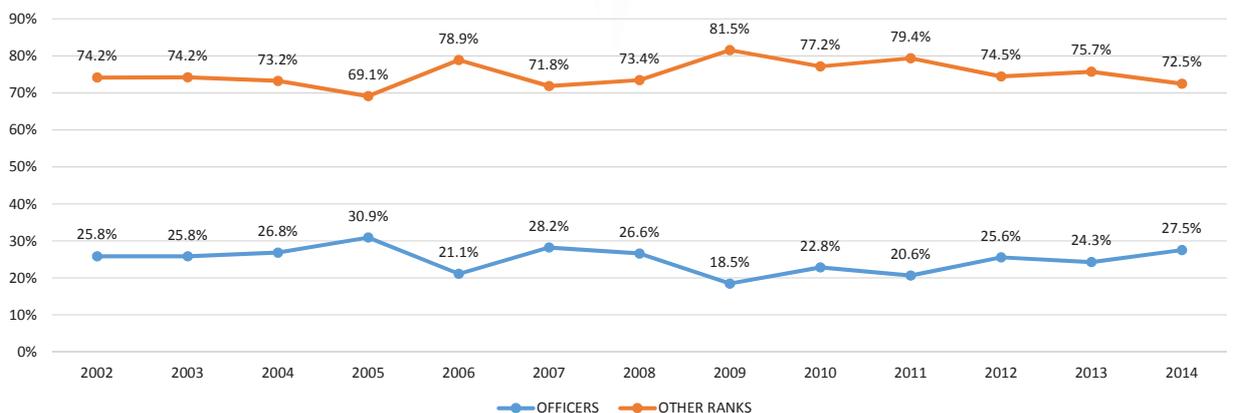


Figure 20: Women in the armed forces of NATO member nations, percentage by rank 2002-2014

5 | Integration of Gender Perspectives in 2014

Policies

Figure 21 shows that 68.6% of NATO member and partner nations had specific policies or legislations related to the integration of gender perspectives before the end of 2013. In 2014, 52.8% of NATO member and partner nations had new policies or legislation related to the same topic. Furthermore, 74.3% reported having a military entity that deals with the integration of gender perspectives in 2014.

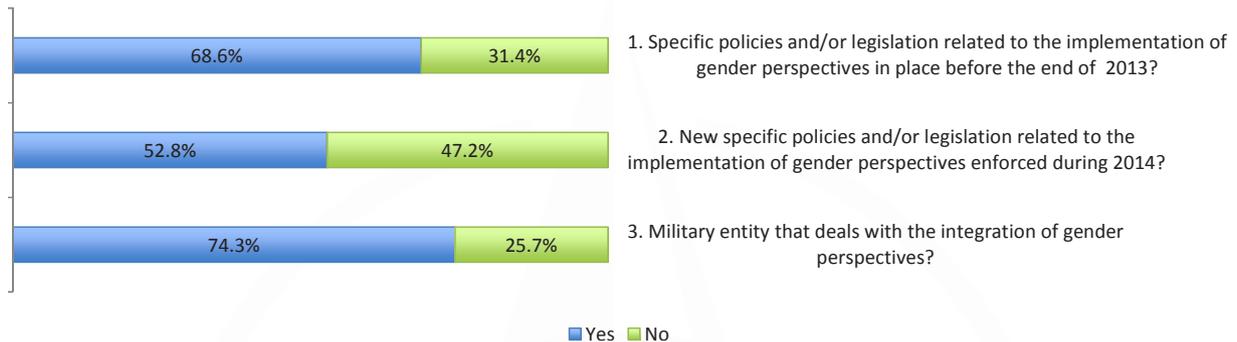


Figure 21: New policies or initiatives concerning the integration of gender perspectives, NATO member and partner nations in 2014

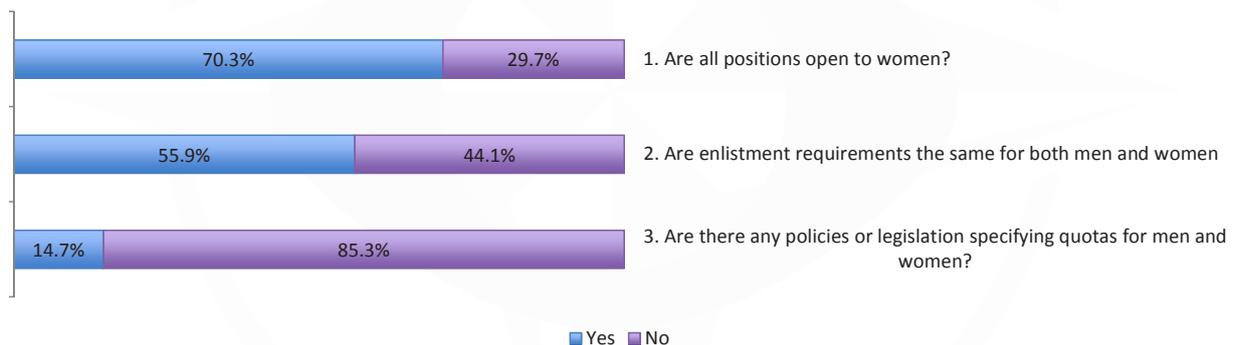


Figure 22: Enlistment - NATO member and partner nations in 2014

As seen in Figure 22 shows, 29.7% of NATO member and partner nations have positions that are closed to women. Those are positions such as fighter pilots, combat, submarines, patrol boats and hovercraft. 44.1% of NATO member and partner nations have different enlistment requirements for men and women. In some cases there are differences in the in the physical fitness test requirements. 14.7% of NATO member and partner nations reported that they have quotas for men and women in the armed forces.

Work-Life Balance Initiatives

Figure 23 gives an overview of the number of NATO member and partner nations that reported work-life balance initiatives. 58% of nations reported that they have specific programmes or policies to maintain work-life balance. 62% have measures to support parents when both are members of the armed forces, such as not deploying them at the same time. 66% of nations reported having a childcare policy; including day care facilities for children, breast-feeding breaks, or flexible working and hours. 54% of nations reported allowing part-time employment and 49% provide support or facilitation related to service duties to single parents.

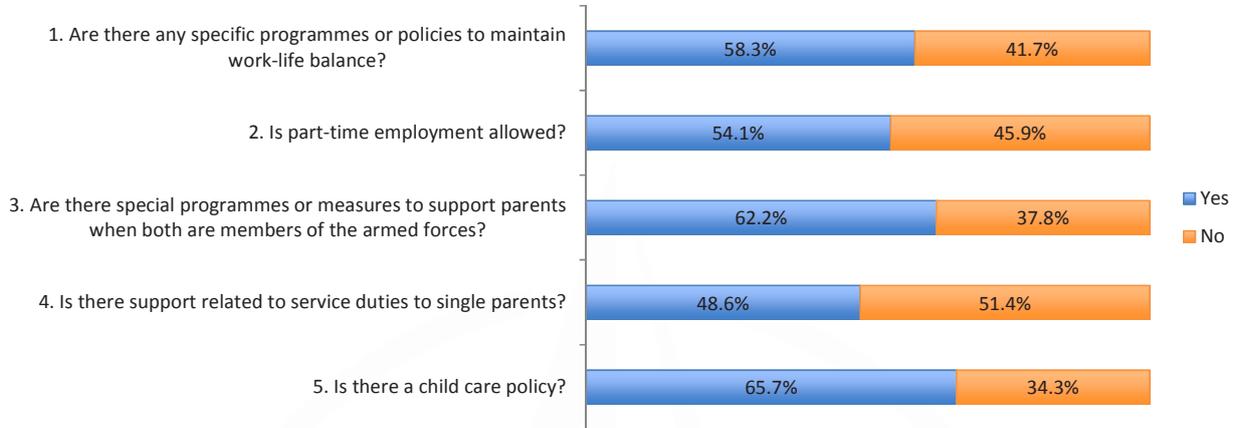


Figure 23: Work-life balance initiatives, NATO member and partner nations in 2014

Sexual Harassment and Sexual Abuse Prevention

As presented in Figure 24, 61% of NATO member and partner nations have strategies to prevent sexual harassment and sexual abuse. However, 70% have programmes or training related to sexual harassment prevention. Roughly half of the nations have harassment investigators and advisers and 35% have protocols in place for victims. 46% of nations had reported cases of sexual harassment in 2014.

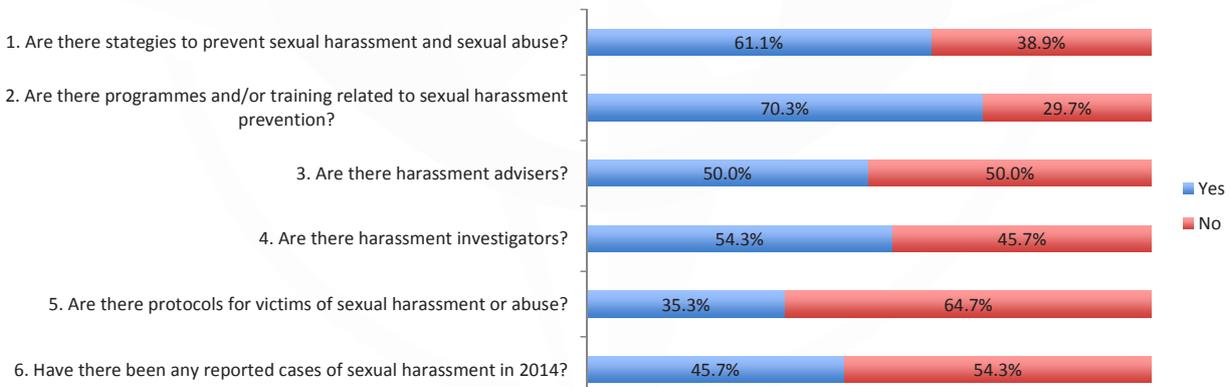


Figure 24: Sexual harassment and sexual abuse prevention, NATO member and partner nations in 2014

Gender in Operations

As shown in Figure 25, 69.4% of NATO member and partner nations include gender in operational planning and 89.5% include gender in pre-deployment training and/or exercises. Furthermore, 55.3% have trained advisers in their armed forces.

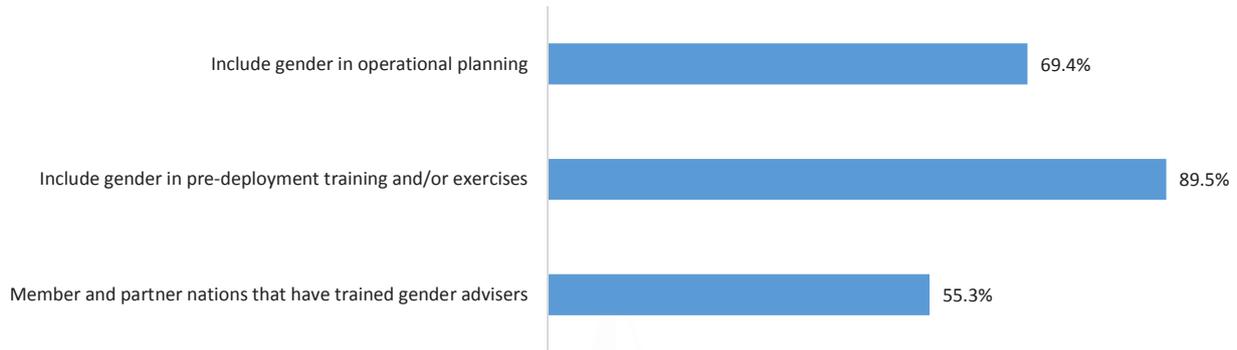


Figure 25: Percentage of NATO member and partner nations that have gender advisers and include gender in operational planning, training and exercises in 2014

NATO Members	Gender Advisers in the Armed Forces	Deployed Gender Advisors
Belgium	93	1
Bulgaria	1	1
Croatia	3	1
France	1	-
Iceland*	1	1
Italy	100	2
Lithuania	1	0
Netherlands	15	3
Norway	16	3
Poland	8	0
Portugal	31	2
Romania	-	-
Spain	196	10
Turkey	3	1
United Kingdom	3	1
United States	2	2
Total	381	27
*Gender advisers in the Icelandic Crisis Respond Unit		
NATO Partners		
Australia	1	1
Austria	9	1
Finland	2	2
Georgia	42	0
Ireland	12	4
Switzerland	10	2
Total	76	10

Table 1: Gender advisers in the armed forces in 2014

Ranks	Men	Women
OF 6 and higher	0.2%	0.0%
OF 3-5	14.3%	11.3%
OF 1-2	13.3%	20.2%
OR 5-9	36.8%	42.3%
OR 1-4	35.3%	26.2%

Table 2: Distribution of men and women by rank in NATO Operations 2014

Table 1 shows the number of gender advisers in the armed forces and deployed gender advisers in 2014. 12 NATO member nations and 5 partner nations deployed gender advisers in operations in 2014.

Women represent 5.6% in NATO operations. Out of the NATO member and partner nations that submitted, 25 of them provided female personnel to NATO Operations.

In Table 2, the distribution of men and women by rank is displayed with data provided by 24 nations.

6 | Conclusion

The UNSCR 1325 and its related resolutions, are the driving force behind efforts to address the impact of war on women, and the pivotal role women play in conflict management, conflict resolution and sustainable peace. These resolutions have been the catalyst for nations to ensure women's active and meaningful participation in security structures.

UNSCR 1325 continues to serve as the guiding document for nations' efforts to integrate women into their national and military structures. While these resolutions are intended to apply equally to all nations, this report illustrates that nations have taken different approaches. Some nations have implemented measures quickly, others have done so at a slower pace; all with varying degrees of success.

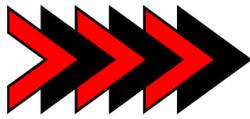
The National Reports used for this executive Summary are an instrumental part of identifying and understanding the progress each nation has been able to make; specifically concerning the sharing of best practices related to the integration of gender perspectives within the military. This compendium of actions taken, as well as statistics, policies, and initiatives, illustrate the state of each nation's achievements as of 2014, and will be an invaluable resource when conducting analyses in the years to come.



7 | 2014 National Reports from NATO Member Nations

This chapter presents the annual National Reports from all NATO member nations for 2014. For this year a survey methodology and questionnaire design were developed through the NATO Science for Peace and Security project “UNSCR 1325 Reload.”





ALBANIA



Regarding new policies or legislation introduced in 2014, a new law for Military Discipline in the Armed Forces was introduced.

Quota: According to the Human Resource Management Strategy in the Armed Forces, 2011-2015, the defined quota for female personnel in the AAF should be 15%.

Recruitment: All positions are open to women in the AAF and enlistment requirements are the same for men and women.

Retention: The AAF has a number of retention initiatives at various stages of implementation. However, they are not aimed specifically for women, but they intend to address all AAF members as a whole. A new initiative during 2014 was the legalization process of military personnel residences, which had been AAF properties. This initiative will serve to address the social issues of accommodation of military personnel that the AAF has faced.

Support Networks: No support networks specifically for women currently exist.

Reasons for Leaving the Military: There are systems in place to detect reasons why men and women leave the AFF. The main reasons for both men and women are emigration or better employment opportunities.

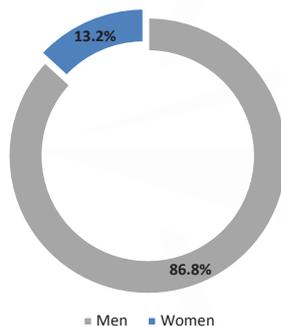


Figure 1: Men and women from all active duty military personnel %

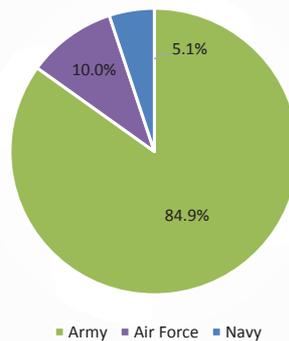


Figure 2: Distribution of female personnel by services

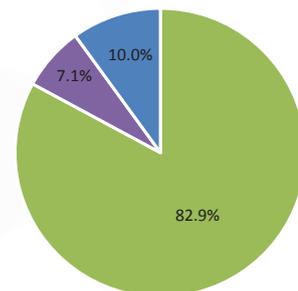


Figure 3: Distribution of male personnel by services

Equipment and Infrastructure Adaptation: Equipment and military installations are the same for both men and women. Furthermore, combat and exercise uniforms are the same for men and women. However, working and ceremonial uniforms are lighter for women than for men.

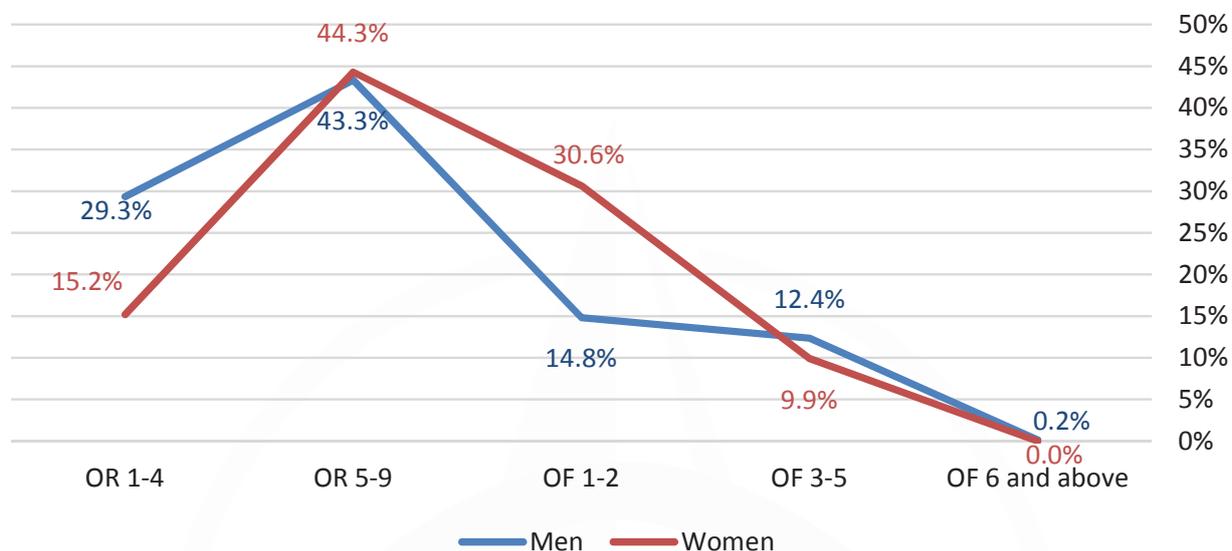
Parental Leave: Legal social support is given to mothers during pregnancy and maternity leave in the AAF is 53 weeks in total and is not transferable between parents.

Work-Life Balance: There are currently no specific programmes or policies to maintain work-life balance. However, part-time employment is allowed during studies. As for special programmes/measures to support parents when both of them are members of the AFF, there is not a written policy, but there is an understanding by the command leadership. There is no childcare policy in place or support related to service duties to single parents, divorced parents or widows/widowers looking after their children.

The accuracy of the information provided by national delegates is the responsibility of each nation.

Sexual Harassment & Sexual Abuse Prevention: In 2014, sexual harassment committed by military personnel during and/or after working hours, was addressed in the new law on Military Discipline in the Armed Forces, in the serious disciplinary violation category. This issue is monitored closely in order to prevent abuses in the military service. There are currently no protocols in place for victims, nor harassment investigators or advisers. However, training related to sexual harassment is provided to gender focal points in the military structure. No cases of sexual harassment in the AAF were reported in 2014.

Figure 4: Distribution of men and women by rank



Training: The AAF has one training programme related to gender or UNSCR 1325. A pre-deployment course for OF 3-5 and OF 1-2, where gender is included in the operational planning process and exercises. This information is general and within the framework of cultural training, human rights, law of armed conflict, ethics and the appropriate rules of engagement, gender and culture differences. The curriculum for this training is regularly updated, based on the experience of previously deployed personnel from the AAF, NATO recommendations, as well as other non-governmental organisations in the field.

In 2014, up to 30 military personnel from the AAF (mainly POC network for gender equality) participated in a Peace Support Operations (PSO) Orientation Course: Gender and Building Integrity, designed and developed by PSO Training Centre (PSOTC). This course was organised in collaboration with the Sarajevo Regional Centre, Bosnia and Herzegovina, and aimed to increase awareness and provide a conceptual understanding of gender issues in the security sector. It has a particular focus on PSO and how successful missions need to communicate with women in the society they are tasked to protect and thus how it is essential that female soldiers, police officers, and civilian staff are involved in the planning and conduct of operations, to strengthen the leadership, integrity, and management skills of participants in order to enhance their professionalism, competency and effectiveness in a multinational working environment.

Gender in Operations: There are no gender advisers in the AAF. However, gender is a topic in operational planning and is also included in pre-deployment training and exercises. There are no regulations in the AAF limiting the deployment of women. Deployment is tasked through the chain of command to a subordinate organisation. For additional positions, or capabilities not provided by an already-formed unit, personnel are selected for deployment positions based on their rank, occupation, and any required special skills sets, irrespective of gender.

Additional Information:

- In 2014, the Ministry of Defence (MoD) supported the book publication “The Weight and Beauty of Uniforms.” The author of the book is an officer in retirement Mrs. Linda Grazhdani, one of the first 74 female officers in the AAF. In describing the experiences of the first 74 female officers in the AAF, the author shares memories and sends a positive message to a new generation of officers. Copies of this book were donated even in one college.
- In cooperation with and in support of international organizations UN Women and the Ministry of Social Welfare and Youth of Albania, worked for the implementation of gender budgeting. This obligation derived from “The National Strategic Document for Gender Equality” that aims to improve the position of women in Albanian society and to ensure sustainable development in the Action Plan for Gender Issues in the AAF, 2013-2015.

Table 1: All Active Duty Military Personnel

Service	Men	Women
Army	72.0%	11.2%
Air Force	6.2%	1.3%
Navy	8.6%	0.7%
Other	0.0%	0.0%
Total	86.8%	13.2%
Ranks	Men	Women
OF 6 and above	0.2%	0.0%
OF 3-5	12.4%	9.9%
OF 1-2	14.8%	30.6%
OR 5-9	43.3%	44.3%
OR 1-4	29.3%	15.2%

Table 2: All Operations

Service	Men	Women
Army	100.0%	0.0%
Air Force	0.0%	0.0%
Navy	0.0%	0.0%
Other	0.0%	0.0%
Total	100.0%	0.0%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	27.6%	0.0%
OF 1-2	28.6%	0.0%
OR 5-9	43.9%	0.0%
OR 1-4	0.0%	0.0%

Table 3: NATO Operations

Service	Men	Women
Army	100.0%	0.0%
Air Force	0.0%	0.0%
Navy	0.0%	0.0%
Other	0.0%	0.0%
Total	100.0%	0.0%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	26.0%	0.0%
OF 1-2	29.2%	0.0%
OR 5-9	44.8%	0.0%
OR 1-4	0.0%	0.0%



BELGIUM



A Diversity Steering Committee has been in place since 2003, and led by the chief of the Human Resources Management section in the presence of the chief personnel of the Cabinet Ministry of Defence (MoD). As from 2009, gender equality is promoted through the implementation of UNSCR 1325. Since January 2012, the Diversity Policy is followed up by the subsection Human Resources Management, Strategic Policy.

The Belgian National Action Plan on the Implementation of UNSCR 1325, was approved by the Minister's Council in February 2009 and is currently under review. The Belgian Armed Forces Action Plan 2010-2012 on Gender has been implemented and is also under evaluation. The new Belgian Armed Forces Action Plan 2013-2016 on Gender will be adapted according to the lessons learned from the two previously mentioned evaluations.

Military Entity Responsible for Integrating Gender Perspectives: Since April 2003, the subsection, Organizational Culture, within the General Directorate Human Resources has been in charge of the diversity policy. In order to implement this policy, a Steering Committee - Diversity was established under the presidency of the Inspector-General of the Belgian Armed Forces. As from 2009, the gender equal opportunities policy and the implementation of UNSCR 1325 is an integral part of the Diversity Policy. The presidency of the Steering Committee is given to the Director General of Human Resources.

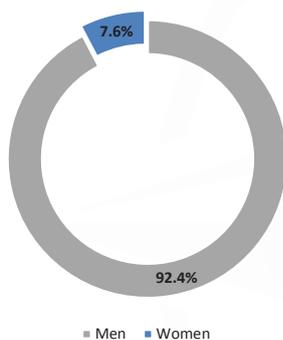


Figure 1: Men and women from all active duty military personnel %

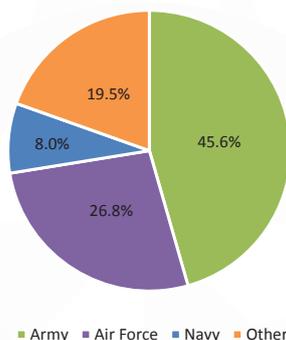


Figure 2: Distribution of female personnel by services

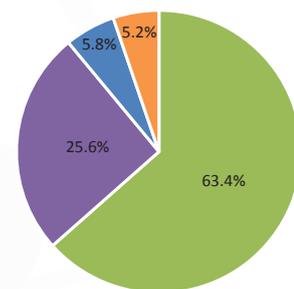


Figure 3: Distribution of male personnel by services

Recruitment: All positions are open to women in the Belgian Armed Forces and enlistment requirements are the same for men and women. There are no legal regulations in place that specifically promote the recruitment of women.

Retention: In the Belgian Armed Forces retention programme, gender equality is followed up rigorously. The retention is a problem for all candidates and attrition is high, but equal for men and women.

Support Networks: Gender Advisers and Gender Focal Points (see description in the Gender in Operations section).

Reasons for leaving the Military: Every person who leaves the service is invited to express his reasons during an interview with a psychologist. This is on a voluntary basis, and all students are willing to do so. These exit interviews apply both for men and women. Statistics are provided to the units those people come from, and sometimes special investigations follow if deemed necessary. The main reason for both men and women are difficulties balancing work and family life. Women also experience physical difficulties during basic training.

Equipment and Infrastructure Adaptation: Equipment is fit for both men and women and no adaptation is needed. Military installations have been adapted in the form of separate sanitary facilities. No adjustments have been made to women's uniforms, however the issue is under study.

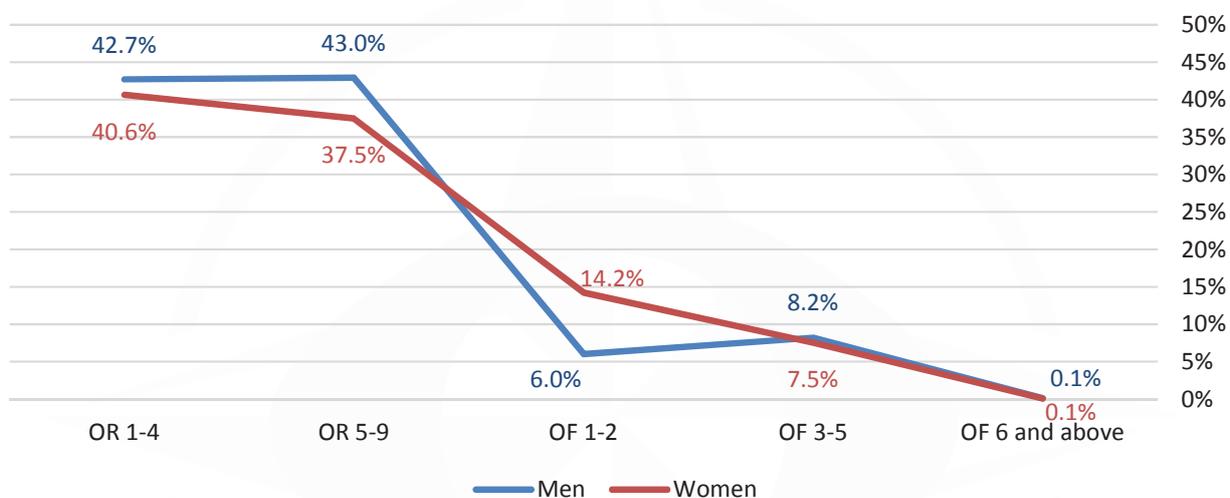
Parental Leave: In the Belgian Armed Forces, parental leave is 19 weeks in total, maternity leave is 15 weeks and is non-transferable. Legal social support is given to both parents of a newborn as well as mothers during pregnancy.

The accuracy of the information provided by national delegates is the responsibility of each nation.

Work-Life Balance: There are specific programmes or policies in place to maintain work-life balance. Military personnel (except officers) have a 38-hr working week. A flex-time is in place where the day can start between 7 and 9 am and end between 3 and 6 pm. It's the decision of the unit commander to decide which time frame will be available, but flexibility is granted whenever it doesn't hamper the operational capacity of the units. Except for certain critical posts, it is possible for personnel of the Armed Forces to work part time at a 4/5 rate. If one of the partners from a military couple participates in an operation, the partner staying home can request to work 4 days a week during the mission. Part-time employment is also allowed during parental leave and studies. Members of the Belgian Defence are also entitled to take a temporary discharge for family reasons, to take a maximum leave of two months for taking care of a relative who is terminally ill or to a leave from 3 up to 36 months as a career break.

Furthermore, the Belgian Defence has six day-care centres for its personnel. This measure improves the conciliation of private and professional life. It is mostly women who take care of small children or who give up their job to do so. Providing this benefit gives the Defence Forces the profile of an attractive employer. Furthermore, it improves the retention of both male and female personnel.

Figure 4: Distribution of men and women by rank



Sexual Harassment & Sexual Abuse Prevention: Sexual harassment and/or sexual abuse is forbidden by law, and therefore regulated by civil court rules. Within the Belgian Defence, there is a network of harassment advisers (confidants), who can be contacted when someone feels put into a corner, being pestered or harassed. This is for all breaches of the discrimination rules against minorities within the Defence. There is also a complaint service, where any kind of abuse can be reported. Each complaint has to be investigated, contacting the Commanding Officer or in an independent way. When it seems that the complaint reveals elements of truth, federal police is alarmed and takes over. As for training related to sexual harassment, the commanding officers receive an update on the regulations in place annually. As for protocols, regulations are in place for the commanding officer to contact federal police when there is suspicion of sexual harassment or sexual abuse, after contacting the harassment advisers. There have been no cases of sexual harassment reported in 2014.

Training: The Belgian Armed Forces have three training programmes that are related to gender or UNSCR 1325. The programmes are both pre-deployment and in theatre training. This includes training for Gender Focal Points (OF 1-2) to understand the concept of gender and raise awareness on the different gender dimensions in conflict. Cultural Awareness Training for OF 3-5, OF 1-2, OR 5-9 and OR 1-4, and for the same group Certification Exercises that entail coaching and evaluation of gender 'events' by specialized personnel of Info Operations Group.

Gender in Operations: Gender is a topic in operational planning and is included in pre-deployment training and/or exercises. The Belgian Armed Forces have 93 trained gender advisers. The Belgian concept of Gender Advisers foresees three kind of advisers corresponding with the level of deployment (12 GENAD + 81 GFP):

- Gender Advisers (GENAD) working at the level of ACOS Operations and Training that could be deployed in the framework of a deployed HQ such as an OHQ or FHQ. They are dual hatted. The GENAD is responsible for handling gender aspects in general with special focus on the implementation of the UNSCR 1325 and any other subsequent relevant instruments, the integration of the gender dimension into directives, the OPP, the operational plans (OPLAN), the Evaluation/ Lessons Learned and general Defence training activities.
- Gender Field Advisers (GFA) for subordinate levels, usually deployed in a deployed HQ (operational and tactical levels), also dual hatted. The GFA is responsible for handling gender aspects in general with special focus on the integration of a gender dimension in the Ops zone, in the Mission Oriented Training (MOT) in participation in the Tactical Planning Process.
- Gender Focal Points (GFP) are deployed at the level of detachment and are also dual hatted. The specific duty is to act as an adviser to the commander and he/she is responsible for all reporting tasks related to gender dimensions. He/she is also responsible for the practical integration of a gender dimension in the Ops zone and execution of daily activities (searches, conduct of patrols, checkpoints, etc.), developing TTPs or overseeing the planning, execution and evaluation of the mission with gender glasses.

Additional Information: Gender equality and gender awareness within the Belgian Armed Forces and when deployed in Operations remain a topic of particular interest for Belgian Defence. In recent years, a major effort was made in the field of women, peace and security. Still, the focus should not weaken. As the importance of the interaction with the local population (men, women and children) in operations increases, it seems paramount to dispose of an adequate reporting, monitoring and feedback system in order to achieve the attended effects. Furthermore, the Belgian Armed Forces' gender policy may serve as an example for the local population to empower them in rebuilding their own society.

Table 1: All Active Duty Military Personnel

Service	Men	Women
Army	58.6%	3.5%
Air Force	23.7%	2.0%
Navy	5.3%	0.6%
Other	4.8%	1.5%
Total	92.4%	7.6%
Ranks	Men	Women
OF 6 and above	0.1%	0.1%
OF 3-5	8.2%	7.5%
OF 1-2	6.0%	14.2%
OR 5-9	43.0%	37.5%
OR 1-4	42.7%	40.6%

Table 2: All Operations

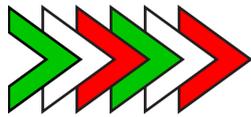
Service	Men	Women
Army	65.9%	1.2%
Air Force	27.4%	1.2%
Navy	0.2%	0.2%
Other	1.8%	0.7%
Total	96.8%	3.2%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	8.3%	0.0%
OF 1-2	9.7%	10.5%
OR 5-9	33.7%	73.7%
OR 1-4	48.3%	15.8%

Table 3: NATO Operations

Service	Men	Women
Army	50.4%	4.0%
Air Force	39.2%	0.8%
Navy	2.4%	0.0%
Other	1.6%	1.6%
Total	93.6%	6.4%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	7.7%	0.0%
OF 1-2	16.2%	0.0%
OR 5-9	53.8%	87.5%
OR 1-4	22.2%	12.5%

Table 4: Reserves

Service	Men	Women
Army	60.4%	2.1%
Air Force	21.2%	0.8%
Navy	8.9%	0.3%
Other	5.6%	0.8%
Total	96.1%	3.9%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	7.6%	1.3%
OF 1-2	21.7%	17.5%
OR 5-9	49.2%	45.2%
OR 1-4	21.5%	36.0%



BULGARIA



On a national level, the National Council on Gender Equality under the Council of Ministers is the body for consultations, cooperation and coordination among the governmental and non-governmental bodies in the elaboration and realization of the National Policy on Gender Equality. The Deputy Defence Minister is a member of the National Council on Gender Equality. The Council of Ministers adopted an Annual National Action Plan for the Promotion of Gender Equality. The Plan followed the objectives, set out in the National Strategy for Promotion of Gender Equality for the period 2009 – 2015. The National Assembly approved additional change in Defence and Armed Forces Act by extending the category of military personnel that can benefit from the parents' leave to improve work-life balance and diversity. This new amendment was a result of the cooperative work done between the Ministry of Defence (MoD) and the non-governmental organization (NGO) Bulgarian Armed Forces Women Association (BUAFWA). A doctrine for human resources management in the MoD was adopted in 2013. The principle for equality in regards to gender, race, ethnicity and religion (diversity) when building a human resources management system is incorporated in the whole process of retention, recruitment, education and training, internal support and inclusion. The MoD has adopted an Action Plan for Implementation of UNSCR1325 and related resolutions. The Action Plan provides mechanisms to embed the principles, laid out in UNSCR 1325, within the structures of Bulgaria's MoD and Armed Forces. Furthermore, the draft of new law for gender equality in Bulgaria is in process, following national procedures.

Military Entity Responsible for Integrating Gender Perspectives: In 2014, with the adoption of new rules for the MoD (general responsibilities of the different structures in the MoD), for the first time, specific responsibilities in equity were identified in the newly formed Social Policy Directorate, as follows: Assist the Minister in carrying out the gender policy, human rights and fundamental freedoms in the Armed Forces.

Duties of the gender adviser to the political and military leadership are carried out by a servicewoman, who is trained and is responsible for interaction with international organizations and governmental institutions formulating and implementing gender policies at the MoD level in the Defence Policy Directorate.

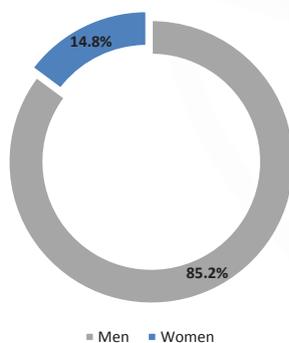


Figure 1: Men and women from all active duty military personnel %

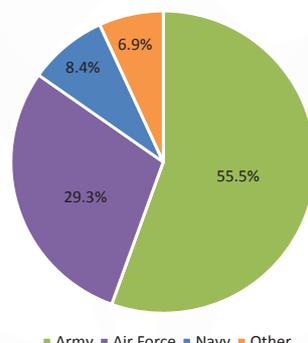


Figure 2: Distribution of female personnel by services

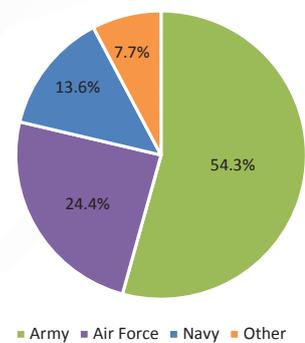


Figure 3: Distribution of male personnel by services

Recruitment: All positions are open to women in the Bulgarian Armed Forces. The enlistment requirements for men and women are different for equal results. Based on medical analysis and national data base, the requirements differ depending on the age. The different characteristics of men's and women's physiology are considered in the tests for strength and physical resistance. There are no legal regulations that specifically promote the recruitment of women.

The accuracy of the information provided by national delegates is the responsibility of each nation.

Retention: There are retention policies in place. Career development, payment, and parental leave is the same for men and women, the MoD and the Armed Forces cannot send two parents to missions and operations abroad, no mother and father take 12- or 24-hour duty shifts together.

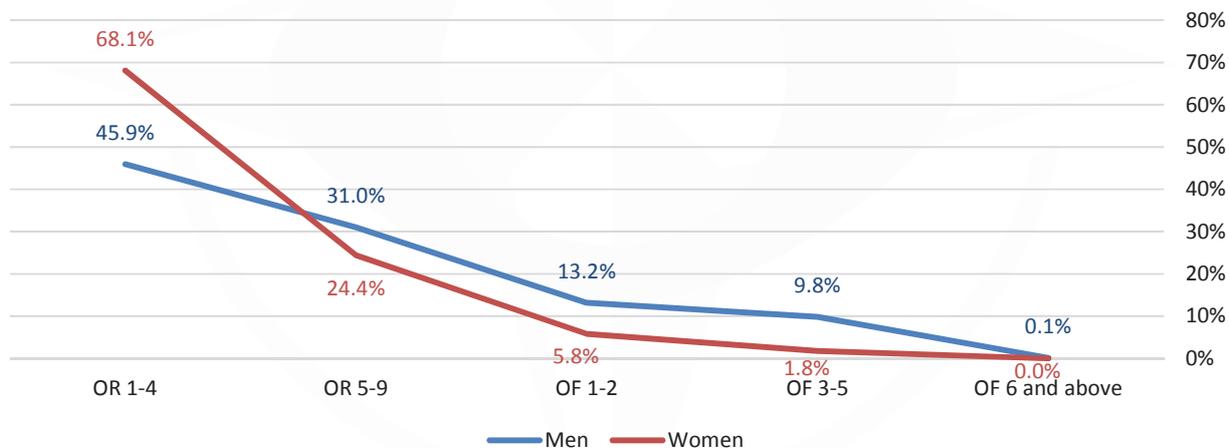
Furthermore, there are specific retention policies that take into account the different responsibilities women may have after the maternity leave period, such as: For a mother of small child there are no missions abroad, and she does not need to work 24-hour shifts or night shifts. However, this is her decision and she will need to declare it in a written form.

Support Networks: The BUAFWA is an NGO, established in 2006. Most of the members are women on active duty and reservists. The main goal of BUAFWA is the promotion and endorsement of the prestige and social status of women in the Armed Forces. The relations between the association and the MoD are regulated by an agreement that follows the main goal of BUAFWA – to protect their common interests. The BUAFWA can directly inform the MoD and the Chief of Defence on cases of discrimination and can participate in law making processes within the MoD by giving opinions and statements. BUAFWA has hot line for cases of direct and indirect discrimination and sexual violence.

Reasons for leaving the Military: There are no exit surveys or systems to detect reasons why personnel exits the military.

Equipment and Infrastructure Adaptation: New equipment is adapted for both sexes - for example: the Bulgarian Navy frigates are adapted for mixed military personnel. There is no need to adapt old tanks and aircraft. Special women’s rooms and toilets for women were established in the installations/bases/units. Adjustments have been made to uniforms as women have different combat, daily, official and short sleeves uniforms.

Figure 4: Distribution of men and women by rank



Parental Leave: Legal social support is provided to both parents of a new-born and mothers during pregnancy. The maternity leave is 163 weeks in total and is transferable between parents, it can however not be equally distributed. Parental leave is 104 weeks.

Work-Life Balance: Day care for children is available at the MoD and military installations, as well as kindergartens in the bigger garrisons.

Policies regarding work-life balance are in place such as flexible working time within 8-hour working day for administrative military personnel. Part time employment is not allowed.

Retention policies described above also relate to work-life balance.

Sexual harassment & Sexual Abuse Prevention: Sexual harassment and sexual abuse are crimes under the Penalty Code. Men and women are equal by law. In the texts of the National Armed Forces Manual there are Services Ethical Codes that deal with all inappropriate behaviour including sexual harassment. There are no harassment advisers, however there are harassment investigators available that use the protocol forms for crime investigations. There were no reported cases of sexual harassment in 2014.

Training: The Bulgarian Armed Forces have two training programmes that are related to gender or UNSCR 1325. One national training course (OF 1-2, OR 5-9 and OR 1-4) that is included in the National Military University curriculum discusses gender as part of international human rights chapter, leaders' education and training, and psychological training. For OF 3-5 a national and pre-deployment training course is included in the National Defence College curriculum discusses gender as a part of international human rights chapter.

Gender in Operations: Gender is included in pre-deployment training and/or exercises and the Bulgarian Armed Forces have trained gender advisers, however gender is not a part of operational planning. The gender advisers have received training from the European Security and Defence College (ESDC) course, A Comprehensive Approach to Gender in Operations. This is an international course certified by ESDC and organised by the Spanish and Dutch Ministries of Defence and Foreign Affairs. The leadership of the MoD is committed to implement NATO documents and recommendations and is working towards finding tools for incorporating gender advisers in the Armed Forces.

Table 1: All Active Duty Military Personnel

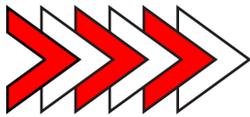
Service	Men	Women
Army	40.1%	7.2%
Air Force	18.0%	3.8%
Navy	10.0%	1.1%
Other	5.7%	0.9%
Total	85.2%	14.8%
Ranks	Men	Women
OF 6 and above	0.1%	0.0%
OF 3-5	9.8%	1.8%
OF 1-2	13.2%	5.8%
OR 5-9	31.0%	24.4%
OR 1-4	45.9%	68.1%

Table 2: All Operations

Service	Men	Women
Army	85.1%	71.6%
Air Force	0.8%	4.6%
Navy	0.8%	2.3%
Other	13.4%	21.6%
Total	93.5%	6.5%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	10.5%	2.3%
OF 1-2	10.3%	9.1%
OR 5-9	13.7%	25.0%
OR 1-4	65.5%	63.6%

Table 3: NATO Operations

Service	Men	Women
Army	87.1%	75.0%
Air Force	0.4%	3.6%
Navy	0.4%	0.0%
Other	12.1%	21.4%
Total	83.6%	6.4%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	8.3%	1.2%
OF 1-2	10.1%	6.0%
OR 5-9	14.3%	26.2%
OR 1-4	67.8%	66.7%



CANADA



The Canadian Human Rights Act (CHRA) came into effect in 1985. The purpose of this Act is to extend the laws in Canada within the legislative authority of Parliament, which essentially does not allow discrimination based on race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, disability or conviction for an offence for which a pardon has been granted or in respect of which a record suspension has been ordered. Further to the CHRA, in 1989, the Canadian Armed Forces (CAF) was directed by a Canadian Human Rights Tribunal to remove all gender employment barriers and to achieve the complete integration of women into all military occupations and employment areas. In 1995, the Canadian Employment Equity Act came into force. The purpose of this Act is to achieve equality in the workplace so that no person shall be denied employment opportunities or benefits for reasons unrelated to ability.

Military Entity Responsible for Integrating Gender Perspectives: The Directorate of Human Rights and Diversity (DHRD) is responsible for ensuring that CAF policies and programmes are implemented in accordance with the Employment Equity Act to achieve the CAF representation goals and to provide a better work environment for all members of the CAF.

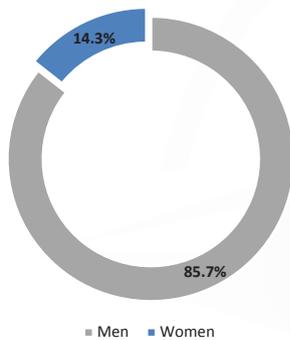


Figure 1: Men and women from all active duty military personnel %

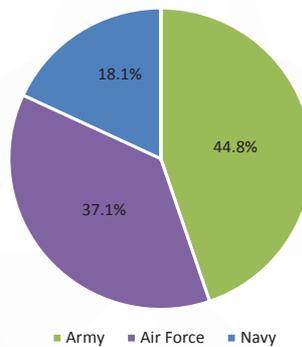


Figure 2: Distribution of female personnel by services

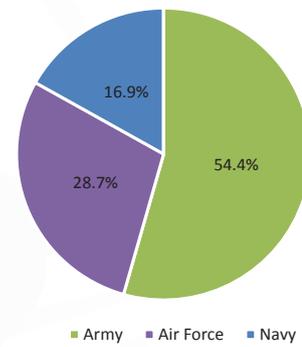


Figure 3: Distribution of male personnel by services

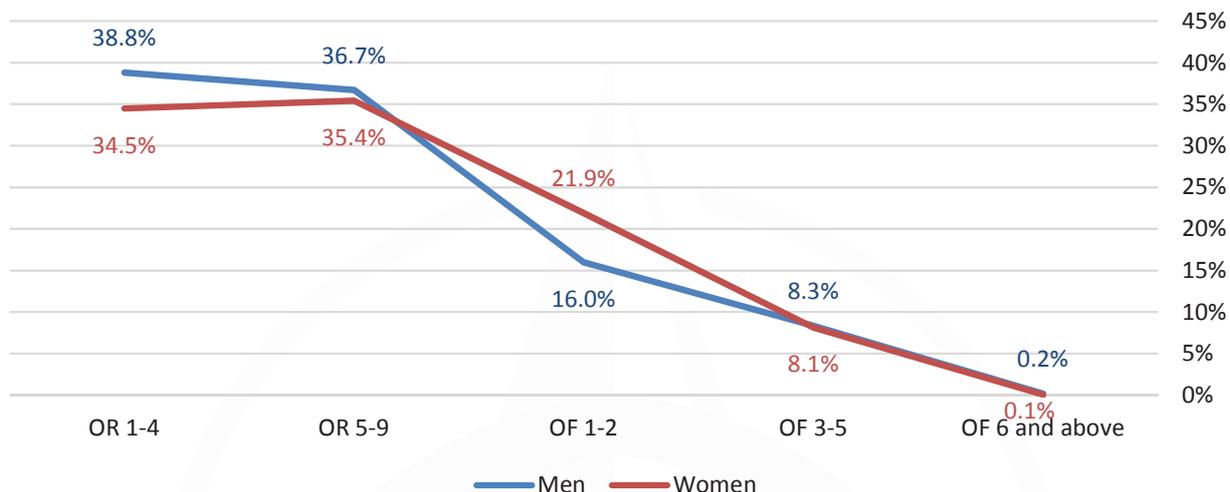
Recruitment: The enlistment requirements are the same for men and women in the CAF. There are legal regulations in place that promote the recruitment of women in the military such as the Canadian Employment Equity Act. Under the Employment Equity Act, the CAF has a duty to ensure that its workforce is representative of the Canadian population. Employment Equity (EE) recruiting and retention goals are currently set at 25.1% for women, 11.8% for members of visible minorities and 3.4% for Aboriginal peoples. Although we have goals, these do not represent quotas. Quotas are arbitrary numbers that are filled without regard to merit or qualifications. Merit and ability remain at the cornerstone of all of the CAF recruitment activities and all candidates must meet the minimal entry standards. EE goals are based on the degree of underrepresentation in specific military occupations, the availability of qualified personnel in the Canadian workforce, and the anticipated changes in the workforce. The Canadian Human Rights Act recognizes the CAF's Universality of Service requirements. Thus, applicants must meet the minimum entry-level standards for enrolment into the CAF, including medical and physical fitness levels. Individuals are only recruited and promoted if they have the skills and aptitudes to fulfil the general tasks required of all CAF personnel and the specific tasks for their occupation. Performance standards will not be compromised to reach EE goals.

Retention: The Canadian Armed Forces do not have specific retention policies.

The accuracy of the information provided by national delegates is the responsibility of each nation.

Support Networks: The Defence Women’s Advisory Organization (DWAO) is a voluntary group tied to the Employment Equity Act, which requires a consultative body formed from the organization’s employees who represent four Designated Groups, namely Aboriginal Peoples, Visible Minorities, Persons with Disabilities, and Women. The DWAO has groups nationwide at various levels of the DND/CAF organization, and its membership is not restricted to women only. The basic role of the DWAO is to provide advice and feedback to DND/CAF leadership on matters such as policy, process, or procedures which potentially constitute employment barriers to military and civilian women within the organization. There is no formal training given to these representatives, but there is currently an initiative underway (Training Needs Analysis) that is focused on identifying and remedying that training gap.

Figure 4: Distribution of men and women by rank



Reasons for Leaving the Military: An exit survey is given to all regular force members who are leaving the CAF voluntarily. Survey completion is voluntary. The objective of the analysis of Exit Survey data is to assess departing members’ reasons for leaving the CAF, their satisfaction with several organizational issues and to determine the extent to which these organizational issues and dissatisfiers influenced their decision to leave the CAF. Analyses of 2008-11 data indicate that none of the organizational issues were identified as salient dissatisfiers or strong influential factors on members’ decisions to leave. The areas of greatest concern included work-life balance, the effects of postings and deployments on families and, the career management system. A gender analysis of Exit Survey results revealed that departing men and women had very similar attitudes and perceptions of most of the assessed work and organizational issues. Where differences were found between men and women, they tended to be small and did not represent the greatest sources of dissatisfaction or the greatest influence on decisions to leave. Results suggested that women’s and men’s retention issues are quite similar, and that improving the perceptions and satisfaction of both women and men with regard to accomplishing meaningful work, work-life balance, family issues, and career management may contribute to retention in the regular forces. As well, the CAF Retention Survey, which is administered biennially, is used to provide information regarding work and organizational factors that influence retention and attrition of CAF personnel. Results of the 2014 survey indicate that CAF personnel are satisfied with most of the work and organizational variables assessed. Respondents most frequently cited job satisfaction, job security/financial stability, satisfaction with pension, satisfaction with pay, organizational identification and satisfaction with benefits as contributing to their decisions to stay in the CAF. Areas identified as needing some additional focus included perceptions of organizational support, a lack of control over decisions affecting them and potential bias in how decision-making procedures are applied, and concerns with workload and tight deadlines, the fairness of the performance appraisal process, concerns with career progression and career management. Other areas of concern were second language training, work-life balance and job satisfaction. Among those who indicated that they would probably or definitely leave the CAF within one, three or five years, the five most commonly cited reasons for leaving, related to their service, were job dissatisfaction, geographic instability, career progression, postings and lack of meaningful work.

Equipment and Infrastructure Adaptation: All CAF occupations have been open to women for over 20 years. Design and fit of new equipment must be suitable for both genders. Female ergonomics are now entrenched in new equipment design and all equipment must be suitable for a mixed-gender force. The design of CAF military installations and equipment must be suitable for both genders and female ergonomics are entrenched in new equipment design/facility design. Additionally, design and fit of new environmental clothing must be suitable for both genders and female ergonomics are now entrenched in new equipment/clothing design. The CAF works with human factors bioscience personnel to apply anthropometric data in support of the review CAF sizing standards. Combat helmets, rucksacks, combat boots, and flak jackets are designed to ensure women have the same level of protection and comfort as their male colleagues. The women's uniform is similar in design to the men's uniform, but conforms to the female figure, and is functional and practical. Women are also provided with an annual financial entitlement for the purchase of brassiere undergarments.

Parental Leave: In the CAF, parental leave is 37 weeks in total, maternity leave is 15 weeks. Legal social support is given to both parents of a new-born as well as mothers during pregnancy.

Work-Life Balance: There are no specific programmes or policies to maintain work-life balance in place and part-time employment is not allowed. However, there are measures in place to support parents that are members of the Armed Forces such as the Family Care Plan (FCP). All CAF personnel must complete the FCP form and update it regularly. Military Family Resource Centres (MFRCs) can also assist the CAF member (and their family) in finding appropriate caregivers. The FCP is administered by local units, and is designed to ensure that members have a plan in place to care for their family in the event of an emergency callout or planned deployment. The FCP is not a legally binding contract, but rather an exchange of information between the family and the Commanding Officer. It is kept on the CAF member's file and is designed to improve individual and unit operational effectiveness. The FCP is protected in accordance with the Privacy Act. Through the Military Family Service Programme, the CAF is able to offer additional childcare support in times of emergency, absence, illness, injury or death. Additionally, there is Family Care Assistance (FCA), administered by local units, designed to assist CAF single parents and service couples by offsetting increases in their normal costs for childcare or attendant care when service requires them to be absent from their home unit for 24 hours or longer. Furthermore, through Casualty Support Childcare (CSCC) services, Military Family Resource Centres (MFRCs) provide additional childcare services to support the families of CAF personnel who are ill, injured, or have died while serving.

Sexual Harassment & Sexual Abuse Prevention: There are no specific strategies that directly focus on sexual harassment and/or sexual abuse. Notwithstanding, the CAF does have two policies (Harassment Prevention and Resolution and, Sexual Misconduct) which deal with harassment and sexual misconduct separately. Harassment is dealt with as a global construct; as such sexual harassment is one of the four types of harassment covered by the policy. The Harassment Prevention and Resolution policy has a dual focus - prevention and resolution. Sexual Misconduct (which includes sexual assault) deals with the responsibilities of CAF members and the reporting of incidents – either administratively or legally. In April 2014, the Chief of Defence Staff (CDS), General Tom Lawson, commissioned an independent external review to look into inappropriate sexual behaviour in the CAF following a number of media reports on the subject and a subsequent internal review. In advance of completion of the External Review Authority (ERA) Report on Sexual Misconduct and Sexual Harassment in the CAF, the CAF Strategic Response Team on Sexual Misconduct (CSRT – SM) was stood-up under the authority of the CDS on 25 Feb. 2015. This team is to serve as the focal point for the development and implementation of a comprehensive Strategy and associated Action Plan to address the recommendations of the External Review, in order to modify and improve behaviour throughout the CAF and solidify a culture of dignity and respect for all CAF members that reflects the highest professional standards.

As for programs and/or trainings related to sexual harassment, there are four types of training offered, each suited for a specific audience: Harassment Advisers, Harassment Investigators, Harassment for Employees and, Harassment for Managers/leaders. While none of these courses is dedicated to the issue of sexual harassment, it is a significant topic of discussion/training in each of them.

At this time, there are no complaints registered (31 Jan. 2014 - 31 Jan. 2015) on sexual harassment in the Harassment Complaint Tracking System (HCTS). While no complaints are currently registered, it is important to note that there is a lag in the data corresponding to the time between when the event occurs and the complaint is raised and when it actually gets entered into the system. Thus, the lack of complaints registered may signify that a complaint has been raised but has yet to be entered into the system.

Training: The CAF has 10 training programmes that are related to gender or UNSCR 1325.

National Training

Joint Command and Staff Programme for OF 3-5, where gender mainstreaming and the integration of gender perspectives is introduced through the seminars. Training related to gender is also embedded in numerous topics in the following programs: Executive Leader’s Programme (OF 3-5 and OR 5-9), Basic Military Qualification and Basic Military Officer Qualification (OF 1-2 and OR 1-4), CAF Junior Officer Development Programme (OF 1-2), Primary Leadership Qualification (OR 1-4) Senior Appointment Programme and Advanced Leadership Programme (OR 5-9).

Pre-Deployment Training

Training for all CAF personnel to be deployed, developed by the Peace Support Training Centre and the Department of Foreign Affairs, Trade and Development. This includes country-specific cultural programs and awareness training for those to be deployed on and/or in support of operations. The training is meant to raise awareness about gender and cultural differences. The cultural training and gender consideration components taught during pre-deployment training have allowed the CAF to prepare personnel to effectively deal with cultural and gender aspects during deployment. CAF personnel receive specific training on the Universal Declaration of Human Rights, the Law of Armed Conflict, ethics, individual conduct and responsibilities, and the appropriate Rules of Engagement. UNSCR 1325 and related resolutions are embedded in CAF training. The training focuses on types of human rights violations (including trafficking in persons, child soldiers, sexual violence and abuse of women, children and minorities), the impact of conflict on vulnerable groups (including women, children, the elderly, minorities, refugees and displaced persons), gender and culture differences, gender and conflict, and how all this affects the Armed Forces operationally and morally. Individual Pre-deployment Training provides specific instruction on the protection of women and other vulnerable populations.

Gender in Operations: Gender is a topic in operational planning, and is included in pre-deployment training and/or exercises. Operational planning and the conduct of operations consider the possible impact on vulnerable groups, including men, women and children. As well, gender perspectives are included as part of the cultural awareness training received during the preparations for deployment. Collective pre-deployment training for operations in Afghanistan included women as “civilians in battlespace” role players.

The CAF does not have Gender Advisers trained for operations, but rather will address requirements as potential positions arise and with sufficient lead time.

Table 1: All Active Duty Military Personnel

Service	Men	Women
Army	46.6%	6.4%
Air Force	24.6%	5.3%
Navy	14.5%	2.6%
Other	0.0%	0.0%
Total	85.7%	14.3%
Ranks	Men	Women
OF 6 and above	0.2%	0.1%
OF 3-5	8.3%	8.1%
OF 1-2	16.0%	21.9%
OR 5-9	36.7%	35.4%
OR 1-4	38.8%	34.5%

Table 2: All Operations

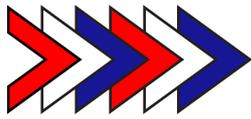
Service	Men	Women
Army	33.2%	4.2%
Air Force	31.2%	4.5%
Navy	23.8%	3.2%
Other	0.0%	0.0%
Total	88.2%	11.8%
Ranks	Men	Women
OF 6 and above	0.3%	0.0%
OF 3-5	14.1%	9.5%
OF 1-2	14.4%	22.4%
OR 5-9	31.9%	35.3%
OR 1-4	39.2%	32.8%

Table 3: NATO Operations

Service	Men	Women
Army	21.7%	2.2%
Air Force	8.4%	2.2%
Navy	58.8%	6.7%
Other	0.0%	0.0%
Total	88.9%	11.1%
Ranks	Men	Women
OF 6 and above	0.3%	0.0%
OF 3-5	6.0%	2.5%
OF 1-2	12.9%	22.5%
OR 5-9	30.1%	32.5%
OR 1-4	50.8%	42.5%

Table 4: Reserves

Service	Men	Women
Army	67.9%	10.5%
Air Force	6.7%	2.3%
Navy	8.7%	3.9%
Other	0.0%	0.0%
Total	83.3%	16.7%
Ranks	Men	Women
OF 6 and above	0.1%	0.0%
OF 3-5	5.9%	4.7%
OF 1-2	12.2%	13.7%
OR 5-9	30.2%	30.4%
OR 1-4	51.7%	51.1%



CROATIA



In September 2013, the Ministry of Defence (MoD) introduced a new document: Gender Policy in the MoD and the Croatian Armed Forces (CAF). In the same year, the MoD, obliged all organisational units of the MoD and the CAF to implement the Action Plan for Promoting and Establishing Gender Equality. These documents have provided insight into the ratio of men and women within the MoD and CAF, and have in parallel given a framework for the execution and oversight. Shortly thereafter, the Chief of the General Staff of the CAF issued an order for the implementation of these documents and assigned responsibilities in the CAF with the special focus on:

- Collecting and processing data on gender-related issues in the CAF (positions, ranks, representation, international operations, education, etc.);
- Commitments of the CAF personnel management councils/committees for positive discrimination with regard to gender issues in activities such: assignments, promotions, medals and awards, education, etc.;
- Proportional representation of men and women in international military education activities and participation in peacekeeping operations according to their status, position, and overall representation in the CAF;
- Investigation of reports on possible violation of gender equality, gender-based discrimination or violence against women;
- Increasing the number of lectures on human rights with a special focus on gender-related topics. Particularly in relation to violence against women and lectures on UNSCR 1325 and related resolutions at all levels of CAF, NCO and officer's military education and training (including pre-deployments for PSOs);
- Commitments of balanced representation of men and women in nomination of representatives in CAF delegations, committees, and other temporary bodies.

In terms of new policy and/or legislation, in October 2014, following the Gender Policy in the MoD and CAF and the Action Plan for Promoting and Establishing Gender Equality in the MoD and CAF, the MoD established two committees: Committee for Gender Equality and Committee for the Protection of Military Persons' Dignity. Both committees are composed of officers and civil servants (seven members) from the MoD and CAF.

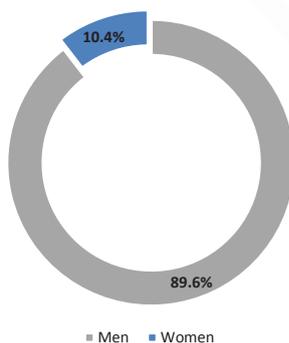


Figure 1: Men and women from all active duty military personnel %

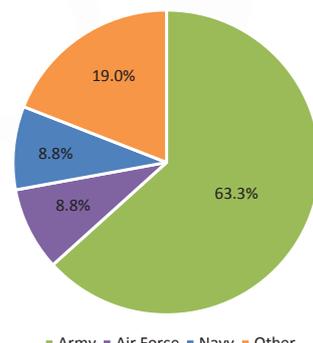


Figure 2: Distribution of female personnel by services

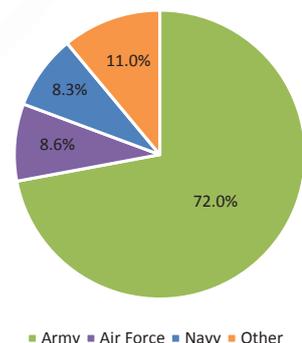


Figure 3: Distribution of male personnel by services

Recruitment: All positions are open to women. Enlistment requirements are the same for both men and women. There are no legal regulations that specifically promote the recruitment of women.

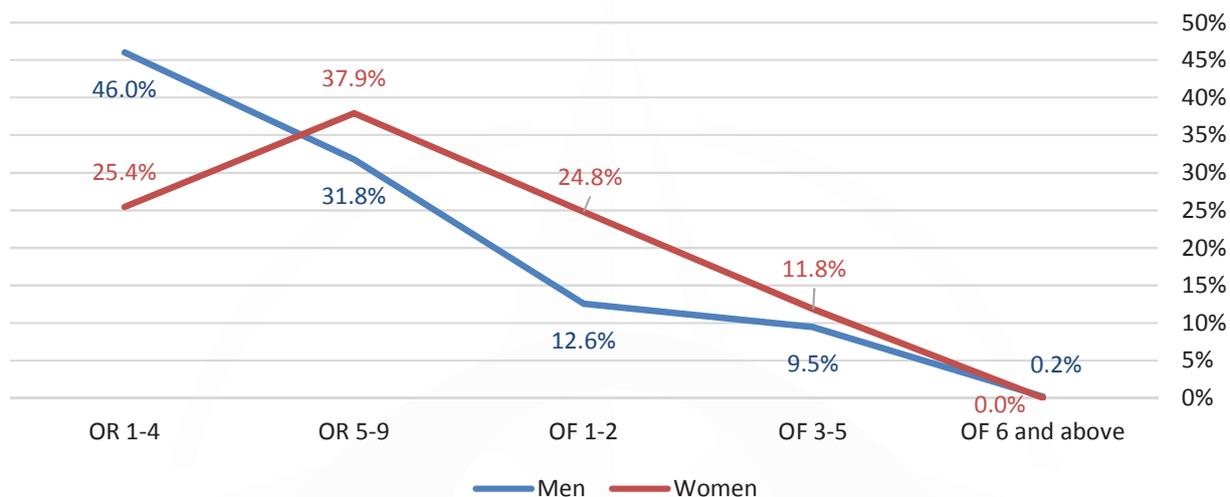
The accuracy of the information provided by national delegates is the responsibility of each nation.

Retention: The CAF have applied retention policies in order to keep personnel with scarce skills (women and men) such as doctors, pilots, IT experts, university professors, etc. Some of the policies that have been used are: bonuses for personnel with scarce skills, faster career development, providing technical training with financial support from the MoD, and other competitive benefits.

Support Networks: There are no support networks specifically for women currently exist.

Reasons for Leaving the Military: The CAF performs exit consultations and interviews in order to find out why employees leave the military and to help them transition into civilian life and civilian career. The main reasons for both men and women are injury or retirement.

Figure 4: Distribution of men and women by rank



Equipment and Infrastructure Adaptation: All equipment is fit both men and women, without special adaptations. In regards to the adaptation of military facilities, all CAF barracks and training areas have facilities with different sleeping rooms and toilets for men and women.

As for adjustments to women’s uniforms, the CAF has different design of service and formal uniforms for men and women.

Parental Leave: Legal social support is given to both parents of a newborn. The parental leave is 52 weeks in total.

Work-Life Balance: There are currently no specific work-life balance policies and no part-time employment in allowed. In terms of support to parents, the CAF does not have special programmes or measures to support parents when both of them are members of the Armed Forces, nor specific childcare policies. However, following the Gender Policy in the MoD and CAF, a special regulation has been introduced to help pregnant women or single parents (both men and women) when they need to perform duties which require 24-hour service or night shifts (e.g. duty officer/NCO).

Sexual Harassment & Sexual Abuse Prevention: The CAF provides training related to sexual harassment. This training is conducted during pre-deployment courses and officers/NCO military education programmes, as part of topics such as: Sexual Abuse and Exploitation and Code of Conduct.

Training: The CAF has 13 training programs that are related to gender or UNSCR 1325.

National Training

Gender Training of Trainers Course for OF 3-5, OF 1-2 and OR 5-9. This course was conducted for the first time in May 2014 and another is planned for May 2015. Furthermore, the CAF provides OF 6 and above, a course on Integrating Gender Perspective for Operational Effectiveness and a course on the Implementation of UNSCR 1325 for OF 3-5, OF 1-2 and OR 5-9.

Pre-Deployment Training

Two courses for OF 3-5, OF 1-2, OR 5-9, and OR 1-4 on prevention and response to conflict related gender based violence and UNSCR 1325. A pre-deployment courses is provided to OF 1-2 and OF 3-5 on gender issues and another on women, peace and security & sexual abuse. Furthermore, OF 1-2 and OR 1-4 have a course, that is an Introduction to UNSCR 1325.

Gender in Operations: Gender is a topic in operational planning, and is included in pre-deployment training and/or exercises. The CAF has three trained gender advisers, they received training through the Gender Field Adviser Course (NCGM, SWEDINT, Kungsängen, Sweden) and the Gender Training of Trainers Course (NCGM/RACVIAC/IMOTC, Rakitje, Croatia).

Additional Information: In order to foster the implementation of a gender perspective in the CAF, the target audience for the seminar: Integrating Gender Perspective for Operational Effectiveness, are high ranking officials in the MoD and CAF HQ (planned for October 2015). Later on, the plan is to continue to conduct this seminar for the Croatian Defence Academy, Army/Navy/AF HQs, and CAF General Staff Directorates.

Furthermore, the participants of Gender Training of Trainers Course in May 2015 will be lecturers and instructors from Military Academies or Army/Navy/Air Force Training Centres, focusing on those responsible for classes/exercises related to Operations Planning Processes or Military Decision Making Processes.

Table 1: All Active Duty Military Personnel

Service	Men	Women
Army	64.6%	6.6%
Air Force	7.8%	0.9%
Navy	7.5%	0.9%
Other	9.9%	2.0%
Total	89.6%	10.4%
Ranks	Men	Women
OF 6 and above	0.2%	0.0%
OF 3-5	9.5%	11.8%
OF 1-2	12.6%	24.8%
OR 5-9	31.8%	37.9%
OR 1-4	46.0%	25.4%

Table 2: All Operations

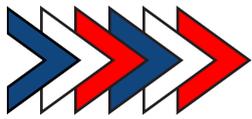
Service	Men	Women
Army	65.9%	2.5%
Air Force	18.2%	0.0%
Navy	5.6%	0.0%
Other	6.7%	1.1%
Total	96.4%	3.6%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	17.4%	15.4%
OF 1-2	15.7%	15.4%
OR 5-9	39.4%	53.9%
OR 1-4	27.5%	15.4%

Table 3: NATO Operations

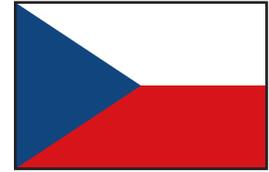
Service	Men	Women
Army	68.3%	2.7%
Air Force	19.6%	0.0%
Navy	1.5%	0.0%
Other	6.6%	1.2%
Total	96.1%	3.9%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	16.0%	15.4%
OF 1-2	14.2%	15.4%
OR 5-9	39.9%	53.9%
OR 1-4	29.9%	15.4%

Table 4: Reserves

Service	Men	Women
Army	99.0%	1.0%
Air Force	0.0%	0.0%
Navy	0.0%	0.0%
Other	0.0%	0.0%
Total	99.0%	1.0%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	2.8%	7.7%
OF 1-2	4.0%	0.0%
OR 5-9	17.8%	53.8%
OR 1-4	75.4%	38.5%



CZECH REPUBLIC



In terms of new policy and/or legislation in 2014, the new amendment to the Act on Professional Soldiers was modified, and gender perspectives were taken into account.

Military Entity Responsible for Integrating Gender Perspectives: The Czech Armed Forces (CzAF) have a Work Group for Equal Opportunities of Men and Women to address the issue of equal treatment of men and women in the MoD and CzAF. It is an initiation and consultative body to the Director of Personnel - Personnel Director of the MoD. The scope of the Work Group is to:

- Evaluate the application of internal regulations dealing with equal opportunities for men and women;
- Give recommendations on the basis of the lessons learned update of internal measures;
- Propose provisions of departmental measures in accordance with fundamental changes / updates of the Priorities and Procedures of the Czech Government in promoting equality between men and women;
- Cooperate in dealing with selected tasks with Ministerial Commission for the Prevention of Undesirable Social Phenomena;
- Carry out other tasks on its own initiative and may develop new proposals aimed at promoting and achieving equal opportunities for men and women, unless they conflict with the mission of the working group and its statute.

A gender Focal Point is the head of the Work Group for equal opportunities of men and women. He/she coordinates and provides information and data on equal opportunities of men and women in CzAF for internal and external use.

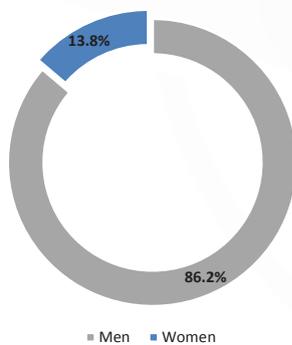


Figure 1: Men and women from all active duty military personnel %

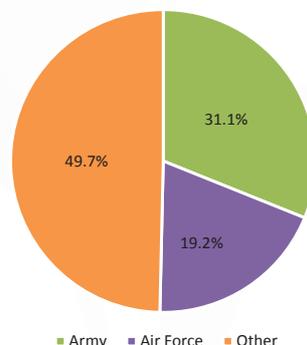


Figure 2: Distribution of female personnel by services

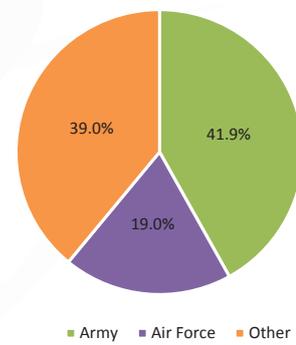


Figure 3: Distribution of male personnel by services

Recruitment: All positions are open to women in the CzAF. There are no specific regulations to promote recruitment of women in the Armed Forces and there is no quota in place. Furthermore, enlistment requirements are the same for both men and women.

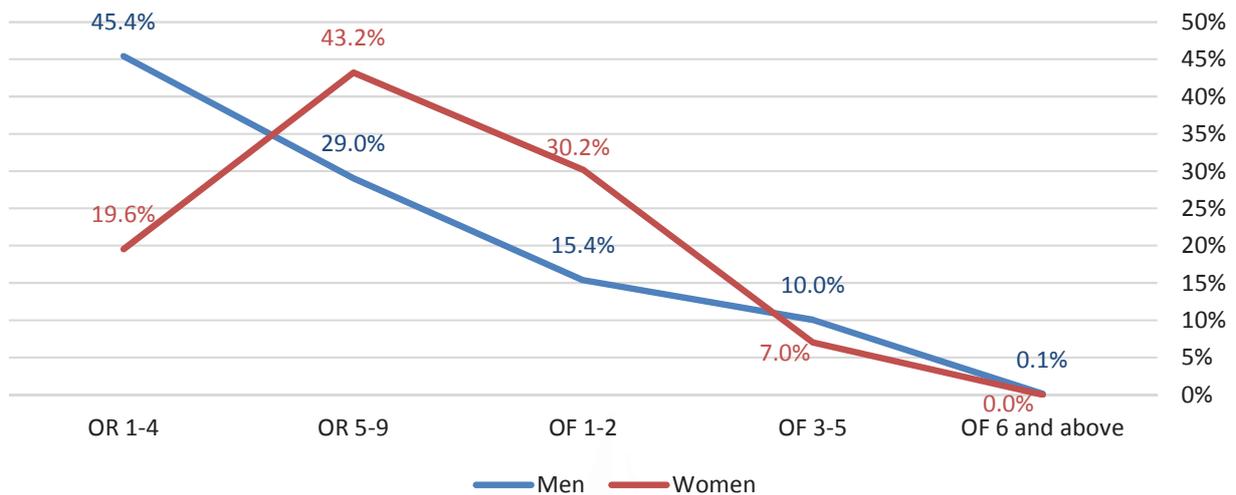
Retention: Retention policies focus on military benefits, retraining and further education.

Support Networks: There is a work group on equal opportunities of women and men.

Reasons for Leaving the Military: The CzAF keeps track of the reasons why men and women leave the military. Apart from retirement and downsizing both men and women reported that they had difficulties balancing work and family life, and felt that they had limited leadership opportunities. Injury was one of the reasons for men as well.

The accuracy of the information provided by national delegates is the responsibility of each nation.

Figure 4: Distribution of men and women by rank



Equipment and Infrastructure Adaptation: Military equipment and machinery is same for male and female soldiers as there are the same requirements for their operation. Military installations are adjusted to the needs of male and female personnel according to the common standards such as: toilets, dressing rooms, and restrooms. The military service uniforms are adjusted to male and female soldiers, however there is no uniform for pregnant women. Camouflage uniforms are the same for both male and female soldiers provided in a wide range of sizes. Any specific adjustments in personnel equipment for female soldiers is not provided across the CzAF, this is due to the financial demands of such adjustments and an official request has not yet been recorded.

Parental Leave: Legal social support is given to both parents of a new-born and mothers during pregnancy, and parental leave can be equally distributed between parents. Based on the special legal regulation (Labour Code) maternal leave is from 28-37 weeks and parental leave is from two to three years, with the possibility to extend it up to four years.

Pregnant female soldiers may not be assigned to duties that are dangerous to their pregnancy from a medical point of view. The medical statement is either given by the garrison doctor or by a private doctor. Their medical care is provided on a case by case basis.

A pregnant female soldier, breast-feeding female soldier and female soldier taking care of a child aged less than 1 year old may, only with their consent, be assigned to night duties, duties performed beyond the basic weekly duty hours and to service readiness.

A pregnant female soldier or a female soldier taking care of a child aged less than 8 years may only with their consent, be transferred to a different location, transferred or sent on a business trip beyond the basic weekly duty hours. Based on the legislation is also possible to change the length of parental leave and therefore be more flexible and keep a contact with the home garrison.

Work-Life Balance: Specific programmes and policies to maintain work-life balance include: part-time employment, pilot project of childcare at work, adjustment of work hours, flexible hours. Part-time employment is allowed in the case of maternity and parental leave, elderly care (or sickness), as well as during studies.

Childcare policy includes:

- Provisions to protect parents from deployment;
- Breast-feeding breaks;
- Policy on duties assignment, night duties and overtime work;
- Daycare for children at the MoD and military installations;
- Flexible working hours.

Sexual Harassment & Sexual Abuse Prevention: There are no specific strategies in place to prevent sexual harassment and sexual abuse. Nevertheless, there are mandatory trainings and seminars for all military personnel (ad list of training/education) to: define the problem of sexual harassment, inform about the prevention means and provide contact points to report and receive expert help. Harassment investigators and advisers are available and protocols are in place, this refers to the official list of complaints of the MoD Inspection. There were no reported cases of sexual harassment in the CzAF during 2014.

Training: The CzAF has nine training programmes that are related to gender or UNSCR 1325.

National Training

Human Rights and Law of Armed Conflicts for all recruits during their basic training, all NCOs and all officers receive during their training basics in national and international law (i.e. human rights, law of armed conflict), including gender aspects. Furthermore the CzAF provides seminars on Equal Opportunities of Men and Women and Non-Discrimination of the Male and Female Service Personnel for OF 3-5, OF 1-2, OR 5-9 and OR 1-4, and military leadership courses on Equal Treatment and Non-Discrimination Between Female and Male Service Personnel for OF 6 and above, OF 3-5, OF 1-2 and OR 5-9. CzAF also provides annual seminars for all military personnel such as on the Laws of Equal Treatment and Non-Discrimination of Female and Male Service Personnel and training for instructors. Additionally there are seminars for civilian and military personnel in the educational system that focus on protection against sexual harassment, the compatibility of family and work, and a non-discriminating environment for both female and male service personnel. As well as presentations on topics such as bullying, stalking and the psychological aspects of conflict communication. Courses are also provided to the General Staff to inform attendees about progress on protection against sexual harassment, the compatibility of family and work, and a non-discriminating environment for both female and male service personnel, dealing with bullying, stalking and the psychological aspects of conflict communication and other possible social problems within the military personnel community.

Pre-Deployment Training

A NATO Civilian Pre-deployment course and training for OF 3-5, OF 1-2, OR 5-9 and OR 1-4 on Code of Conduct, behaviour as members of the Armed Forces, approach of the civilian population (all including gender aspects), cultural awareness with respect to historical, religious, social and traditional differences, and basics of psychology.

Gender Operations: Gender is not a topic in operational planning, however it is included in pre-deployment training and/or exercises. There are no gender advisers in the CzAF, as such positions have not been established.

Table 1: All Active Duty Military Personnel

Service	Men	Women
Army	36.1%	4.3%
Air Force	16.4%	2.6%
Navy		
Other	33.7%	6.8%
Total	86.2%	13.8%
Ranks	Men	Women
OF 6 and above	0.1%	0.0%
OF 3-5	10.0%	7.0%
OF 1-2	15.4%	30.2%
OR 5-9	29.0%	43.2%
OR 1-4	45.4%	19.6%

Table 2: All Operations

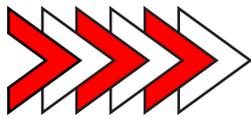
Service	Men	Women
Army	54.2%	2.5%
Air Force	15.5%	0.5%
Navy		
Other	24.0%	3.3%
Total	93.7%	6.3%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	12.5%	26.1%
OF 1-2	17.2%	34.8%
OR 5-9	27.6%	39.1%
OR 1-4	42.7%	0.0%

Table 3: NATO Operations

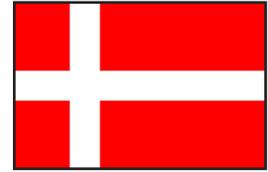
Service	Men	Women
Army	53.1%	2.3%
Air Force	17.0%	0.6%
Navy		
Other	24.1%	2.9%
Total	94.2%	5.8%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	11.9%	11.1%
OF 1-2	18.1%	44.4%
OR 5-9	29.0%	44.4%
OR 1-4	41.0%	0.0%

Table 4: Reserves

Service	Men	Women
Army	9.7%	0.3%
Air Force	0.0%	0.0%
Navy		
Other	87.3%	2.7%
Total	97.0%	3.0%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	1.5%	0.0%
OF 1-2	8.3%	0.0%
OR 5-9	15.6%	5.4%
OR 1-4	74.6%	94.6%



DENMARK



The Ministry of Defence released a diversity policy in 2011 for the Danish Defence. The Defence Command also released an Action Plan for Equality and Diversity in 2011.

There is no specific military entity responsible for integrating gender perspectives in the Danish Armed Forces.

Recruitment: All positions are open to women in the Danish Armed Forces. Enlistment requirements are different for men and women, as the women can voluntarily sign a contract and at any time during the enlistment period of 4 months cancel the contract. There are no legal regulations that specifically promote the recruitment of women in the military.

Retention: A retention strategy for both men and women was implemented in 2013. Several initiatives are in progress e.g. a talent management programme and a competence strategy.

Support Networks: No support networks specifically for women currently exist.

Reasons for Leaving the Military: One of the main reasons why women leave the military are difficulties balancing work and family life. For men it is limited leadership opportunities. Personal reasons or no positions available were also reasons for both men and women to leave the military.

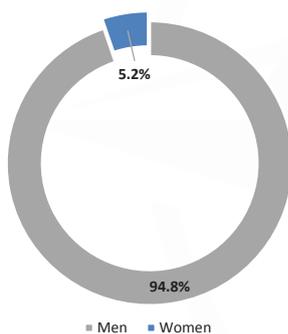


Figure 1: Men and women from all active duty military personnel %

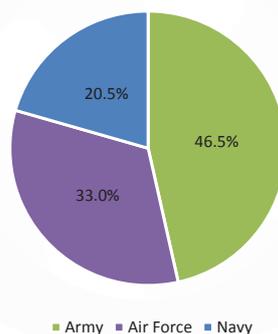


Figure 2: Distribution of female personnel by services

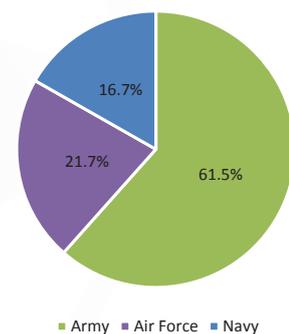


Figure 3: Distribution of male personnel by services

Equipment and Infrastructure Adaptation: Personal equipment is fit for both men and women and military installations have been adapted such as accommodations e.g. separate bedrooms, baths etc. Adjustments to uniforms have been made for the female body in sportswear and underwear, and smaller sizes in clothing and shoes are available.

Parental Leave: Legal social support is given to both parents of a newborn and the maximum parental leave is 92 weeks for both parents. However, the average parental leave is shorter (64 weeks) due to reduced financial support after 32 weeks.

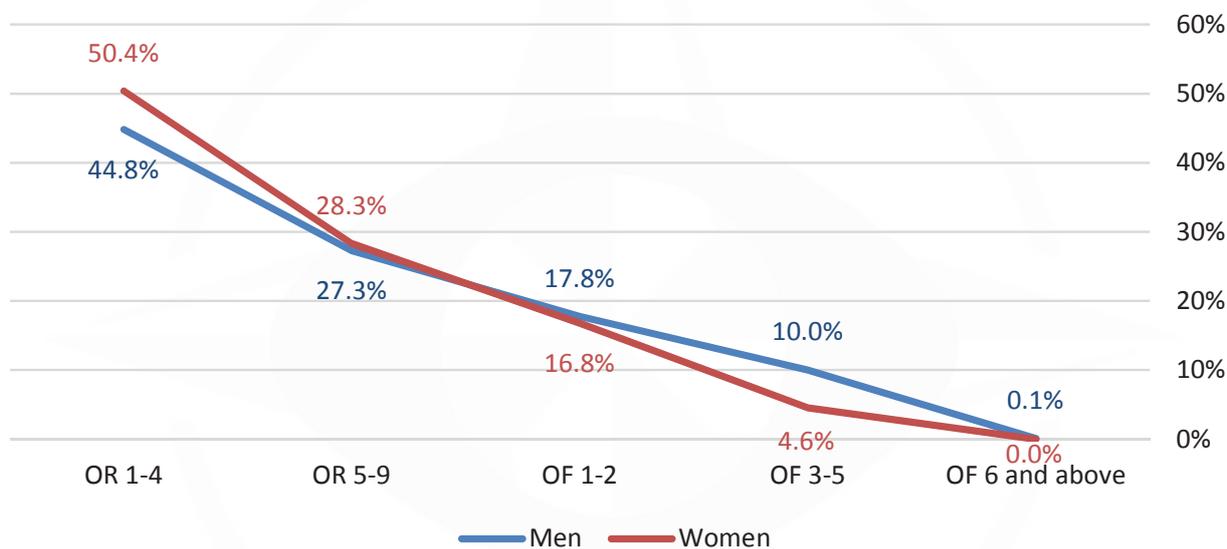
Work-Life Balance: Specific programmes and policies to maintain work-life balance are in place such as the Danish Defence Personnel Policy as well as strategic and ethical guidelines for management. Part time employment is allowed in the case of parental leave and elderly care (or sickness). There is no childcare policy in place and no support or facilitation related to service duties to single parents, divorced parents or widows/widowers looking after their children. In the case of both parents being members of the Armed Forces there are no formalized programmes/measures in place. However an informal administrative standard has developed over time, which encompasses - to the extent possible - not to deploy both parents at the same time.

The accuracy of the information provided by national delegates is the responsibility of each nation.

Sexual Harassment & Sexual Abuse Prevention: There are strategies to prevent sexual harassment and sexual abuse in the Personnel Policy, where a chapter is dedicated to sexual harassment and abuse. Cases of sexual harassment and stalking have been reported in 2014. Harassment investigators and advisers are available, and protocols for victims are in place. In case of a legal trail all personnel data is available. In case of a contact between a harassment pier supporter and an employee, full anonymity is provided. However, the total number of cases are registered.

Training: The Danish Armed Forces have five training programmes that are related to gender or UNSCR 1325. The programmes include national training in three officer schools for OF 1-2, where the cultural understanding and cultural definition of harassment is a part of the education. Furthermore, a cultural and ethnic understanding of the mission country is part of pre-deployment education for all ranks. A national training course (for OF-6 and OF 3-5) is provided by the Nordic Centre for Gender in Military Operations (NCGM) in Sweden. Integrating gender perspectives into peace support operations will support and strengthen the human rights and the overall security situation for the whole population; men, women, girls and boys. As a force multiplier, gender perspectives will support the outcome of a mission. Operations will benefit from the integration of gender perspectives (including UNSCR 1325 and related resolutions) Gender is one important piece of the puzzle on how to best set favourable conditions in nation building and creating a lasting peace.

Figure 4: Distribution of men and women by rank



Gender in Operations: Gender is a topic in operational planning and is included in pre-deployment training and/or exercises. The Danish Armed Forces do not have any trained Gender Advisers. However, it is considered to develop and implement a cultural adviser, who besides the cultural aspects will receive training on gender issues.

Additional Information: The promotion of the women, peace and security agenda is a cornerstone in Denmark’s foreign, security and development policy. The Danish Armed Forces recognize that inclusive and equal societies are essential to prevent continued violence and foster sustainable peace. Therefore, the full and equal participation of women at all levels of conflict resolution, peace building and reconstruction is the only way to ensure that societies emerging from conflict are built on fundamental respect for the rights, needs and contributions of women and girls. The principles of protection and participation therefore go hand in hand.

On 10 June 2014, the Minister for Foreign Affairs of Denmark launched Denmark's third National Action Plan for the Implementation of UNSCR 1325 at an event in the UN-City in Copenhagen. The event was co-organised by UNDP, UNFPA, WHO, UN-Women, the British Embassy in Copenhagen and the Ministry of Foreign Affairs and also marked the opening of a global summit in London on the topic of ending sexual violence in conflict. It is signed by four ministers: The Minister for Foreign Affairs, The Minister for Trade and Development Cooperation, The Minister for Defence and the Minister for Justice and represents a cooperation between the Ministry of Foreign Affairs, the Ministry of Defence and the Danish National Police, representing the Ministry of Justice. The specific focus of the updated National Action Plan (2014 – 2019) is one result. The plan contains a list of specific initiatives with indicators for each authority to implement during the coming 5-year period. Regarding the Danish Defence:

- The Danish Defence will have a continued focus on increasing the number of women employed in and deployed by the armed forces;
- The Danish Defence will strengthen the education within the Armed Forces regarding gender issues;
- The Danish Defence will include consideration of the gender perspective and women's participation in civil-military projects.

Table 1: All Active Duty Military Personnel

Service	Men	Women
Army	58.3%	2.4%
Air Force	20.6%	1.7%
Navy	15.9%	1.1%
Other	0.0%	0.0%
Total	94.8%	5.2%
Ranks	Men	Women
OF 6 and above	0.1%	0.0%
OF 3-5	10.0%	4.6%
OF 1-2	17.8%	16.8%
OR 5-9	27.3%	28.3%
OR 1-4	44.8%	50.4%

Table 2: All Operations

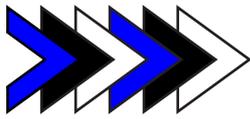
Service	Men	Women
Army	69.5%	4.9%
Air Force	20.6%	1.1%
Navy	2.7%	0.0%
Other	0.8%	0.3%
Total	93.7%	6.3%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	11.4%	8.7%
OF 1-2	25.8%	43.5%
OR 5-9	28.2%	13.0%
OR 1-4	33.7%	30.4%

Table 3: NATO Operations

Service	Men	Women
Army	52.0%	5.6%
Air Force	35.2%	1.7%
Navy	4.5%	0.0%
Other	1.1%	0.0%
Total	92.7%	7.3%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	10.8%	15.4%
OF 1-2	19.3%	38.5%
OR 5-9	27.7%	7.7%
OR 1-4	41.0%	38.5%

Table 4: Reserves

Service	Men	Women
Army	68.3%	7.6%
Air Force	18.3%	1.1%
Navy	4.3%	0.4%
Other	0.0%	0.0%
Total	90.9%	9.1%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	13.7%	2.3%
OF 1-2	48.2%	77.5%
OR 5-9	27.5%	2.3%
OR 1-4	10.7%	17.9%



ESTONIA



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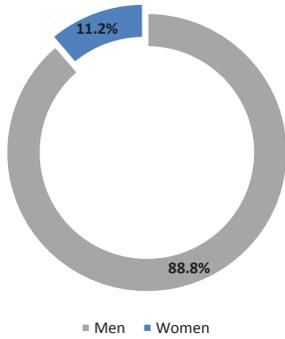


Figure 1: Men and women from all active duty military personnel %

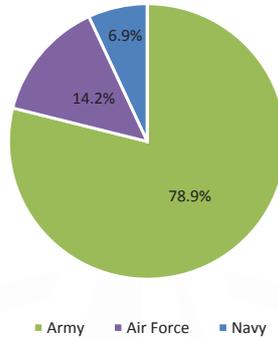


Figure 2: Distribution of female personnel by services

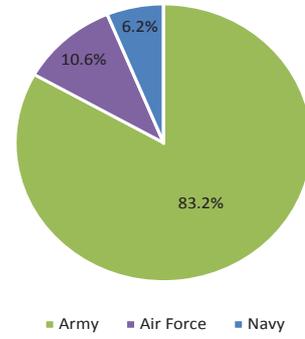


Figure 3: Distribution of male personnel by services

Figure 4: Distribution of men and women by rank

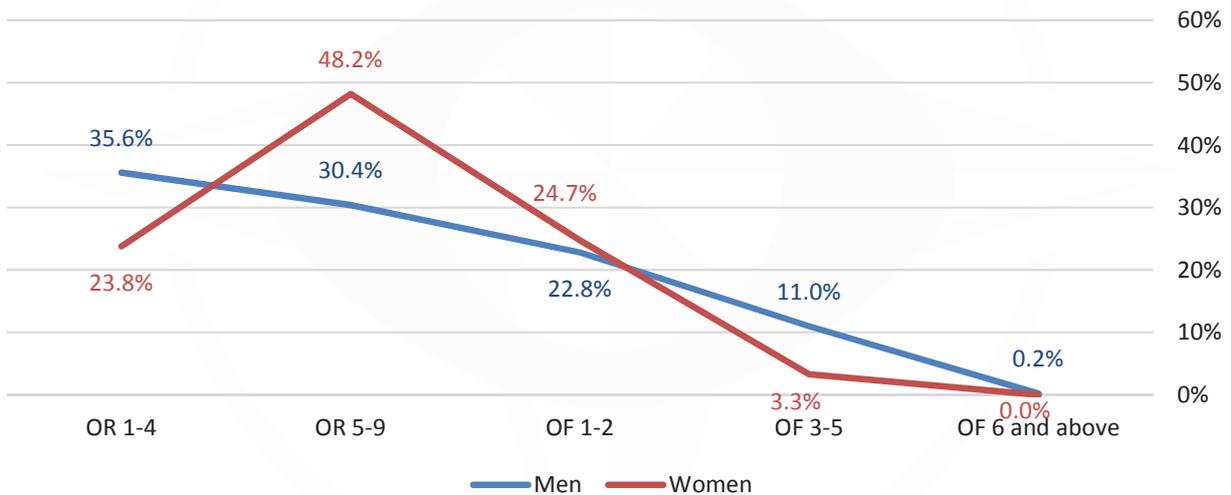


Table 1: All Active Duty Military Personnel

Service	Men	Women
Army	73.8%	8.9%
Air Force	9.4%	1.6%
Navy	5.5%	0.8%
Other	0.0%	0.0%
Total	88.8%	11.2%
Ranks	Men	Women
OF 6 and above	0.2%	0.0%
OF 3-5	11.0%	3.3%
OF 1-2	22.8%	24.7%
OR 5-9	30.4%	48.2%
OR 1-4	35.6%	23.8%

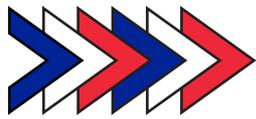
Table 2: All Operations

Service	Men	Women
Army	97.8%	2.2%
Air Force	0.0%	0.0%
Navy	0.0%	0.0%
Other	0.0%	0.0%
Total	97.8%	2.2%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	8.6%	0.0%
OF 1-2	11.8%	20.0%
OR 5-9	36.7%	80.0%
OR 1-4	43.0%	0.0%

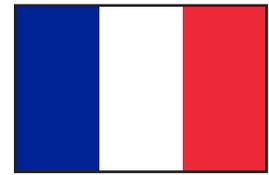
Table 3: NATO Operations

Service	Men	Women
Army	98.1%	1.9%
Air Force	0.0%	0.0%
Navy	0.0%	0.0%
Other	0.0%	0.0%
Total	98.1%	1.9%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	6.6%	0.0%
OF 1-2	11.8%	0.0%
OR 5-9	36.8%	100.0%
OR 1-4	44.7%	0.0%

The accuracy of the information provided by national delegates is the responsibility of each nation.



FRANCE



Specific policies and/or legislation related to the implementation of gender perspectives in the Armed Forces that were in place before the end of 2013:

- In 2010, adoption of a National Action Plan for 2010-2013 aimed at providing a coherent and concerted strategy on the cross cutting issue of women in armed conflict;
- Promulgation of a joint publication (PIA-3.10.5) for the implementation of UNSCR 1325 (May 2013).

New policies or legislation introduced in 2014:

- Appointment of a senior officer of gender equality in the Ministry of Defence (MoD);
- Drafting of a second National Action Plan for 2015-2018;
- In December 2013 setting-up of an observatory on gender parity in the military;
- Setting-up of a THEMIS cell to combat sexual violence and harassment within the MoD.

Military Entity Responsible for Integrating Gender Perspectives: The MoD senior officer for gender equality and the observatory for parity.

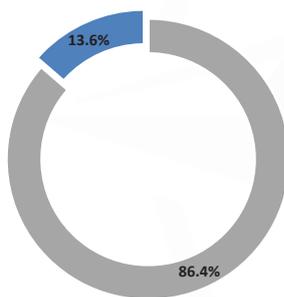


Figure 1: Men and women from all active duty military personnel %

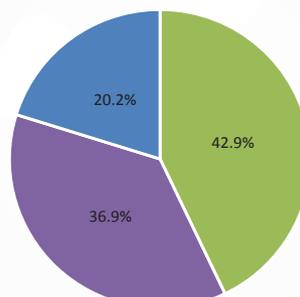


Figure 2: Distribution of female personnel by services

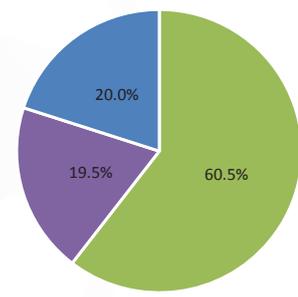


Figure 3: Distribution of male personnel by services

Restrictions for Women: Women will be allowed to serve on nuclear submarines in the French Navy from 2017.

Recruitment: Enlistment requirements for men and women are different in the physical fitness tests. There are no specific legal regulations that promote the recruitment of women.

Retention: In terms of retention policies, military forces, directorates and services have their own arrangements; consequently, they cannot be described.

Support Networks: No support networks specifically for women currently exist.

Reasons for Leaving the Military: There are systems in place to detect why men and women leave the military.

Equipment and infrastructure adaptation: Equipment is fit for both men and women, and military installations have been adapted to include separate rooms and sanitary facilities for men and women. No adjustments have been made to women's uniforms.

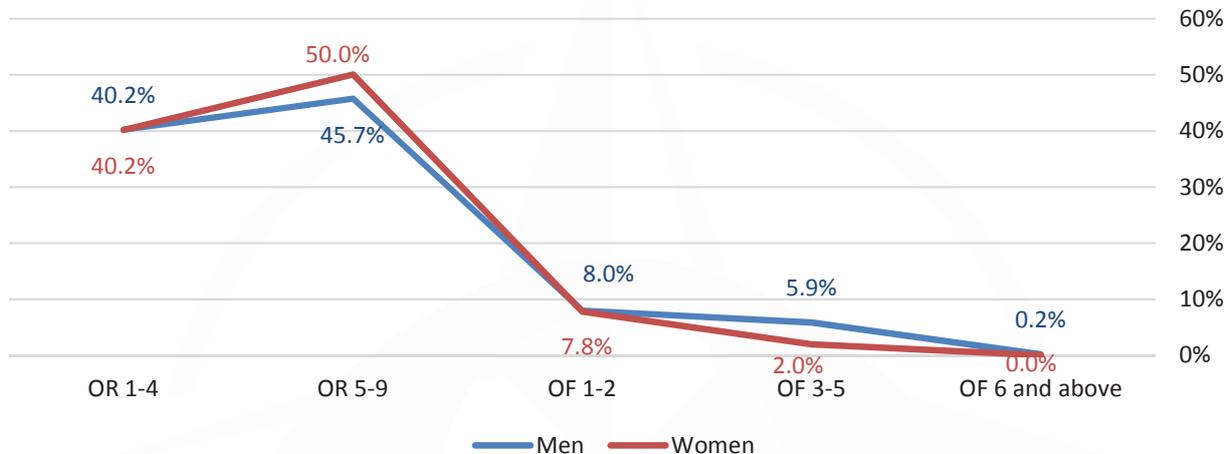
The accuracy of the information provided by national delegates is the responsibility of each nation.

Parental Leave: Legal social support is provided to both parents of a newborn and mothers during pregnancy. Parental leave is 52 weeks; maternity leave of 16 weeks is not transferable between parents.

Work-Life Balance: There are no specific programmes and policies to maintain work-life balance. Part-time employment is not allowed. No support or facilitation in terms of service duties is given to single parents, however, there is childcare policy that includes day care for children. There are special programmes/measures to support parents when both of them are members of the Armed Forces that entail:

- Assignment of both parents to close locations (whenever possible).
- No simultaneous operational assignment for both parents.

Figure 4: Distribution of men and women by rank



Sexual Harassment & Sexual Abuse Prevention: In April 2014, the MoD set up the THEMIS cell; its responsibilities include receiving reports, addressing them outside the chain of command, monitoring the implementation of victims’ protection measures (i.e. assisting them with legal proceedings, helping them pursue their career).

“Écoute défense” is a network of psychologists now available to victims of such acts; to provide listening and assistance services outside the institution, a convention is under development with the ministry of social affairs to work closely with the MIROF (Interministerial Mission for the Protection of Women Victims of Violence) and to better inform MoD members of the various schemes and associative networks it has set up.

Finally, under article 42 of the 4 Aug. 2014 Act, articles dealing with moral and sexual harassment of public servants have been transposed in the Defence Code.

Prevention is implemented through awareness and training efforts for all actors and employers within the MoD, the social welfare central committee and social workers, as well as training institutions which have received information on these issues.

As a result, each service has included violence and discrimination awareness modules in these training structures for corps level and unit commanders, and also for category leaders (the “presidents de catégorie” are staff representatives to military function advisers).

There are harassment advisers available, and cases of sexual harassment, sexual assault and rape were reported in 2014.

Training: There are training modules on professional equality awareness in the MoD. These modules are part of the training of senior managers, in the graduate-level management cycle and in the junior manager courses (1.5 hours to half a day). As part of a responsible management curriculum, the Defence Management Training Centre (CFMD) took over training on diversity awareness, including gender issues; in 2014 this module received the “École de la GRH” (Human Resources Management (HRM) School) from the DGAFP (General Directorate of the Administration and Public Service) and will now be included in this DG’s “HRM good practices guide.”

In addition to the CFMD, a number of awareness effort focusing on parity challenges were conducted or are scheduled for the end of 2014; they are intended for employers or senior officials (i.e. members of the higher council for social welfare, instructors from the Saint-Cyr Coetguidan military schools, managerial staff from the Direction générale de l’armement (DGA) (French Defence Procurement Agency), in particular.

Gender in Operations: Gender is a topic in operational planning and is included in pre-deployment training and/or exercises. The French GENAD covers a broader meaning compared to the NATO GENAD. The CIAE (Joint Centre for Environmental Action) is the French expert body for the mainstreaming of the human environment aspect in operations. The French Armed Forces have a trained gender adviser in Norfolk.

Table 1: All Active Duty Military Personnel

Service	Men	Women
Army	52.2%	5.8%
Air Force	16.8%	5.0%
Navy	17.3%	2.7%
Other	0.0%	0.0%
Total	86.4%	13.6%
Ranks	Men	Women
OF 6 and above	0.2%	0.0%
OF 3-5	5.9%	2.0%
OF 1-2	8.0%	7.8%
OR 5-9	45.7%	50.0%
OR 1-4	40.2%	40.2%

Table 2: All Operations

Service	Men	Women
Army	81.0%	3.5%
Air Force	11.6%	0.9%
Navy	2.7%	0.2%
Other	0.0%	0.0%
Total	95.3%	4.7%
Ranks	Men	Women
OF 6 and above	0.1%	0.0%
OF 3-5	4.6%	1.5%
OF 1-2	7.5%	12.5%
OR 5-9	36.9%	46.3%
OR 1-4	50.9%	39.8%

Table 3: NATO Operations

Service	Men	Women
Army	61.7%	4.6%
Air Force	11.5%	1.3%
Navy	19.6%	1.4%
Other	0.0%	0.0%
Total	92.8%	7.2%
Ranks	Men	Women
OF 6 and above	0.1%	0.0%
OF 3-5	11.1%	3.2%
OF 1-2	9.6%	14.4%
OR 5-9	49.4%	49.6%
OR 1-4	29.7%	32.8%

Table 4: Reserves

Service	Men	Women
Army	54.5%	8.6%
Air Force	13.9%	3.8%
Navy	16.0%	3.1%
Other	0.0%	0.0%
Total	84.5%	15.5%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	14.8%	3.0%
OF 1-2	14.5%	10.3%
OR 5-9	36.3%	26.7%
OR 1-4	34.4%	59.9%



GERMANY



No specific policies and/or legislation related to the implementation of gender perspectives in the Armed Forces were in place before the end of 2013 nor were any new policies or legislation introduced in 2014.

Recruitment: All positions are open for women. Enlistment requirements for men and women are the same. There are specific legal regulations that promote the recruitment of women. Section 6 (1) of the Act on Equal Opportunities for Female and Male Military Personnel of the Bundeswehr (SGleiG): Announcements for areas where female soldiers are under-represented (Section 4 (5) SGleiG) must indicate that applications by women are particularly welcome and that female applicants will be given preference over equally qualified male applicants. Section 7 (1) SGleiG: In areas where female soldiers are under-represented, the number of women participating in the acceptance procedure must be equal to or higher than the number of participating men, provided that there are sufficient female applicants with the required skills and qualifications. If women are under-represented, women with the same qualifications as male applicants must be given preference when hiring, provided that the personal qualities of another candidate are not more appropriate for the position.

Retention: There are no specific retention policies in place.

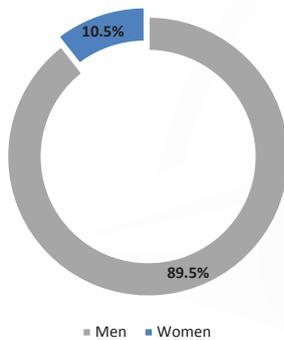


Figure 1: Men and women from all active duty military personnel %

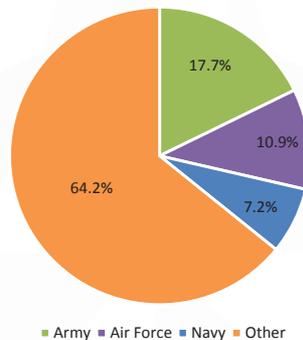


Figure 2: Distribution of female personnel by services

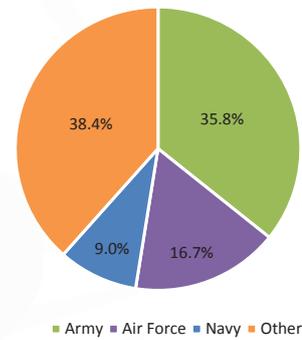


Figure 3: Distribution of male personnel by services

Support Networks: Bundeswehr agencies have their own military equal opportunities officer. The military equal opportunities officer – usually a woman – is also involved in establishing the so-called equal opportunities plan. Among other things, this plan contains measures to prevent sexual harassment and measures to increase the number of female soldiers in the agencies of the Armed Forces.

Bundeswehr members can contact their responsible equal opportunities officer directly and at any time, without involving their respective superiors. In addition, the equal opportunities officer also actively provides preventive counselling and advice.

Reasons for Leaving the Military: The Armed Forces use a survey to ask soldiers who leave before completing their term of service as a military service volunteer for their reasons. The main reasons for both men and women were the end of enlistment term, and reaching the specific or general age limit.

Equipment and Infrastructure Adaptation: Equipment is fit for both men and women. It is the responsibility of the user agencies to define the operator characteristics – including female and male percentile ranges – for their weapons systems. From an ergonomic point of view and based on its handbook, the responsible authority of the supplying agency at the Federal Office of Bundeswehr Equipment, Information Technology and In-Service Support (BAAINBw) recommends that weapons systems should be designed for the range between “small German female and large German male,” i.e. for the range between the 5th percentile (female) and the 95th percentile (male).

The accuracy of the information provided by national delegates is the responsibility of each nation.

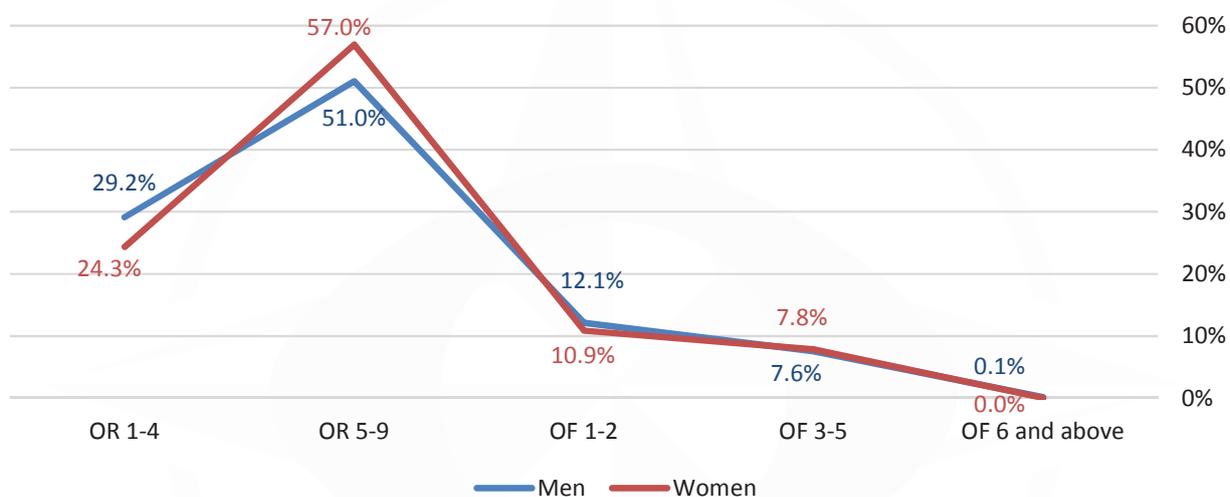
Following the opening of all military careers for female soldiers, this recommendation was taken into account for all new weapons systems developed in cooperation with the BAANBw. The implementation of the percentile range can be subject to limitations, however, if other system requirements (e.g. armour protection, air transportability) are more important. The project for the development of the Puma armoured infantry fighting vehicle is an example of this.

Nevertheless, there are systems still in use today that were developed long before all military careers were opened for female soldiers. Examples of this are the helicopter CH-53 and the main battle tank Leopard 2. These systems were not designed to be used by female operators when they were developed in the 20th century and they have not been retrofitted to specifically improve their suitability for female users; which means that restrictions are possible from an ergonomic point of view.

Furthermore, military installations are appropriate for both men and women. The Bundeswehr's infrastructure has been developed in a gender-neutral way, with the exception of sanitary facilities.

Additionally, there is a special dress uniform for women.

Figure 4: Distribution of men and women by rank



Parental Leave: Legal social support is provided to both parents of a newborn. Parental leave is 156 weeks.

Work-Life Balance: There are no specific programmes and policies to maintain work-life balance. Part-time employment is allowed in case of parental leave; elderly care (or sickness); and studies. There is no support or facilitation related to service duties to single parents. However, there are special programmes/measures to support parents when both of them are members of the Armed Forces. The responsible personnel management agency tries to accommodate the needs of Bundeswehr personnel married to each other, provided this does not conflict with duty requirements. However, Bundeswehr personnel do currently not have a legal entitlement to be assigned to a post located near the duty station of their spouse.

Childcare policy includes:

- Breast-feeding breaks;
- Day care for children at the MoD and military installations or child vouchers;
- Flexible working and service hours or variable start/finish times of working day;
- Weekly working hours can be reduced by one hour if children under the age of 12 years are cared for in the person's own household.

Provision of parent-child offices on the premises of the respective Bundeswehr agency that can be used as a temporary solution in emergencies. Provision of mobile workstation equipment that can be used at short notice in the event of a family emergency. Support with childcare if the responsible municipalities are unable to entirely cover the demand for childcare services from Bundeswehr personnel.

Sexual Harassment & Sexual Abuse Prevention: Following the opening of all military careers for female soldiers in 2001, a number of special training and instructional modules focusing on this topic were developed and implemented. The target group of these modules in particular are superiors on the company and battalion level, personnel working in the Bundeswehr's training facilities, military equal opportunities officers and spokeswomen for gender equality. In view of the ongoing and increasing number of Bundeswehr operations outside Germany, the special topic 'Handling Sexuality during Deployments' was additionally integrated into the pre-deployment training beginning in approximately 2000/2001.

A number of working groups for the integration of women in the Bundeswehr are currently developing and updating additional development training guides and training programmes that deal with this topic in separate modules.

There are no harassment investigators or advisers and there are no protocols for victims currently in place.

Cases of sexual harassment, sexual assault and rape were reported in 2014.

Training: Basic training for military gender mainstreaming personnel for all ranks. Seminar for military leaders and personnel experts on the legal aspects of gender mainstreaming for OF 3-5 and OF 1-2. Advanced training for military gender mainstreaming personnel for OF 3-5, OF 1-2 and OR 5-9. Short training for gender mainstreaming personnel (part-time) for all ranks. Training in gender mainstreaming competence and communication training for gender mainstreaming personnel is available. Furthermore, there is a course on conflict management for gender mainstreaming personnel and train the trainer for gender mainstreaming trainers.

Gender in Operations: Gender is a topic in operational planning and is included in the pre-deployment training and/or exercises. There are no trained gender advisers in the Bundeswehr. The Bundeswehr considers gender perspectives to be inseparably linked to the cultural conditions of the area of operations. For this reason, the tasks of the gender advisers are also performed by the cultural advisers.

Table 1: All Active Duty Military Personnel

Service	Men	Women
Army	32.0%	1.9%
Air Force	15.0%	1.1%
Navy	8.1%	0.8%
Other	34.4%	6.8%
Total	89.5%	10.5%
Ranks	Men	Women
OF 6 and above	0.1%	0.0%
OF 3-5	7.6%	7.8%
OF 1-2	12.1%	10.9%
OR 5-9	51.0%	57.0%
OR 1-4	29.2%	24.3%

Table 2: All Operations

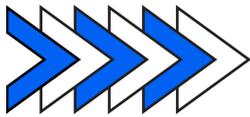
Service	Men	Women
Army	19.1%	0.2%
Air Force	14.1%	0.6%
Navy	14.7%	0.9%
Other	43.7%	6.8%
Total	91.6%	8.4%
Ranks	Men	Women
OF 6 and above	0.2%	0.0%
OF 3-5	9.3%	11.0%
OF 1-2	15.5%	15.2%
OR 5-9	57.0%	66.2%
OR 1-4	18.0%	7.6%

Table 3: NATO Operations

Service	Men	Women
Army	21.2%	0.1%
Air Force	17.7%	0.8%
Navy	3.2%	0.0%
Other	49.3%	7.7%
Total	91.4%	8.6%
Ranks	Men	Women
OF 6 and above	0.2%	0.0%
OF 3-5	8.2%	10.6%
OF 1-2	13.8%	14.4%
OR 5-9	60.3%	68.1%
OR 1-4	17.4%	6.9%

Table 4: Reserves

Service	Men	Women
Army	27.8%	0.4%
Air Force	12.9%	0.2%
Navy	4.3%	0.1%
Other	52.7%	1.6%
Total	97.7%	2.3%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	16.9%	16.8%
OF 1-2	23.1%	12.3%
OR 5-9	38.2%	57.2%
OR 1-4	21.7%	13.7%



GREECE



Policies and/or legislation related to the implementation of gender perspectives in the Armed Forces were in place before the end of 2013.

Military Entity Responsible for Integration of Gender Perspectives: Gender Equality Offices.

Restrictions for Women: In operations: submarines, patrol boats and hovercraft are closed to women.

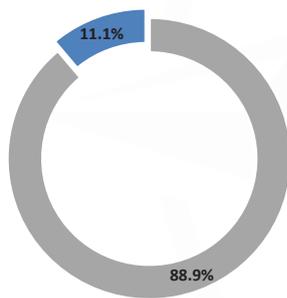
Recruitment: There are no legal regulations that specifically promote the recruitment of women in the military. Enlistment requirements for men and women are different. Sports tests performance for admission in the military academies and recruitment as professional soldiers are adjusted to gender.

Retention: There are retention policies in place.

Support Networks: No specific networks to support women in the military currently exist.

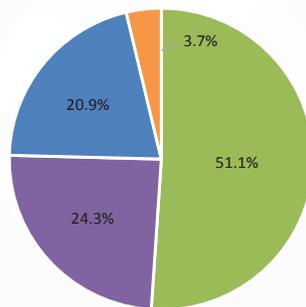
Reasons for Leaving the Military: There are no systems to detect reasons why men and women leave the military.

Equipment and Infrastructure Adaptation: Equipment is fit for both men and women, and military installations are appropriate for both. Additionally, adjustments have been made to women's uniforms.

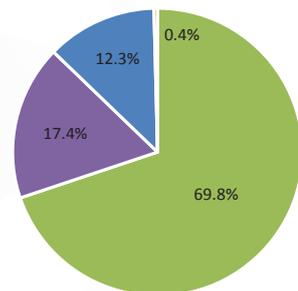


■ Men ■ Women

Figure 1: Men and women from all active duty military personnel



■ Army ■ Air Force ■ Navy ■ Other
Figure 2: Distribution of female personnel by services



■ Army ■ Air Force ■ Navy ■ Other
Figure 3: Distribution of male personnel by services

Parental Leave: Legal social support is provided to both parents of a newborn and mothers during pregnancy. Parental leave is 36 weeks. Maternity leave of 20 weeks is not transferable between parents.

Work-Life Balance: There are specific programmes and policies to maintain work-life balance, such as:

- Exemption from exercises and duties and extra leave for those who undergo in-vitro fertilisation procedures;
- Non-funded leave for up to two years to parent cadres with a child aged up to six years old and up to one year for every additional child. The duration of this leave may not exceed five years in total;
- Option for reduced working day and extra leave to cadres with disabled spouse or child;
- Exemption from exercises and 24-hour duties, if possible, for cadres with a disabled spouse or child;
- Parental leave (one day every two months) to monitor their children's progress in school.

The accuracy of the information provided by national delegates is the responsibility of each nation.

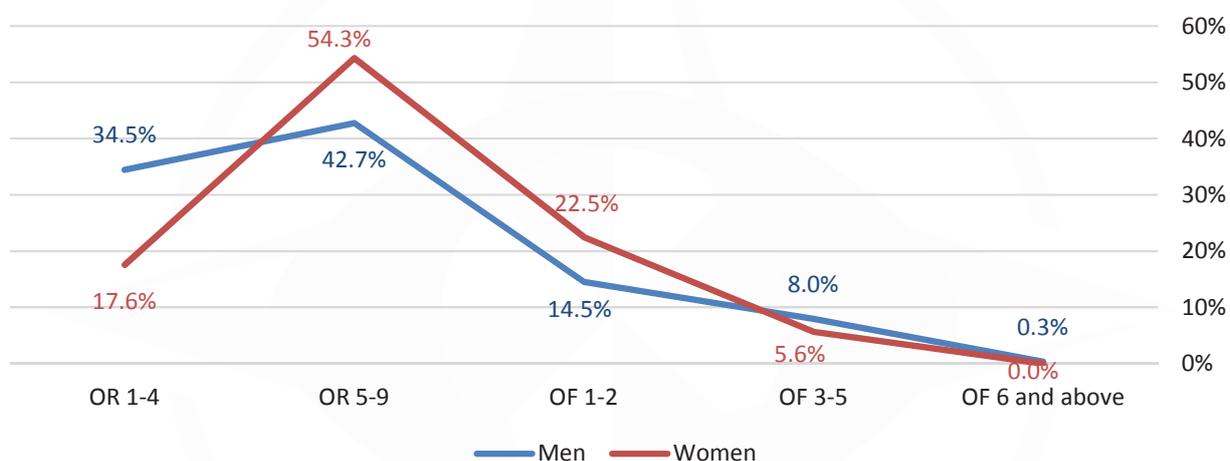
Additionally, there are measures in place to support parents when both of them are members of the Armed forces, such as:

- Assignment of married cadres to the same location, if they wish so, and option for assignment to the same service in the Ministry of Defence abroad;
- Provision for married cadres, cadres with large families or at least one underage child so that their duties do not coincide and they do not participate in exercises at the same time.

In the case of single parents with a disabled child, they can be exempt from exercises and 24-hour duties. Childcare policy includes: Policy on duties assignment, night duties and overtime work; and day care for children.

Sexual Harassment & Sexual Abuse Prevention: There are strategies to prevent sexual harassment and sexual abuse. However, there are no programmes or trainings related to sexual harassment available. No harassment advisers nor are there protocols for victims are currently in place. There were no reported cases of sexual harassment in the Armed Forces in 2014.

Figure 4: Distribution of men and women by rank



Training: There is one training programme related to UNSCR 1325 and 1820 before deployment in Peace Support Operations. Provided to all ranks in military academies and schools, training centres, and specialty training centres. Topics include:

- Psychology of the genders;
- Human relationships and conditions;
- Army sociology (the Army as a social group);
- Consequences of prejudice and racism;
- Social exclusion and minorities.

Gender in Operations: Gender is not a topic in operational planning. However, gender is included in the pre-deployment training and/or exercises. There are no trained gender advisers.

Table 1: All Active Duty Military Personnel

Service	Men	Women
Army	62.1%	5.7%
Air Force	15.5%	2.7%
Navy	11.0%	2.3%
Other	0.4%	0.4%
Total	88.9%	11.1%
Ranks	Men	Women
OF 6 and above	0.3%	0.0%
OF 3-5	8.0%	5.6%
OF 1-2	14.5%	22.5%
OR 5-9	42.7%	54.3%
OR 1-4	34.5%	17.6%

Table 2: All Operations

Service	Men	Women
Army	55.6%	3.4%
Air Force	1.0%	0.0%
Navy	37.6%	2.4%
Other	0.0%	0.0%
Total	94.1%	5.9%
Ranks	Men	Women
OF 6 and above	1.6%	0.0%
OF 3-5	35.2%	0.0%
OF 1-2	6.7%	16.7%
OR 5-9	56.5%	83.3%
OR 1-4	0.0%	0.0%

Table 3: NATO Operations

Service	Men	Women
Army	59.1%	3.6%
Air Force	1.0%	0.0%
Navy	34.2%	2.1%
Other	0.0%	0.0%
Total	94.3%	5.7%
Ranks	Men	Women
OF 6 and above	1.6%	0.0%
OF 3-5	31.3%	0.0%
OF 1-2	6.6%	9.1%
OR 5-9	59.9%	90.9%
OR 1-4	0.0%	0.0%



HUNGARY



No specific policies and/or legislation related to the implementation of gender perspectives in the Armed Forces were in place before the end of 2013 nor were any new policies or legislation introduced in 2014.

Recruitment: All positions are open to women. Enlistment requirements for men and women are the same. There are no specific legal regulations that promote the recruitment of women.

Retention: There are no retention policies currently in place.

Support Networks: No support networks specifically for women currently exist.

Reasons for Leaving the Military: The main reason for both men and women for leaving the military are difficulties in balancing work and family life.

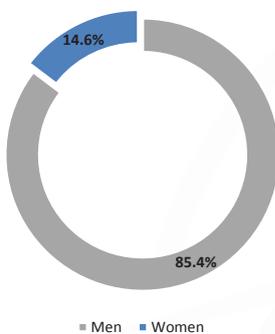


Figure 1: Men and women from all active duty military personnel %

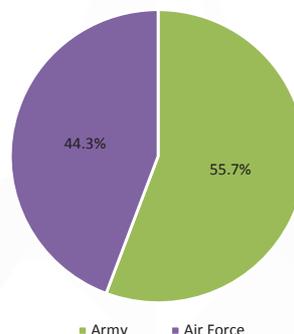


Figure 2: Distribution of female personnel by services

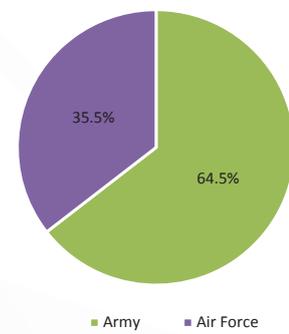


Figure 3: Distribution of male personnel by services

Equipment and Infrastructure Adaptation: Equipment is fit for both men and women, and military installations are appropriate for both. Additionally, adjustments have been made to women's casual service uniforms. However, combat uniforms are the same for both parties.

Parental Leave: Legal social support is provided to both parents of a newborn and mothers during pregnancy. Maternity leave of 184 weeks is transferable between parents and can be equally distributed, parental leave is 24 weeks.

Work-Life Balance: There are no specific programmes and policies to maintain work-life balance. Part-time employment is not allowed. There is no childcare policy or support related to service duties to single parents, divorced parents or widows/widowers looking after their children. However, there are there special programmes/measures to support parents when both of them are members of the Armed Forces as both parties cannot be moved to another city.

Sexual Harassment & Sexual Abuse Prevention: There no strategies to prevent sexual harassment or abuse, however training related to sexual harassment is provided in the soldiers missionary preparations for dealing with such issues. There are harassment investigators and advisers available. However, there are no official protocols in place for victims. There were no reported cases of sexual harassment in 2014.

Training: One training programme related to gender or UNSCR 1325 is available.

Gender in Operations: Gender is not a topic in operational planning and is not included in pre-deployment training and/or exercises. The Hungarian Armed Forces do not have trained gender advisers and soldiers are responsible for the subject.

The accuracy of the information provided by national delegates is the responsibility of each nation.

Figure 4: Distribution of men and women by rank

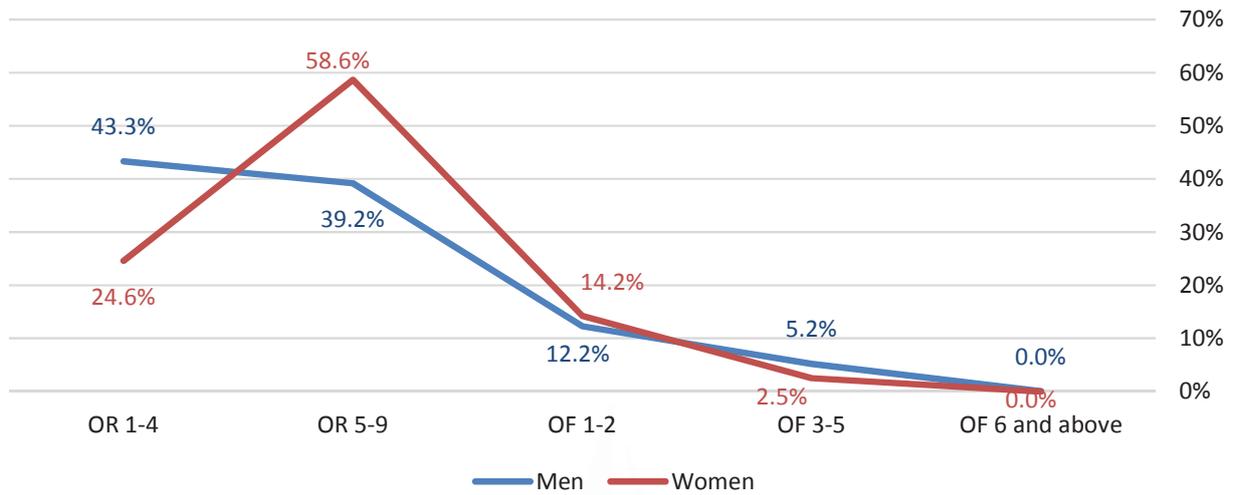


Table 1: All Active Duty Military Personnel

Service	Men	Women
Army	55.0%	8.1%
Air Force	30.3%	6.5%
Navy	0.0%	0.0%
Other	0.0%	0.0%
Total	85.4%	14.6%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	5.2%	2.5%
OF 1-2	12.2%	14.2%
OR 5-9	39.2%	58.6%
OR 1-4	43.3%	24.6%

Table 2: All Operations

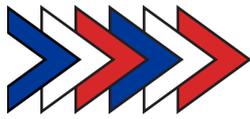
Service	Men	Women
Army	91.7%	6.6%
Air Force	1.5%	0.0%
Navy	0.0%	0.0%
Other	0.0%	0.0%
Total	93.4%	6.6%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	6.1%	0.0%
OF 1-2	14.4%	17.1%
OR 5-9	36.3%	62.9%
OR 1-4	43.2%	20.0%

Table 3: NATO Operations

Service	Men	Women
Army	92.9%	5.2%
Air Force	1.9%	0.0%
Navy	0.0%	0.0%
Other	0.0%	0.0%
Total	94.8%	5.2%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	5.0%	0.0%
OF 1-2	12.0%	27.3%
OR 5-9	34.8%	54.5%
OR 1-4	48.3%	18.2%

Table 4: Reserves

Service	Men	Women
Army	64.1%	3.4%
Air Force	31.2%	1.4%
Navy	0.0%	0.0%
Other	0.0%	0.0%
Total	95.3%	4.7%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	4.7%	3.2%
OF 1-2	30.6%	14.3%
OR 5-9	46.1%	61.9%
OR 1-4	18.6%	20.6%



ICELAND



Iceland has no armed forces.

The Icelandic Crisis Respond Unit provides Icelandic personnel and gender advisers for NATO operations and other international operations.

Prior to deployment, all civilian experts learn about the essential elements of UNSCR 1325, including gender mainstreaming. They are taught how to recognise the special needs of women in conflict areas, and how to engage women in post-conflict reconstruction. Training is provided by the Icelandic National Committee for UN Women and the NCGM at SWEDINT.



ITALY



The Italian Defence is creating a gender perspective culture through the following actions:

- Within the 1st Division of Defence General Staff, an ad hoc organization, Equal Opportunities and Gender Perspective, which includes both male and female personnel, has been set up. It addresses these issues in close cooperation with the Alliance, and has undertaken the administration of information/training courses for all personnel in the Armed Forces/Carabinieri Corps regarding the contents of relevant UN Resolutions and NATO Directives.
- A joint directive has been issued concerning Guidelines on Fair Treatment, Interpersonal Relationships, Protection of Family and Parenthood.

This document focuses on the following issues, amongst others:

- The legal framework (national legislation, current international situation, Italy and the National Action Plan provided for in UNSCR 1325);
- Gender mainstreaming and gender perspectives;
- The gender adviser as a professional figure;
- Gender perspective education and training;
- The Gender Adviser/Gender Field Adviser/Gender Focal Point have been established as professional figures in Units/Divisions/Schools.
- The programmes of joint training courses have been implemented as well as for single service;
- A Joint Council on Gender Perspectives has been established by law to advise the CHOD on the adoption of the best initiatives to spread gender perspectives, to implement UNSCR 1325 and related resolutions in the Italian Armed Forces, to adopt the gender perspectives in all activities and to spread the gender culture. The council is composed of seven components of which, except the Chair Person that can be either a man or a woman, three are men and three women to guarantee the perfect gender balance.

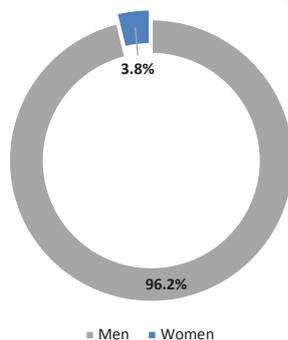


Figure 1: Men and women from all active duty military personnel %

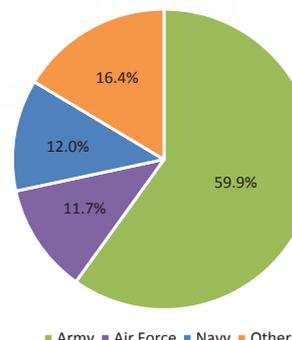


Figure 2: Distribution of female personnel by services

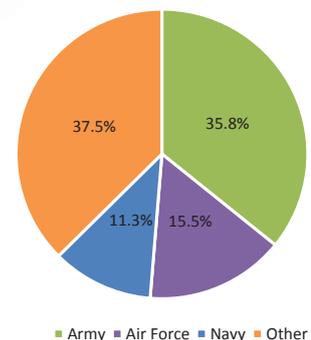
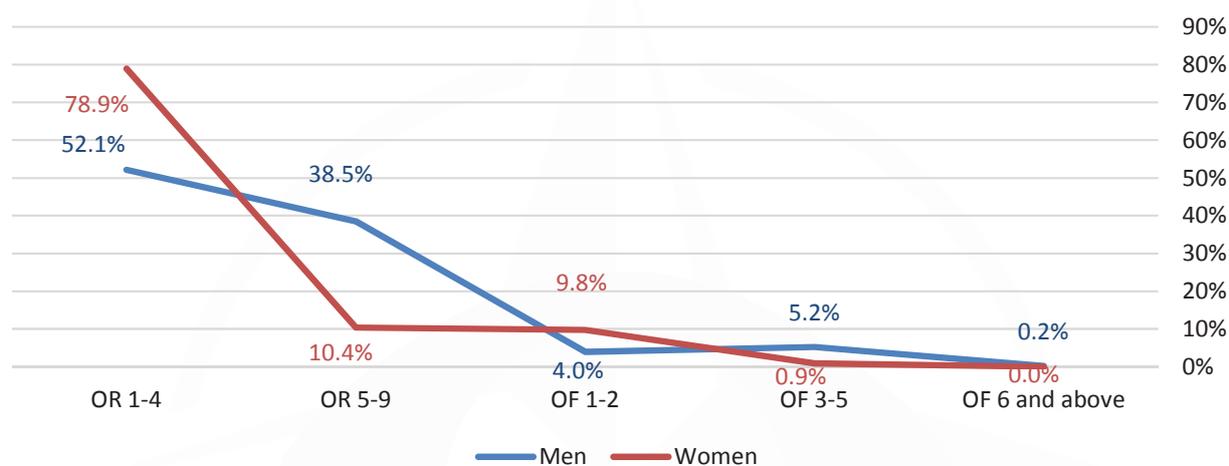


Figure 3: Distribution of male personnel by services

The accuracy of the information provided by national delegates is the responsibility of each nation.

Military Entity Responsible for Integrating Gender Perspectives: There is a dedicated organizational unit at the MoD, in the Office of the Chief of Staff, called Equal Opportunities and Gender Perspective. This unit was created in evolution of the existing Female Military Staff Section (created in 2000 for the first recruitment of women in the Armed Forces) and it serves to integrate women into the military. Its primary task is the implementation of a gender perspective and UNSCR 1325 within the Armed Forces and within the Carabinieri Corps. Moreover, one of its core tasks is cooperation with the NATO Committee on Gender Perspectives. This unit is the focal point for the development of gender policies within the Joint Chief of Staff at the MoD and is responsible for overseeing the Armed Forces and Carabinieri training programmes for integrating a gender perspective. Furthermore, it has the additional task of conducting statistical studies and organizing training on special topics and events, including for the media that aims at spreading a gender culture. The unit is also responsible for the implementation of the provisions of UNSCR 1325 within Inter-Forze, which is the national focal point for NATO-related activities.

Figure 4: Distribution of men and women by rank



Restrictions for Women: The Navy is in the process of overcoming the logistical limitations that preclude access by women inside submarines.

Recruitment: There are no legal regulations that specifically promote the recruitment of women in the military. Enlistment requirements are the same for men and women.

Retention: There are no retention policies currently in place.

Support Networks: No support networks specifically for women currently exist.

Reasons for Leaving the Military: There are no systems to detect reasons why men and women leave the military.

Equipment and Infrastructure Adaptation: Equipment is fit for people with a minimum height and weight standard. Military installations have been adapted with the introduction of female toilets, locker rooms, changing areas and allocations of female only accommodation. Adjustments have been made to female uniforms such as the service dress that has been tailored for women.

Parental Leave: Legal social support is given to both parents of a newborn and mothers during pregnancy. Maternity and paternity leave is 40 weeks in total. The leave is transferable between parents and can be equally distributed.

Work-Life Balance: The Italian Armed Forces are focusing on the planning of social protection action, as provided for in the current regulation, regarding assistance, family support measures – such as benefits, contribution for cultural growth, scholarships, summer camps for children, nursery fees, and recreational activities. To this aim, the Armed Forces realized some nurseries and kindergartens in the military workplaces and are actively engaged to increase this number. There are measures to support parents when both of them are members of the Armed Forces. Normally the participation to a mission is on a compulsory basis, only for specific sectors (psychologists, engineers, etc.), if not available within the deployed unit, it is possible on a voluntary basis. Also, women with children under the age of three, are allowed to choose whether to participate in a mission on a voluntary basis. In addition, before a child's third birthday, parents alternately, can ask for the same benefits: day care for children, flexible working schedule, exemption from night shifts and overseas operations (only voluntarily). It is also possible, in the case of both husband and wife being members of the military, to apply for re-joining on a national level. This opportunity is based on real opportunities for reassignment of the spouse. Furthermore, support is provided to single parents with children under 12 years old in the form of exemptions from night shifts.

Sexual Harassment & Sexual Abuse Prevention: As for strategies to prevent sexual harassment and sexual abuse, there is the establishment of professional figures such as the gender adviser, who advises commanders on how to manage this issue. Furthermore, the drafting of the joint directive (issued in December 2012), Guidelines on Equality of Treatment, Interpersonal Relationships, Family, and Parenthood Protection, addresses the fight against the discrimination of women in the Armed Forces, namely by countering deviant behaviours and conducts (harassment, sexual harassment, bullying and stalking). The Italian Gender Adviser Course has three day classes on these issues. Carabinieri corps, also as military police, receive specialised training for the investigation of sexual assaults and also on how to deal with victims. There were no reported cases of sexual harassment in the Armed Forces in 2014.

Training: There is one training course provided that is related to gender or UNSCR 1325. A Gender Adviser Course for OF 3-5 and OF 1-2 where the main topics include: Gender Awareness, Gender Based Violence, Gender Perspectives in Military Operations, and Child Protection.

Gender in Operations: Gender is a topic in operational planning and is included in pre-deployment training and/or exercises. The Italian Armed Forces have 100 trained gender advisers. Two of them were deployed in 2014. They have received the following training courses: Gender Adviser Course at the Centre for Higher Defence Studies (CHASD); Gender Adviser Course at the SWEDINT; Gender Training of Trainers Course at the SWEDINT; and training for civilian and military personnel through A Comprehensive Approach to Gender in Operations, a course organised by Spain and the Netherlands.

Table 1: All Active Duty Military Personnel

Service	Men	Women
Army	34.1%	2.3%
Air Force	14.7%	0.4%
Navy	10.7%	0.5%
Other	35.6%	0.6%
Total	96.2%	3.8%
Ranks	Men	Women
OF 6 and above	0.2%	0.0%
OF 3-5	5.2%	0.9%
OF 1-2	4.0%	9.8%
OR 5-9	38.5%	10.4%
OR 1-4	52.1%	78.9%

Table 2: All Operations

Service	Men	Women
Army		
Air Force		
Navy		
Other		
Total	6.0%	5.0%
Ranks	Men	Women
OF 6 and above	8.0%	0.0%
OF 3-5	12.0%	0.0%
OF 1-2	18.0%	9.0%
OR 5-9	28.0%	0.6%
OR 1-4	35.0%	7.0%

Table 3: Reserves

Service	Men	Women
Army	62.6%	0.0%
Air Force	19.6%	0.0%
Navy	17.8%	0.0%
Other	0.0%	0.0%
Total	100.0%	0.0%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	96.3%	0.0%
OF 1-2	0.0%	0.0%
OR 5-9	3.7%	0.0%
OR 1-4	0.0%	0.0%



LATVIA



No specific policies and/or legislation related to the implementation of gender perspectives in the Armed Forces were in place before the end of 2013 nor were any new policies or legislation introduced in 2014.

There is no specific military entity responsible for integrating gender perspectives in the Latvian Armed Forces (LVA AF). Joint HQ J1 is responsible for solving all disputes and issues related to gender perspectives.

Recruitment: All positions are open for women. Enlistment requirements for men and women are different. There are different PT requirements for all fitness disciplines (e.g. 1.5 kilometres running for females and 3 kilometres running for males). There are no legal regulations that specifically promote the recruitment of women.

Retention: Retention policies include additional health care possibilities and increased salary for those who have been serving in the military for 25 years or more.

Support Networks: No support networks specifically for women currently exist.

Reasons for Leaving the Military: Main reasons are the same for men and women: Difficulties balancing work and family life; and insufficient salary.

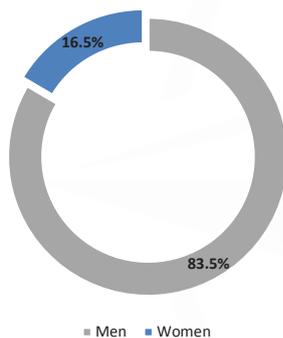


Figure 1: Men and women from all active duty military personnel %

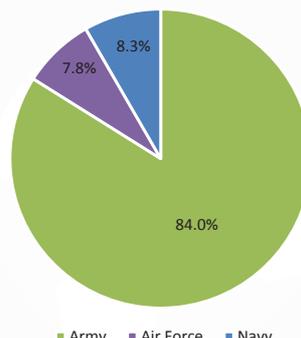


Figure 2: Distribution of female personnel by services

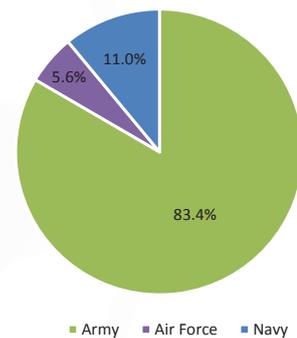


Figure 3: Distribution of male personnel by services

Equipment and Infrastructure Adaptation: Equipment is standard for both genders, and military installations are appropriate for both men and women. There are separate living conditions and sanitary assets that are mostly separated. Additionally, service uniforms are different for men and women.

Parental Leave: Legal social support is provided to both parents of a newborn and mothers during pregnancy. Parental leave is 68 weeks; maternity leave of 10 weeks is transferable between parents and can be equally distributed.

Work-Life Balance: There are no special programmes or regulations however family issues are taken into consideration if both parents are in the military (e.g. deployment of both parents simultaneously may be their voluntary decision).

Sexual Harassment & Sexual Abuse Prevention: There are no strategies, programmes or training related to sexual harassment and sexual abuse prevention. No harassment investigators or advisers are available. There are no protocols for victims in place and no cases of sexual harassment were reported in 2014.

Training: Training programmes that are related to gender or UNSCR 1325 are available.

Gender in Operations: Gender is a topic in operational planning and included in pre-deployment training and/or exercises. The LVA AF do not have trained gender advisers, as such necessity has not been identified yet.

The accuracy of the information provided by national delegates is the responsibility of each nation.

Figure 4: Distribution of men and women by rank

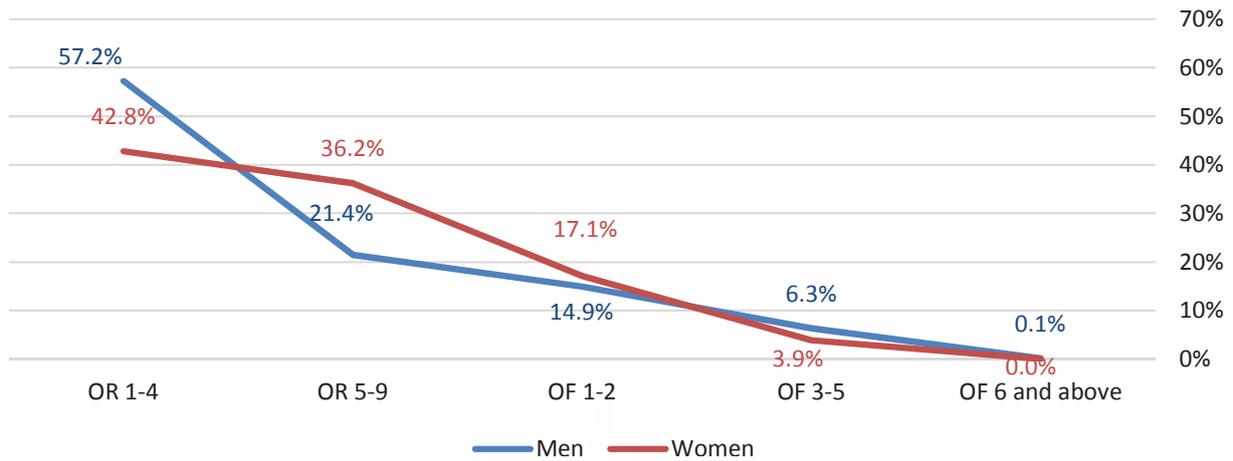


Table 1: All Active Duty Military Personnel

Service	Men	Women
Army	69.7%	13.9%
Air Force	4.7%	1.3%
Navy	9.2%	1.4%
Other	0.0%	0.0%
Total	83.5%	16.5%
Ranks	Men	Women
OF 6 and above	0.1%	0.0%
OF 3-5	6.3%	3.9%
OF 1-2	14.9%	17.1%
OR 5-9	21.4%	36.2%
OR 1-4	57.2%	42.8%

Table 2: All Operations

Service	Men	Women
Army	84.8%	9.1%
Air Force	3.0%	0.0%
Navy	3.0%	0.0%
Other	0.0%	0.0%
Total	90.9%	9.1%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	13.3%	33.3%
OF 1-2	10.0%	33.3%
OR 5-9	46.7%	33.3%
OR 1-4	30.0%	0.0%

Table 3: NATO Operations

Service	Men	Women
Army	88.0%	12.0%
Air Force	0.0%	0.0%
Navy	0.0%	0.0%
Other	0.0%	0.0%
Total	88.0%	12.0%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	18.2%	33.3%
OF 1-2	9.1%	33.3%
OR 5-9	50.0%	33.3%
OR 1-4	22.7%	0.0%

Table 4: Reserves

Service	Men	Women
Army	0.0%	0.0%
Air Force	0.0%	0.0%
Navy	0.0%	0.0%
Other	86.8%	13.2%
Total	86.8%	13.2%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	0.3%	0.0%
OF 1-2	2.0%	0.8%
OR 5-9	7.0%	2.2%
OR 1-4	90.7%	97.1%



LITHUANIA



As for policies and/or legislation related to the implementation of gender in the Armed Forces, there is the implementation of UNSCR 1325 and measures of the National Programme on Equal Opportunities for Women and Men 2010–2014 in the National Defence System. The subject programmes of the General Jonas Žemaitis Military Academy of Lithuania (MAL) include topics related to the implementation of the questions analysed in UNSCR 1325.

The research regarding Soldiers and Employees Attitude towards Implementation of Equal Career Opportunities for Women and Men in the National Defence System was carried out in the General Jonas Žemaitis MAL. Analysis of social, economic and psychological situation differences of men and women in the National Defence System was performed. The analysis of equal carrier opportunities in the National Defence System was presented in the MAL.

Recruitment: All positions are open to women and enlistment requirements for men and women are the same. There are no legal regulations that specifically promote the recruitment of women in the military.

Retention: There are no retention policies currently in place. The Lithuanian Armed Forces do not have systems to detect reasons why men and women leave the military.

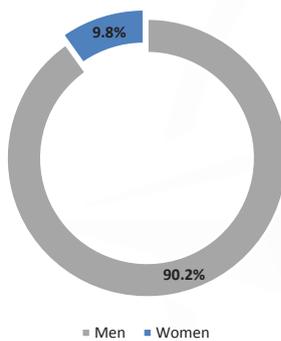


Figure 1: Men and women from all active duty military personnel %

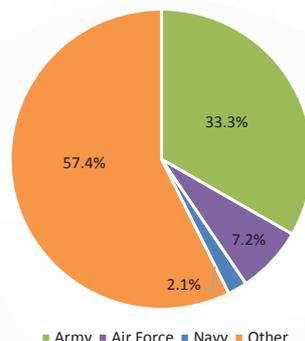


Figure 2: Distribution of female personnel by services

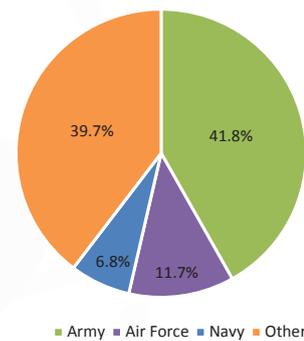


Figure 3: Distribution of male personnel by services

Support Networks: No support networks specifically for women currently exist.

Reasons for Leaving the Military: There are no systems to detect reasons why men and women leave the military.

Equipment and Infrastructure Adaptation: Equipment is fit for both men and women, and military installations are appropriate for both. Additionally, adjustments have been made to women's uniforms with the addition of skirts and women's shoes.

Parental Leave: Legal social support is provided to both parents of a newborn and mothers during pregnancy. Maternity leave of 156 weeks is transferable between parents and can be equally distributed, parental leave is 4 weeks.

Work-Life Balance: There are no specific programmes and policies to maintain work-life balance. Part-time employment is not allowed. There is no childcare policy or support related to service duties to single parents, divorced parents or widows/widowers looking after their children. No special measures to support parents when both of them are members of the Armed Forces currently exist.

The accuracy of the information provided by national delegates is the responsibility of each nation.

Sexual Harassment & Sexual Abuse Prevention: There are no strategies, programmes or trainings related to sexual harassment and sexual abuse prevention. No harassment investigators or advisers are available nor are there protocols in place for victims. There were no reported cases of sexual harassment in 2014.

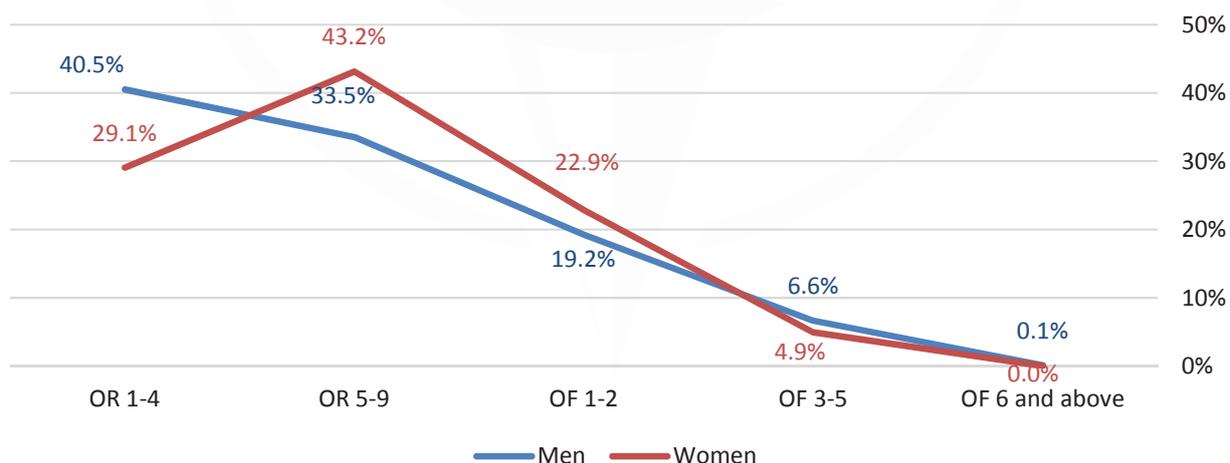
Training: A lecture on different gender issues is mandatory for persons going into international operations. General information is provided during the lectures: the definition of gender, why it is important and necessary to take such issues into account in certain aspects of the operations, the legal framework (UNSCRs, NATO and national legislation). A total of 13 lectures were delivered during 2013, attendees were a total of 410. These lectures were given to soldiers in preparation for the missions in Afghanistan, Mali, Somalia and Kosovo. A total of 15 lectures on equal opportunities of men and women were given to soldiers going into international operations and missions during 2014, attendees were a total of 190. Lectures were given to soldiers going to Afghanistan, Mali, Somalia, Kosovo and Turkey.

There are three-day courses for the female soldiers directly involved in the activities of the Female Engagement Team (FET). The theatre training took place in the area of operations and the courses were organised by the Regional Command. Commanding Officer Seminar on Gender in Military Operations is organised at SWEDINT for the joint staff officers, who coordinate the gender aspects during operations.

A seminar-discussion UNSCR 1325: the Peculiarities of Implementation was organised by Dr. Gražvydas Jasutis, the senior lecturer of the Department of Political Science at the Institute of University Studies, in the MAL on 11 Nov. 2014. The seminar was attended by the teachers and personnel of the MAL and cadets studying in accordance with the bachelor’s degree programme in Political Science at the Political Science Department. During the meeting UNSCR 1325 was presented, conformity of the International Security Assistance Force (ISAF) operation to it and women’s role in Disarmament, Demobilisation and Reintegration (DDR) was discussed, the statistical data on the role of women in decision-making and involvement in peace negotiations were presented. For example, 7% of women have taken part in peace negotiation delegations since 1982 and 3% in signing of peace agreements.

International seminar on Gender Equality and Institutional Mechanism in Lithuania organised by the Ministry of Social Security and Labour took place on 3 Dec. 2014. During the seminar the examples of good practices regarding the integration initiatives of gender aspects in the National Defence System were presented.

Figure 4: Distribution of men and women by rank



Gender in Operations: Gender is a topic in operational planning and is included in pre-deployment training and/or exercises. The Lithuanian Armed Forces have one trained gender adviser. Trained gender advisers are provided with a Gender Field Adviser Course at SWEDINT.

Additional Information: Events for the women living in Ghor province were organised in the Provincial Reconstruction Team (PRT). The FET of the PRT in cooperation with local authorities, non-governmental organizations and local citizens gave lectures on general and personal hygiene in the schools for girls; organised Afghanistan Independent Human Rights Commission; organised seminars on preparation for presidential and provincial council elections 2014 (organised in cooperation with the provincial council); organised the project “Home to Home” to support the poor families (the project is intended for widowed families); organised drawing competitions “Sports and Women” in the schools for girls. In accordance with their decisions/agreements, provided assistance for the female prisoners with children in the provincial prison and for children in the children’s correction centre. Handicrafts fairs-exhibitions; held a joint conference on women rights and elimination of violence against women programme, together with Afghanistan Independent Human Rights Commission.

Information about the implementation of the UNSCR 1325 in the National Defence System is prepared and updated in the website of the Ministry of National Defence.

Table 1: All Active Duty Military Personnel

Service	Men	Women
Army	37.7%	3.3%
Air Force	10.6%	0.7%
Navy	6.1%	0.2%
Other	35.8%	5.6%
Total	90.2%	9.8%
Ranks	Men	Women
OF 6 and above	0.1%	0.0%
OF 3-5	6.6%	4.9%
OF 1-2	19.2%	22.9%
OR 5-9	33.5%	43.2%
OR 1-4	40.5%	29.1%

Table 2: All Operations

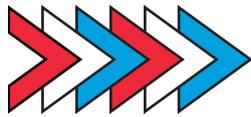
Service	Men	Women
Army	81.8%	5.0%
Air Force	12.4%	0.0%
Navy	0.8%	0.0%
Other	0.0%	0.0%
Total	95.0%	5.0%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	20.0%	0.0%
OF 1-2	31.3%	50.0%
OR 5-9	40.0%	33.3%
OR 1-4	8.7%	16.7%

Table 3: NATO Operations

Service	Men	Women
Army	80.2%	5.4%
Air Force	13.5%	0.0%
Navy	0.9%	0.0%
Other	0.0%	0.0%
Total	94.6%	5.4%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	20.0%	0.0%
OF 1-2	32.4%	50.0%
OR 5-9	38.1%	33.3%
OR 1-4	9.5%	16.7%

Table 4: Reserves

Service	Men	Women
Army	85.2%	14.8%
Air Force	0.0%	0.0%
Navy	0.0%	0.0%
Other	0.0%	0.0%
Total	85.2%	14.8%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	0.1%	0.0%
OF 1-2	3.8%	2.1%
OR 5-9	3.4%	1.5%
OR 1-4	92.7%	96.4%



LUXEMBOURG



No specific policies and/or legislation related to the implementation of gender perspectives in the Armed Forces of Luxembourg were in place before the end of 2013 nor were any new policies or legislation introduced in 2014.

Recruitment: All positions are open to women in the Armed Forces. Enlistment requirements are different for men and women. The physical fitness test is easier for the women. There are no legal regulations that specifically promote the recruitment of women.

Retention: There are no retention policies currently in place.

Support Networks: No support networks specifically for women currently exist.

Reasons for Leaving the Military: The Armed Forces perform exit surveys for men and women who leave the military. Injuries or other job opportunities are the main reasons men and women leave the military.

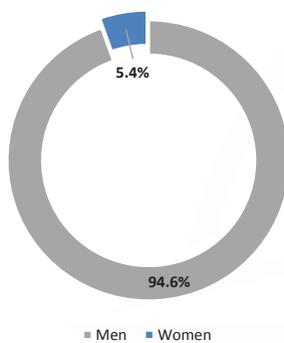


Figure 1: Men and women from all active duty military personnel %

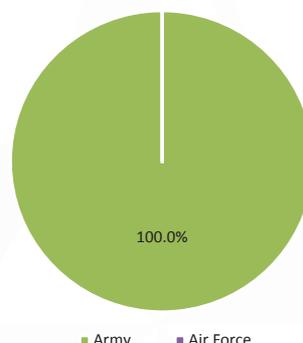


Figure 2: Distribution of female personnel by services

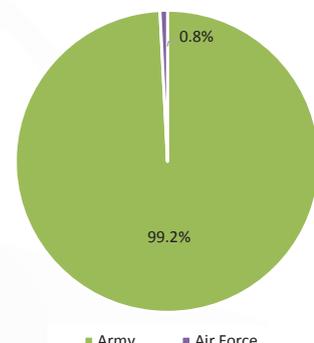


Figure 3: Distribution of male personnel by services

Equipment and Infrastructure Adaptation: Equipment is not adapted for women in the military. Military installations have been adapted including separated rooms, bathrooms and toilets. No adjustments have been made to women's uniforms.

Parental Leave: Legal social support is provided to both parents of a newborn. Parental leave is 24 weeks; maternity leave of 16 weeks and is not transferable between parents.

Work-Life Balance: There are specific programmes and policies to maintain work-life balance. Part time employment; 50% has to be allowed, 75% and 25% can be allowed. Childcare policy includes breast-feeding breaks. There are no special programmes/measures to support parents when both of them are members of the Armed Forces; nor support or facilitation related to service duties to single parents, divorced parents or widows/widowers looking after their children.

Sexual Harassment & Sexual Abuse Prevention: There are no strategies, programmes or trainings on the prevention of sexual harassment and sexual abuse. No harassment investigators or advisers are available; and no protocols for victims are currently in place. There were no reported cases of sexual harassment in 2014.

Training: No training programmes that are related to gender or UNSCR 1325 are available.

Gender in Operations: Gender is not a topic in operational planning or pre-deployment training and/or exercises. There are no trained gender advisers in the Armed Forces.

The accuracy of the information provided by national delegates is the responsibility of each nation.

Figure 4: Distribution of men and women by rank

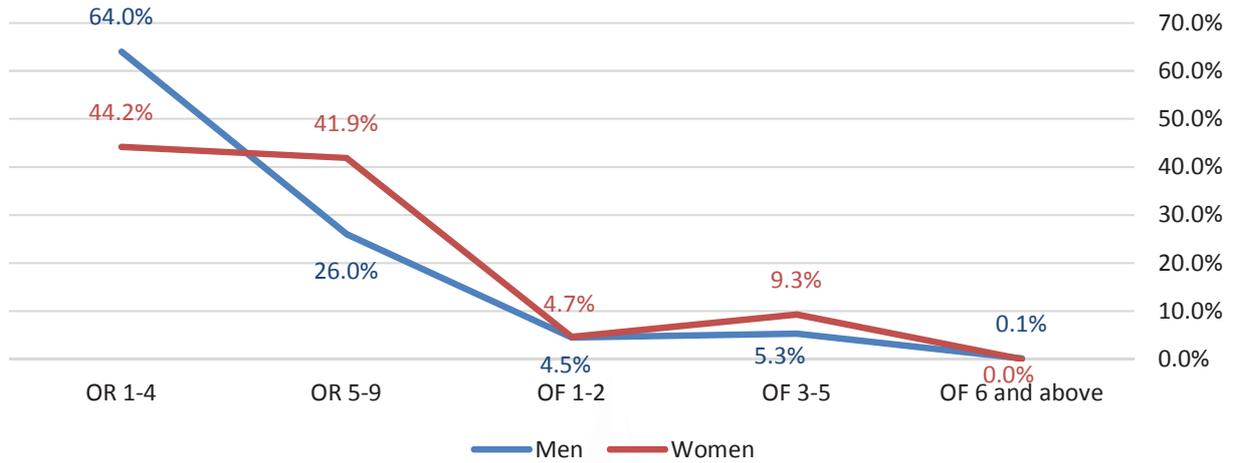


Table 1: All Active Duty Military Personnel

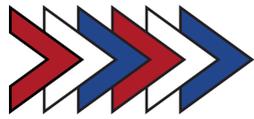
Service	Men	Women
Army	93.8%	5.4%
Air Force	0.8%	0.0%
Navy		
Other		
Total	94.6%	5.4%
Ranks	Men	Women
OF 6 and above	0.1%	0.0%
OF 3-5	5.3%	9.3%
OF 1-2	4.5%	4.7%
OR 5-9	26.0%	41.9%
OR 1-4	64.0%	44.2%

Table 2: All Operations

Service	Men	Women
Army	100.0%	0.0%
Air Force	0.0%	0.0%
Navy		
Other		
Total	100.0%	0.0%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	0.0%	0.0%
OF 1-2	4.2%	0.0%
OR 5-9	25.0%	0.0%
OR 1-4	70.8%	0.0%

Table 3: NATO Operations

Service	Men	Women
Army	100.0%	0.0%
Air Force	0.0%	0.0%
Navy		
Other		
Total	100.0%	0.0%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	0.0%	0.0%
OF 1-2	4.5%	0.0%
OR 5-9	18.2%	0.0%
OR 1-4	77.3%	0.0%



NETHERLANDS



Specific policies and/or legislation related to the implementation of gender perspectives in the Armed Forces of the Netherlands (NLD AF): A generic gender policy related to the Diversity Policy, where for example quotas are cancelled and the aim is for everyone to work in a safe and respectful working environment. At the moment the NLD AF are in the process of updating/renewing its policy on gender. Decisions at the top level on furthering gender in military operations are expected midyear 2015. It will be related to the updated policy of the Ministry of Foreign Affairs and relate to the new edition of the next National Action Plan on UNSCR 1325 that is due for renewal in 2016.

Military Entity Responsible for Integrating Gender Perspectives: There is an informal structure within the Armed Forces that thematically works together on this topic. The policy branch, the principal department of personnel, the operational readiness department and the department of current operations meet on a regular basis to further implement a gender perspective in the NLD AF and in military operations.

Restrictions for Women: At the moment the submarines and the Royal Marine Corps are areas not open to women. However there are plans to eliminate some of those restrictions. With the new submarines planned for 2025, the intention is to work with mixed crews aboard submarines. As for the Royal Marines Corps, there are no measures at the moment to open these positions yet. The Corps Commando Troops of the Army is open to women, but until this day no female candidates have passed the test. However in the support elements to all three units there are women working.

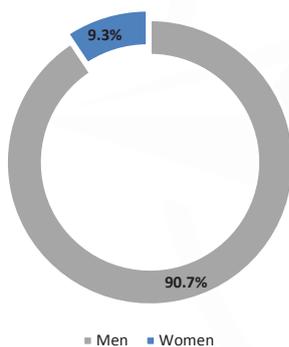


Figure 1: Men and women from all active duty military personnel %

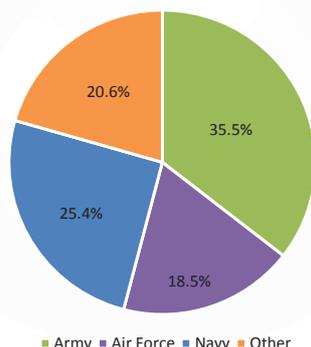


Figure 2: Distribution of female personnel by services

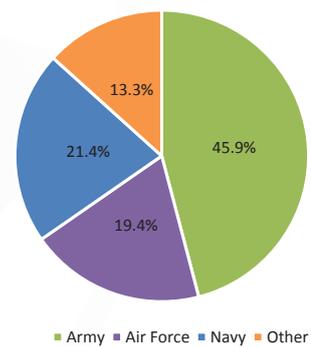


Figure 3: Distribution of male personnel by services

Recruitment: Enlistment requirements for men and women are the same. There are no legal regulations that specifically promote the recruitment of women.

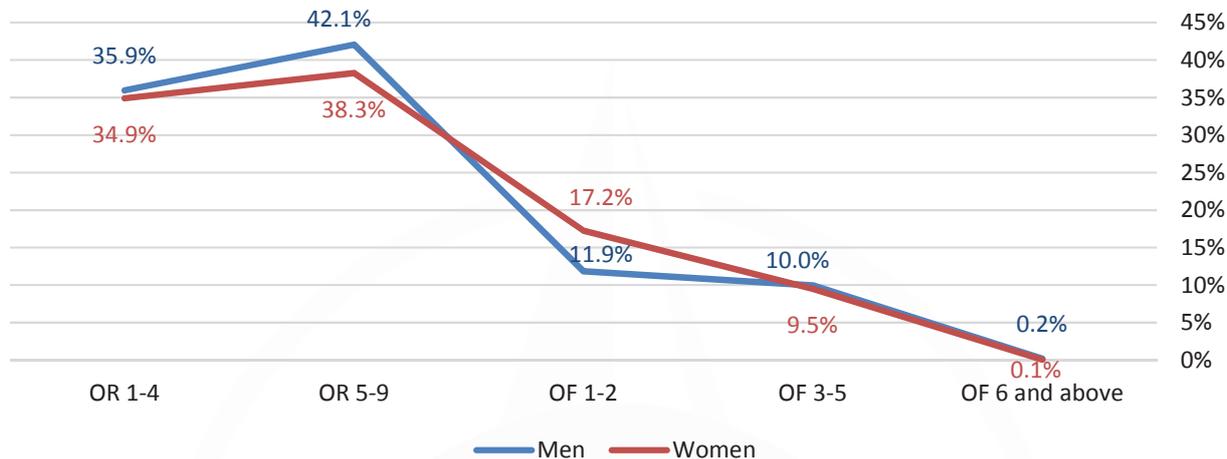
Retention: There are currently no retention policies in place.

Support Networks: The women's network is one of four formal networks of the Defence Forces (military and civilian female personnel), all of which are subsidised by the Ministry of Defence. The other networks are multicultural, LGBT and the young defence personnel networks, covering most areas of diversity in the NLD AF. In addition to the women's network, that is open for women who are actively serving (being civilian or military), there are other networks specifically related for military personnel in the Navy, Army and Air Force and open for female military that are actively serving or have previously served in the NLD AF. For civil personnel there is no such network once retired from or having left the NLD AF. Saying that, there is a network for 50+, a small and local initiative for personnel 50+ that is very much appreciated by its members.

The accuracy of the information provided by national delegates is the responsibility of each nation.

Reasons for Leaving the Military: In order to detect the reasons why men and women leave the military, online exit interviews are conducted on average two months after the date of resignation from the NLD AF. In the online exit interview the ex-employee is questioned on the reason for leaving the NLD AF. In the NLD AF the reasons for men and women are the same only the order for the reasons is different. The reasons are varying from a reorganisation of the department for female and male (F 23.1% /M 8.8%) (i.e. being made redundant), work-life balance and home situation (F 9.2%/ M 5.1%), career and development opportunities (F 6.2%/ M 17.1%), better opportunities outside the NLD AF (F 4.6%/M 13.8%) or the contents of the work (F 6.2%/ M5.5%).

Figure 4: Distribution of men and women by rank



Equipment and Infrastructure Adaptation: Most of the equipment is fit for both men and women. However, in regards to submarines, the accommodation facilities on board submarines were deemed unfit for mixed crews. Military installations are equipped for both men and women. With the exception of the present submarines all facilities are deemed appropriate for men and women. Most accommodation facilities, including sanitary facilities are separated where possible. Furthermore, adjustments have been made to women’s uniforms. The formal uniform of the Army and Air Force were renewed recently (by formal designers). For all military personnel, sportswear has been renewed. Women can acquire two sports bras per year through a contracted sports branch, without any personal costs. Nylons may also be provided through the same branch. The combat uniform for women is the same as the one for men. Attributes such as protective underwear (cold weather) have now been changed for women.

Parental Leave: Legal social support is provided to both parents of a newborn and mothers during pregnancy. Parental leave is 26 weeks. Maternity leave of 16 weeks is not transferable between parents.

Work-Life Balance: There are specific programmes and policies to maintain work-life balance, such as the Work and Care Act that entails:

- Part-time employment for men and women, civilian and military;
- Childcare with partial reimbursement through the taxation service;
- Maternal and parental leave, adoption leave, leave for long and short term care, leave for calamities, extra facilities for personnel send abroad on mission (a financial allowance for extra childcare during the deployment, for children under the age of five years).

In the case of both parents being members of the NLD AF, the personnel office is to take such cases in consideration and have at least one of the parents with the children.

Childcare policy includes:

- Provision protecting parent from deployment;
- Extra Weeks of subsidized maternity/paternity leave;
- Breast-feeding breaks;
- Day care for children at the MoD and military installations or child vouchers;
- Flexible working and service hours or variable start/finish times of working day;
- Childcare facilities at military bases are limited. Childcare is regulated nationally (including the taxation) and therefore childcare centres are always run by formal childcare organisations. Night duties, etc. are negotiable with the manager.

Sexual Harassment & Sexual Abuse Prevention: There are strategies to prevent sexual harassment or sexual abuse that entail pro-active training and informing defence employees on sexual harassment. This is part of the overall integrity policy within the organisation. In terms of programmes and/or trainings related to sexual harassment and sexual abuse prevention, the COID provides a choice of training for the NLD AF, either for employees or for the chain of command. Everyone (employee and management) within the Defence department can participate in the training ‘moral judgement.’ Specific training for chain of command/management is part of the Management-Development Programme. When it comes to prevention there is a training course called ‘workshop vulnerabilities.’

In military education, specific attention is paid to diversity, military ethics and integrity.

There are harassment investigators and advisers in place, however there are currently no protocols for victims. Cases of sexual harassment were reported in 2014, the annual integrity report does not specify the exact numbers of cases of sexual harassment and sexual assault.

Table 1: All Active Duty Military Personnel

Service	Men	Women
Army	41.7%	3.3%
Air Force	17.6%	1.7%
Navy	19.4%	2.4%
Other	12.0%	1.9%
Total	90.7%	9.3%
Ranks	Men	Women
OF 6 and above	0.2%	0.1%
OF 3-5	10.0%	9.5%
OF 1-2	11.9%	17.2%
OR 5-9	42.1%	38.3%
OR 1-4	35.9%	34.9%

Table 2: All Operations

Service	Men	Women
Army	0.0%	0.0%
Air Force	0.0%	0.0%
Navy	0.0%	0.0%
Other	0.0%	0.0%
Total	93.7%	6.4%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	10.4%	9.1%
OF 1-2	15.1%	26.5%
OR 5-9	43.0%	31.2%
OR 1-4	31.5%	33.2%

Table 3: NATO Operations

Service	Men	Women
Army	0.0%	0.0%
Air Force	0.0%	0.0%
Navy	0.0%	0.0%
Other	0.0%	0.0%
Total	93.3%	6.7%
Ranks	Men	Women
OF 6 and above	0.3%	0.0%
OF 3-5	11.2%	8.8%
OF 1-2	15.4%	27.7%
OR 5-9	47.3%	38.4%
OR 1-4	25.8%	25.0%

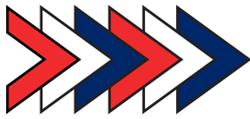
Table 4: Reserves

Service	Men	Women
Army	71.2%	6.7%
Air Force	7.4%	0.8%
Navy	10.1%	0.7%
Other	2.5%	0.6%
Total	91.1%	8.9%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	13.6%	7.3%
OF 1-2	14.9%	27.0%
OR 5-9	16.3%	17.4%
OR 1-4	55.1%	48.4%

Training: Training programmes related to gender or UNSCR 1325 are available. Pre-deployment training for OF 3-5, OF 1-2, OR 5-9 and OR 1-4 by the School for Peace and Security includes gender aspects. There is also pre-deployment training for the post of gender advisers, which is the gender field adviser training course in Sweden. Training for OF 6 and higher, and OR 1-4 is the Key Leader Seminar in Sweden which focuses on how to work with gender perspectives in a military and security environment and how it will contribute to achieving the overall political, military strategic and operational objectives. Comprehensive Approach of a Gender Perspective in Military Operations course is held twice a year and also provided in Kenya since 2014. The course aims to increase operational effectiveness by equipping students with the necessary knowledge and skills to effectively operationalise a gender perspective in CSDP and international missions and operations (for OF 3-5, OF 1-2, and OR 5-9). Gender is also a part of integrity lessons, within Army, Air Force, Navy and Military Police and gender is briefly discussed in the general lessons on integrity. UNSCR 1325 is primarily discussed during the in brief for deployment. At the moment the NLD AF are in the process of boosting up this side of the training and education with the launch of the E-learning package from ACT as of 1 July 2015.

Gender in Operations: Gender is a topic in operational planning and is also included in the pre-deployment training and/or exercises. The NDL AF have 15 trained gender advisers, three were deployed in 2014. Typically, the gender advisers receive gender field adviser training in Sweden and/or the NLD/SP Comprehensive Approach to Gender in Operations.

Additional Information: At present the NLD AF are in the process of boosting up the policies, training and education for gender and UNSCR 1325. Including the establishment of an advisory committee as was advised by the NCGP in 2014. Pending approval the new developments will be included in the new National Action Plan 1325, which is required to be complete by the end of October 2015.



NORWAY



Parliament voted overwhelmingly for universal conscription in June 2013 and the implementation plan for universal conscription was developed in 2014.

Military Entity Responsible for Integrating Gender Perspectives: Personnel in the Defence Staff Personnel Division and in the Army, Navy, and Air Force are to attract a greater number of qualified women from the Norwegian workforce. Personnel at the National Defence University College are to implement a gender perspective in operational planning processes, education and training.

Recruitment: All positions are open to women in the Norwegian Armed Forces. Enlistment requirements are different for men and women and depend on units. There is a training/recruitment camp for women, where they receive information about education and career possibilities, and preparation for the selection process to the officer candidate school. Furthermore, there have been information campaigns about universal conscription (from 1st of January 2015). There are different projects in some units to find the best way to recruit, train and equip women as soldiers.

Retention: There are retention policies in place such as:

- Leader developing programmes;
- Research programmes;
- Family welfare policy and support program;
- Annual equality conference and equality price;
- Focus on dual career families;
- Reporting system for occurrence of sexual harassment;
- Ethical dilemma training;
- Recruitment and reputation campaign;
- Review military selection criteria.

There are also retention strategies that have specifically focused on women such as research programmes and a network for female officers. Equality and diversity is also a part of the Nordic Defence Cooperation.

The Chief of Defence Annual Equality Conference informs about research and exchanges best practises and motivates leaders to work with equality, diversity and gender issues. There is also the Equality Price, which recognizes those who are doing exceptional work for equality.

Support Networks: There is a network for female officers.

Reasons for Leaving the Military: There are systems in place to detect why women leave the military. The main reasons are cultural factors and other career opportunities.

The accuracy of the information provided by national delegates is the responsibility of each nation.

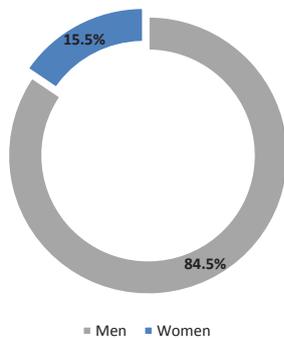


Figure 1: Men and women from all active duty military personnel %

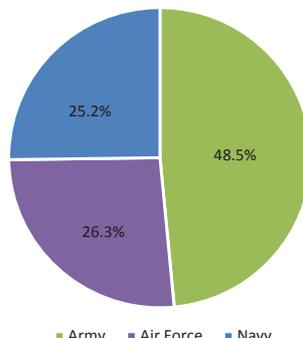


Figure 2: Distribution of female personnel by services

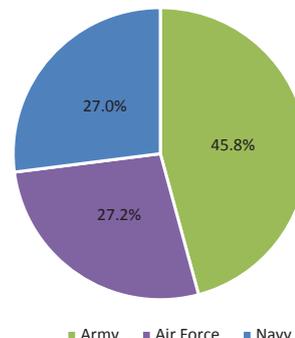


Figure 3: Distribution of male personnel by services

Equipment and Infrastructure Adaptation: Equipment is fit for both men and women, and has been adapted, e.g. personal gear and protective clothing. Military installations are partly adapted for women. The barracks and quarters for conscripts are traditionally built to serve male-only units. Many competing priorities make it a challenge to adjust military installations to both men and women. In some garrisons, female and male soldiers are in mixed sleeping quarters. The introduction of mixed rooms seems to diminish gender differences and thereby prejudices between female and male soldiers. Frequent and intimate exposure most likely leads to family-like relationships which again reduces sexual tension between roommates of the opposite sex (result from research programmes). Additionally, adjustments have been made to women's uniforms.

Parental Leave: Legal social support is provided to both parents of a newborn and mothers during pregnancy. Parental leave is 59 weeks; maternity leave is 10 weeks and is transferable between parents and can be equally distributed.

Work-Life Balance: There are specific programmes and policies to maintain work-life balance:

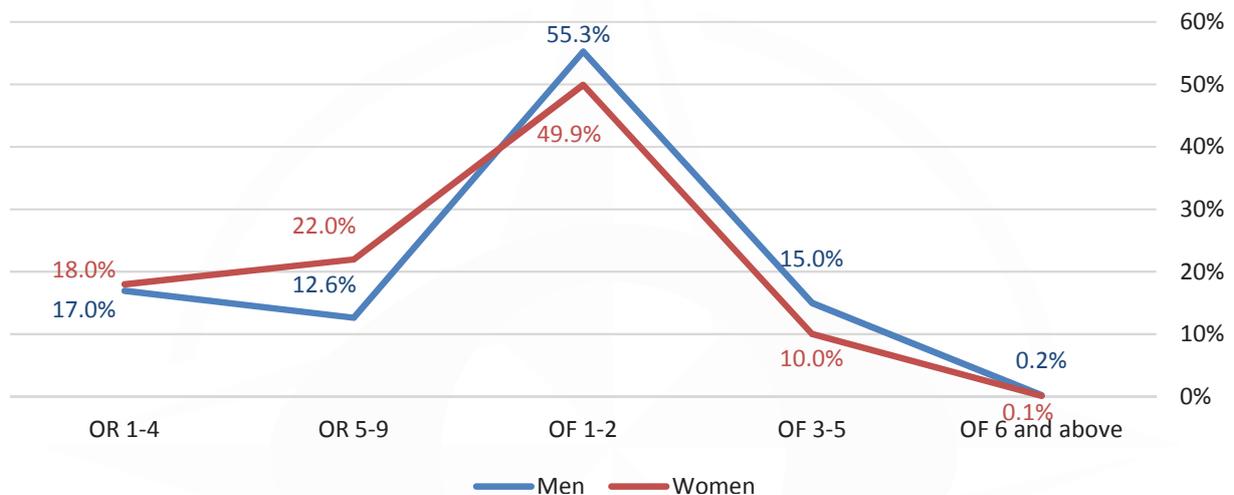
- Family Directive implemented 2006;
- Family web site (welfare information and networking);
- Policy for commuting, flexible travel arrangements;
- 25 days of vacation per year;
- More leave and free trips home when in international operations;
- A few military kindergartens and some arrangements with civilian kindergartens;
- Sick leave when the children are sick;
- Prevention and relationship enhancement programme;
- Family coordinators providing support when a parent is deployed;
- Flexible working and service hours;
- Home office (two days a week, if the working situation allows).

Part-time employment is allowed and any reason may be considered. There are special programmes/measures to support parents when both of them are members of the Armed Forces as implicit policy dictates that if possible both will be posted in the same area, and they will not be deployed at the same time. In the case of support or facilitation related to service duties to single parents, divorced parents or widows/widowers looking after their children, other family members or care givers may be sponsored to take care of children when both parents (or a single parent) are away from home (reasons may be work, education, courses or sickness). Leaders will try to accommodate each employee.

Childcare policy includes:

- Provision protecting parent from deployment;
- Breast-feeding breaks;
- Policy on duties assignment, night duties, overtime work;
- Day care for children;
- Flexible working and service hours;
- Children’s book “Mission goes to...” and activity camp for children to prevent stress reactions, to strengthen the family and promote well-being.

Figure 4: Distribution of men and women by rank



Sexual Harassment & Sexual Abuse Prevention: Strategies to prevent sexual harassment and abuse are the values and standards of the Norwegian Armed Forces. Programs and/or trainings related to sexual harassment include:

- Leadership programmes for young officers;
- Ethical and dilemma training for soldiers and officers;
- Local action plans on attitude, ethics and leadership;
- Local action plans on diversity and equality;
- Focus on culture;
- Gender education at officer candidate schools;
- Guidelines for prevention and handling sexual harassment;
- Information on bullying and sexual harassment, what it can lead to, how to prevent it and how to respond (all levels);
- Information about the reporting/complaint system.

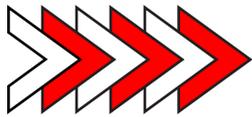
Harassment investigators and advisers are available, and protocols for victims are in place. Cases of sexual harassment were reported in 2014. Bullying and sexual harassment is higher among conscripts and enlisted/warrant officers than among other military personnel and civilian employees.

Training: There are five training programmes related to gender or UNSCR 1325 available. This includes national training such as: 30 hours education on gender and gender perspectives (implementing UNSCR 1325) for OR 1-4 at the Officer Candidate School; and Implementation of UNSCR 1325 for OF 3-5 and OF 1-2 at the Military Academy and National Defence University College. National and in theatre training for all ranks on the implementation of UNSCR 1325 and gender perspectives is implemented in operational planning processes including exercises. Furthermore, there is in theatre and pre-deployment training for all ranks on the implementation of UNSCR 1325 integrated into mission specific training.

Gender in Operations: Gender is a topic in operational planning and included in the pre-deployment training and/or exercises. The Norwegian Armed Forces have 16 trained gender advisers, 3 of them were deployed in 2014. The gender advisers received training at the NCGM or JWC.

Table 1: All Active Duty Military Personnel

Service	Men	Women
Army	41.1%	5.0%
Air Force	24.4%	2.7%
Navy	24.2%	2.6%
Other	0.0%	0.0%
Total	89.6%	10.4%
Ranks	Men	Women
OF 6 and above	0.2%	0.1%
OF 3-5	15.0%	10.0%
OF 1-2	55.3%	49.9%
OR 5-9	12.6%	22.0%
OR 1-4	17.0%	18.0%



POLAND



Plenipotentiary of the Minister of National Defence for the women's military service monitors permanently the status of women in the service in all types of military units of the Polish Armed Forces.

In April 2014 the team, Women in the Uniformed Services, was set up by the Government Plenipotentiary for Equal Treatment. The aim of this team is to introduce new standards in the area of equal treatment, the elimination of discrimination in the uniformed services and to operate in the implementation of UNSCR 1325.

Organiser of functional training systems - the Head of Training in the General Staff of the Polish Army - is going to introduce gender education for all soldiers in the Polish Armed Forces in 2015, in accordance with BiSC Directive 40-1 and UNSCR 1325. Additionally, a training plan is to introduce mandatory supplementary training for commanders, concerning gender issues called Leadership in a Mixed Gender Environment.

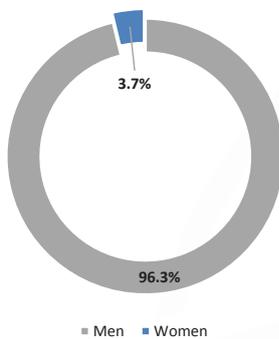


Figure 1: Men and women from all active duty military personnel %

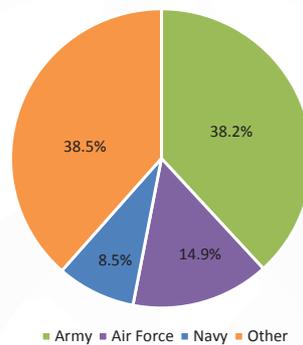


Figure 2: Distribution of female personnel by services

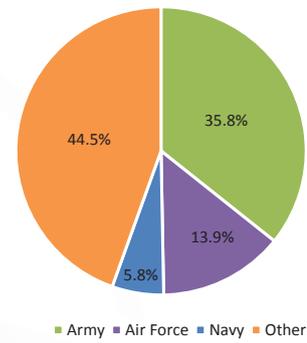


Figure 3: Distribution of male personnel by services

Recruitment: Increasing the number of women in the Polish Armed Forces is a permanent process. Implemented in the Ministry of Defence for more than a quarter-century, the policy of equality can be seen as an upward trend in the development of women's professional military service. Over the past 10 years the number of female military personnel in the Polish Armed Forces has increased almost sevenfold. Gender equality in the appointment, conduct and dismissal from professional military service, without any restriction in access to positions, is an asset and increases women's interest in the military service. Women currently serve in all types of services and each of the three corps of professional soldiers. Women mostly hold the position of platoon commander, company commander and commander of team. In the Polish Armed Forces there are 10 women who have the military rank colonel (there are no women whose military rank is higher than colonel).

Retention: There are no separate programmes for retention of female military personnel. Last year 45 women were released from professional military service (5 officers, 4 NCOs, 36 privates). The main cause for exemptions from the Army constituted termination made by female soldiers (18), and in 20 cases it was as a result of the passage of military service time specified in a contract.

Training: There are four training programmes that are related to gender or UNSCR 1325 available. Training workshop on Equal Treatment and Non-Discrimination in the Military Service and Work Environment for professional soldiers and persons engaged in military units and prevention activities. Training workshops for commanders of subunits and additional training on Gender Equality in Military Service – continuation for professional soldiers and general command of the Armed Forces. Furthermore there are workshops on preventing conflict, aggression, violence and discrimination for civilian and military personnel.

The accuracy of the information provided by national delegates is the responsibility of each nation.

Gender in Operations: Gender does not play a special part in the operational planning process. However, gender perspectives are included in pre-deployment training. This training is provided by the Training Centre in Kielce. All participants of a mission abroad are trained in gender issues before their deployment. The Polish Armed Forces have eight gender advisers that have received training by SWEDINT in the Gender Field Adviser Course or in the Dutch and Spanish course A Comprehensive Approach to Gender in Operations.

Additional Information: In order to diagnose potential areas of discrimination on the grounds of gender, a social survey was carried out on issues concerning relationships (human and business) in an environment of professional soldiers.

Previous efforts in the area of gender have provided the same standards for men and women in the Polish Armed Forces and created conditions to prepare soldiers for missions overseas in accordance with BiSC Directive 40-1 and UNSCR 1325. However, gender issues need further active measures.

Figure 4: Distribution of men and women by rank

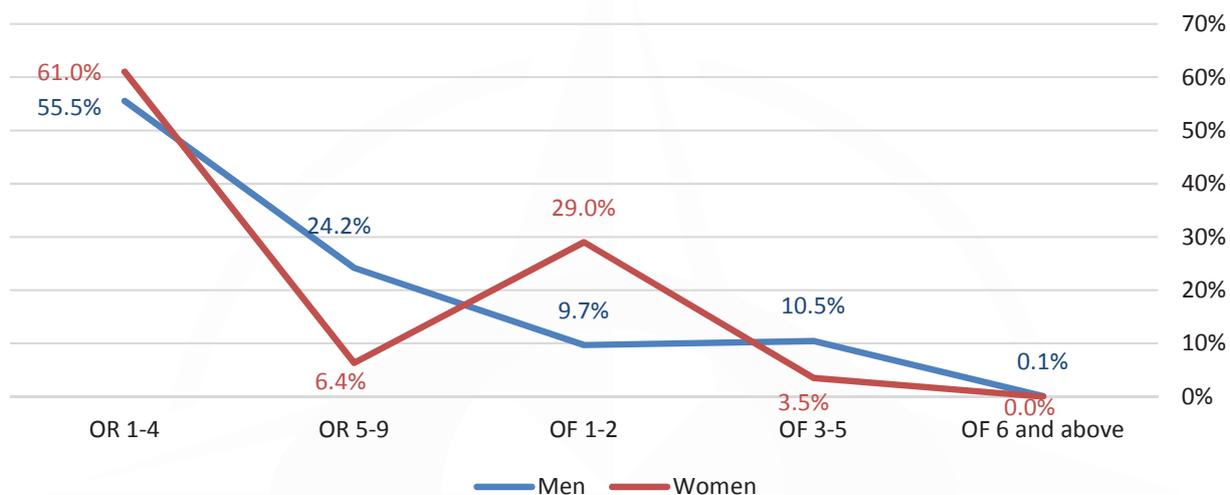


Table 1: All Active Duty Military Personnel

Service	Men	Women
Army	34.4%	1.4%
Air Force	13.4%	0.6%
Navy	5.5%	0.3%
Other	42.9%	1.4%
Total	96.3%	3.7%
Ranks	Men	Women
OF 6 and above	0.1%	0.0%
OF 3-5	10.5%	3.5%
OF 1-2	9.7%	29.0%
OR 5-9	24.2%	6.4%
OR 1-4	55.5%	61.0%

Table 3: NATO Operations

Service	Men	Women
Army	90.0%	3.1%
Air Force	6.0%	0.3%
Navy	0.6%	0.1%
Other	0.0%	0.0%
Total	96.6%	3.4%
Ranks	Men	Women
OF 6 and above	0.1%	0.0%
OF 3-5	11.4%	1.5%
OF 1-2	19.1%	46.2%
OR 5-9	34.7%	23.1%
OR 1-4	34.8%	27.7%

Table 2: All Operations

Service	Men	Women
Army	88.1%	2.8%
Air Force	8.0%	0.3%
Navy	0.7%	0.1%
Other	0.0%	0.0%
Total	96.8%	3.2%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	13.0%	1.5%
OF 1-2	19.1%	47.0%
OR 5-9	35.1%	24.2%
OR 1-4	32.8%	27.3%

Table 4: Reserves

Service	Men	Women
Army	46.7%	4.2%
Air Force	15.5%	1.2%
Navy	4.4%	0.9%
Other	25.0%	1.7%
Total	91.5%	8.5%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	0.1%	0.0%
OF 1-2	3.2%	0.5%
OR 5-9	4.0%	0.5%
OR 1-4	92.9%	99.1%



PORTUGAL



No specific policies and/or legislation related to the implementation of gender perspective in the Portuguese Armed Forces were in place before the end of 2013 nor were any new policies or legislation introduced in 2014.

Military Entity Responsible for Integrating Gender Perspectives: In the Armed Forces General Staff this entity is called the Personnel Branch of the Resources Department. It supports the coordination of activities, policies and training of military personnel in the Armed Forces.

In the Portuguese Navy there are two offices working on gender perspective issues. First, there is a consulting team in the Bureau of Naval Personnel which works mainly on matters related to gender policies. The second is an Office of Gender Perspective set within the Navy Personnel Command dealing with the practical aspects of differences in work conditions, or daily conceptions derived from gender.

In the Army, at the general staff, the human resources division has the responsibility to promote gender mainstreaming and gender perspectives. For this task, human resources head a network of gender advisers (gender network) along the whole army command structure.

Recruitment: All positions are open to women in the Armed Forces. There are no legal regulations that specifically promote the recruitment of women in the military. However, enlistment requirements are different for men and women. The Portuguese Army specifies a set of minimum physical fitness requirements, irrespective of gender, but for the final evaluation the female levels are lower than the male ones, for example: Physical fitness test – minimum amount to be achieved – to achieve 20 values (male/female):

- Arms extension on the ground - 15 - 52/36;
- Abs in 1 min. - 25 - 63/58;
- Passing of portico (5 m.) - Yes - Yes/Yes;
- Jump the wall (60 cm.) - Yes - Yes/Yes;
- Cooper test (12 min.) - 2,000 m. - 3,500/3,000 m.

In the physical fitness test performed by the Navy and Air Force, women are evaluated in the same exercises as men, although the number to pass each exercise is different. They have to complete fewer push-ups and sit-ups than men to pass. In the 2400-meter run, women have more time to complete the exercise than men.

Other differences in enlistment requirements:

- Navy - The minimum height established for men is 1.64 meters and for women is 1.60 meters;
- Army - Height: 1.60 meters for men and 1.56 meters for women;
- Air Force - While evaluating the candidates, their physical characteristics are analysed in consideration with a biometric chart that defines the maximum and minimum height and weight. Those values are different for men and women.

The accuracy of the information provided by national delegates is the responsibility of each nation.

Retention: There is a legal framework that provides a set of incentives to promote the retention of military personnel in the ranks (Decree-law 320/2007). These incentives are the following: Support for obtaining academic qualifications, financial compensation and materials, access to training and professional certification, support for reintegration into the labour market and social support. This legal framework is designed so those who remain in the ranks longer have access to more support.

Since 2008 a centre within the sphere of the MoD was created, which is especially dedicated to support the transition from military life to civilian life.

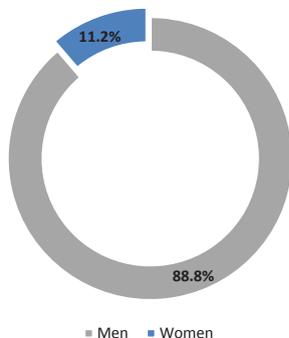


Figure 1: Men and women from all active duty military personnel %

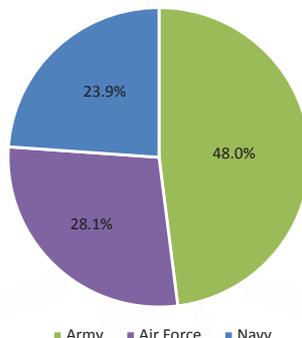


Figure 2: Distribution of female personnel by services

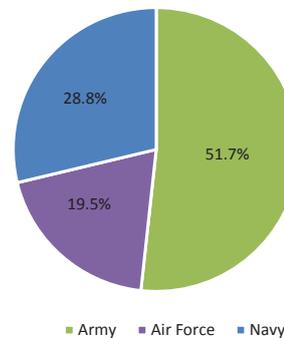


Figure 3: Distribution of male personnel by services

Support Networks: Since 2008, there has been a permanent advisory/consulting team to the Chief of Naval Personnel, within the Bureau of Naval Personnel, working on matters related to women in the military, in articulation with the Gender Perspective Office of the Personnel Naval Command. These two instances aim at providing information and support to both men and women, on matters related to parental leave, working conditions, gender based discrimination, and other specific matters pertaining gender. The Air Force has the Air Force Women Networking Group, which was created in 1993. The Army also has a gender network (see section on military entities above).

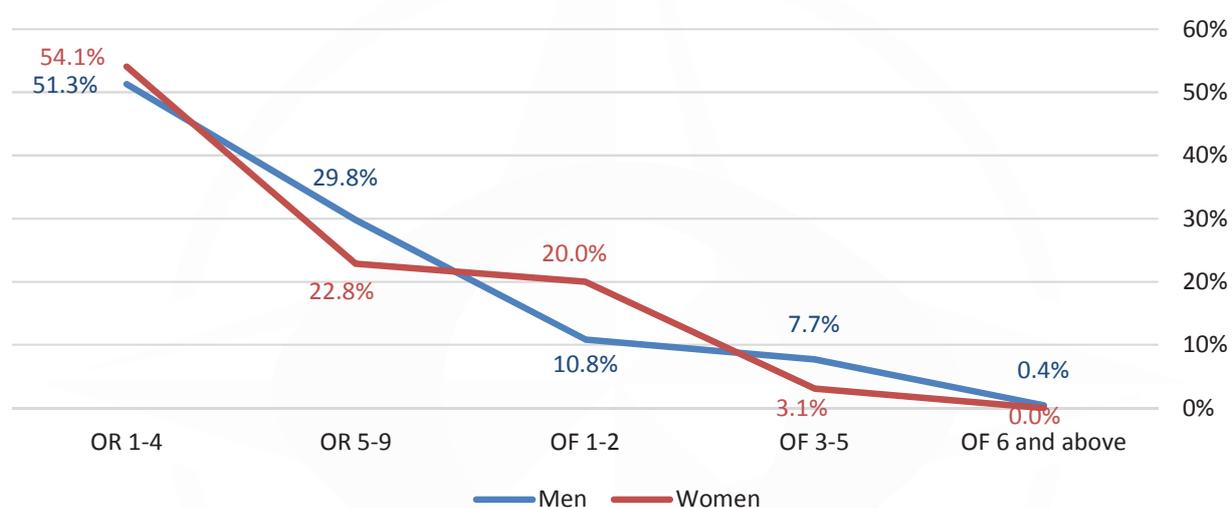
Reasons for Leaving the Military: The Air Force conducts a survey to non-permanent personnel with a set of questions to understand the motives of the exit. However, the MoD also conducted a study concerning non-permanent military personnel to understand the reasons why they leave the Armed Forces. The main reason for both men and women to leave the military is due to a restricted number of vacancies to undertake a military career for commissioned officers who can be in the Armed Forces for a maximum of six years (Navy/Air Force) or seven years in case of the Army. Also, some do not wish to undertake a military career after the contract.

Equipment and Infrastructure Adaptation: Equipment is fit for both men and women in the military, Navy ships have been adapted in order to accommodate both men and women, except in the case of submarines. Military installations are appropriate for both men and women. Women have been serving in the Portuguese Navy for the past 23 years and throughout that time there has been a permanent effort to adapt all existing facilities and infrastructures to better accommodate both men and women, and guarantee their privacy. The Army facilities have been improved and the Air Force facilities were adapted, e.g. the main toilet installations with specific details for women. There have been adjustments to uniforms for pregnant female personnel in the Army. In the Air Force there are specific uniforms for women except in case of combat uniforms and flight suits.

Parental Leave: Parental leave is 24 weeks. In the case of maternity, paternity or adoption, the mother and father are entitled to initial and complementary parental leave for the birth of the child. Since 2000 (Law no 142/1992) a five-day fully paid license (paternity leave) was granted to the father immediately after childbirth; the father also became entitled to share with the mother the paid leave of 120 days or, in certain cases, substitute the mother; fathers were also granted an individual right to two weeks fully compensated parental leave and became entitled to take up or share the two-hour reduction in working time. The spirit of family policies relied on conciliating family and work obligations. For instance, the five days paternity leave became compulsory from 2004 onwards (by Law no 35/2004), in order to encourage men to participate more in the care of their newborn child.

Further changes in the leave scheme have recently been approved. As from February 2009, paternity leave taken during the first month after birth was increased to 20 working days (10 obligatory working days, plus extra optional 10 working days to be taken with the mother while she is on initial parental leave) and the initial parental leave. Formerly, maternity leave was increased to five months with full earnings compensation (or six months at 83% of earnings) on the condition that the father (alone) takes one whole month of the leave. The terminology has also changed: maternity and paternity leaves were substituted by the more gender equal term parental leave in 2009.

Figure 4: Distribution of men and women by rank



Work-Life Balance: There are specific programmes and policies to maintain work-life balance. Part-time employment is allowed for workers with reduced working capacity, disabled people or people with chronic illness, and any other substantiated situations. Part-time employment is also available during parental leave, studies and elderly care (or sickness). For couples serving in the Navy, the service allows one of them to ask to be relieved of some assignments (like night shifts or afloat missions). In the Army there are parenting regulations specific to Army personnel (e.g. prohibition if services fail to make appointments for scales of duty, deployments and graduations/courses). There is a commitment that the services will endeavour not to deploy both serving parents at the same time, and they should not be appointed to internal service at the same time. In the Navy, single/divorced parents, with full custody of children under 12 years, are allowed to be relieved of duties which may require night shifts, afloat missions or other assignments/deployment which may involve prolonged absences.

Childcare policy includes:

- Provision protecting parent from deployment;
- Extra weeks of subsidized maternity/paternity leave;
- Breast-feeding breaks;
- Flexible working and service hours.

Sexual Harassment & Sexual Abuse Prevention: There are strategies to prevent sexual harassment and sexual abuse. Lectures about sexual harassment for all personnel, civilians and military, investigations are available, and standards of behaviour to deployable forces. No harassment investigators or advisers are available; and no protocol for victims is currently in place. There were no reported cases of sexual harassment in 2014.

Training: There are six training programmes that are related to gender or UNSCR 1325. The programmes include national, in theatre and pre-deployment training for OF 3-5, OF 1-2, OR 5-9 and OR 1-4, such as: General Concepts and Legislation on Gender Issues; Comprehensive Approach Applied to Gender Issues; Professional and Behavioural Training on Gender Violence; and Health and Gender. The programmes also include national training such as: Lecture in Gender Perspectives for Soldiers for OR 1-4, and a Lecture in Gender Perspectives for Sergeants for OR 5-9.

Gender in Operations: Gender is a topic in operational planning and included in pre-deployment training and/or exercises. There are 31 trained gender advisers in the Armed Forces and two were deployed in 2014. They were deployed as dual-hatted personnel to support commanders in planning and evaluate operations by integrating a gender dimension and UNSCR 1325 awareness into the operational processes and procedures. In the Armed Forces General Staff (AFGS)/Navy/Air Force, the gender advisers attended the course A Comprehensive Approach to Gender in Operations, at the European Security and Defence College, in Madrid, Spain. In the Army the advisers attended the courses General Concepts and Legislation on Gender Issues; Comprehensive Approach Applied to Gender Issues; and Professional and Behavioural Training on Gender Violence.

Table 1: All Active Duty Military Personnel

Service	Men	Women
Army	45.9%	5.4%
Air Force	17.3%	3.2%
Navy	25.5%	2.7%
Other	0.0%	0.0%
Total	88.8%	11.2%
Ranks	Men	Women
OF 6 and above	0.4%	0.0%
OF 3-5	7.7%	3.1%
OF 1-2	10.8%	20.0%
OR 5-9	29.8%	22.8%
OR 1-4	51.3%	54.1%

Table 2: All Operations

Service	Men	Women
Army	76.0%	2.3%
Air Force	18.2%	1.2%
Navy	2.3%	0.0%
Other	0.0%	0.0%
Total	96.5%	3.5%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	10.0%	11.1%
OF 1-2	13.3%	0.0%
OR 5-9	26.1%	44.4%
OR 1-4	50.6%	44.4%

Table 3: NATO Operations

Service	Men	Women
Army	95.8%	3.1%
Air Force	1.0%	0.0%
Navy	0.0%	0.0%
Other	0.0%	0.0%
Total	96.9%	3.1%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	7.5%	0.0%
OF 1-2	9.7%	0.0%
OR 5-9	21.5%	33.3%
OR 1-4	61.3%	66.7%

Table 4: Reserves

Service	Men	Women
Army	43.8%	0.1%
Air Force	21.6%	0.0%
Navy	34.5%	0.0%
Other	0.0%	0.0%
Total	99.9%	0.1%
Ranks	Men	Women
OF 6 and above	1.3%	0.0%
OF 3-5	24.3%	66.7%
OF 1-2	1.2%	0.0%
OR 5-9	62.9%	33.3%
OR 1-4	10.3%	0.0%



ROMANIA



In 2003, in addition to the national legislation given by the Romanian Government enshrining gender equality, the Minister of National Defence issued a plan of measures in order to specifically implement (at the Ministry of National Defence level) national legislation describing gender equality and treatment between men and women within work relationships and professional activities. This was done to promote and support equitable and balanced participation of both genders in leading executive positions based solely on competence.

In January 2014, the Minister of National Defence issued the Plan of Implementing within the MoD the UNSCR 1325 on Women, Peace and Security and its Related Resolutions - this also includes all complementary documents approved by various international organisations of which Romania is a member, 2014 - 2024. The purpose of this document is to express the MoD's organisational will to further implement UNSCR 1325 and the mandate of its related resolutions, as well as to promote all military actions, at all levels, initiated on this matter. As for the human resources politics, no major influences have been registered because the recruitment process has always been developed under the auspices of the national legislation which was harmonized with the gender equality principles, expanded to all activity domains.

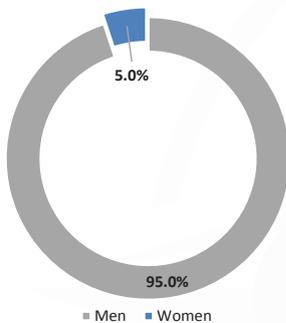


Figure 1: Men and women from all active duty military personnel %

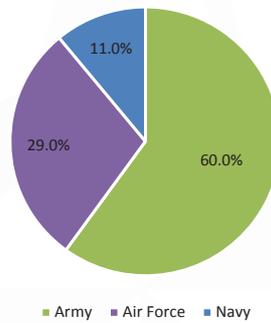


Figure 2: Distribution of female personnel by services

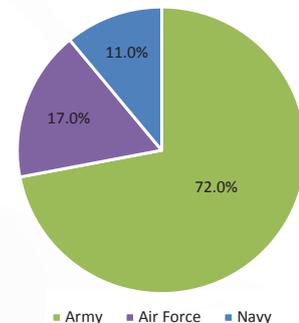


Figure 3: Distribution of male personnel by services

Quotas: Even though none of the aforementioned legislation specify quotas for women in the Armed Forces, annually the Minister of National Defence approves the Tuition Plan for the military schools and academies. This is the only document that generally assigns a quota for women of 20% of the total available places proposed to be open for competition for each military educational institution. Nevertheless, some military educational institutions have eliminated restrictions regarding admittance quotas for women (e.g. The Military Medical Institute and The National Defence University Carol I).

Military Entity Responsible for Integrating Gender Perspectives: Through the MoD UNSCR 1325 Implementation Plan, a permanent gender adviser position was created at the ministry level. Moreover, for a better management of the aforementioned plan, dual-hatted military personnel are assigned to counsel and guide commanders from all hierarchic levels on matters regarding gender issues.

Recruitment: All positions are open to women in the Romanian Armed Forces. Enlistment requirements for men and women are different. For female candidates the number of repetitions for each physical exercise (e.g. push-ups) is reduced and the running time scales are slightly lighter than those for men for the same running distance and conditions.

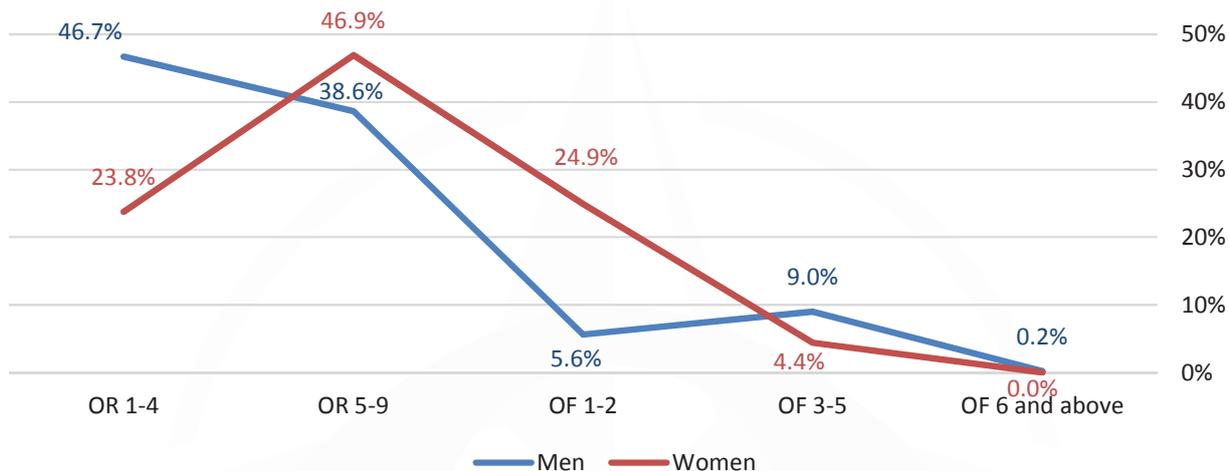
Retention: All human resources policies, strategies and regulations regarding the military individual career and education, target selection and especially retention of the best and the most competitive individuals, irrespective of their gender, as well as continuous professional development of the military personnel throughout their entire career.

The accuracy of the information provided by national delegates is the responsibility of each nation.

Reasons for Leaving the Military: The main reasons why men and women leave the military are the same: Difficulties balancing work and family life; and other better paid job opportunities or long-term professional development abroad.

Support networks: Through the MoD UNSCR 1325 Implementation Plan, gender advisers from all hierarchical levels have been interconnected, within a network of specialists designed to efficiently manage objectives and activities included in the plan, to uphold regulations regarding gender equality and to contribute to the elimination of any type of gender-based discrimination that may happen within the military system. Through the initiative of the Public Relations Directorate, a special Facebook page for women within the Romanian Army was created. According to the MoD Plan, it is intended to promote the contribution women have brought to successful mission accomplishments as well as the invested expertise and the influence women have inside the military system.

Figure 4: Distribution of men and women by rank



Equipment and Infrastructure Adaptation: Equipment is fit for both men and women. The military equipment utilized by the Romanian Armed Forces was originally designed and built to universally fit all military personnel. Military installations are appropriate for both men and women, and have subsequently been adapted to support females admitted to the military; including separate bathrooms and locker-rooms. During military studies and national or international missions, women have separate accommodation (bedrooms) that do not differ from men's accommodation. Adjustments have been made to both formal and combat uniforms for women; they have been tailored on smaller models and the design has been changed within the limits imposed by the anatomical differences between men and women. At the same time, boots and formal shoes have been radically changed for women as a necessity induced by the fact that the new format of the formal uniforms implied wearing both trousers and skirts. Regulations regarding uniform wear have also been modified, and new specifications about the proper way of wearing hair, nails or jewellery when dressed in uniform have been added.

Parental Leave: Legal social support is provided to both parents of a newborn and mothers during pregnancy. Parental leave is 96 weeks and is transferable between parents and can be equally distributed.

Work-Life Balance: In accordance with the current military legislation and regulations, harmonization between private and professional life of the military personnel has to be guaranteed. There is no law or policy preventing husband and wife that both work within the military system to access positions within the same garrison, or military unit. Nevertheless, the relationships developed between the military personnel, including the hierarchical ones are not governed by family bonds, but by military codes and regulations comprising all their professional rights and obligations. The military system, whenever possible, provides accommodation or financial support (equivalent to the monthly rent) for all military personnel transferred from one garrison to another because of professional reasons. Furthermore, through other express supporting measures encourages families to be moved together. For example, until returning to employment or for a maximum of 9 months after being installed within the new garrison, the husband/wife that stopped their professional activity due to the relocation will receive a monthly allowance equivalent to 50% of their husband/wife monthly pay.

In order to keep a solid balance between private and professional life, both military and civilian personnel working within the military system have the right to equally benefit from parental leave and monthly allowance given to one of the parents until the child reaches the age of two or three if the child is disabled. Furthermore, the law offers both parents the possibility to benefit from a special one month long leave given to the parent that does not opt for the traditional parental leave, which means that they are given the opportunity to welcome, the newborn, together into their family.

Regarding childcare, the MoD offers the possibility for the military personnel to enroll their children at the MoD kindergartens, but unfortunately those are at present insufficient in number. The Status of the Military Personnel is a supporting document which provides legal measures and conditions for the military personnel to benefit from a maximum of four years leave without pay, because of objective reasons, such as husband's/wife's deployment is part of diplomatic staff to another country, if the mission is longer than 6 months. In addition, a document issued in 2014, offers the possibility for military/civilian personnel and their family members to access psychological services whenever they need support and guidance. According to The Status of the Military Personnel all personnel has the obligation to participate in missions abroad, whenever this is required, which means that it is possible for spouses to be simultaneously deployed. At the same time, at the express request of one spouse in question to be deployed, and especially because of family reasons, one may be excused from that mission:

- His/her wife/husband is seriously ill or disabled;
- He/she is the only financial supporter of the family/child/sibling/parent;
- He/she is a single parent;
- He/she has disabled parents, regardless of their age, and no other sisters or brothers to take care of them;
- He/she is going to be deployed in the same mission with his/her wife/husband or sibling, and He/she does not express consent for this.

In the case of single parents, they may be excused from certain missions abroad. Regarding childcare, the MoD offers the possibility for the military personnel to enroll their children at the MoD kindergartens, priority is given to single parents, divorced parents or widows/widowers looking after their children. Single parents are allowed at their express request to benefit from flexible working and service hours or variable start/finish times of the working day.

Sexual Harassment & Sexual Abuse Prevention: Even though there are no policies or strategies especially destined to prevent sexual harassment and sexual abuse, this aspect has been periodically monitored at the MoD level. For that reason, in 2005, 2009 and 2014 some sociological research on the matter was conducted. The MoD Implementation Plan also comprises the legal mechanisms to be used in the case of sexual harassment or gender-based discrimination, and encourages victims and gender advisers to declare these types of injustices and to ask for help in order to further prevent and eradicate them. Moreover, the Human Resources Directorate is currently developing a Guide of Cultural Competences destined to all military personnel deployed abroad, containing a separate chapter regarding issues related to sexual harassment.

There are harassment investigators and advisers available. However, there are currently no protocols for victims in place. There were no reported cases of sexual harassment in the Romanian Armed Forces in 2014.

Table 1: All Active Duty Military Personnel

Service	Men	Women
Army	72.0%	60.0%
Air Force	17.0%	29.0%
Navy	11.0%	11.0%
Other		
Total	95.0%	5.0%
Ranks	Men	Women
OF 6 and above	0.2%	0.0%
OF 3-5	9.0%	4.4%
OF 1-2	5.6%	24.9%
OR 5-9	38.6%	46.9%
OR 1-4	46.7%	23.8%

Table 2: All Operations

Service	Men	Women
Army	94.0%	100.0%
Air Force	3.0%	0.0%
Navy	3.0%	0.0%
Other		
Total	97.6%	2.4%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	15.0%	3.0%
OF 1-2	11.0%	30.0%
OR 5-9	42.0%	37.0%
OR 1-4	32.0%	30.0%

Table 3: NATO Operations

Service	Men	Women
Army	95.0%	100.0%
Air Force	3.0%	0.0%
Navy	2.0%	0.0%
Other		
Total	97.8%	2.2%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	11.0%	0.0%
OF 1-2	12.0%	27.0%
OR 5-9	44.0%	42.0%
OR 1-4	33.0%	31.0%

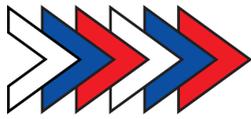
Training: There are six training programmes that are related to gender or UNSCR 1325 available. This includes national training such as:

- University Programmes and Non University Continuous Development Programmes for OF 3-5 and OF 1-2;
- Postgraduate Programmes in NCO schools for OR 5-9;
- Command Training Programs for OF 6 and higher, for OF 3-5, OF 1-2, and OR 5-9.

In theatre and pre-deployment training includes one programme: Military Pre-deployment Training Programme for OF 3-5, OF 1-2, OR 5-9 and OR 1-4. Topics include study/case, study/training adapted to the operational context and the cultural specificity of the deployment area, and referring to:

- UNSCR 1325 and its associated resolutions regarding the disproportionate impact conflicts have on women and children and the vital importance of female contribution to conflict resolution and stable peace achievement;
- Protection of women, children and all other vulnerable civilian categories of persons during armed conflicts;
- Women and children recruitment to armed groups and participation within armed conflicts.

Gender in Operations: Gender is a topic in operational planning and is included in pre-deployment training and/or exercises. Furthermore, the Romanian Armed Forces have trained gender advisers. The gender advisers' education and training is mainly reduced to the previously mentioned study dedicated to this subject during the military schools and afterwards, as part of their continuous professional development. In addition, as most of the current gender advisers have been deployed at least once, the experiences gathered from within the theatres of operations have defined their training and knowledge on the matter.



SLOVAKIA



There were specific policies and/or legislation related to the implementation of gender perspectives in the Slovakian Armed Forces in place before the end of 2013 and new policies or legislation on this topic were enforced in 2014.

There is a military entity responsible for integrating gender perspective in the Slovakian Armed Forces.

Recruitment: All positions are open to women. Enlistment requirements for men and women are the same. There are no legal regulations that specifically promote the recruitment of women.

Retention: There are retention policies currently in place.

Support Networks: There are currently no official support networks available to women in the military.

Reasons for Leaving the Military: There are systems to detect reasons for leaving the military. Personal reasons are the most common.

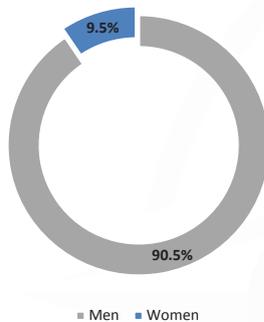


Figure 1: Men and women from all active duty military personnel

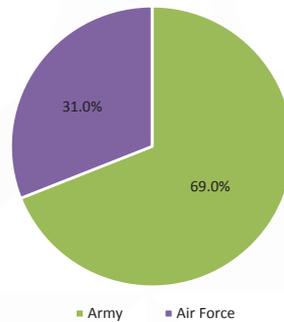


Figure 2: Distribution of female personnel by services

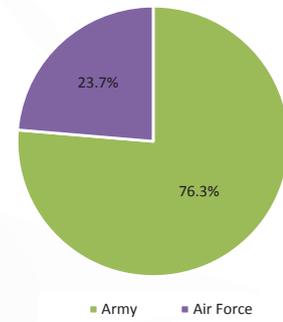


Figure 3: Distribution of male personnel by services

Equipment and Infrastructure Adaptation: Equipment is fit for both men and women, and military installations appropriate for both. No adjustments have been made to uniforms.

Work-Life Balance: There are no specific programmes and policies to maintain work-life balance currently in place. Part-time employment is not allowed and there is no childcare policy. No support related to duties of single parents is available, or special programmes/measures to support parents when both of them are members of the Armed Forces.

Sexual Harassment & Sexual Abuse Prevention: There are strategies to prevent sexual harassment and sexual abuse. There are no harassment investigators or advisers and no protocols for victims are currently in place. Cases of sexual harassment were reported in 2014.

Training: Training programmes that are related to gender or UNSCR 1325 are available.

Gender in Operations: Gender is not a topic in operational planning. However gender is included in the pre-deployment training and/or exercises. The Slovakian Armed Forces have no trained gender advisers.

The accuracy of the information provided by national delegates is the responsibility of each nation.

Figure 4: Distribution of men and women by rank

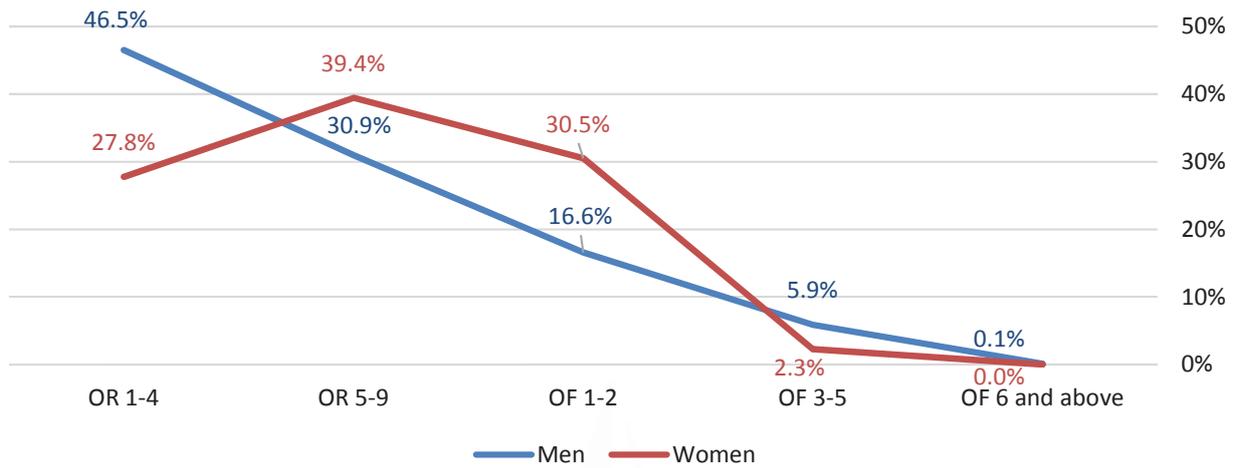


Table 1: All Active Duty Military Personnel

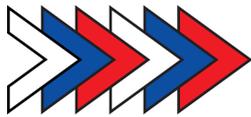
Service	Men	Women
Army	69.1%	6.5%
Air Force	21.4%	2.9%
Navy	0.0%	0.0%
Other	0.0%	0.0%
Total	90.5%	9.5%
Ranks	Men	Women
OF 6 and above	0.1%	0.0%
OF 3-5	5.9%	2.3%
OF 1-2	16.6%	30.5%
OR 5-9	30.9%	39.4%
OR 1-4	46.5%	27.8%

Table 2: All Operations

Service	Men	Women
Army	93.6%	6.4%
Air Force	0.0%	0.0%
Navy	0.0%	0.0%
Other	0.0%	0.0%
Total	93.6%	6.4%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	6.4%	13.3%
OF 1-2	19.5%	46.7%
OR 5-9	36.4%	20.0%
OR 1-4	37.7%	20.0%

Table 3: NATO Operations

Service	Men	Women
Army	93.6%	6.4%
Air Force	0.0%	0.0%
Navy	0.0%	0.0%
Other	0.0%	0.0%
Total	93.6%	6.4%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	6.4%	13.3%
OF 1-2	19.5%	46.7%
OR 5-9	36.4%	20.0%
OR 1-4	37.7%	20.0%



SLOVENIA



Specific policies and/or legislation that were in place before the end of 2013, for the integration of gender perspectives in the Slovenian Armed Forces (SAF):

- The Constitution of the Republic of Slovenia (1991 with amendments);
- Equal Opportunities for Women and Men Act (2002), State Act;
- Decree on Internal Organisation, Posts Classification, Posts and Titles in the Bodies of Public Administration and Justice (2003), State Act;
- The Law on Ratification of the Convention on the Elimination of All Forms of Discrimination against Women (2004), State Act;
- The Law on Ratification of the Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women (2004), State Act;
- Decree on the Criteria for Inclusion of Gender Balance (2004), State Act;
- Defence Act (2004), State Act;
- Implementation of the Principle of Equal Treatment Act (2007), State Act;
- Civil Servants Act (2005 with amendments), State Act;
- Resolution on the National Programme for Equal Opportunities for Women and Men 2005-2013 (2005 with four two-year, periodical plans from 2006 to 2013) and draft of a new one, State Act;
- Statement on Zero Tolerance (2006), SAF Act;
- Service in the Slovenian Armed Forces Act (2007), State Act;
- Decree on Measures for Protecting the Worker's Dignity at Work in State Administration (2007 and amended 2009), State Act;
- Periodic plans on the implementation of UNSCR 1325 on women in armed conflicts and the urgent role of women in conflict prevention peace building and sustainable development (2008-2009, 2010-2011), State Act;
- Directive for the Implementation of UN Security Council Resolutions 1325 and 1820 on Women, Peace and Security (2009), SAF Act;
- SOP Procedures and Measures for Protecting Dignity (including Cases of Alleged Mobbing) in the SAF (2009), SAF Act;
- General Staff Order on Appointment of Advisers for the Protection of Human Dignity in SAF (2009), SAF Act;
- Military Code of Ethics of the Slovenian Armed Forces (2009), SAF Act;
- Action Plan of the RS Government for the Implementation of UN Security Council Resolutions 1325 and 1820 (2010-2015), State Act;
- Employment Relationship Act (2013), State Act;
- Appendix on the Implementation of UNSCR 1325 to the Operational Orders for PSO (since 2013, to each Order).

The accuracy of the information provided by national delegates is the responsibility of each nation.

Military Entity Responsible for Integrating Gender Perspectives: Two entities/persons: The national delegate in the NCGP, and his/her deputy are responsible for gender issues in the SAF. These functions are additional tasks to their regular job. The national delegate in the NCGP and deputy also hold lectures on UNSCR 1325 for pre-deployment trainings, and prepare all documents related to gender (appendixes to operational orders, reports, etc.).

Recruitment: All positions are open to women in the Slovenian Armed Forces and enlistment requirements are the same for both men and women. There are no legal regulations that specifically promote the recruitment of women in the Armed Forces.

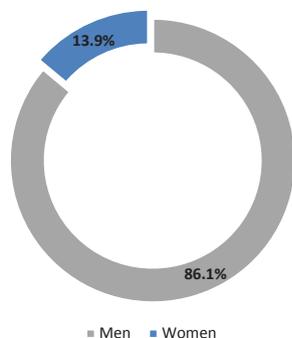


Figure 1: Men and women from all active duty military personnel %

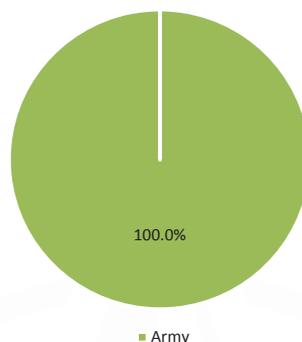


Figure 2: Distribution of female personnel by services

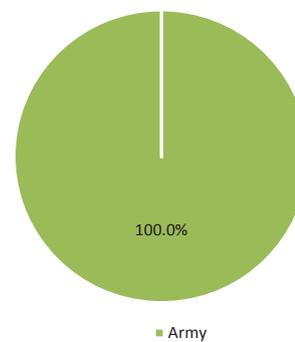


Figure 3: Distribution of male personnel by services

Retention: Retention strategies are in the form of benefits for the military personnel, such as:

- Incentives for entering into employment contract, and the extension of the contract within the SAF (financial);
- Award for each 10 years of service (financial);
- Military awards delivered by the MoD for each five years of service;
- Retirement plan (early retirement, additional savings pillar for the retirement, etc.);
- Military apartments with a low cost rent (on request of the person);
- Military vacation/recreational capacities with a low cost rent or some of them for free, also for family members (on request of the person).

Support Networks: No support networks specifically for women currently exist.

Reasons for Leaving the Military: The main reasons why women leave the military is due to end of contract, agreement or the termination of contract, retirement, and disciplinary sanction. For men it is failure to comply with conditions in the SAF.

Equipment and Infrastructure Adaptation: Due to financial restrictions, all equipment is not fit for both men and women. Military installations have been adapted for both men and women, there is separate accommodation in the military facilities, and separate toilets. Adjustments have been made to women's uniforms in gala, service and combat uniforms, which are designed specifically for women due to the physical differences.

Parental Leave: Legal social support is provided to both parents of a newborn and mothers during pregnancy. Parental leave is 35 weeks; maternity leave is 14 weeks and is transferable between parents, however it cannot be equally distributed.

Work-Life Balance: There are no specific programmes and policies to maintain work-life balance. Part-time employment is allowed in the case of parental leave or in the case of childcare up to three years, up to seven years for a disabled child, and up to seven years (child's age) for single parents.

Childcare policy includes:

- Provision protecting parent from deployment;
- Breast-feeding breaks;
- Flexible working and service hours;
- Policy on duties assignment, night duties, and overtime work.

Sexual Harassment & Sexual Abuse Prevention: There are sexual harassment policies and strategies in place such as:

- Statement on Zero Tolerance (2006), SAF Act;
- SOP Procedures and Measures for Protecting Dignity (including Cases of Alleged Mobbing) in the SAF (2009), SAF Act;
- General Staff Order on Appointment of Advisers for the Protection of Human Dignity in SAF (2009), SAF Act;
- Military Code of Ethics of the Slovenian Armed Forces (2009), SAF Act.

Additionally there are programmes related to sexual harassment such as interdisciplinary workshops where prevention of sexual harassment is included. In 2014, 22 workshops were conducted and 397 military personnel attended.

There are harassment investigators and protocols for victims in place in accordance to the SOP Procedures and Measures for Protecting Dignity (including Cases of Alleged Mobbing) in the SAF (2009), SAF Act. There were no reported cases of sexual harassment in 2014.

Training: One training programme is related to gender or UNSCR 1325. In 2014, 28 pre-deployment training programmes for all ranks were conducted. The training entails raising awareness on the definition of gender, implementation of UNSCR 1325 in the PSO, particularities of the situation in the area of operations related to women, non-discrimination, and non-sexual harassment policies and code of ethics.

Gender in Operations: Gender is a topic in operational planning and is included in pre-deployment training and/or exercises. The Slovenian Armed Forces have no trained gender advisers.

Figure 4: Distribution of men and women by rank

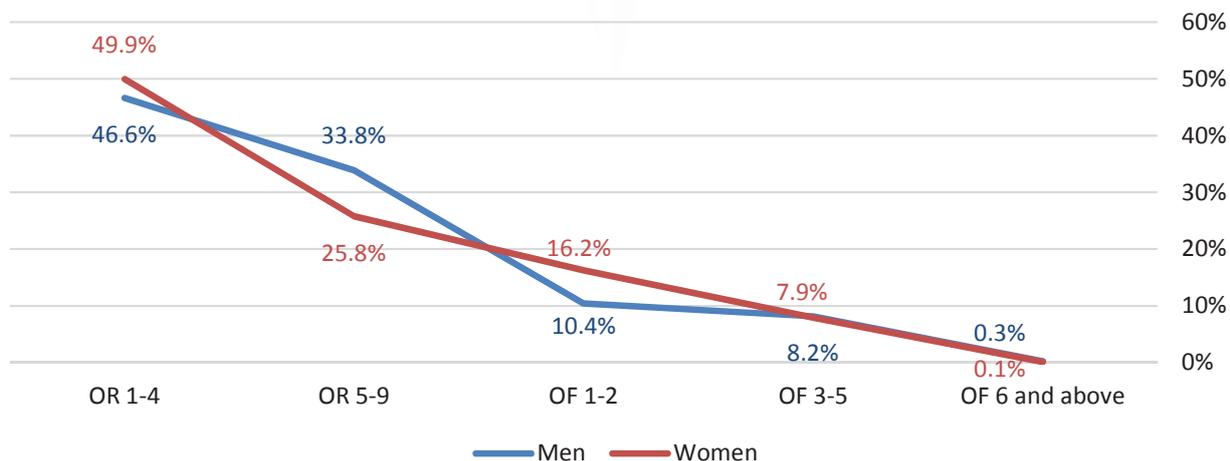


Table 1: All Active Duty Military Personnel

Service	Men	Women
Army	86.1%	13.9%
Air Force	0.0%	0.0%
Navy	0.0%	0.0%
Other	0.0%	0.0%
Total	86.1%	13.9%
Ranks	Men	Women
OF 6 and above	0.3%	0.1%
OF 3-5	8.2%	7.9%
OF 1-2	10.4%	16.2%
OR 5-9	33.8%	25.8%
OR 1-4	46.6%	49.9%

Table 2: All Operations

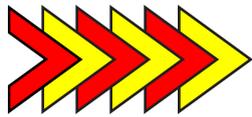
Service	Men	Women
Army	88.0%	8.6%
Air Force	0.0%	0.0%
Navy	3.1%	0.4%
Other	0.0%	0.0%
Total	91.1%	8.9%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	5.6%	9.9%
OF 1-2	12.8%	24.8%
OR 5-9	27.6%	21.8%
OR 1-4	53.9%	43.6%

Table 3: NATO Operations

Service	Men	Women
Army	91.4%	8.6%
Air Force	0.0%	0.0%
Navy	0.0%	0.0%
Other	0.0%	0.0%
Total	91.4%	8.6%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	4.6%	11.0%
OF 1-2	10.9%	22.0%
OR 5-9	25.9%	15.9%
OR 1-4	58.6%	51.2%

Table 4: Reserves

Service	Men	Women
Army	98.3%	1.7%
Air Force	0.0%	0.0%
Navy	0.0%	0.0%
Other	0.0%	0.0%
Total	98.3%	1.7%
Ranks	Men	Women
OF 6 and above	0.1%	0.0%
OF 3-5	0.6%	5.3%
OF 1-2	2.9%	42.1%
OR 5-9	6.9%	15.8%
OR 1-4	89.6%	36.8%



SPAIN



Specific policies and/or legislation that was in place before the end of 2013:

- Constitutional Law 3/2007, 22 March, for Effective Equality of Men and Women;
- Royal Decree 1/1988, 12 February, to regulate the Integration of Women into the Armed Forces;
- Order DEF/524/2005, to publish the Council of Ministers' agreement 4 March 2005, approving measures to favour the Incorporation and Integration of Women into the Armed Forces;
- Order PRE/525/2005, 7 March, to publish the Council of Ministers' agreement approving measures to favour Equality between Men and Women;
- Law 9/2009, 6 October, to extend the paternal leave in cases of birth or adoption;
- Royal Decree 1412/2006, 1 December, about social protection measures for enlisted;
- Royal Decree 293/2009, 6 March, about Maternal Protection Measures in the area of Training and Education within the Armed Forces;
- Royal Decree 168/2009, 13 February, approving regulations for Evaluations and Promotions within the Armed Forces and about the access to Military Career for Enlisted;
- Ministerial Order 121/2006, 4 October, approving rules about Working Days and Hours, Leaves, Permits and Licenses for Professional Military Personnel in the Armed Forces modified by Ministerial Order 107/2007, 26 July;
- National Action Plan of the Spanish Government for the Implementation of UNSCR 1325 (2000), about Women, Peace and Security.

Military Entity Responsible for Integrating Gender Perspectives: Military Observatory for Equality between men and women within the Armed Forces:

- Ruled by Ministerial Order 51/2011, 28 July;
- Advisory board subordinated to the Undersecretary of Defence;
- Aimed to analysing and reporting on the impact of access, military education, career and work-life balance on men and women within the Armed Forces;
- 16 members + secretary: Representatives of the CHOD, Army, Navy, Air Forces, Joint Corps and Directive Offices of the MoD;
- Permanent Secretariat to provide technical and administrative support to the Observatory.

Quotas: Royal Decree 168/2009, 13 February, approving regulations for evaluations and promotions within the Armed Forces and about the access to a military career for enlisted: Evaluation boards should count on female and male members providing that there are women with the proper rank, adapting where possible to a balanced implementation of the gender criteria.

The accuracy of the information provided by national delegates is the responsibility of each nation.

Recruitment: All positions are open to women. There are no legal regulations that specifically promote the recruitment of women in the military. Enlistment requirements for men and women are different. The tests were designed in close cooperation between the Military Observatory for Gender Equality, the National Sports Council and the Sub directorate of Military Education (Men/Women): Vertical jump 42/36; Push-ups 18/21; and 1 km run 3' 55"/4' 25." In some cases there are enlistment differences due to physical characteristics. Same requirements are for Officers and NCO's regarding weight and height. However, there are slight differences for troops regarding the minimum height. In the Air Force, there are some restrictions in weight and height for specialties in flight.

Retention: There are measures with regard to the specific amount of time served in the military to become eligible for not having the obligation to pay back any previous investment in the military training by the administration.

Support Networks: In terms of networks to support women in the military there is a hotline in the national area of the Permanent Secretariat of Equality.

Equipment and Infrastructure Adaptation: Equipment is fit for both men and women, and military installations are appropriate for both. Installations have been adapted to include female toilets and female cabins on board. However, when living in tents, the adaptation is case by case. Additionally, adjustments have been made to women's uniforms such as the special female service day uniforms. Sizes have also been adapted to fit women's bodies when they joined the Armed Forces in great numbers.

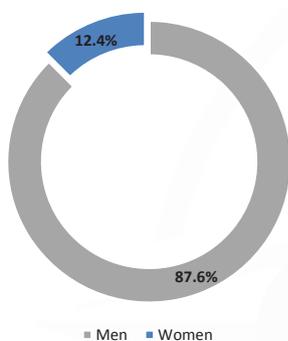


Figure 1: Men and women from all active duty military personnel %

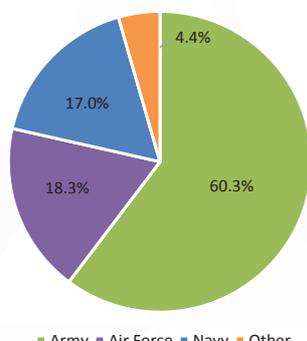


Figure 2: Distribution of female personnel by services

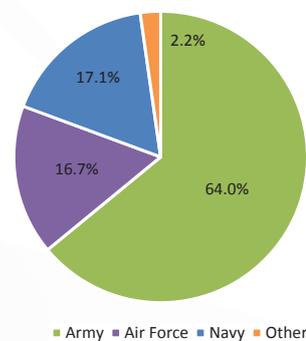


Figure 3: Distribution of male personnel by services

Parental Leave: Legal social support is provided to both parents of a newborn and mothers during pregnancy. Parental leave is two weeks, maternity leave of 16 weeks is not transferable between parents.

Work-Life Balance: There are specific programmes and policies to maintain work-life balance:

- Ministerial Order 121/2006, 4 October, approving rules about working days and hours, leaves, permits and licenses for professional military personnel in the Armed Forces modified by Ministerial Order 107/2007, 26 July;
- Informative conferences to explain these mechanisms;
- Hotline to solve problems about the implementation of these measures.

Part-time employment is allowed in case of parental leave, elderly care (or sickness), and during studies. When both parents are members of the Armed Forces they cannot be deployed at the same time, and one of them can postpone the international/national mission. In the case of single parents there is duty relief in most cases and postponement of missions.

Childcare policy includes:

- Provision protecting parent from deployment;
- Breast-feeding breaks;
- Policy on duties assignment, night duties, overtime work;
- Day care for children at the MoD and military installations or child vouchers;
- Flexible working and service hours; and reduced work day if children suffer from cancer or have disabilities.

Sexual Harassment & Sexual Abuse Prevention: There are no strategies, trainings or programmes to prevent sexual harassment or sexual abuse. No harassment investigators or advisers are available nor are protocols in place for victims. Cases of sexual harassment, rape and violence were reported in 2014.

Training: There are three pre-deployment training programmes that are related to gender or UNSCR 1325. Some general modules about gender are delivered within the period of pre-deployment training. Furthermore, the courses Gender in Operations and Gender Adviser in Operations are provided for OF 3-5.

Gender in Operations: Gender is not a topic in operational planning. However gender is included in the pre-deployment training and/or exercises and the Spanish Armed Forces have 196 trained gender advisers and ten of them were deployed in 2014. They received two training courses: A Comprehensive Approach to Gender in Operations and Gender Adviser in Operations.

Table 1: All Active Duty Military Personnel

Service	Men	Women
Army	56.0%	7.5%
Air Force	14.6%	2.3%
Navy	15.0%	2.1%
Other	2.0%	0.6%
Total	87.6%	12.4%
Ranks	Men	Women
OF 6 and above	0.2%	0.0%
OF 3-5	7.6%	2.2%
OF 1-2	6.6%	5.7%
OR 5-9	25.3%	7.1%
OR 1-4	60.3%	84.9%

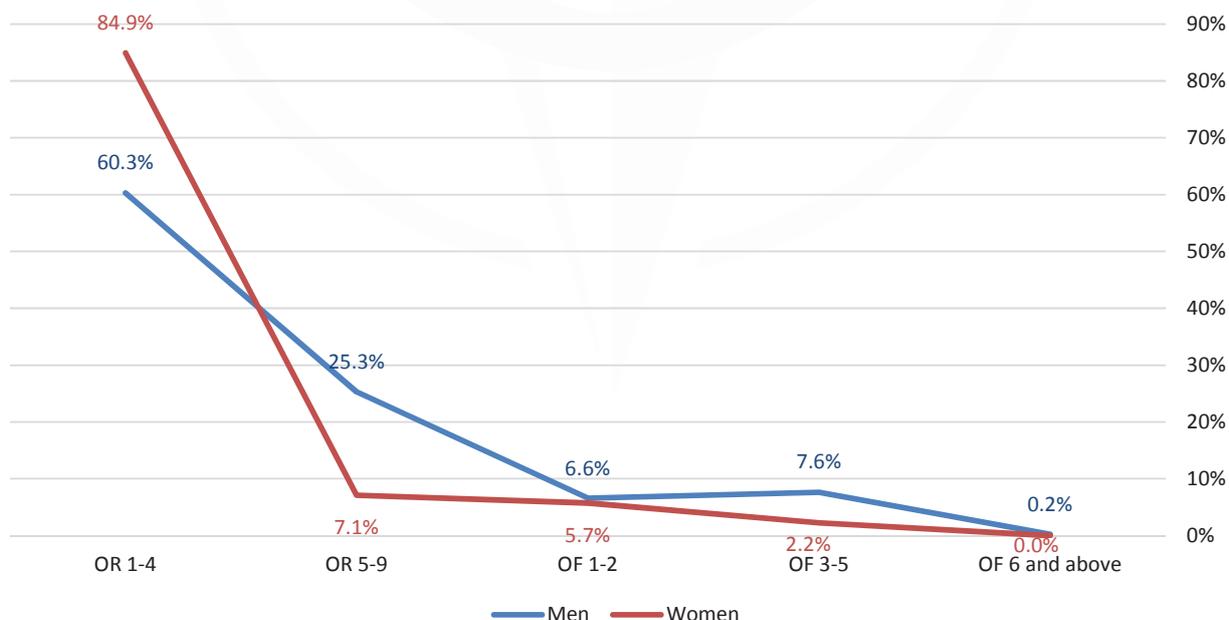
Table 2: All Operations

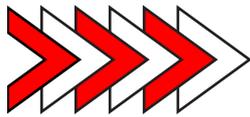
Service	Men	Women
Army	58.9%	2.7%
Air Force	17.4%	1.8%
Navy	17.4%	1.9%
Other		
Total	93.7%	6.3%

Table 3: Reserves

Service	Men	Women
Army	45.9%	10.9%
Air Force	11.2%	1.8%
Navy	17.8%	1.9%
Other	7.5%	2.9%
Total	82.4%	17.6%

Figure 4: Distribution of men and women by rank





TURKEY



No specific policies and/or legislation related to the implementation of gender perspectives in the Turkish Armed Forces were in place before the end of 2013 nor were any new policies or legislation introduced in 2014.

There is a military entity responsible for integrating gender perspectives in the Turkish Armed Forces.

Restrictions for Women: Submarines are closed to women in operations.

Recruitment: Enlistment requirements for men and women are the same. There are no legal regulations that specifically promote the recruitment of women.

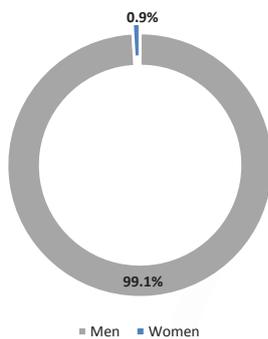


Figure 1: Men and women from all active duty military personnel %

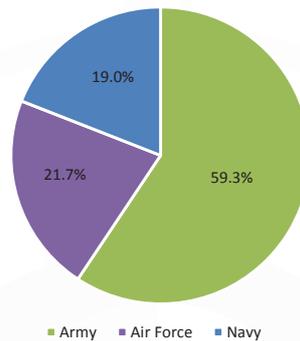


Figure 2: Distribution of female personnel by services

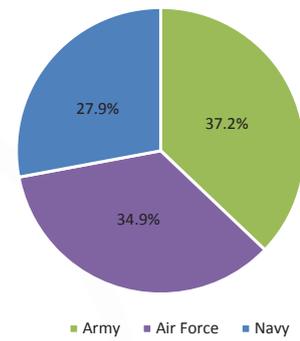


Figure 3: Distribution of male personnel by services

Retention: Both women and men Officers and NCOs have to serve for a compulsory service period of 10 years within the current legislation in Turkey.

Support Networks: No support networks specifically for women currently exist.

Equipment and Infrastructure Adaptation: Equipment is fit for both men and women, and military installations are appropriate for both. Additionally, adjustments have been made to women's uniforms.

Parental Leave: Legal social support is provided to both parents of a newborn and mothers during pregnancy. Parental leave is 1.5 weeks, maternity leave of 16 weeks is not transferable between parents.

Work-Life Balance: There are no specific programmes and policies to maintain work-life balance. Part-time employment is allowed in the case of parental leave or during studies. There is no childcare policy or support related to service duties to single parents, divorced parents or widows/widowers looking after their children. However, there are special programmes/measures to support parents when both of them are members of the Armed Forces.

Sexual Harassment & Sexual Abuse Prevention: There were no reported cases of sexual harassment in 2014.

Training: No training programmes related to gender or UNSCR 1325 are available.

Gender in Operations: Gender is not a topic in operational planning. However gender is included in the pre-deployment training and/or exercises and the Turkish Armed Forces have three trained gender advisers and one of them was deployed in Resolute Support Mission (RSM) GENAD in 2014.

The accuracy of the information provided by national delegates is the responsibility of each nation.

Figure 4: Distribution of men and women by rank

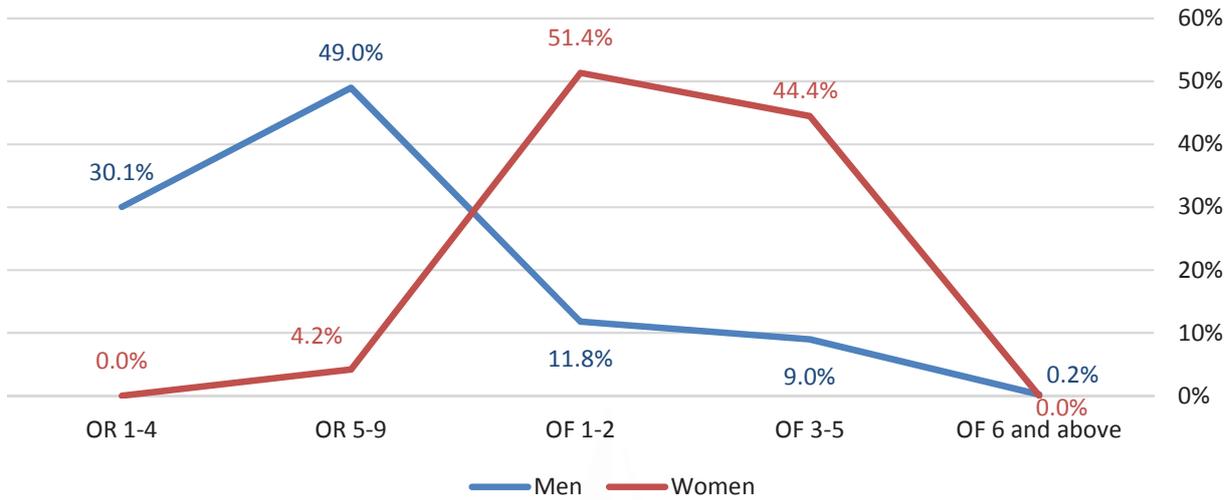


Table 1: All Active Duty Military Personnel

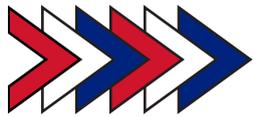
Service	Men	Women
Army	36.8%	0.5%
Air Force	34.6%	0.2%
Navy	27.7%	0.2%
Other		
Total	99.1%	0.9%
Ranks	Men	Women
OF 6 and above	0.2%	0.0%
OF 3-5	9.0%	44.4%
OF 1-2	11.8%	51.4%
OR 5-9	49.0%	4.2%
OR 1-4	30.1%	0.0%

Table 2: All Operations

Service	Men	Women
Army	53.3%	0.0%
Air Force	21.5%	0.1%
Navy	24.7%	0.4%
Other		
Total	99.5%	0.5%
Ranks	Men	Women
OF 6 and above	0.9%	0.0%
OF 3-5	45.4%	100.0%
OF 1-2	21.1%	0.0%
OR 5-9	32.9%	0.0%
OR 1-4	0.2%	0.0%

Table 3: NATO Operations

Service	Men	Women
Army	56.5%	0.0%
Air Force	26.2%	0.2%
Navy	16.8%	0.3%
Other		
Total	99.5%	0.5%
Ranks	Men	Women
OF 6 and above	0.9%	0.0%
OF 3-5	42.2%	100.0%
OF 1-2	20.5%	0.0%
OR 5-9	36.1%	0.0%
OR 1-4	0.3%	0.0%



UNITED KINGDOM



The first UK National Action Plan in 2009 represented a visible commitment to recognising both the importance of gender in the Armed Forces and the responsibilities that they hold in developing a visible commitment to gender mainstreaming and integration on a global scale. National (UK) Equality Legislation was developed into the Equality Act 2010 and offers legal protection for a number of Protected Characteristics including Sex, Gender Reassignment and seven others. The Armed Forces have exemptions for operational reasons on Disability, Age and employment of women in ground close combat duties.

New policies in 2014 include:

- UK WPS National Action Plan 2014 and the Implementation Plan.
- In 2014 the Equality Act 2010 exemption for women in ground close combat roles was subject to parliamentary review and a formal review of findings was delivered in Dec 2014. As the review provided an 'update' of the 2010 review and the volume and scale of research available had changed, a comprehensive study was initiated to report on a 24-month timeline.
- MOD as a whole has committed to a large scale Defence Diversity and Inclusion Programme (DDIP) that incorporates a number of strategic priorities including the progression and representation of women across the AF. Individual action plans are delivering results and the DDIP will ensure that collective benefit is made from these initiatives for mutual benefit.

There is a military entity responsible for integrating gender perspectives in the Armed Forces.

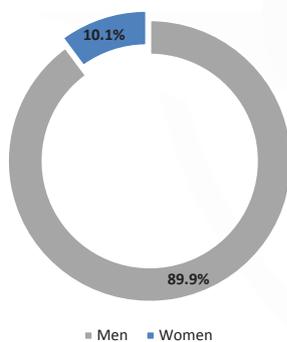


Figure 1: Men and women from all active duty military personnel %

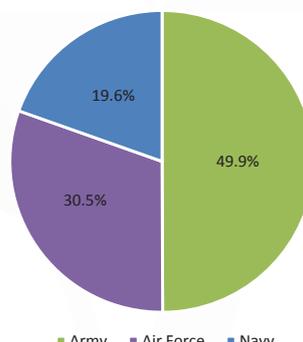


Figure 2: Distribution of female personnel by services

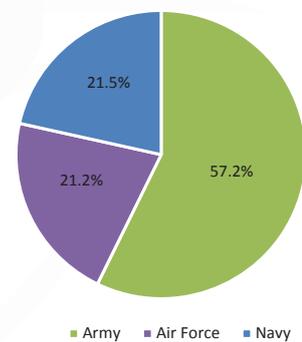


Figure 3: Distribution of male personnel by services

Restrictions for Women: Whilst the Defence Diversity and Inclusion programme looks to provide a call to action for increasing the representation of females in the AF by developing metrics for organisational performance management, these are aspirational targets rather than any formal quota as using Positive Discrimination would be illegal and damaging for reputation and retention.

Figures compiled in 2014 show that restrictions on women in Ground Close Combat affect 22% posts in the Navy, 29% posts in the Army and 6% of posts in the Royal Air Force.

Women in Ground Close Combat is subject to an ongoing comprehensive review due to report in late 2015. As part of the broader DDIP there are a number of lower level initiatives that are considering the possible barriers to progression that women may specifically be affected by.

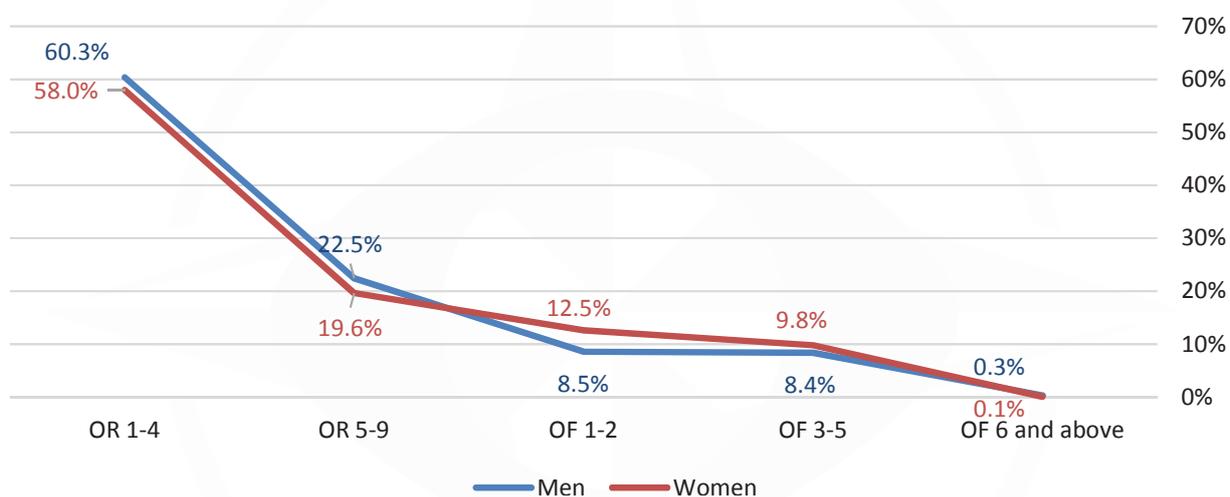
The accuracy of the information provided by national delegates is the responsibility of each nation.

Recruitment: Enlistment requirements for men and women are different. Physical tests are gender fair and are designed to evaluate the comparative performance. There are specific legal regulations that promote the recruitment of women. Where an organisation can provide evidence that a workforce does not fairly represent the national backdrop against a protected characteristic (Equality Act 2010) there is an opportunity to provide additional support under the mechanism of Positive Action. This can in no way influence the selection of the individual but it provides an opportunity for an organisation to address an observed shortfall in the recruitment or progression route. An example might be that where there are a disproportionately low number of women achieving a management grade, additional bespoke training may be provided for this cohort to ensure they are at the ‘starting line’ alongside their male colleagues.

Retention: There are retention incentives in place across the three services. There are also retention initiatives for women, there is an enhanced occupational maternity scheme which tops up a woman’s pay to full pay for the first 6 months of maternity leave in return for a one year return of service when they come back to work.

Support Networks: There are Servicewomen’s Networks which seek to support, inspire and develop servicewomen to ensure that all meet their full potential. They also act as a support forum and promote developmental and career opportunities.

Figure 4: Distribution of men and women by rank



Equipment and Infrastructure Adaptation: Equipment is fit for both women and men. Women have recently been integrated into naval service units as submariners, so there is a rolling programme to adapt submarines. Furthermore, military installations appropriate for both women and men. Additionally, adjustments have been made to women’s uniforms. Combat uniforms aren’t gender specific but other uniforms are tailored for women.

Parental Leave: Legal social support is provided to both parents of a newborn and mothers during pregnancy. Parental leave is 50 weeks; the maximum number of weeks that can be shared is between parents are 50 weeks. Women get two extra weeks for recovery.

Work-Life Balance: In terms of work-life balance initiatives, a Defence, Diversity and Inclusion Programme, which addresses work-life balance, is being developed. Furthermore, the services promote flexible and agile working routines where possible. The Navy have a harmony ration - they won't send someone to sea for more than 660 days over a 3 year rolling period, compliance with this is regularly monitored.

Part-time employment is allowed in case of parental leave; elderly care (or sick people); studies; and services offer part-time working, either as a reservist or through an additional duties commitment. Personnel can do non-standardised working hours, which is a form of flexible working and can also take special leave/career breaks.

There are special programmes/measures to support parents when both of them are members of the Armed Forces. There is a scheme that offsets the cost of children going to a boarding school from the age of eight. This gives children of service personnel stable schooling in one location. The Service Couples with Dependent Children Policy ensures that where both parents are serving, they will not be deployed them at the same time until the age of 11. There are also parents' networks. In terms of support related to service duties to single parents, this is examined on a case-by-case basis by service welfare groups.

Childcare policy includes:

- Provision protecting parent from deployment;
- Extra weeks of subsidized maternity/paternity leave;
- Breast-feeding breaks;
- Day care for children at the MoD and military installations or child vouchers;
- Flexible working and service hours or variable start/finish times of working day;
- There is emergency childcare provision and a maternity coaching scheme - helping women prepare for being a parent and the return for work. Women also can't be deployed for up to a year and a half after giving birth.

Sexual Harassment & Sexual Abuse Prevention: The Armed Forces do not tolerate any form of harassment, victimisation or discrimination and any allegations are treated extremely seriously. There are extensive support systems in place for those who feel they have bullied or harassed, consisting of Equality and Diversity champions and advisers, Unit Welfare Officers, Padres and a "Speak Out" Helpline.

The MoD's policy (which covers the Armed Forces and the civilian workforce) on bullying and harassment is set out in Joint Service Publication (JSP) 763 MOD Bullying and Harassment Complaints Procedures.

As part of an ongoing and concerted effort to stamp out bullying harassment, the following is in place:

- Equality and diversity training programmes;
- Bullying and harassment help-lines;
- Bespoke training packages;
- Equality and Diversity Climate assessments of units (which provide Commanders with a realistic picture of behaviour within units);
- An annual attitude survey;
- Poster campaigns;
- A new cyber bullying policy.

There are harassment investigators and advisers available and protocols for victims are in place that entails guidance to commanding officers and victims when dealing with allegations of serious criminal offences including sexual offences was published in November 2014. Additionally, there is JSP 839 Code of Practice on services to be provided by the Armed Forces to Victims of Crime.

Cases of sexual harassment were reported in 2014.

Training: Five training programmes that are related to gender or UNSCR 1325 are available. For OF 3-5, OF 1-2, OR 5-9, and OR 1-4 there is a two day interactive Women Peace and Security Advanced Course. There is national pre-deployment training for peacekeeping operations for all ranks. Furthermore, gender is a feature of regular diversity & inclusion training in all services for all ranks.

Gender in Operations: Gender is a topic in operational planning and is included in the pre-deployment training and/or exercises. The Armed Forces have three trained gender advisers, one of them was deployed in 2014. The MoD is currently commissioning a training needs analysis into the number, training, role and operational capacity of gender advisers. This will ensure that the UK has the right number of gender advisers, with the right training, doing the right thing in the right place.

Table 1: All Active Duty Military Personnel

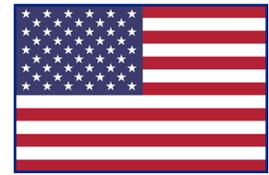
Service	Men	Women
Army	51.5%	5.0%
Air Force	19.1%	3.1%
Navy	19.3%	2.0%
Other		
Total	89.9%	10.1%
Ranks	Men	Women
OF 6 and above	0.3%	0.1%
OF 3-5	8.4%	9.8%
OF 1-2	8.5%	12.5%
OR 5-9	22.5%	19.6%
OR 1-4	60.3%	58.0%

Table 2: Reserves

Service	Men	Women
Army	71.1%	10.1%
Air Force	6.8%	1.3%
Navy	9.1%	1.6%
Other	0.0%	0.0%
Total	87.1%	12.9%



UNITED STATES



On January 24, 2013, the Department of Defense announced rescission of the 1994 Direct Ground Combat Definition and Assignment Rule and directed development of plans describing how each Service and the United States Special Operations Command (USSOCOM) will implement the policy change, specifically how they will:

- Review and validate all occupational standards to ensure they are occupationally and operationally relevant and applied gender-neutrally by September 2015;
- Complete all studies by September 2015;
- Ensure full implementation by 1 Jan. 2016, or submit an exception to policy to the Secretary of Defense to keep the occupation or position closed to women.

New gender related policy and/or legislation in the Armed Forces in 2014: Section 523 of the National Defense Authorization Act (NDAA) for FY 2014, Congress prescribed a uniform definition of gender-neutral standards to assist the DoD and the Services in applying a uniform standard for development, review, and validation of occupational standards.

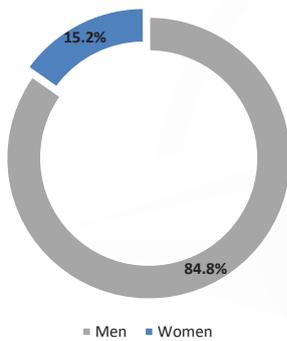


Figure 1: Men and women from all active duty military personnel %

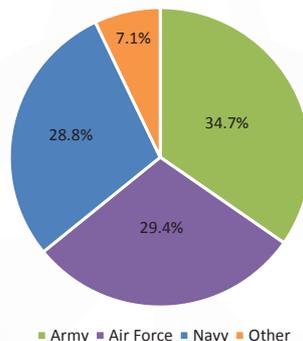


Figure 2: Distribution of female personnel by services

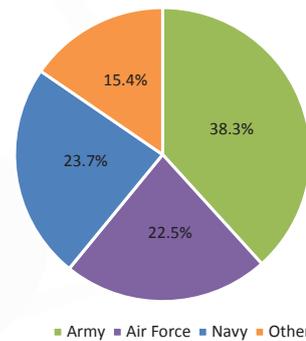


Figure 3: Distribution of male personnel by services

Military Entity Responsible for Integrating Gender Perspectives: Under Secretary of Defense for Personnel and Readiness is the principal staff assistant and adviser to the Secretary and Deputy Secretary of Defense for Total Force Management as it relates to readiness; National Guard and Reserve component affairs; health affairs; training; and personnel requirements and management, including equal opportunity, morale, welfare, recreation, and quality of life matters. Military Personnel Policy, Officer and Enlisted Personnel Management is the primary office of responsibility for assignment policy which includes gender related issues. There are equivalent offices in each Military Department/Service.

Restrictions for Women: There are restrictions for women for the incorporation of women in the Armed Forces, however there are plans to eliminate them. Ground combat and special operation forces positions are currently closed to women pending the completion of service studies and assessments. Studies must be completed by September 2015. Although the Secretary of Defense rescinded the 1994 Direct Ground Combat Definition and Assignment Rule, the Military Departments have until 1 Jan. 2016 to open closed positions and units consistent with guidelines established by the Chairman of the Joint Chiefs of Staff. If after an extensive review and analysis, a Service Secretary determines that a specific position or occupations may a Secretariat request an exception to policy to keep the position or occupation closed to women. The final decision rests with the Secretary of Defense. Guidelines were established in the January 2013 memorandum. The Services are required to develop and implement gender-neutral standards for all occupations.

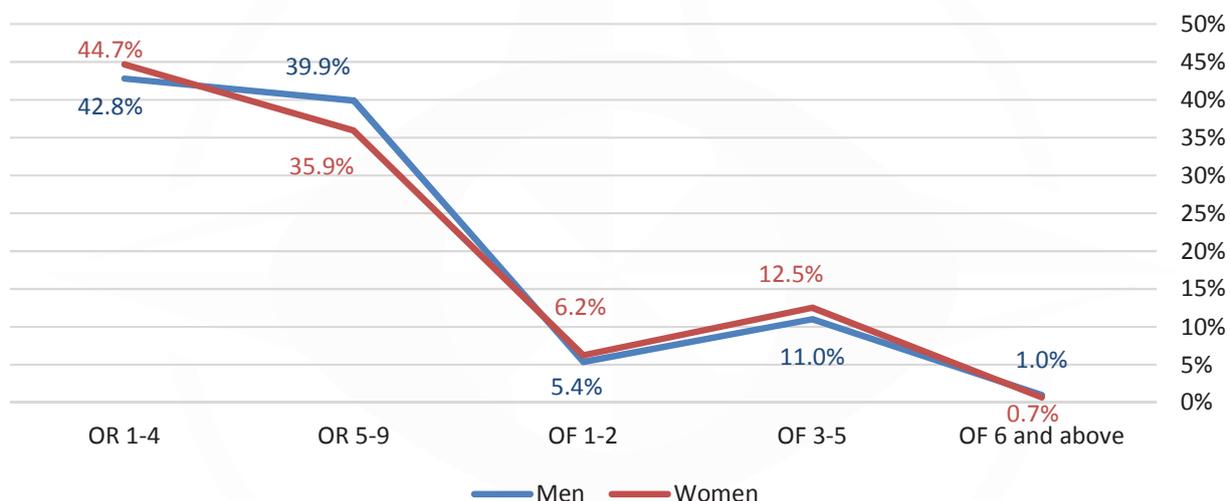
The accuracy of the information provided by national delegates is the responsibility of each nation.

Recruitment: Enlistment requirements are the same for men and women. In an effort to increase female propensity for military service, marketing and advertising campaigns have been updated integrating gender-diverse imagery that resonates with women across web, media and social platforms, news articles highlight female service member who have successful careers or unique service stories, as well as concerted efforts by the senior military leaders to build advocacy among women in positions of influence throughout the recruiting communities. Some Services have increased their target for the number of female recruits and established metrics that are frequently reported to heighten awareness and increase emphasis in that area. Additionally, some Services have increased the number of female recruiters.

Retention: Retention is a critical component of force management. The US Military is a closed hierarchical system and does not allow lateral entry. Retention is managed through incentives impacted by the economy, needs of the Service and personal/family decisions.

Support Networks: The Defense Advisory Committee on Women in the Services provides the Secretary of Defense independent advice and recommendations on matters and policies relating to women in the Armed Forces of the United States. There are also a number of women’s veterans groups throughout the United States which are open to all women who have served in the Armed Forces or currently serving and monitor existing laws, lobby for better access and benefits to meet the changing needs of women veterans.

Figure 4: Distribution of men and women by rank



Reasons for Leaving the Military: As part of the Department’s Transition Assistance Programme, members are provided an opportunity to complete surveys to leaving the service. The surveys allow members to voluntarily identify reasons for leaving the military. It should also be noted that personnel enter the military on a contractual basis and depart for a variety of reasons to include completion of service obligation or retirement.

Equipment and Infrastructure Adaptation: Major platforms are modified to ensure habitability issues for women are addressed, and all US military installations are appropriate for women. Adjustments have been made to women’s uniforms; combat uniforms have been redesigned to fit a woman’s body. Examples are narrower shoulders, a slightly tapered waist and more spacious hip.

Parental Leave: Legal social support is given to both parents of the newborn and mothers during pregnancy. Parental leave is 1.4 weeks, maternity leave is six weeks and is not transferable between parents.

Work-Life Balance: There are programmes and policies to maintain work-life balance, the Family Readiness System (FRS) is the network of programmes, services, people and agencies, and the collaboration among them, that promotes the readiness and quality of life of service members and their families. The services available through the FRS help service members and their families develop new skills and tackle life’s challenges — in every stage of military life. Installation-based Military and Family Support Centres are a one-stop-shop for family readiness information and services. Centres are open to all service members and their families.

Childcare policy includes:

- Provision protecting parent from deployment;
- Extra weeks of subsidised maternity/paternity leave;
- Breast-feeding breaks;
- Policy on duties assignment, night duties, and overtime work;
- Day care for children;
- Flexible working and service hours.

Measures to support parents when both of them are members of the Armed Forces include:

- DOD Directive 1342.22. This Directive establishes policies, assigns responsibilities, and prescribes procedures on family policy for the DoD. In addition to numerous other family programmes, this Directive specifically states that the military components will provide deployment support to help service members and their families successfully manage the challenges of mobilization and deployment.
- DOD Instruction 1342.19 “Family Care Plans.” This Instruction establishes policy, assigns responsibilities, and prescribes procedures on the care of family members of DoD and emergency- essential (E-E) civilian personnel who are single parents; dual-military couples with dependants; or members of E-E civilian personnel who otherwise bear sole responsibility for the care of children under the age of 19; or other personnel with family members who are unable to care for themselves in the absence of the member or E-E employee.

The DoD has a number of programmes and initiatives to support single parents through the family readiness system. These Services are available at the installation level. On-line information and referral services are also available.

- Family life education — Education and enrichment services that focus on helping families build and maintain healthy relationships and strengthen problem-solving skills.
- Emergency family assistance — Services that promote short and long-term recovery and the return to a stable environment after an emergency.
- New parent support — Services designed to help new parents adapt to parenthood, including playgroups, classes and access to books, booklets and other written materials on parenting.
- Exceptional family member support — For families with special needs, education and assistance related to the Exceptional Family Member Programme enrollment and assignment coordination process, non-clinical case management and relocation support.
- Non-medical individual and family counseling — Short-term, confidential non-medical counseling services address topics related to personal growth and positive functioning.

Table 1: All Active Duty Military Personnel

Service	Men	Women
Army	32.5%	5.3%
Air Force	19.1%	4.5%
Navy	20.1%	4.4%
Other	13.1%	1.1%
Total	84.8%	15.2%
Ranks	Men	Women
OF 6 and above	1.0%	0.7%
OF 3-5	11.0%	12.5%
OF 1-2	5.4%	6.2%
OR 5-9	39.9%	35.9%
OR 1-4	42.8%	44.7%

Table 2: All Operations

Service	Men	Women
Army	35.6%	4.4%
Air Force	23.5%	3.8%
Navy	22.9%	4.1%
Other	5.6%	0.2%
Total	87.6%	12.4%

Sexual Harassment & Sexual Abuse Prevention: There are strategies to prevent sexual harassment and sexual abuse in place such as:

- DoD Directive 6495.01 establishes the broad policy parameters of the Sexual Assault Prevention and Response Program (SAPR) for the Department. Detailed procedures for key areas in the SAPR are found in the DoD Instruction 6495.02.
- DoD and each of the military Services have issued policy to assure compliance with the mission and the rule of military law. Additionally, the DoD SAPR Strategic Plan states that establishing Department policy is “essential to refining a professional culture and command climate / environment.” It is key to operationalizing, synchronizing, and ensuring consistent SAPR programme execution across the Department.
- The DoD SAPR Strategic Plan is a multidisciplinary approach with initiatives in five lines of effort: prevention, investigation, accountability, advocacy / victim assistance and assessment. This approach was developed to achieve purpose and unity of effort across the Department.
- The SAPR Strategic Plan, in addition to ongoing DoD SAPR efforts, provides a roadmap for the department to establish the enduring culture of dignity and respect that is required of the military’s profession of arms.

Cases of sexual assault were reported in 2014. Harassment investigators and advisers are available, and protocols for victims are administered by medical and mental health professionals.

Training: There are four training programmes that are related to gender or UNSCR 1325. The programmes include national, in theatre and pre-deployment training for all ranks entailing education and training efforts designed to improve knowledge, impart a skill, and/or influence attitudes and behaviours of a target population. Main topics include:

- Equal Opportunity and diversity management;
- Bystander intervention, victim empathy, consent, acceptable behaviour, and healthy relationships;
- Gender, culture, beliefs, and diverse needs of the targeted audiences and area of operation.

Gender in Operations: Gender is a topic in operational planning and is included in pre-deployment training and/or exercises. The US Armed Forces have two trained Gender Advisers deployed in the US Forces Afghanistan HQ’s Ministry of the Interior and Defense.

Additional Information: As the Department continues to review and implement policies and procedures to expand opportunities to women, leaders remain committed to:

- Removing barriers that prevent service members from serving in any capacity based on their abilities and qualifications, not constrained by gender-restrictive policies;
- Maintaining high standards to preserve the quality of the All-Volunteer Force.

There are practical barriers that require time to resolve; successful integration of women into all currently closed positions will take time to get right. Gender-neutral standards open positions to a wider pool of skilled military personnel and provide commanders flexibility for multiple future combat scenarios.

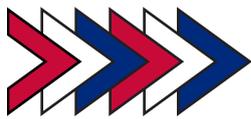


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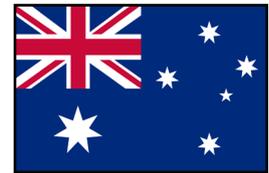
2014 National Reports from NATO Partner Nations

In accordance with the NATO/EAPC Policy and Action Plan, EAPC partners as well as Afghanistan, Australia, Japan, Jordan, New Zealand and the United Arab Emirates were, for the first time, requested to submit a National Report to the IMS GENAD. A total of 11 partner nations submitted their report, and are presented in this chapter.





AUSTRALIA



In September 2011 the Australian Government announced the removal of gender restrictions from Australian Defence Force (ADF) combat role employment categories which sees selection for all positions in the ADF based on ability to do the job. It will increase the employment opportunities for women in the ADF and it will improve ADF capability. This policy is not about numbers of women entering these roles. It is about ensuring that career opportunities in the ADF are not limited by gender, and provides those women interested in a military career more employment opportunities. In-service transfers commenced on 1 January 2013, in-service transfers for Special Forces commenced January 2014 and entry to roles for women outside the ADF will be open from January 2016.

Targets for the representation of service women at key career development opportunities (i.e. Staff College) have been set. The target is that the percentage of women selected to attend should be at least equal to the percentage of women in the pool of people considered. In 2014, the proportion of women in attendance at the Australian Command and Staff Course (24%) was slightly higher than those in the pool from which they were selected (21.7%).

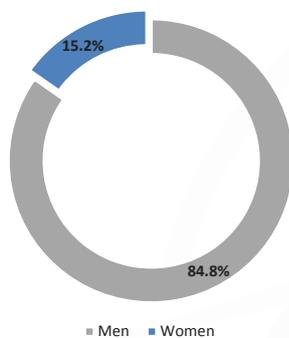


Figure 1: Men and women from all active duty military personnel %

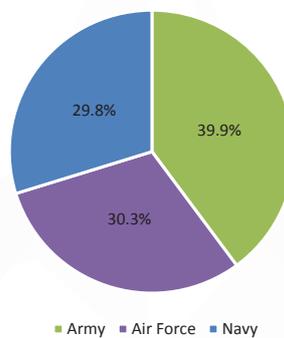


Figure 2: Distribution of female personnel by services

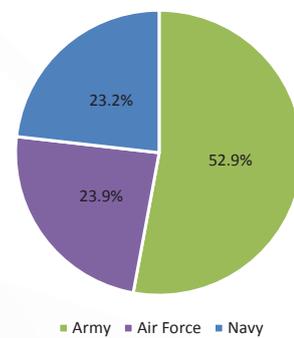


Figure 3: Distribution of male personnel by services

Another initiative, agreed to by Service Chiefs in 2013, was the introduction of a Flexible Work Arrangement (FWA) target of 2% for the trained force, to meet recommendation 13 of the Australian Human Rights Commission (AHRC) Review into the Treatment of Women in the ADF (Broderick Review Phase 2). Flexible working arrangements, where operationally possible, enable staff to balance life and workplace commitments. Access to people friendly practices support capability by helping to retain experienced people with valuable skills and knowledge.

In addition to Service-specific programmes, Defence has developed SUAKIN, a whole-of-Defence Total Workforce Employment Model designed to contribute to capability by giving Defence the strategic flexibility to manage the workforce. SUAKIN aims to move individual and localised Flexible Work Arrangements agreements to a more enduring solution that will offer casual, part-time and full-time work options, allowing Defence to draw on both the permanent and Reserve workforce components more flexibly, with much more mobility between them.

Broderick Review Phase 2 also recommended that Service Chiefs review and redesign the custom and practice of selecting the most senior strategic leadership positions in the ADF from combat corps codes with the object of selecting from a broader group of meritorious candidates, particularly women. To meet this recommendation, each Service introduced specific initiatives for their respective promotions boards including ensuring promotion boards were as diverse as possible and that they included at least one person external to the service.

Australian Defence has developed a comprehensive plan to support its overarching vision and goals for improving outcomes for diversity groups. Service specific initiatives include:

- Women targets by service – Specific female recruiting targets for each service by employment category;
- Recruit To Area – To attract female candidates with a preference to be posted to a unit in a specified locality where they can have a stronger support network to enable transition into the Army or Air Force;
- Specialist Recruiting Teams – Women comprising members from Navy, Army and Air Force to raise the profile of the ADF as an ‘employer of choice’ for women and to improve the percentage of women recruited into the ADF;
- Women in the Army Advertising and Marketing Campaign - an integrated campaign that aims to position the Army as a balanced and fulfilling career choice for women. It sought to demonstrate the breadth of opportunities and roles available to women to suit most interests and aspirations;
- Graduate Pilot Scheme (Air Force) - A targeted pilot recruitment model that aims to encourage women already studying Bachelor of Aviation (BAV) degrees to consider joining the Air Force as pilots;
- Air Force Experiential Camps – Flight Camp and Tech Camp provide positive and tailored work experiences to prospective female candidates, promoting Air Force as a positive employment option and potentially influence their wider peer group;
- Chief of Air Force (CAF) Flying Scholarship - Reintroduced in 2009 for both powered flying and gliding disciplines. Successful applicants receive financial assistance with their initial flying training. Applicants undertake a selection interview for personal suitability, enthusiasm and commitment to aviation. (<http://www.aafc.org.au/what-we-do/powered-flying/>)

In 2008, Navy developed and implemented the Navy Women’s Leadership Programme which provides a number of opportunities for women to attend external leadership development courses. In 2010, Navy appointed its first Navy Women’s Strategic Adviser to provide advice to Navy’s senior leadership on gender diversity issues, and to manage the leadership and other development programs for women. This included the Navy Women’s Mentoring Programme - approximately 40 women have accessed Navy’s mentoring programme each year since 2011, and the Navy Women’s Networking Forum. The Navy Women’s Leadership Strategy 2012 – 2015 was launched by Chief of Navy in June 2012 and it continues to underpin initiatives through New Generation Navy (NGN) that support the professional leadership development of, and participation by, Navy women.

More recently, Navy has partnered with the Macquarie Graduate School of Management on their Women in Masters of Business (MBA) Programme (WiMBA) which will provide a senior female officer (in a non-traditional role) the opportunity to complete an MBA part-time over four years. Navy is also partnering with Kinetic Recruitment, to provide mentoring opportunities for women in engineering roles in a Defence industry wide mentoring program. In October 2013, Navy launched “Winning at Sea,” the first ever book on women at sea, during the International Fleet Review.

Chief of Army, LTGEN David Morrison AO has been a vocal advocate in support of gender equality in the Army and across the ADF. His involvement in the Male Champions of Change (MCC) demonstrates his commitment to actively advancing gender equality across Army and the ADF more broadly. MCC are committed to ensuring the issue of gender equality in leadership is elevated on the national business agenda by discussing and promoting strategies and actions relating women’s representation in leadership.

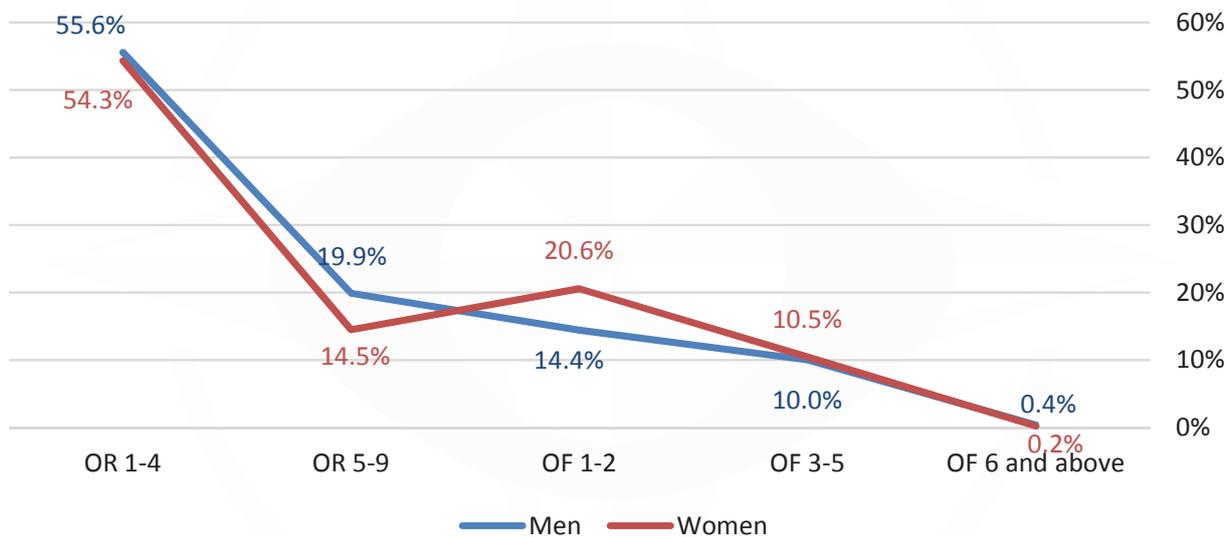
In 2012, Army reduced the Initial Minimum Period of Service (IMPS) of service in 12 employment categories (which displayed lower retention levels) to one year as a means to make joining the Army more attractive to women. Following an extensive trial period, Army will cease the one year IMPS options and implement two year IMPS (with a four year employment option) across seven employment categories. In 2013 Army implemented Special Measures Recruiting Mechanisms – offering Recruit to Area, Recruit When Ready and the Army Pre-Conditioning Courses to better enable Defence Force Recruiting to meet Army recruiting targets.

Army is supporting women in their ranks through service-specific activities that include networking programs, forums conducted across Australia to gather information as well as encourage mentoring, and intensive Chief of Army's Women's Workshops with specifically selected people from the Army providing input into policy development and implementation. Outcomes of these workshops include a trial of Disruptive Pattern Camouflage Uniform designed specifically for women, the ability to purchase leave and the development of a Flexible Work Arrangements Commanders guide.

A Flexible Work and Retention Cell has been established to manage all Army Flexible Work Arrangements. Their role is to liaise between members and Chains of Command to identify suitable solutions to enable flexible work practices. Female personnel across Army are selected on merit to participate in a variety of external talent development programs including Great Leaders Are Made, Chief Executive Women, the Women in Leadership Symposium and Australian Institute of Management programs.

Additional work is being undertaken to reimagine the traditional career path to senior positions through the creation of Enhanced Career Management Models (ECMM). ECMM has been developed to provide alternate opportunities to the extant key career milestones. This will include outplacements for talented people, development or mentoring opportunities to enable the identification, selection and posting of talented members in order to maximise their skills, experience and potential for long-term benefit to Army.

Figure 4: Distribution of men and women by rank



Significant work has been undertaken to 'future proof' the Air Force workforce through targeted programs to attract, recruit and retain women, in particular in those fields considered 'non-traditional' for women. Air Force developed 'From Marginal to Mainstream' to improve gender equality. In 2009, Air Force established the Flexible Employment and Remuneration Cell to administer and provide advice on flexible employment practices within Air Force.

In addition to this, Air Force was accredited in 2014 as a Breastfeeding Friendly Workplace by the Australian Breastfeeding Association, the first military organisation in the world to achieve such an accreditation. This recognition publicly demonstrates Air Force's commitment and support to women returning to work following maternity leave.

As for new policies or legislation in 2014, CDF appointed a Gender Adviser to CDF in April 2014 to provide alternate perspectives on gender issues informed by specialised advice. The Gender Adviser to the CDF has extensive experience outside the Defence organisation and provides Defence with an opportunity to broaden its own perspectives and increase its understanding of women's issues across the community and business sector. The importance of the role of women in the ADF and of ongoing reform to support their participation been recognised through the appointment specific women's / Women, Peace and Security (WPS) advisers to the Service Chiefs and operational commanders in 2014 (Navy has had a dedicated women's adviser since 2010).

The NGN project report *Enhancing Capability Through Flexibility* has generated a range of short and long term recommendations for increasing flexible work options for Navy personnel. The Navy released its *Navy Diversity and Inclusion Strategy and Action Plan 2014-2019*, and the *Navy Women's Networking Forum* was redesigned in February 2014 to provide networking opportunities for women in the regions, rather than a centralised model. In May 2014, Navy became a fully accredited White Ribbon Workplace. Within Navy, the NGN (cultural reform program) 'Enhancing Capability through Flexibility' programme provides flexi-crewing for minor war vessels (in 2014 this involved 922 Navy people), and aims to formalise reporting of Flexible Work Arrangements through the Defence human resources and personnel database. Both Army and Air Force have created a flexible work and retention cells to provide the single repository for data collection.

Policy initiatives to increase the participation of women to 25% by 2023, including:

1. Review of Initial Minimum Period of Service requirements for a number of categories;
2. Development of a scheme which enables women entering the Navy through the Australian Defence Force Academy to defer their degree studies until a later stage in their career to assist them to achieve career milestones;
3. Supporting a range of Flexible Work initiatives;
4. Restructure of Navy categories to enable a more flexible approach for members to meet sea service obligations.

LTGEN David Morrison, AO was invited by Ms Elizabeth Broderick, Sex Discrimination Commission to join the Male Champions of Change. He has been a vocal advocate in support of gender equality in the Army and across the ADF. Army has also implemented Mentor in Violence Prevention Training which emphasises the four Army values of courage, initiative, respect and teamwork. The train-the-trainer module has been completed and this programme will now be delivered to Army units by selected Army personnel.

Chief of Army issued a Directive on Standards of Behaviour required by all Army Personnel through values-based behaviour. The programme also aims to eliminate unacceptable behaviour including sexual abuse and gender-based violence and harassment. An Enhanced Career Management Models (Officers and Other Ranks) has been developed to provide alternate development opportunities and mentoring opportunities for Army members.

Table 1: All Active Duty Military Personnel

Service	Men	Women
Army	44.9%	6.1%
Air Force	20.3%	4.6%
Navy	19.7%	4.5%
Other		
Total	84.8%	15.2%
Ranks	Men	Women
OF 6 and above	0.4%	0.2%
OF 3-5	10.0%	10.5%
OF 1-2	14.4%	20.6%
OR 5-9	19.9%	14.5%
OR 1-4	55.6%	54.3%

Table 2: All Operations

Service	Men	Women
Army	41.0%	5.7%
Air Force	28.8%	5.7%
Navy	15.2%	3.7%
Other		
Total	85.0%	15.0%
Ranks	Men	Women
OF 6 and above	0.4%	0.0%
OF 3-5	11.7%	7.3%
OF 1-2	13.4%	19.5%
OR 5-9	20.3%	14.6%
OR 1-4	54.2%	58.5%

Table 3: NATO Operations

Service	Men	Women
Army	77.2%	8.9%
Air Force	8.9%	1.2%
Navy	2.4%	1.5%
Other		
Total	88.4%	11.6%
Ranks	Men	Women
OF 6 and above	1.0%	0.0%
OF 3-5	18.8%	12.8%
OF 1-2	9.4%	20.5%
OR 5-9	16.1%	10.3%
OR 1-4	54.7%	56.4%

Table 4: Reserves

Service	Men	Women
Army	51.1%	7.9%
Air Force	16%	4%
Navy	17%	4%
Other	0%	0%
Total	84%	16%
Ranks	Men	Women
OF 6 and above	0.6%	0.2%
OF 3-5	16%	13%
OF 1-2	13%	19%
OR 5-9	18%	16%
OR 1-4	51%	52%

Air Force has implemented a number of programs supporting women. The Air Force Gender Equality Strategy is supported by targeted programs to attract, recruit and retain women, in particular in those fields considered 'non-traditional' for women. The Graduate Pilot Scheme is a targeted pilot recruitment model that aims to encourage women studying their second or third year of a Bachelor of Aviation degree at a civilian university in Australia to join the Air Force. Air Force has become an initiative partner with Women in Aviation Aerospace Australia, and membership of the Australian Women's Pilots Association allows women pilots to engage with other women pilots from industry as well as be involved in their programs and events. Air Force is accredited as a 'Breastfeeding Friendly Workplace' by the Australian Breastfeeding Association, the first military organisation in the world to achieve such an accreditation.

Finally Chief of Air Force issued a directive in late 2014 formalising the implementation of WPS throughout Air Force. A WPS Staff Officer position was established in January 2015, reporting to Air Commander Australia.

Military Entity Responsible for Integrating Gender Perspectives: In August 2013, Vice Chief of Defence Force appointed an inaugural Director National Action Plan for Women, Peace and Security to lead Defence's implementation of the Australian National Action Plan on Women, Peace and Security 2012-2018. This role, now reporting directly to the Chief of Defence Force, is responsible for ensuring the integration of WPS principles into core Defence business and into the planning and conduct of military operations. This role also chairs a working group of Defence representatives responsible for progressing NAP actions within respective Services and Defence Groups.

In May 2014 a dedicated part-time Gender Adviser to the Chief of the Defence Force was appointed to advise on internal gender reform issues. In January 2015, Australian Defence appointed a Gender Adviser to the Commander Joint Operations, and a WPS Adviser to the Commander Joint Task Force 633 in the Headquarters in the United Arab Emirates. A Gender Focal Point position has also been created in Military Strategic Commitments Branch to ensure the incorporation of gender considerations into the process of military strategic planning and coordination for ADF operations. Specific women's/WPS advisers to the Service Chiefs and operational maritime, air and land component commanders have also been appointed, noting that the Australian Navy has had a dedicated women's adviser since 2010.

Quotas: In 2015 the Services agreed to set targets for 2023 as follows:

- Navy: 18.6% to 25%;
- Air Force: 18.6% to 25%;
- Army: 12% to 15%.

Restrictions for Women: In regard to the lifting of remaining gender restrictions on all ADF combat roles:

- January 2013 In-Service transfers made available for combat roles;
- January 2014 In-Service transfers available for entry into Special Services;
- January 2016 direct recruitment (ab-initio) to all ADF combat roles will be available.

With effect January 2016, all ADF combat roles will be open to men and women on merit, and on the basis of meeting recruiting criteria and specified physical employment standards.

Recruitment: Enlistment requirements for men and women are the same. Actions have been taken to promote the recruitment of women. There are Specialist Recruitment Teams for women focussed on achieving the 2023 goal of 25% (Navy and Air Force) and 15% (Army) of women in the ADF.

Retention: In terms of retention policies, the Army has the Enhanced Career Management Models (Officers and Other Ranks) and the Army Officer Career Management Strategy – these models intend to contemporise Army career management and focus on talent management to ensure that Army develops diverse and inclusive strategic leaders. These strategies focus on flexible achievement of career milestones, achievement of alternative career development milestones and the removal of detriment for personnel undertaking career breaks (such as maternity leave or part time leave without pay). These policies are by design gender neutral.

There are also retention policies in place for women. Through the implementation of the Review into the Treatment of Women in the Australian Defence Force Academy (Phase 1) and Review into the Treatment of Women in the Australian Defence Force (Phase 2) undertaken by Elizabeth Broderick, Sex Discrimination Commissioner, Australian Human Rights Commission, in 2011 and 2012 respectively. Details are outlined in the case study provided for the UNSCR 1325 Reload Research project.

Support Networks: There are many well-established mentoring initiatives throughout Defence. To support these initiatives, Defence has developed a strategic approach to mentoring in Defence through its Mentoring Framework. The Framework aims to ensure the support required for the successful implementation of Defence mentoring initiatives through four key elements: planning and communication; education, awareness and training; mentoring resources; and evaluation and continuous improvement processes. There are also a number of formal networks in place that support female ADF members: Navy's Women's Network; the Regional Army People Forum (previously known as the Army Women's Networking Forum); Air Force's Women's Integrated Networking Group programme and Women's Forums. While these networks target specific service personnel, there are also broader Defence networks for Defence women in leadership roles, including the Women's Speaker Series program. The Women's Speaker Series programme invites guest speakers to address Defence's senior Australian Public Service and ADF women on their personal experiences and insights on leadership. This provides the opportunity for senior women to engage with a range of successful role models as an interim measure until the current gender imbalance at senior levels within Defence achieves greater balance.

The Navy Women's Leadership Strategy 2012-2015 specifically addresses the structural and cultural barriers to female participation and retention. The programs listed below are targeting participation and retention. Other Navy initiatives arising from Broderick's Review Phase 2 such as the implementation of Flexible Work policies and practices, female representation on decision making bodies and promotion boards, ensuring promotional gateways do not disadvantage women, increasing the numbers of women represented in non-traditional roles, the opening of all categories to women (such as Clearance Diving), a suite of leadership, mentoring and networking programs have targeted retention.

In 2010, Navy implemented the Navy Women's Mentoring Program, a personal and professional self-development programme completed over a four month period. The programme is called "My Mentor" and is produced by Emberin Pty Ltd (Ms Maureen Frank). The Navy Women's Mentoring Programme helps women achieve their career potential while providing positive and useful tools to counter the gender imbalance in the workforce. The Navy Women's Networking Forum has held events in Canberra and Sydney for the last two years.

The Navy's Women's Leadership Programme has provided opportunities for approximately 120 Navy women to participate in leadership development programs, conferences and seminars around Australia each year. The Programme is designed to enhance female leadership in the Navy and can be used to counter any negative cultural elements through empowering and supporting future leaders.

The Women in the Army initiative aims to increase capability through increasing the representation of women in Army to better reflect Australian society. Additionally it aims to strengthen the retention of the women Army has recruited and trained, improve opportunities and workplace flexibility to create a fairer and more inclusive work environment, and to position Army as an employer of choice for women. Effects of this initiative include increased capability, increased female recruitment and participation, increased retention of women, removal of barriers to work/life balance, and removal of gender restrictions from combat categories. It is supported by targeted programs including the appointment of 10 female recruiting officers, development of the Army Gender and Diversity Council, White Ribbon workplace accreditation, participation in Male Champions of Change, development of female uniforms, and the creation of the flexible work and retention cell within Career Management.

Chief of Army Directive 16/12 Enhancing Capability through Gender Diversity (Army) outlines the Army Women's Programme and under this directive a range of retention measures have been developed focused on gender. Measures such as purchase of leave, housing assistance to provide for additional entitlements for non-dependant family care and use of deliberately differentiated employment offers to support high performing women in key demanding appointments (such as unit command) have been developed.

In 2007 Army implemented the Army Women's Networking Forum. The intent of the forum was to bring together female personnel in each region to allow them to hear from policy and career management subject matter experts about topics specific to service life as a female in the Australian Army. Over time it became apparent that the topics discussed at the forums were relevant to all personnel regardless of gender. The original Army Women's Networking Forum evolved into the Regional Army People Forum, which continues to provide a workforce engagement activity with Army personnel that allows them to hear from policy and career management subject matter experts, but more importantly allows personnel to discuss work-related issues that are then used to inform future policy development. The Army Gender and Diversity Council (AG&DC) is the key formal body for discussion and decision making on gender and diversity matters in Army. It seeks to drive diversity strategy and oversee the implementation of Army initiatives to create an inclusive and diverse workforce. The early focus of the AG&DC remains on improving the representation of women and indigenous people in Army; however improving representation and supporting the inclusion and engagement of other diverse groups will become a priority. Ultimately, the AG&DC aspiration is to take diversity beyond the current group-based agendas, and achieve the generation of capability through diversity of thought, backgrounds and experiences.

Army targets women for participation in the Army Outplacement Program, whereby up to six talent senior non-commissioned officers each year have the opportunity to pursue external-to-Army career outplacements of up to six months in duration, immersing a selection of Army's future leaders in renowned diverse and inclusive Government, Emergency Services, and industry environments. The program's aim is to promote talent management and retention, and drive behavioural change in Army, thereby enhancing workplace diversity and inclusivity. It also provides an opportunity to reinforce Army as an employer of choice, while providing invaluable exposure to alternative styles of leadership, management and ways of doing business. Army also engages the Chief Executive Women's Leadership Program, and selects participants for this programme on an annual basis. The programme brings together women in senior leadership positions across a diverse range of industries and sectors, and aims to enhance participants' leadership potential in future employment.

Army has engaged an experienced consultant to provide targeted individual coaching to selected one star officers and group coaching to selected commanding officers. This coaching aims to raise leadership capability across the organisation and to support implementation of Army's diversity strategies. The effects of this initiative include improved skills and knowledge, increased awareness in senior leadership, critical reflection on values and behaviours and the role modelling of Army's core values. Army aims for a minimum of 20% female participation at star rank and 40% at Commanding Officer level in these serials.

The Air Force Women's Integrated Networking Group (WINGs) is a facilitated networking programme designed to specifically meet the needs of Air Force women. The programme offers the chance to hear from the invited guest speakers from within Defence and external organisations about women and their careers, with a dedicated theme each session. There is also the opportunity for women to discuss issues affecting them in the workplace, while building valuable networks. The programme began in Williamtown, but has now become established in other Air Force bases. In addition to regular WINGs sessions, coordinators have run base-wide events. In 2014, this included a Question and Answer forum with Defence Senior Leadership in Canberra which attracted 120 women; a session with Sex Discrimination Commissioner Elizabeth Broderick in Richmond which had approximately 100 participants; and a session with the theme Mythbusting: Women in the ADF.

A side network of the WINGs programme has been established to address the needs of the increasing number of women in non-traditional employment roles, with a particular focus on technical trades and aircrew. This WINGs side network 'TECHNET,' focuses on the unique and sometimes difficult career and workplace challenges of women in these roles.

Air Force also runs a Leadership Exchange Program, which is a professional development workshop aimed at enhancing individual leadership effectiveness. Participant eligibility in the programme ranges in rank from Leading Aircraftman/woman to Squadron Leader, and includes Australian Public Service (APS) and Reserves equivalents. The mixed occupation forum allows participants to learn through effective dialogue from the leadership experience of others, based on their personal and professional experiences. The programme focuses on four leadership pillars; Self Awareness and Self Development, Communication, Assertiveness and Leading Teams. In addition, membership of the Australian Women's Pilots Association allows women pilots to engage with other women pilots from industry as well as be involved in their programs and events.

Reasons for Leaving the Military: The Your Say Leaving Defence survey (ADF) is administered to ADF members that have indicated they are discharging or transitioning from the Permanent Force to ADF Reserves. This survey gathers information on the reasons that ADF members/employees are leaving as well as information on future employment. Relevant ADF members can access the survey through an email invitation or through a link to the online survey available through the transition process. In 2014, there were 643 male and 126 female respondents in 2014. The top reasons for leaving from the Your Say Leaving Defence 2014 survey (ADF) for both men and women are: Difficulties balancing work-family, limited leadership opportunities, and better career prospects in civilian life

Equipment and Infrastructure Adaptation: Equipment is fit for both men and women. Equipment procurement is based on a capability requirement. Once delivered, both men and women are provided training to use it. There are no specific adjustments made for women. Furthermore, military installations appropriate for both men and women. The Building Code of Australia and the Disability Discrimination Act are the primary codes used when building or upgrading any military building in Australia. These can apply gender specific requirements; an example of this would be sanitation provisions. Existing buildings are adapted, as possible, through sharing, allocation of additional in portable or temporary buildings if needed, targeted building allocation and sleeping accommodation. This is also supported or underpinned through management procedures Standard Operating Procedures, Routine Orders and signage where needed which are site specific. Additionally, adjustments have been made to women's uniforms. In the last six months Navy has participated in a tri-service trial for female physical training (PT) uniforms. This trial was deemed successful and with some slight amendments to the shorts a female specific PT uniform will be introduced into Defence. Navy are also currently reviewing the Disruptive Pattern Navy Uniform (DPNU) and when the new version is introduced Navy will also be aligning with Army and Air Force by introducing the 'improved fit' version which will better accommodate female requirements. Navy has also introduced a maternity version of DPNU to support pregnant women. In 2012 Army and Air Force personnel took part in the trial of the new improved fit Disruptive Pattern Camouflage Uniform (DPCU) for females. The recommendations from the trial have resulted in the DPCU being refined and incorporated into the female fit.

Parental Leave: Legal social support is provided to both parents of a newborn and mothers during pregnancy. Parental leave is two weeks, maternity leave of 12 weeks and is not transferable between parents.

Work-Life Balance: The Navy will always take into consideration when developing posting plans, the serving member's partner, the member's partners posting and their family requirements. In 2013 Navy revamped its Employment Preference and Restriction (EPAR) to ensure that these considerations were highlighted with regards to deployments/postings/career plans. The Employment Preference and Restriction (EPAR) are used by Navy People Career Management Agency (NPCMA) Career Managers in formulating posting plots and is a pivotal tool in understanding a members posting preference. It allows information such as geographic location, unit preferences, posting considerations, posting priorities and preferred posting date to be available to Career Managers at all times. There is also provision to add amplifying comments such as intended study periods, family planning or personal circumstances that may have a bearing on future postings.

Part-time employment is allowed in case of parental leave or elderly care (sickness). There are there special programs/ measures to support parents when both of them are members of the Armed Forces. Defence recognises that inter-Service couples have the same career management and collocation expectations as any other serving spouses and interdependent partners. Defence policy requires inter-Service couples to keep their respective Career Management Agencies (CMA) informed of their career and location aspirations, and they can nominate one member as their preferred priority for career progression purposes. Commanding Officers and Managers are to make all reasonable efforts to work with CMAs to facilitate a collocation posting. When the posting of one Defence member is required and the Defence member has declared the desire to be collocated with their spouse or interdependent partner, the respective CMAs of that member is to consult with the CMA of the other inter-Service spouse on the feasibility of collocation at various nominated locations. In the event that collocation is not feasible, members may elect to be posted to different locations, may apply for Flexible Work Arrangements or apply for long service leave and / or leave without pay to enable them to accompany their spouse or interdependent partner on posting.

In the case of single parents, the Air Force undertakes a consultative posting process, where a member has the opportunity to express their posting preferences, and articulate any particular family support requirements for consideration by the Personnel Manager. These concerns are built into posting deliberations and are accommodated whenever practical. For areas where members may be experiencing particular challenges there is scope for short-term preferential treatment/compassionate postings to areas where there may be more family support. Also, the Commander may choose to convene an Individual Welfare Board to ensure the member is linked up with appropriate support services. Air Force has developed a series of Air Force Diversity Guides targeting a wide range of diverse groups (and their Commanders) within Air Force, including (but not limited to) the Air Force Guide for Non-custodial and/or single parents.

The Defence Community Organisation (DCO) provides support to the Services by undertaking family assessments (which include an investigation of options available to the member and their family) and a recommendation to Command. The Emergency Support to Families Scheme, administered by the DCO, may be utilised to provide support to a single member during an emergency when they are unable to care for their dependent children, for instance when the member is ill, hospitalised or called to work at short notice. DCO will also provide information and support on community resources and services that may be appropriate for the member's situation.

The ADF has in place a number of flexible work arrangements that Defence members can access. The Education Assistance Scheme may be accessed by members to provide assistance with the costs of tuition and boarding for children in the case of parental absence.

Childcare policy includes:

- Provision protecting parent from deployment;
- Extra Weeks of subsidized maternity/paternity leave;
- Breast-feeding breaks;
- Policy on duties assignment, night duties, overtime work;
- Day care for children at the MoD and military installations or child vouchers;
- Flexible working and service hours.

Sexual Harassment & Sexual Abuse Prevention: The ADF has a dedicated office, the Sexual Misconduct Prevention and Response Office (SeMPRO) which focuses solely on reducing the incidence of sexual misconduct, preventing sexual misconduct, building workplace cultures where sexual misconduct cannot occur, and providing dedicated, personalised care and support for personnel impacted by sexual misconduct (including providing expert advice and support to Commanders). SeMPRO governing policy Defence Instruction (General) 35-4, Reporting and Management of Sexual Misconduct Including Sexual Offences, was released in August 2014.

A Sexual Ethics Education in Defence (SEED) strategy was released August 2014. SEED encompasses policy and guidance pertaining to the 'SeMPRO Awareness Facilitators and Educators' (SAFE) Network, which provides support to Commanders to meet their responsibilities for providing education on sexual ethics in Defence schools and workplaces.

There are several Defence and service-specific policies and procedures pertaining sexual misconduct, which are refreshed on an as-required basis. Defence also administers an anonymous annual Unacceptable Behaviour Survey, which seeks to provide an accurate account of the levels of sexual harassment and abuse occurring in ADF initial training establishments. Further data on unacceptable behaviour is also collected through Defence's Your Say survey which encompasses the entire defence population.

In terms of training programs, there are detailed policies and strategies to prevent sexual harassment and abuse and improve reporting/management of incidents when they occur. All personnel entering the ADF receive at least six hours of initial education about sexual ethics and healthy relationships; which is reinforced through various through-career interventions and annual training. All personnel entering a command role receive specific training on creating workplace cultures that minimise the incidence of sexual misconduct and on how to best manage incidents if/when they occur. Strategies are supported by practical tools and dedicated training courses for personnel involved in managing sexual misconduct or supporting personnel who may be victims of sexual misconduct. SeMPRO awareness sessions are delivered to all Defence personnel on a rolling cycle of base/establishments visits each year. This awareness is further enhanced through various media and marketing interventions in accordance with SeMPRO's Communication Strategy. Annual mandatory training for all Defence personnel includes awareness and refresher training about sexual harassment prevention, reporting and management.

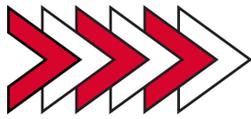
In addition to the training listed above, SeMPRO has developed two new courses, including:

- Responding to Sexual Assault (a three day face-to-face course);
- SAFE Course (for personnel involved in delivering sexual ethics and healthy relationships training in Defence workplaces) Defence also offers numerous short courses and on-line courses related to sexual harassment and bullying, prevention and response.

Harassment investigators and advisers are available, and there are protocols in place for victims. The policies do not specify any different protocols for gender, although SeMPRO has a dedicated expert in male sexual assault on staff to provide advice and support to men who have experienced sexual misconduct. There are also separate protocols for dealing with minors, but these are not gender-specific. There were reported cases of sexual harassment, sexual assault, rape and stalking in 2014.

Training: There are five training programs that are related to gender or UNSCR 1325. The ADF Peace Operations Training Centre provides WPS modules to personnel deploying to United Nations (UN) missions. Topics related to gender have been incorporated into the Academy's Professional Military Education and training curriculum over three years of study. For OF 6, the Centre for Defence and Strategic Studies provides an overview of Australia's obligations to UNSCR 1325 and related resolutions through Australian National Action Plan on Women, Peace and Security (NAP), implementation of the NAP within the Australian Defence organisation. Additionally, the Australian Command and Staff Course provides training for OF 3-5 there on the same topic.

Gender in Operations: Gender is a topic in operational planning and is included in the pre-deployment training and/or exercises. The Australian Defence Forces have trained gender advisers, three of them have been deployed and one was deployed in 2014 as Head of Gender Unit Resolute Support Mission.



AUSTRIA



Austria developed its first National Action Plan (NAP) on Implementing UNSCR 1325 in 2007 and adopted a revised NAP in January 2012. The revised NAP reflects the commitment of the Austrian Government to implement UNSCR 1325 in the context of Austria's humanitarian, diplomatic, crisis management and development policy activities. It aims at strengthening inter-ministerial cooperation and takes account of the follow-up resolutions to UNSCR 1325 as well as the indicators developed by both the United Nations and the European Union. The implementation of the revised NAP is monitored and supervised by a working group led by the Federal Ministry for Europe, Integration and Foreign Affairs and composed of representatives of all relevant ministries and agencies as well as the Austrian Development Agency (ADA). This working group reviews the NAP's implementation and further development and documents its findings in detailed annual implementation reports that are submitted to the Austrian Government and forwarded to Parliament. The annual reports are prepared in consultation with civil society representatives (from non-governmental organisations, research institutions, etc.) on the basis of joint meetings held at least once a year.

A review of the NAP's effectiveness is scheduled for 2016. The implementation process is a transparent one, with the full implementation reports published (in German language) on the website of the Federal Ministry for Europe, Integration and Foreign Affairs. Austrian national law requires the selection of female candidates for positions if they have equal qualifications as male applicants. In order to implement these provisions, each Ministry adopts a so called Women Empowerment Plan for a five year period. In this plan, specific measures for the general increase of women within the Ministry of Defence and Sports as well as the Austrian Armed Forces and for leadership positions are described. Moreover, among other measures, the Plan foresees programmes and activities for selection of female candidates for possible future management functions and encourages supervisors to specifically offer respective management training to such possible candidates. A revised version of the Women Empowerment Plan of the Ministry of Defence and Sports was adopted in January 2014 and will be valid until 2019.

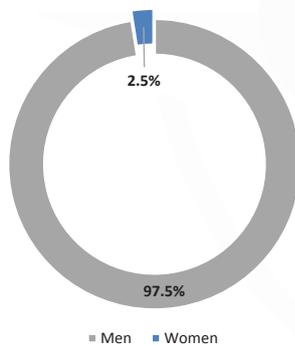


Figure 1: Men and women from all active duty military personnel %

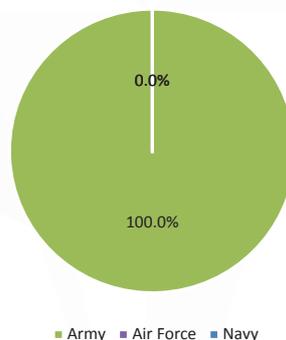


Figure 2: Distribution of female personnel by services

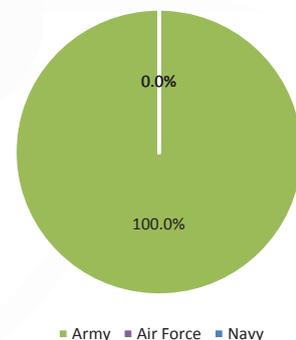


Figure 3: Distribution of male personnel by services

Military Entity Responsible for Integrating Gender Perspectives: In each larger-sized unit of organisation or command a person is specifically appointed to deal with matters of non-discrimination and to advise both employees of their rights as well as to advise the respective unit on how to comply with non-discrimination legislation.

Recruitment: All positions are open for women in the Armed Forces. Military service is not compulsory for women, so the enlistment procedures vary slightly for women. Fitness requirements for Austrian Armed Forces are gradually reduced based on age. Women have adequately adapted the testing criteria. Additionally, the Women Empowerment Plan requires a female candidate to be selected for a position, if that female candidate has the same qualifications as the male candidate.

Retention: There are currently no retention policies in place.

Support Networks: There are female alumni networks for both NCO and Officers who have completed the respective training.

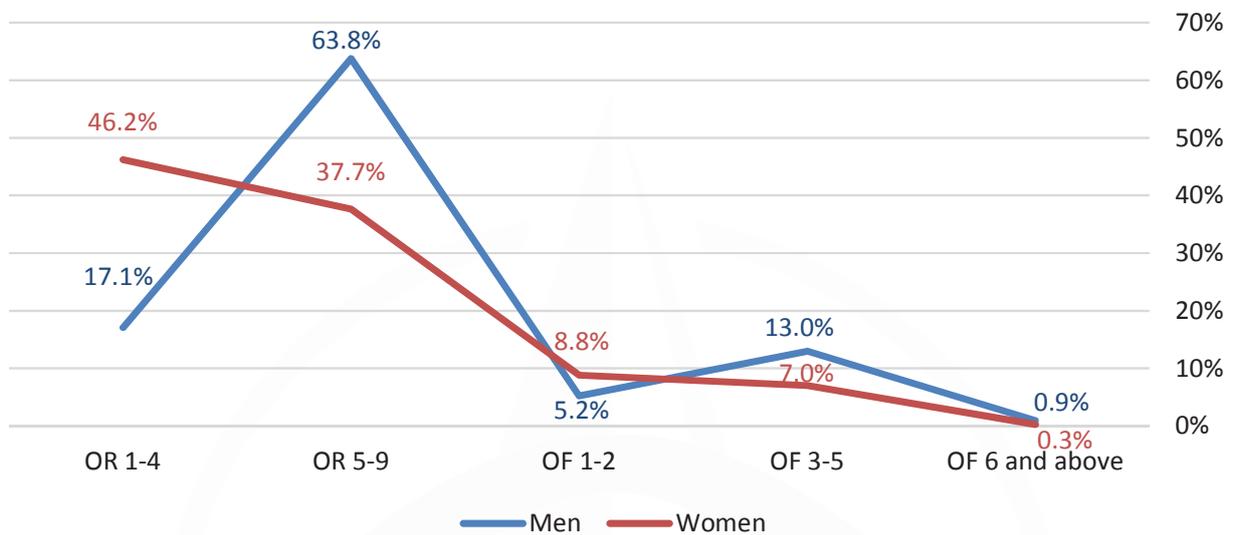
The accuracy of the information provided by national delegates is the responsibility of each nation.

Reasons for Leaving the Military: There are no systems to detect reasons why men and women leave the military.

Equipment and Infrastructure Adaptation: No equipment adaptations have been necessary. Military installations have been modified to include separate quarters and hygiene facilities.

Parental Leave: Legal support is given to both parents of a newborn and mothers during pregnancy. Parental leave applies to the man and woman and can be equally distributed.

Figure 4: Distribution of men and women by rank



Work-Life Balance: The Gender Mainstream Advisory Element within the Ministry of Defence and Sports organises workshops and seminars on health issues and also offers selected recreational sports activities. There are also programmes for part-time employment, elderly/sick care, and sabbaticals.

Childcare policy includes:

- Provision protecting parent from deployment;
- Extra weeks of subsidized maternity/paternity leave;
- Policy on duties assignment, night duties, and overtime work;
- Pilot project on children’s day care in large cities.

Sexual Harassment & Sexual Abuse Prevention: Since sexual harassment is not a specific issue within the Austrian Armed Forces, it is dealt with as part of the general anti-mobbing campaign in place. There are currently no harassment investigators or advisers available, nor protocols for victims. There were reported cases of sexual harassment in 2014.

Training: There are two courses that focus on gender or UNSCR 1325. Awareness Raising Basic Module for all ranks, covering 1325, conflict-related sexual violence, and the zero-tolerance policy on sexual exploitation and abuse. Gender Mainstreaming Seminar, covering tools to implement non-discrimination and equal opportunities for men and women in general, and its specific application within the Austrian Armed Forces.

Gender in Operations: Gender is a topic in operational planning and is included in pre-deployment training and/or exercises. There are 9 trained gender advisers, of which two have been deployed. All of them have completed the Gender Field Adviser Course offered by SWEDINT. One gender adviser was deployed in 2014.

Additional Information: Some answers, in particular statistics, could not be given, because the national statistics do not particularly reflect these data, but other aspects instead. The answers concerning the length of maternity and parental leave could not be given, since Austrian law offers a time span that can be decided upon by the respective mother and father. After a compulsory mother's leave of 12 weeks, maternity and paternity leave can range from a minimum of nine weeks to a maximum of 104 weeks. The leave can be split between mother and father in three parts total.

Table 1: All Active Duty Military Personnel

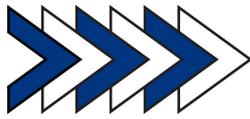
Service	Men	Women
Army	97.5%	2.5%
Air Force	0.0%	0.0%
Navy	0.0%	0.0%
Other	0.0%	0.0%
Total	97.5%	2.5%
Ranks	Men	Women
OF 6 and above	0.9%	0.3%
OF 3-5	13.0%	7.0%
OF 1-2	5.2%	8.8%
OR 5-9	63.8%	37.7%
OR 1-4	17.1%	46.2%

Table 2: All Operations

Service	Men	Women
Army	97.1%	2.9%
Air Force	0.0%	0.0%
Navy	0.0%	0.0%
Other	0.0%	0.0%
Total	97.1%	2.9%
Ranks	Men	Women
OF 6 and above	0.2%	0.0%
OF 3-5	11.1%	6.5%
OF 1-2	8.1%	6.5%
OR 5-9	39.6%	41.9%
OR 1-4	41.1%	45.2%

Table 3: NATO Operations

Service	Men	Women
Army	98.1%	1.9%
Air Force	0.0%	0.0%
Navy	0.0%	0.0%
Other	0.0%	0.0%
Total	98.1%	1.9%
Ranks	Men	Women
OF 6 and above	0.2%	0.0%
OF 3-5	5.6%	0.0%
OF 1-2	6.9%	0.0%
OR 5-9	38.9%	30.0%
OR 1-4	48.4%	70.0%



FINLAND



The Finnish Defence Forces (FDF) have administrative regulations for developing the integration of the gender perspective and UNSCR 1325 related personnel responsibilities. The regulations were rewritten in 2014.

Military Entity Responsible for Integrating Gender Perspectives: Military crisis management gender activities are steered and coordinated by the FDF's Defence Command's Education & Training Division. The division sets the development goals for gender activities and delegates responsibilities to different administrative units. The development goals and responsibilities are based on the Ministry for Foreign Affairs' National Action Plan. Responsibilities deal with: preventing conflicts, peace negotiations and peace building, recruitment of personnel, training of gender experts and their placement crisis management troops, operational activities, training of crisis management personnel and the leaders and experts of the operations, standards of conduct, research and communication, and follow-up and reporting.

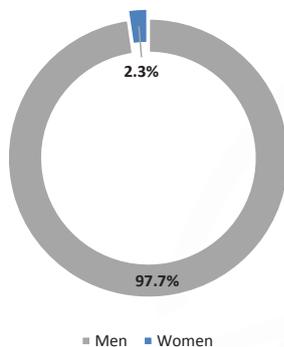


Figure 1: Men and women from all active duty military personnel

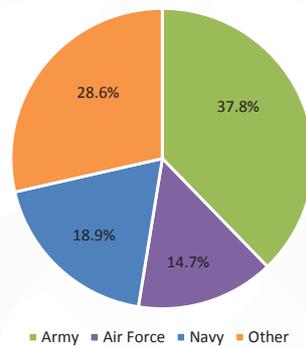


Figure 2: Distribution of female personnel by services

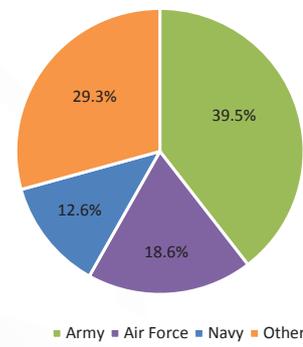


Figure 3: Distribution of male personnel by services

Recruitment: All positions are open to women. Enlistment requirements for men and women are the same. There are no legal regulations that specifically promote the recruitment of women.

Retention: There are no specific retention policies in place.

Support Networks: No support networks specifically for women currently exist.

Reasons for Leaving the Military: Those who leave fill out an exit survey and have an exit conversation in their unit. Results of these surveys are analysed occasionally. The main reason for both men and women leaving the military are new career prospects outside the military.

Equipment and Infrastructure Adaptation: Equipment is fit for both men and women. Defence Command of the FDF has no information of problems concerning personal equipment, nor has any information of potential problems women may have while using weapons or heavy armaments. Furthermore, military installations are appropriate for both men and women. Men and women doing their conscript service have separate rooms and separate bathrooms and toilets. In training, men and women use same quartering and restrooms. Hired personnel live in private apartments, which are often civilian apartments outside the military installations. In training, hired men, women and conscripts use the same quartering. Higher officers have quartering separated from conscripts. Additionally, the FDF has not made any special adjustments for women's uniforms but uniforms of different sizes are available to fit both men and women.

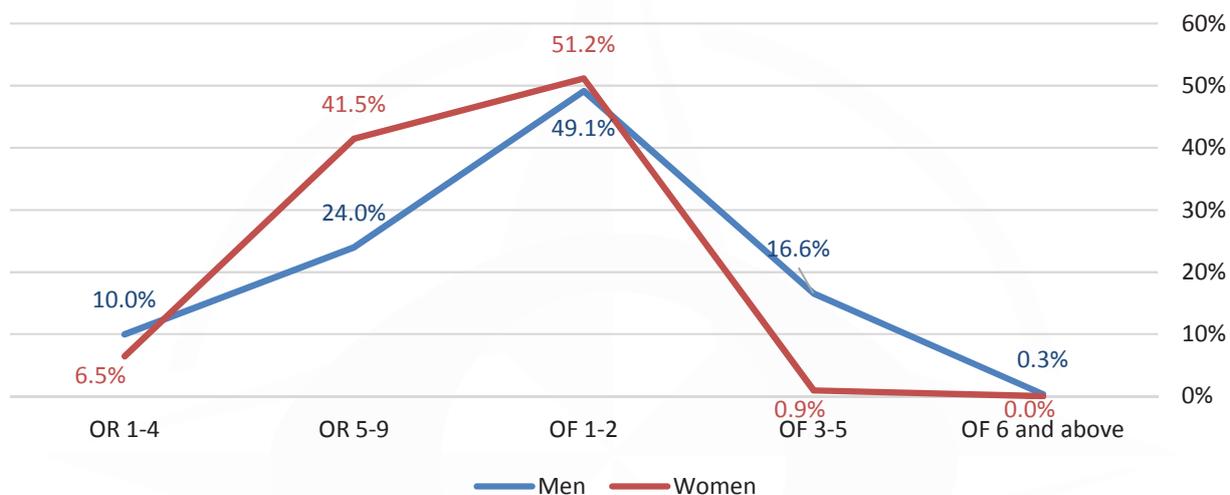
Parental Leave: Legal social support is provided to both parents of a newborn, and mothers during pregnancy. Parental leave is 32 weeks; maternity leave of 5 weeks is transferable between parents and can be equally distributed.

The accuracy of the information provided by national delegates is the responsibility of each nation.

Work-Life Balance: Policy to maintain work-life balance is written in the personnel strategy of the FDF. Different kinds of flexible work-time arrangement are the main tools. Part-time employment is allowed in the case of parental leave or during studies. There is no childcare policy or support related to service duties of single parents, divorced parents or widows/widowers looking after their children. Additionally, there are currently no special programmes/measures to support parents when both of them are members of the Armed Forces.

Sexual Harassment & Sexual Abuse Prevention: The FDF has the Defence Forces' national plan for gender equality and non-discrimination. The central substance of the plan is that the principles of equality and non-discrimination should be followed in all planning, actions, and leadership. All kind of bullying and sexual harassment is strictly forbidden. Each administrative unit must write a local plan that explains how problems that may have arisen within the unit have been dealt with. Instructions for drawing up a plan are given in the FDF's National Action Plan for gender equality and non-discrimination. In connection with this, instructions on how to prevent harassment and bullying in conscript service are formulated.

Figure 4: Distribution of men and women by rank



The FDF also has administrative regulations on how to prevent and respond to cases of inappropriate treatment of salaried personnel. It gives instructions for the salaried personnel on how to prevent inappropriate behaviour and treatment. In the FDF, putting an end to inappropriate treatment is always the task of the organisation and superiors. The document contains instructions for people who have been treated inappropriately, for the support team of the person treated inappropriately and this person's superiors and their superiors. If superiors can't solve the case, workplace health and security authorities are brought in to resolve the matter.

In terms of training, principles of the documents mentioned above are part of the education and training given for hired personnel and conscripts.

There are no harassment advisers, however investigators are available. There are protocols for victims in the form of administrative regulations on how to prevent and respond to cases of inappropriate treatment of salaried personnel and instructions on how to prevent harassment and bullying in conscript service contains instructions for people who have been treated inappropriately and instructions for these people's superiors.

Cases of sexual harassment and sexist language were reported in 2014.

Training: Four training programmes related to gender or UNSCR 1325 are available. For OF 6, OF 3-5, and OF 1-2, the National Defence University is responsible for gender training in all under-graduate and graduate education as well as in continuing education. Service Commands are responsible for the gender training of NCOs, which is included in the basic studies of all NCOs. Pori Brigade is responsible for the rotation training of Army crisis management contingents. Pori Brigade must ensure that everyone in crisis management personnel rotation training is taught the basics on UNSCR 1325, international law, international humanitarian law, human rights obligations, local conditions in the area of operation and the local customs and practices. Pori Brigade is responsible for ensuring that rotation training includes practical exercises dealing with the issues mentioned above. Furthermore, The FINCENT provides certain components of rotation training to commanders, leaders and subject matter experts.

Gender in Operations: Gender is a topic in operational planning and is included in pre-deployment training and/or exercises. The FDF has trained gender advisers, four of them have been deployed and two were deployed in 2014. All gender advisers are trained in the NCGM – in a two weeks gender field adviser course.

Additional Information: In Finland there is a conscript military. Annually around 25,000 young men do conscript service. (This is 75 % of all men of age cohort). There have been around 400 women who volunteer annually. Service lasts 6, 9 or 12 months, and after this these men are in the reserves for several decades.

Table 1: All Active Duty Military Personnel

Service	Men	Women
Army	38.6%	0.9%
Air Force	18.2%	0.3%
Navy	12.3%	0.4%
Other	28.6%	0.7%
Total	97.7%	2.3%
Ranks	Men	Women
OF 6 and above	0.3%	0.0%
OF 3-5	16.6%	0.9%
OF 1-2	49.1%	51.2%
OR 5-9	24.0%	41.5%
OR 1-4	10.0%	6.5%

Table 2: All Operations

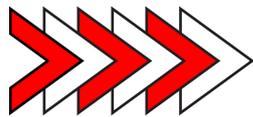
Service	Men	Women
Army	0.0%	0.0%
Air Force	0.0%	0.0%
Navy	0.0%	0.0%
Other	96.6%	3.4%
Total	96.6%	3.4%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	0.0%	0.0%
OF 1-2	0.0%	0.0%
OR 5-9	0.0%	0.0%
OR 1-4	0.0%	0.0%

Table 3: NATO Operations

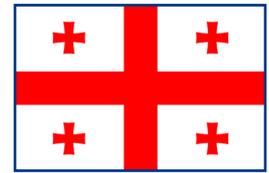
Service	Men	Women
Army	0.0%	0.0%
Air Force	0.0%	0.0%
Navy	0.0%	0.0%
Other	97.0%	3.0%
Total	97.0%	3.0%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	0.0%	0.0%
OF 1-2	0.0%	0.0%
OR 5-9	0.0%	0.0%
OR 1-4	0.0%	0.0%

Table 4: Reserves

Service	Men	Women
Army	0.0%	0.0%
Air Force	0.0%	0.0%
Navy	0.0%	0.0%
Other	0.0%	0.0%
Total	97.2%	2.8%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	0.0%	0.0%
OF 1-2	0.0%	0.0%
OR 5-9	0.0%	0.0%
OR 1-4	0.0%	0.0%



GEORGIA



A Gender Equality Strategy was approved by the Ministry of Defence in 2014.

Military Entity Responsible for Integrating Gender Perspectives: 42 Gender Advisers are identified at the brigade level (two Gender Advisers in each unit, male and female, one is appointed by the Head of the Unit and another is elected by the female personnel).

Recruitment: All positions are open to women in the Armed Forces. Enlistment requirements for the Armed Forces are the same for both men and women. There are no legal regulations that specifically promote the recruitment of women.

Retention: There are special retention programmes which run twice a year.

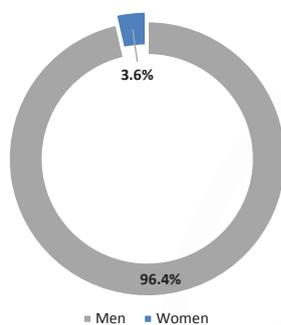


Figure 1: Men and women from all active duty military personnel %

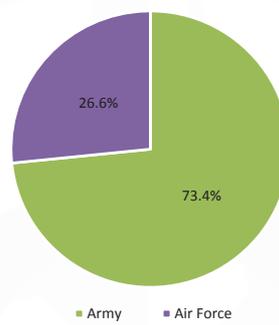


Figure 2: Distribution of female personnel by services

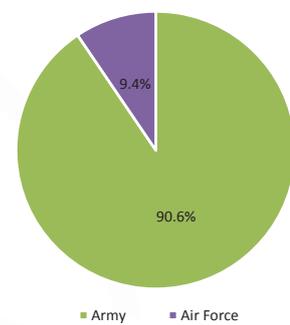


Figure 2: Distribution of male personnel by services

Support Networks: Gender advisers and a gender monitoring group.

Reasons for Leaving the Military: The only system to detect reasons why men and women leave the military is for personnel retiring from the Georgian Armed Forces.

Equipment and Infrastructure Adaptation: Equipment and installations are fit for both men and women. There have been no special adjustments made to women's uniforms.

Parental Leave: Legal social support is given to mothers during pregnancy. Maternity leave is 25 weeks and can be transferred between parents.

Work-Life Balance: There are currently no specific programmes for work-life balance. Part-time employment is not allowed. There are currently no programmes that support parents when both of them are members of the Armed Forces, nor for single parents. However, there is a childcare policy; including day care at the MoD and military installations, or childcare vouchers.

Sexual Harassment & Sexual Abuse Prevention: There are no strategies, programmes or training related to the prevention of sexual harassment or sexual abuse. There are no harassment investigators or advisers, nor is there protocol for victims. There were no reported cases of sexual harassment in the Armed Forces in 2014.

Training: No training programmes related to gender or UNSCR 1325 are available.

Gender in Operations: Gender is included in pre-deployment training and/or exercises. There are 42 trained gender advisers in the Georgian Armed Forces.

The accuracy of the information provided by national delegates is the responsibility of each nation.

Figure 4: Distribution of men and women by rank

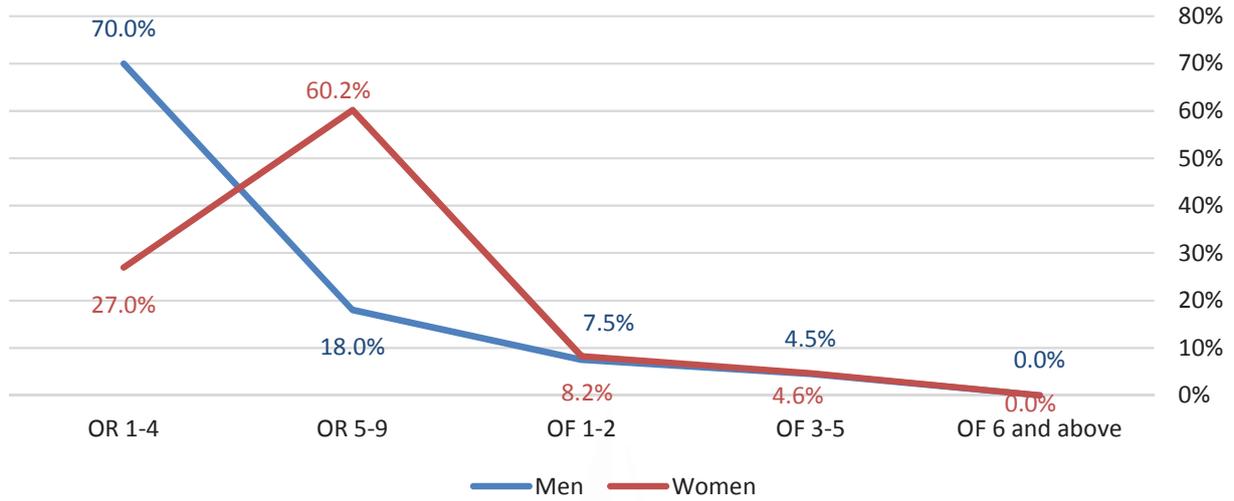


Table 1: All Active Duty Military Personnel

Service	Men	Women
Army	87.3%	2.6%
Air Force	9.1%	0.9%
Navy	0.0%	0.0%
Other	0.0%	0.0%
Total	96.4%	3.6%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	4.5%	4.6%
OF 1-2	7.5%	8.2%
OR 5-9	18.0%	60.2%
OR 1-4	70.0%	27.0%

Table 2: All Operations

Service	Men	Women
Army	98.8%	1.2%
Air Force	0.0%	0.0%
Navy	0.0%	0.0%
Other	0.0%	0.0%
Total	98.8%	1.2%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	3.1%	10.0%
OF 1-2	8.6%	0.0%
OR 5-9	19.4%	80.0%
OR 1-4	68.8%	10.0%

Table 3: NATO Operations

Service	Men	Women
Army	98.8%	1.2%
Air Force	0.0%	0.0%
Navy	0.0%	0.0%
Other	0.0%	0.0%
Total	98.8%	1.2%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	3.1%	10.0%
OF 1-2	8.6%	0.0%
OR 5-9	19.4%	80.0%
OR 1-4	68.8%	10.0%



IRELAND



A Defence Forces Action Plan on the Implementation of UNSCR 1325 was published in August 2013. The aim of the Defence Forces Action Plan is not only to meet the requirements of the National Action Plan but also to plan the Who, What, Why, When and Where of the implementation of UNSCR 1325 into the Defence Forces. In an attempt to increase the participation of females within the Defence Forces, job sharing of a number of overseas appointments was initiated. These appointments are designated as Family Friendly appointments and are open to both male and female applicants. It is hoped the availability of these shorter deployments will appeal to females and encourage them to serve overseas more often and that this will also help to increase retention rates among female personnel.

Military Entity Responsible for Integrating Gender Perspectives: In order to incorporate gender perspectives and actively support women's participation at every level of decision making, the Defence Forces: Appointed a qualified Gender Adviser in Defence Forces Headquarters and incorporate the appointment into the organisation of the Defence Forces. Additionally, they appointed Gender Advisers in each Bde, and include Gender Field Advisers in overseas deployments habitually at the level of the Unit's/Formations second in command. Six trained GFPs also deploy with each major troop deployment. The Ireland Defence Force has specific role profiles for the Defence Forces Gender Adviser, Gender Field Advisers, and Gender Focal Points within the Defence Forces; have trained Gender Focal Point in each branch at Defence Forces HQ, and trained Gender Focal Point in each educational institution. As there was no GFP course available, the DF Gender Adviser wrote a course specific to the requirements of the Defence Forces.

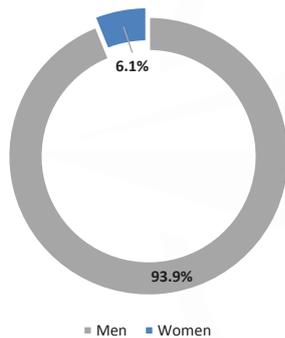


Figure 1: Men and women from all active duty military personnel %

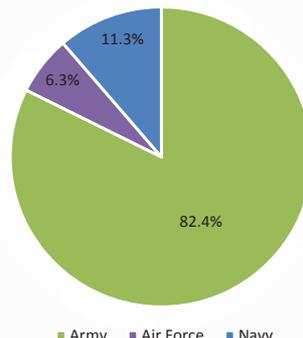


Figure 2: Distribution of female personnel by services

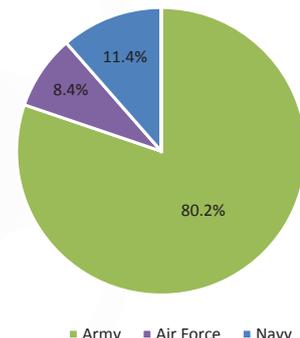


Figure 3: Distribution of male personnel by services

Recruitment: All positions are open for women in the Armed Forces. Enlistment requirements are different for men and women; specifically, females can do modified push ups (on her knees), and have an additional 1 minute and 30 seconds to complete a 1.5 mile run. (males 11.40, females 13.10).

There are no regulations that specifically promote the recruitment of women.

Retention: Family friendly policies have been introduced.

Support Networks: No support networks specifically for women currently exist.

Reasons for Leaving the Military: There are systems in place to detect reasons why women and men leave the Armed Forces. The main reasons for both men and women are difficulties balancing work and family life, and limited leadership opportunities.

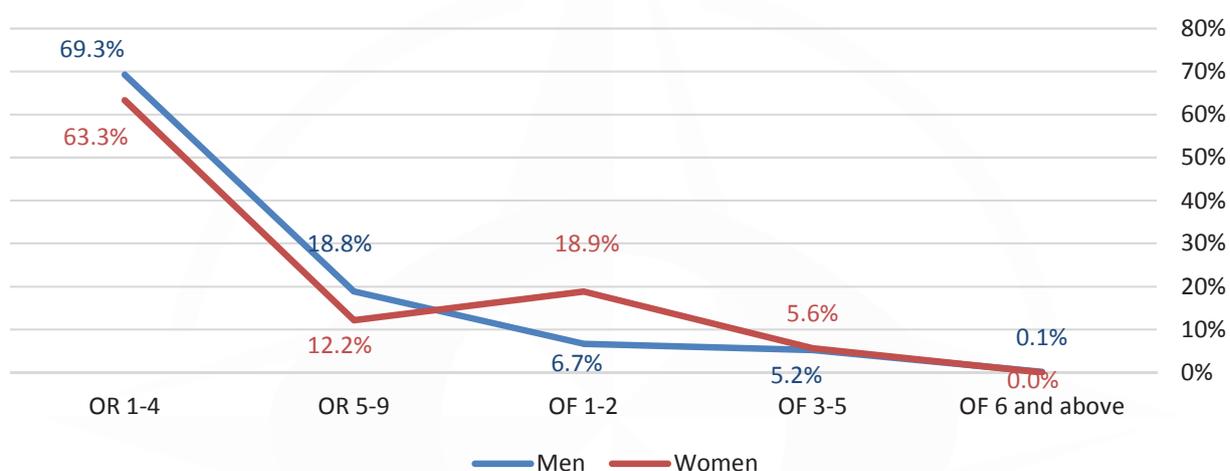
Equipment and Infrastructure Adaptation: Equipment is fit for both men and women. Military installations have been modified to account for women; specifically the introduction of female toilets and female-only accommodations. Additionally, dress and combat uniforms/boots tailored for women are being procured. The service dress has also been fitted/tailored for women.

The accuracy of the information provided by national delegates is the responsibility of each nation.

Parental Leave: Legal social support is given to mothers during pregnancy. Maternity leave is 42 weeks and is not transferable between parents.

Work-Life Balance: Family Friendly Policies such as job sharing overseas appointments. Consideration for dual military families. The Defence Forces Equality and Diversity Policies state: The Defence Forces will enhance the opportunities to reconcile work-life balance among its employees. Personnel, who avail of family friendly work arrangements, will not be discriminated against and will be treated equally with other serving personnel. The achievement of an effective balance by members of the Defence Forces between the demands of the workplace and the home is of crucial importance to the long-term welfare and development of the Defence Forces. Family-friendly working conditions and operational effectiveness are not contradictory in terms. The Defence Forces will work with members of the Defence Forces to achieve equitable work-life balance through a partnership approach, in the context of the Defence Forces ethos. Additionally, The Defence Forces have a Personnel Support Service (PSS) which offers support to all personnel; including single parents, divorced parents and widows/widowers.

Figure 4: Distribution of men and women by rank



Sexual Harassment & Sexual Abuse Prevention: The Defence Forces Policy and Procedures dealing with Sexual Harassment, Harassment and Bullying (Administrative Instruction A7, Chapter 1) are a best practice, and has a robust accountability mechanism to deal with discrimination, sexual harassment and bullying against women, and men, in the Defence Forces. There is also a network of Designated Contact Persons (DCPs) who can inform and support victims of harassment. Military Police receive specialised training for the investigation of sexual assaults and also on how to deal with victims. All inductees receive specialised briefings related to harassment, sexual or otherwise. All personnel on career promotion courses receive further training during the course. Unit commanders are obliged to brief troops regularly on regulations pertaining to harassment.

Harassment investigators and advisers are available, however, no protocol for victims is currently in place. A case of sexual assault was reported in 2014.

Training: Gender Awareness / SEA / GBV briefings are given during all military courses for OF 3-5, OF 1-2, OR 5-9 and OR 1-4. These briefings include; gender awareness, sexual exploitation and abuse, gender-based violence, human trafficking, UNSCR 1325 and related resolutions, Ireland’s NAP on WPS, and the defence force’s action plan on UNSCR.

Gender in Operations: Gender is a topic in operational planning, and included in pre-deployment training and/or exercises. The Ireland Defence Force has 12 trained gender advisers. All 12 have attended courses offered by the NCGM or the Comprehensive Approach to Gender in Operations run by ESDC. Six gender advisers have been deployed so far, four were deployed in 2014.

Table 1: All Active Duty Military Personnel

Service	Men	Women
Army	75.4%	5.0%
Air Force	7.8%	0.4%
Navy	10.7%	0.7%
Other	0.0%	0.0%
Total	93.9%	6.1%
Ranks	Men	Women
OF 6 and above	0.1%	0.0%
OF 3-5	5.2%	5.6%
OF 1-2	6.7%	18.9%
OR 5-9	18.8%	12.2%
OR 1-4	69.3%	63.3%

Table 2: All Operations

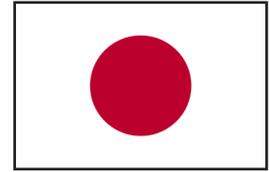
Service	Men	Women
Army	92.0%	5.1%
Air Force	2.4%	0.0%
Navy	0.4%	0.0%
Other	0.0%	0.0%
Total	94.9%	5.1%
Ranks	Men	Women
OF 6 and above	0.7%	0.0%
OF 3-5	15.9%	4.3%
OF 1-2	14.3%	34.8%
OR 5-9	17.8%	17.4%
OR 1-4	51.4%	43.5%

Table 3: NATO Operations

Service	Men	Women
Army	73.9%	21.7%
Air Force	0.0%	0.0%
Navy	4.3%	0.0%
Other	0.0%	0.0%
Total	78.3%	21.7%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	61.1%	20.0%
OF 1-2	0.0%	20.0%
OR 5-9	38.9%	40.0%
OR 1-4	0.0%	20.0%



JAPAN



Policies and legislation related to the implementation of gender perspectives in the Japan Self-Defense Forces (JSDF) were in place prior to the end of 2013. No additional policies or legislation were implemented in 2014.

There is a military entity responsible for integrating gender perspectives in the JSDF.

Restrictions for Women: Not all positions are open to women. These include positions in operations such as: Combat positions, submarines, mine clearance, chemical protection, engineering, tunnel company and patrol aircraft.

Recruitment: Enlistment requirements are different for men and women. Standards for physical characteristics (height, weight, etc.), and physical fitness testing are different for men and women. There are no legal regulations that specifically promote the recruitment of women.

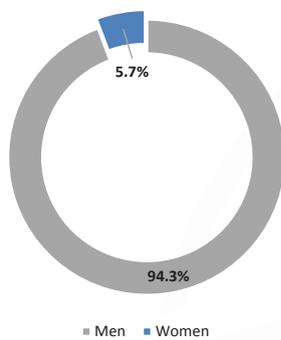


Figure 1: Men and women from all active duty military personnel %

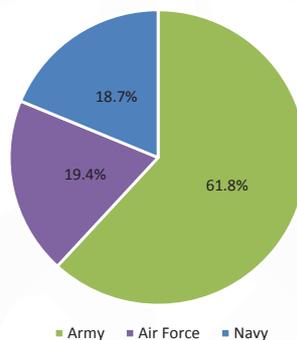


Figure 2: Distribution of female personnel by services

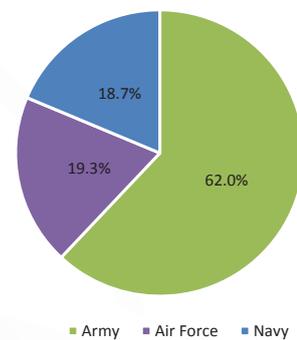


Figure 3: Distribution of male personnel by services

Retention: There are retention policies in place, including specifically for women.

Reasons for leaving the military: There are systems in place to detect why people leave the Armed Forces. The main reasons for both men and women are difficulties balancing work and family life, or a change of employment.

Support Networks: There are support networks specifically for women in the military.

Equipment and infrastructure adaptation: Adjustments to military installations and uniforms have been made to account for women. Some equipment has been modified (e.g. aircraft), while other equipment (e.g. tanks and submarines) has not because those positions are not open to women. Uniforms have also been adjusted for women.

Parental Leave: Legal social support is given to both parents of a newborn and mothers during pregnancy.

Work-Life Balance: Policies for part-time employment and childcare are in place to help work-life balance. There are no specific programmes or policies in place to support single parents or parents who are both in the JSDF.

Sexual Harassment & Sexual Abuse Prevention: There are policies and procedures in place to deal with both sexual harassment and sexual abuse; including training, advisers and investigators. Currently there are no protocols in place for either male or female victims. Cases of sexual harassment were reported in 2014.

Training: The MOD provides gender-related education and training according to rank and specialization of each personnel; including pre-deployment training for International Peace Cooperation activities.

Gender in Operations: While gender is a topic considered in operational planning, there are no trained gender advisers.

The accuracy of the information provided by national delegates is the responsibility of each nation.

Additional Information: The Government of Japan has been drafting Japan’s National Action Plan on Women, Peace and Security based on UNSCR 1325. The draft action plan includes the establishment of a ‘Gender Officer’ during the PKO operations. The MoD is preparing to assign Gender Officers to JSDF units currently participating in UNMISS operations once the currently drafted plan is approved. In addition to increasing the participation of female JSDF personnel in the PKO operations each year, the MoD is actively working to introduce gender perspectives in the operations. This is primarily through discussions with UN Headquarters and the armed forces of other countries regarding how to incorporate gender perspectives into operations.

Figure 4: Distribution of men and women by rank

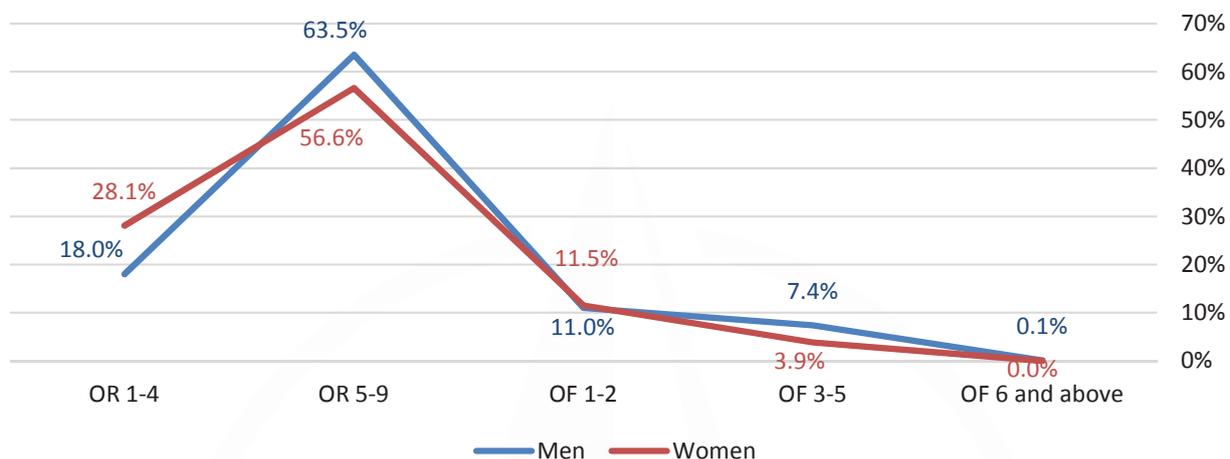
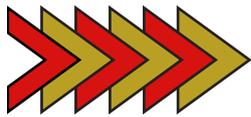


Table 1: All Active Duty Military Personnel

Service	Men	Women
Army	58.4%	3.5%
Air Force	18.2%	1.1%
Navy	17.6%	1.1%
Other	0.0%	0.0%
Total	94.3%	5.7%
Ranks	Men	Women
OF 6 and above	0.1%	0.0%
OF 3-5	7.4%	3.9%
OF 1-2	11.0%	11.5%
OR 5-9	63.5%	56.6%
OR 1-4	18.0%	28.1%

Table 2: Reserves

Service	Men	Women
Army	90.6%	6.3%
Air Force	1.4%	0.1%
Navy	1.5%	0.1%
Other	0.0%	0.0%
Total	93.5%	6.5%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	3.9%	1.6%
OF 1-2	11.6%	2.0%
OR 5-9	65.7%	56.4%
OR 1-4	18.7%	39.9%



MONTENEGRO



Specific policies and/or legislation related to the implementation of gender perspectives in the Armed Forces of Montenegro (AF MNE) are the following: There is the Constitution of Montenegro, the law on gender equality and several other legislations related to this topic at the national level and therefore all are obligatory for the Ministry of Defence (MoD) and AF MNE. On the basis of those laws, programmes and plans of activities have been written accordingly.

National action plan for achievement of gender equality (APAGE) 2013-2017 is a document which deals with all areas where gender equality will be applied. The implementation of UNSCR 1325 is also part of the action plan. The AF MNE are recognized in this plan and have many tasks and obligations; including training on implementation of UNSCR 1325.

Military Entity Responsible for Integrating Gender Perspectives: There is a coordinator (institutional mechanisms) for gender equality at the level of the MoD, and at the level of the AF MNE. Furthermore, in the human resources department of the General Staff, there is one officer who has gender equality in his/her job description (additional duty).

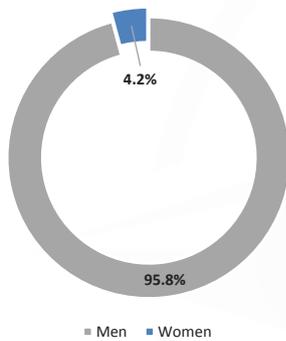


Figure 1: Men and women from all active duty military personnel %

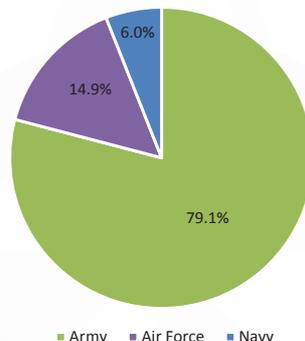


Figure 2: Distribution of female personnel by services

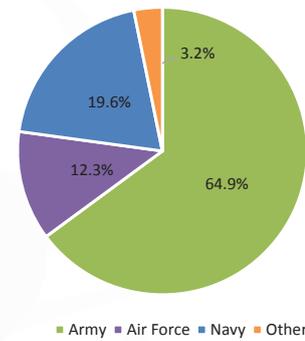


Figure 3: Distribution of male personnel by services

Recruitment: All positions are open to women in the AF MNE. Enlistment requirements for men and women are different. In accordance with the physical fitness test manual there are defined conditions and criteria for men and women. There are small differences when it comes to the criteria for women, as they have slightly lower criteria in all areas. There are no specific legal regulations that promote the recruitment of women in the AF MNE.

Retention: There are no retention policies currently in place and no systems to detect reasons why men and women leave the military.

Support Networks: There are networks to support women in the military. There are two coordinators at the level of the MoD and AF MNE and there is a regional gender trainers network established with the support of UNDP/SEESAC and SWEDINT through regional projects of the Western Balkan countries MoD's and AF MNE.

Equipment and Infrastructure Adaptation: Equipment is not fit for both men and women; as most of the equipment was inherited from the previous union of Serbia and Montenegro. Military installations are appropriate for both, if possible, women are provided with their own offices, places to change clothes, separate toilets. Additionally, there will be adjustment in class A uniforms (official uniforms); concerning caps, shirts, skirts, shoes and upper part of the uniform or blouse, but not for other uniforms.

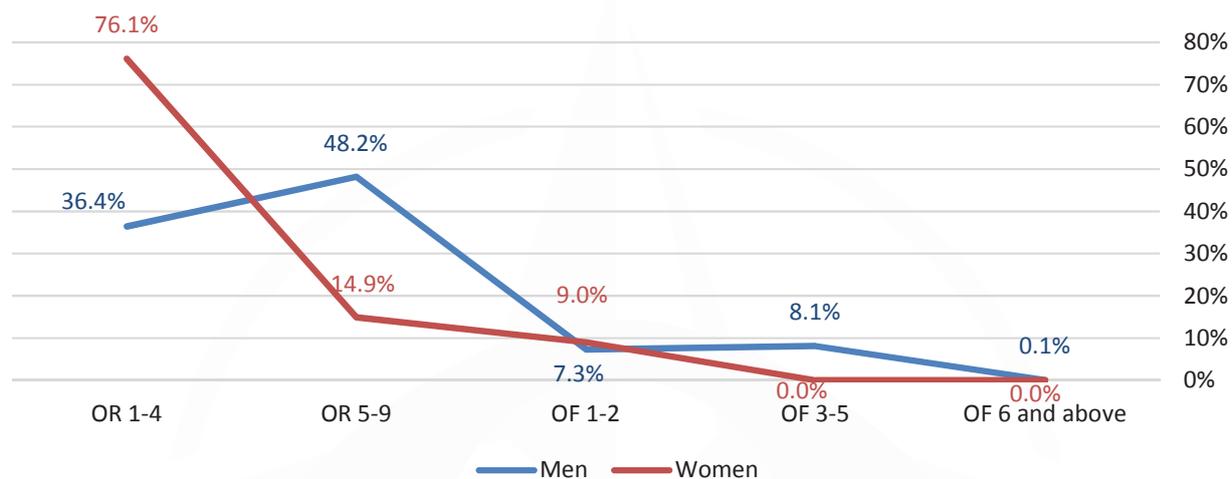
Parental Leave: Legal social support is provided to both parents of a newborn, and parental leave is 52 weeks in total.

The accuracy of the information provided by national delegates is the responsibility of each nation.

Work-Life Balance: There is a possibility of unpaid absence which might be up to one year and both men and women have the right to use it. Part-time employment is allowed in case of parental leave, studies or caring for the elderly or sick children. In the AF MNE, single parents are not scheduled as duty officers at night until their children are at least seven years old. Furthermore, there are special programmes/measures to support parents when both of them are members of the AF MNE. Attention is paid to those issues in order not to send both away from their families at the same time, and members of the AF MNE are supported whenever possible.

Sexual Harassment & Sexual Abuse Prevention: There are no strategies, programmes or training for sexual harassment or sexual abuse prevention. There are currently no protocols for victims or harassment advisers, however investigators are available. There were no reported cases of sexual harassment in 2014.

Figure 4: Distribution of men and women by rank



Training: Four training programmes related to gender or UNSCR 1325 are available. From 2012 members of the AF MNE have been sent abroad to various and numerous trainings, educations, seminars related to gender, and multinational exercises with a gender component. Also, the main training document of the AF MNE called Training Instruction, introduced gender equality as a topic in 2013 and recognizes seven related topics, therefore, units are obliged to organise such training throughout the units. The training topics given in the Training Instruction include UNSCR 1325 as well as international and national legislative framework.

Topics covered in the lectures in 2014 were:

- Gender equality with the reflection on legislative framework in Montenegro;
- International documents related to gender equality with special reference to UNSCR 1325;
- Gender sensitive language;
- Gender perspective in peacekeeping missions.

Pre-deployment training is also organised by a gender trainer from the Training Centre. This has been a regular part of the training for peacekeeping missions since the end of 2014.

Furthermore, there is training planned for the 21 Sept. 2015, through bilateral cooperation of the MoD's of Montenegro and Slovenia for command and leadership personnel. The training cover a period of four days and is organised for command staff from the MoD, General Staff and AF MNE.

Gender in Operations: Gender is a topic in operational planning and included in pre-deployment training and/or exercises. The AF MNE have no trained gender advisers. However, there are five gender trainers in military operations, they received their certification from SWEDINT after finishing training organised by UNDP/SEESAC and SWEDINT. The training was conducted through regional cooperation among the countries of the Western Balkans; Montenegro, Macedonia, Serbia and Bosnia and Herzegovina. The next step will be to send some of those trainers to become gender advisers. This will be done in cooperation with SWEDINT and UNDP/SEESAC, and in accordance with the needs of the AF MNE.

Additional Information: Montenegro has two main strategic goals - accession to NATO and the European Union. Regional cooperation is another important strategic goal. The MoD and AF MNE have done a lot in this area, in three regional projects related to the area of integration of gender in the AF MNE. The projects are:

- Regional project: "Strengthening of regional cooperation through the plan of integrating gender perspectives in the security sector reform in the countries of the Western Balkans;"
- Regional project: "Female leaders in security and defence;"
- Regional project with the MoD of Slovenia related to gender training;
- The MoD also has partnership goals – and the work on the implementation of gender perspectives supports those goals.

Table 1: All Active Duty Military Personnel

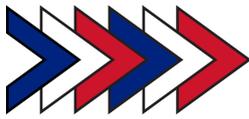
Service	Men	Women
Army	62.2%	3.3%
Air Force	11.8%	0.6%
Navy	18.8%	0.2%
Other	3.0%	0.0%
Total	95.8%	4.2%
Ranks	Men	Women
OF 6 and above	0.1%	0.0%
OF 3-5	8.1%	0.0%
OF 1-2	7.3%	9.0%
OR 5-9	48.2%	14.9%
OR 1-4	36.4%	76.1%

Table 2: All Operations

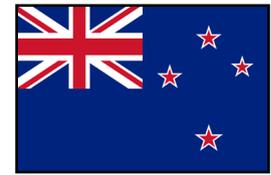
Service	Men	Women
Army	89.5%	0.0%
Air Force	0.0%	0.0%
Navy	10.5%	0.0%
Other	0.0%	0.0%
Total	100.0%	0.0%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	7.9%	0.0%
OF 1-2	9.2%	0.0%
OR 5-9	52.6%	0.0%
OR 1-4	30.3%	0.0%

Table 3: NATO Operations

Service	Men	Women
Army	100.0%	0.0%
Air Force	0.0%	0.0%
Navy	0.0%	0.0%
Other	0.0%	0.0%
Total	100.0%	0.0%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	4.6%	0.0%
OF 1-2	9.2%	0.0%
OR 5-9	60.0%	0.0%
OR 1-4	26.2%	0.0%



NEW ZEALAND



No specific legislation or policies related to the implementation of gender perspectives in the New Zealand Defence Force (NZDF) are in place. However the New Zealand Ministry of Defence published an independent review into the treatment of military women in the NZDF, ‘Maximising Opportunities for Military Women in the New Zealand Defence Force,’ in February 2014. The NZDF has subsequently developed a comprehensive gender programme ‘Defence Excellence Through More Military Women Across the NZDF.’ During 2014 the NZDF also contributed to the development of the New Zealand 1325 National Action Plan.

Military Entity Responsible for Integrating Gender Perspectives: The NZDF Women’s Development Steering Group and the Navy, Army and Air Force single service Women’s Development Steering Groups provide a gender perspective within the NZDF. There is also an Equity and Diversity cell.

Recruitment: All positions are open for women in the NZDF. Enlistment requirements for the Armed Forces are the same for both men and women. There are no legal regulations that promote the recruitment of women in the NZDF.

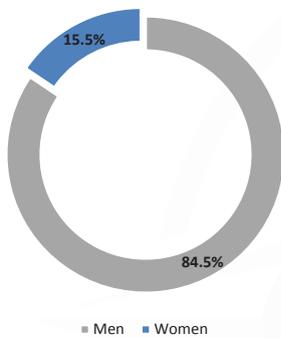


Figure 1: Men and women from all active duty military personnel %

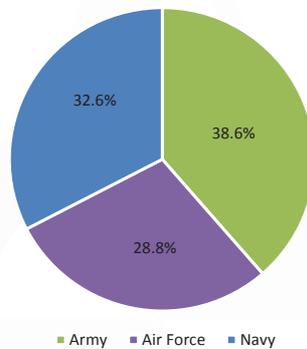


Figure 2: Distribution of female personnel by services

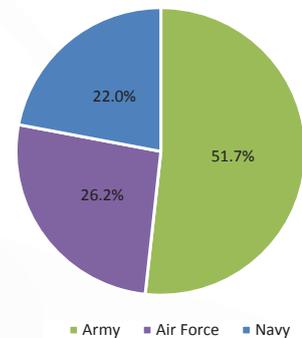


Figure 3: Distribution of male personnel by services

Retention: The NZDF has a ‘Critical Manning’ policy, by which CDF can declare manning levels to be such that output would be compromised if individuals were released. There is also a range of HR policies to encourage retention, such as flexible working, remuneration, and career and talent management.

Support Networks: There is a NZDF Women’s Development Steering Group (established February 2013) and similar groups in each of the single services. A NZDF Women’s Development Forum is held every two years, and single service women’s development fora are often held in the alternate years.

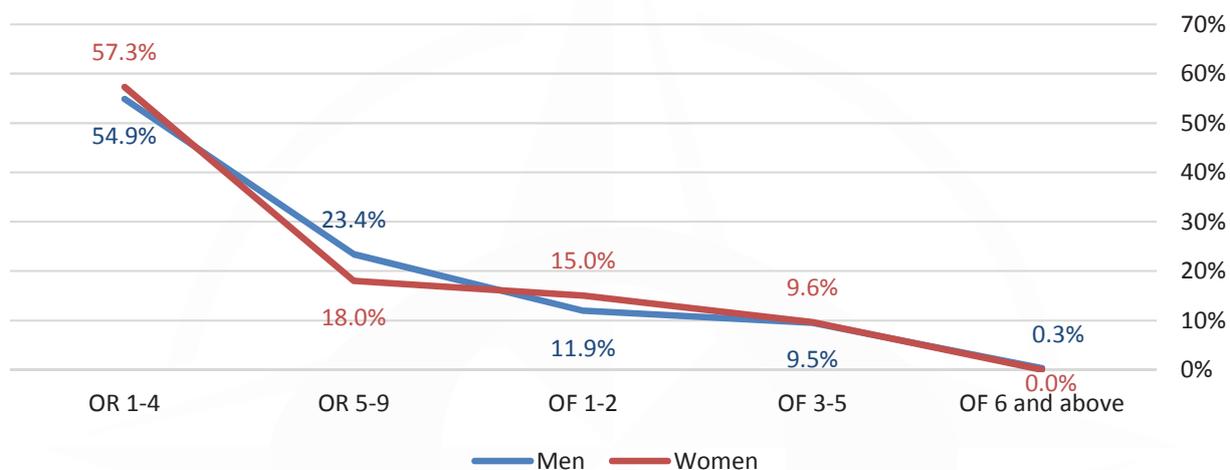
Reasons for Leaving the Military: The NZDF Exit Survey for all AF Regular Force personnel was implemented in 2014. Main reasons why men and women leave the military are the same: Difficulties balancing work and family life, discharge, time for change, or the pursuit of development/education.

The accuracy of the information provided by national delegates is the responsibility of each nation.

Equipment and Infrastructure Adaptation: During all phases of the capability development and delivery process the NZDF defines and introduces equipment to ensure ergonomic factors, including gender, are integrated into the final design of the system. Recent examples include the design of cockpits for both rotary and fixed wing aircraft and the selection of the new NZDF individual weapon where servicewomen have been integrated into all aspects of the trial to ensure it is fit for purpose.

As part of the Integrated Logistics Support considerations, the NZDF examines the impact upon all users, including women. In the Army’s Light Armoured Vehicle the vehicle systems are designed to be operated by both female and male soldiers. The majority of older style barracks and working accommodation have been modified to provide unisex ablution facilities. These consist of individual secure toilet cubicles and shower cubicles with internal changing facilities and floor to ceiling lockable doors. All new barrack facilities have unisex ablution facilities. Provided the tailoring is carried out by NZDF tailors, women can have alterations made to their uniforms.

Figure 4: Distribution of men and women by rank



Parental Leave: Legal social support is given to both parents of a newborn and mothers during pregnancy. Parental leave is 52 weeks; maternity leave is 1.3 weeks.

Work-Life Balance: The NZDF has specific policies on flexible working arrangements, family support, and childcare.

Part-time employment is allowed in cases of:

- Maternity and parental leave;
- Elderly care (or sick people);
- Studies;
- Ability to work from home,
- Flexible hours and flexible arrangements are the same for NZDF and civilians.

Efforts are made to ensure Services endeavour not to deploy both serving parents at the same time. Compassionate grounds may be considered in both deployment and domestic environments. The Veterans Affairs New Zealand provides support to families of a deceased member of the NZDF. The Accident Compensation Corporation (NZ) also provides support to families of a deceased member of the NZDF. The NZDF provides a Member Insurance Benefits Programme, which means the NZDF pays for all Regular Force and Reserve Force members to have compulsory life insurance while on duty.

Childcare policy includes:

- Extra weeks of subsidized maternity/paternity leave;
- Breast-feeding breaks;
- Day care for children at the MoD and military installations or child vouchers;
- Flexible working and service hours or variable start/finish times of working day; 14 weeks paid parental leave.

Sexual Harassment & Sexual Abuse Prevention: The NZDF Discrimination, Harassment and Bullying Policy sets out responsibilities that include prevention. The NZDF delivers a significant amount of training to personnel at all levels on the prevention of harassment (and discrimination and bullying). Most specifically, a 90 minute Bystander Intervention training brief features sexual assault prevention. The NZDF ran a one-day Sexual Assault Prevention and Management seminar for 200 personnel in October 2014. In late 2014 the NZDF established a Sexual Assault Prevention and Management Governance Group to oversee a two-year work plan.

Harassment investigators and advisers are available, and protocols for victims are in place. Cases of sexual harassment, assault, rape and indecencies were reported in 2014.

Training: Training for OF 1-2, OR 5-9, and OR 1-4, “Institutional Sexism Session.” This training covers the definition of sexism, how to identify it and associated behaviours in the workplace, and the effect of sexism on NZDF.

Gender in Operations: There are no trained gender advisers in the NZDF. The NZDF has policy intent with regards to gender in operational planning and does consider the male/female ratio on deployments. Gender in pre-deployment training and exercises is an evolving area that requires further development in the NZDF. There are roles in the NZDF with responsibility to advise on gender equity e.g. the Equity and Diversity cell, ‘More Military Women’ programme advisers, and members of the Women’s Development Steering Groups. The NZDF is currently considering the establishment of specific Gender Adviser roles because New Zealand is currently finalising its first 1325 NAP.

Table 1: All Active Duty Military Personnel

Service	Men	Women
Army	43.7%	6.0%
Air Force	22.2%	4.5%
Navy	18.6%	5.1%
Other		
Total	84.5%	15.5%
Ranks	Men	Women
OF 6 and above	0.3%	0.0%
OF 3-5	9.5%	9.6%
OF 1-2	11.9%	15.0%
OR 5-9	23.4%	18.0%
OR 1-4	54.9%	57.3%

Table 2: All Operations

Service	Men	Women
Army	9.4%	12.5%
Air Force	59.4%	3.1%
Navy	12.5%	3.1%
Other		
Total	81.3%	18.8%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	15.4%	33.3%
OF 1-2	26.9%	16.7%
OR 5-9	26.9%	16.7%
OR 1-4	30.8%	33.3%

Table 3: Reserves

Service	Men	Women
Army	63.1%	10.1%
Air Force	6.5%	2.6%
Navy	14.5%	3.2%
Other		
Total	84.1%	15.9%
Ranks	Men	Women
OF 6 and above	0.1%	0.0%
OF 3-5	11.2%	10.5%
OF 1-2	12.0%	15.2%
OR 5-9	17.6%	12.5%
OR 1-4	59.1%	61.8%



SWEDEN



No narrative provided.

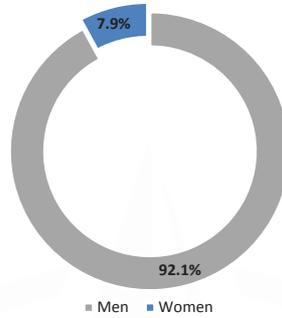


Figure 1: Men and women from all active duty military personnel %

Figure 4: Distribution of men and women by rank

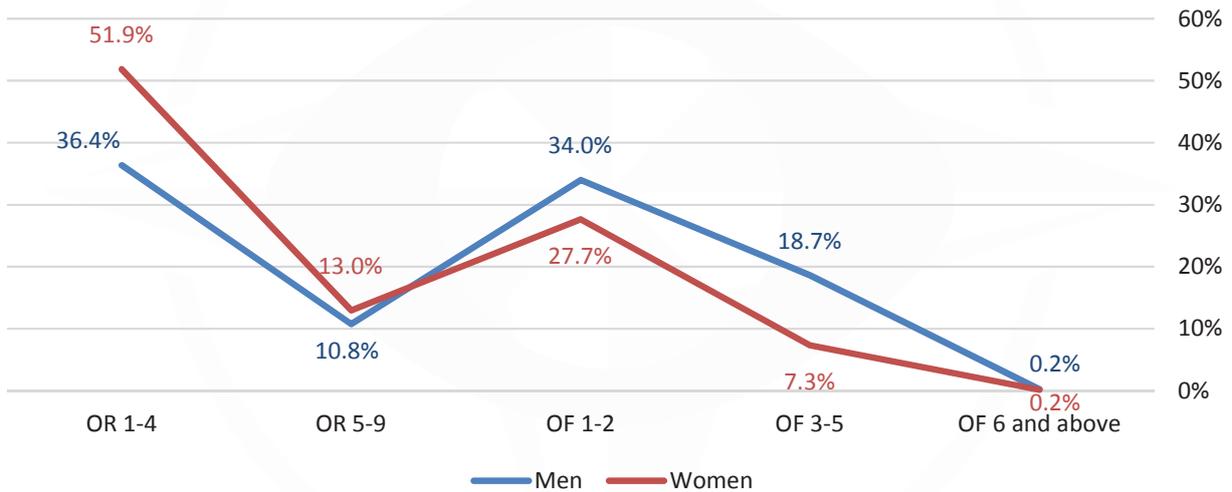


Table 1: All Active Duty Military Personnel

Service	Men	Women
Army		
Air Force		
Navy		
Other		
Total	92.1%	7.9%
Ranks	Men	Women
OF 6 and above	0.2%	0.2%
OF 3-5	18.7%	7.3%
OF 1-2	34.0%	27.7%
OR 5-9	10.8%	13.0%
OR 1-4	36.4%	51.9%

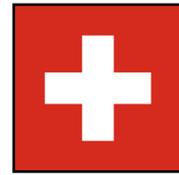
Table 2: Reserves

Service	Men	Women
Army		
Air Force		
Navy		
Other		
Total	95.3%	4.7%
Ranks	Men	Women
OF 6 and above	0.1%	0.0%
OF 3-5	11.1%	2.2%
OF 1-2	53.0%	32.5%
OR 5-9	1.5%	4.8%
OR 1-4	34.3%	60.6%

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SWITZERLAND



No specific policies and/or legislation related to the implementation of gender perspectives in the Swiss Armed Forces were in place before the end of 2013 nor were any new policies or legislation introduced in 2014.

Restrictions for Women: Fighter pilot positions are closed to women.

Recruitment: Enlistment requirements for the Swiss Armed Forces are the same for both men and women. There are no legal regulations that specifically promote the recruitment of women in the military.

Retention: There are currently no retention policies in place.

Support Networks: There is a Women Officer's Association.

Reasons for Leaving the Military: There are systems in place to detect reasons why people leave the Armed Forces. The main reason for women is maternity. The main reason for men leaving is personal reasons.

Equipment and Infrastructure Adaptation: Equipment is fit for both men and women. Military installations have been modified to account for women; specifically the introduction of female toilets and female-only accommodations. Additionally, adjustments have been made for female uniforms.

Parental Leave: Legal social support is given to mothers during pregnancy. Maternity leave is 16 weeks and is not transferable between parents.

Work-Life Balance: There are no specific programmes or policies to maintain work-life balance. Part-time employment is not allowed.

Childcare policy includes:

- Extra weeks of subsidized maternity/paternity leave;
- Policy on duties assignment, night duties, and overtime work;
- Flexible working and service hours or variable start/finish times of working day.

Sexual Harassment & Sexual Abuse Prevention: There are strategies dealing with sexual harassment and sexual abuse, such as education, information, and training (Mandatory E-learning courses). Additionally, there are advisers, investigators and protocols in place for victims of sexual harassment. Cases of sexual harassment, stalking and verbal sexual harassment were reported in 2014.

Training: There are three gender related education courses: Pre-deployment training, national training and training on gender in operations

Gender in Operations: Gender is a topic in operational planning, and included in pre-deployment training and/or exercises. There are 10 trained gender advisers and their training is based on case studies. Five gender advisers have been deployed so far, two were deployed in 2014 (KFOR GENAD).

Additional Information: The questions raised in this form mainly apply to professional Armed Forces. Hence the comparability of the numbers and statistics provided are limited. The Swiss militia system, where soldiers are at service for three weeks per year makes it difficult to deliver data, helpful in supporting this survey. The small number of women in the Swiss Armed Forces makes a statistical assessment, in percentages, challenging. In reality gender issues are addressed in a very direct but sensitive way and due to the small number of women in the armed forces an individual problem solving approach can be granted.

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UKRAINE



No specific policies and/or legislation related to the implementation of gender perspectives in the Armed Forces were in place before the end of 2013 nor were any new policies or legislation introduced in 2014.

Quotas: There are quotas according to the “List of positions which can be occupied by women” approved by the Ministry of Defence.

Restrictions for Women: There are restrictions for women; they are determined by the “List of positions which can be occupied by women” approved by the Ministry of Defence. Restricted positions for women include submarines, mine clearance, and divers. At this time there are no plans to eliminate the restrictions for women.

Recruitment: Enlistment requirements for men and women are the same. There are no legal regulations that specifically promote the recruitment of women.

Retention: There are retention measures found in Ukrainian law on the social and legal protection of military personnel and members of their families.

Support Networks: No support networks specifically for women currently exist

Equipment and Infrastructure Adaptation: Equipment is not fit for both men and women, nor are military installations appropriate for both. Adjustments have been made to women’s uniforms. Women’s daily uniform differs from men’s daily uniform (for example head gear). Combat uniforms have no differences.

Parental Leave: Legal social support is provided to both parents of a newborn, and mothers during pregnancy. Maternity leave is transferable between parents.

Work-Life Balance: There are no specific programmes or policies to maintain work-life balance. Part-time employment is not allowed. There are no special programmes/measures to support parents when both of them are members of the Armed Forces. However, there is support related to service duties of single parents.

Childcare policy includes:

- Provision protecting parent from deployment;
- Extra weeks of subsidized maternity/paternity leave;
- Policy on duty assignment, night duties, overtime work.

Sexual Harassment & Sexual Abuse Prevention: There are no strategies, programmes or training to prevent sexual harassment and sexual abuse. There are no harassment advisers but investigators are available. There were no reported cases of sexual harassment in 2014.

Training: No training programs related to gender or UNSCR 1325 are available.

Gender in Operations: Gender is a topic in operational planning and is included in the pre-deployment training and/or exercises. The Armed Forces do not have trained gender advisers.

The accuracy of the information provided by national delegates is the responsibility of each nation.

ACRONYMS

A

AAF - Albanian Armed Forces
ACOS - Assistant Chief of Staff
ACT - Allied Command Transformation
ADA - Austrian Development Agency
ADF - Australian Defence Force
AF MNE - Armed Forces of Montenegro
AFGS - Armed Forces General Staff
AG&DC - Army Gender and Diversity Council
AHRC - Australian Human Rights Commission
AO - Order of Australia
APS - Australian Public Service

B

BAAINBw - Federal Office of Bundeswehr Equipment, Information Technology and In-Service Support
BAv – Bachelor of Aviation
Bi-SC - Bi Strategic Command
BUAFWA - Bulgarian Armed Forces Women Association

C

CAF - Canadian Armed Forces/Croatian Armed Forces/Chief of Air Force
CASD - Centro Alti Studi per la Difesa (Centre for Higher Defence Studies)
CDF - Chief of Defence Force
CDS - Chief of Defence Staff
CFMD - Defence Management Training Centre
CH-53 - Sikorsky CH-53 Sea Stallion helicopter
CHASD - Centre for Higher Defence Studies
CHOD - Chief of Defence
CHRA - Canadian Human Rights Act
CIAE - Joint Centre for Environmental Action
CMA - Career Management Agencies
COID - Netherlands
CSCC - Casualty Support Child Care
CSDP - Common Security and Defence Policy
CSRT – SM - Strategic Response Team on Sexual Misconduct
CzAF - Czech Armed Forces

D

DCO - Defence Community Organisation
DDIP - Defence Diversity and Inclusion Programme
DDR - Disarmament, Demobilisation and Reintegration
DGA - Direction générale de l'armement
DGAFP - General Directorate of the Administration and Public Service
DHRD - Directorate of Human Rights and Diversity
DND - Department of National Defence
DoD/DOD - Department of Defense
DPCU - Disruptive Pattern Camouflage Uniform
DPNU - Disruptive Pattern Navy Uniform
DWAO - Defence Women's Advisory Organization

E

E-E - Emergency - Essential
ECMM - Enhanced Career Management Models
EE - Employment Equity
EPAR - Employment Preference and Restriction
ERA - External Review Authority
ESDC - European Security and Defence College

F

FCA - Family Care Assistance
FCP - Family Care Plan
FDF - Finnish Defence Forces
FET - Female Engagement Team
FHQ - Force Headquarters
FINCENT - Finnish Defence Forces International Centre
FRS - Family Readiness System
FWA - Flexible Work Arrangement
FY - Fiscal Year

G

GBV - Gender Based Violence
GENAD - Gender Adviser
GFA - Gender Field Adviser
GFP - Gender Focal Point
GRH - Gestion des Ressources Humaines

H

HCTS - Harassment Complaint Tracking System
HQ - Headquarters
HRM - Human Resources Management

I

IMOTC - International Military Operations Training Centre
IMPS - Initial Minimum Period of Service
IMS - International Military Staff
ISAF - International Security Assistance Force
IT - Information Technology

J

J1 - Manpower, Personnel and Administration
JSDF - Japan Self-Defense Forces
JSP - Joint Service Publication
JWC - Joint Warfare Centre

K

KFOR - Kosovo Force

L

LGBT - Lesbian, Gay, Bisexual, and Transgender
LVA AF - Latvian Armed Forces

M

MAL - Military Academy of Lithuania
MBA - Masters of Business
MCC - Male Champions of Change
MFRC - Military Family Resource Centre
MIROF - Interministerial Mission for the Protection of Women Victims of Violence
MoD - Ministry of Defense
MOT - Mission Oriented Training

N

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
NDAA - National Defence Authorization Act
NDL AF - Armed Forces of the Netherlands
NLD/SP - Netherlands/Spain
NGN - New Generation Navy
NGO - Non-Governmental Organization
NPCMA - Navy People Career Management Agency
NZDF - New Zealand Defence Force

O

OF - Officers
OHQ - The Operation Headquarters
OPLAN - Operational Plans
OPP - Operational Planning Process
Ops - Operations
OR - Other Ranks

P

PKO - Peace Keeping Operations
POC - Point of Contact
PRT - Provincial Reconstruction Team
PSO - Peace Support Operations
PSOTC - Peace Support Operations Training Centre
PSS - Personnel Support Service
PT - Physical training
Pty Ltd - a proprietary limited company

R

RACVIAC - Regional Arms Control Verification and Implementation Assistance Centre
RSM - Resolute Support Mission

S

SAF - Slovenian Armed Forces
SAFE - SeMPRO Awareness Facilitators and Educators
SAPR - Sexual Assault Prevention and Response Programme
SEA - Sexual exploitation and abuse
SEED - Sexual Ethics Education in Defence
SGleiG - Act on Equal Opportunities for Female and Male Military Personnel of the Bundeswehr
SUAKIN - Project Suakin (named after the first Australian military action that used both regular and volunteer citizens in 1885)
SWEDINT - Swedish Armed Forces International Centre

T

TECHNET – Women’s Technical Network

U

UK - United Kingdom

UN - United Nations

UN Women - United Nations Entity for Gender Equality and Women’s Empowerment

UNDP - United Nations Development Programme

UNDP/SEESAC - United Nations Development Programme/South Eastern and Eastern Europe Clearinghouse for the Control of the Small Arms and Light Weapons

UNFPA - United Nations Population Fund

UNMISS - United Nations Mission in South Sudan

UNSCR - United Nations Security Council Resolution

USSOCOM - United States Special Operations Command

W

WHO - World Health Organization

WiMBA - Women in Masters of Business Programme

WINGs - Air Force Women’s Integrated Networking Group

WPS - Women, Peace and Security