



SUMMARY OF THE NATIONAL REPORTS OF NATO MEMBER AND PARTNER NATIONS

2023-2024

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**THE NATO COMMITTEE ON GENDER PERSPECTIVES
2023-2024
SUMMARY OF THE NATIONAL REPORTS
OF NATO MEMBER AND PARTNER NATIONS**

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Acronyms

- AU – African Union
- CHOD – Chief of Defence
- CMDR COE – Crisis Management and Disaster Response Centre of Excellence
- CAAC – Children and Armed Conflict
- CRSV – Conflict-Related Sexual Violence
- DoD – Department of Defence
- EU – European Union
- ESDC – European Security and Defence College
- GBV – Gender Based Violence
- GENAD – Gender Advisor
- GFP – Gender Focal Point
- GBV – Gender-based violence
- HR – Human Resources
- HQ – Headquarters
- IHL – International Humanitarian Law
- ILO – International Labour Organization
- IMS – International Military Staff
- LEGAD – Legal Advisor
- MC – Military Committee
- MoD – Ministry of Defence
- NAP – National Action Plan
- NATO – North Atlantic Treaty Organization
- NCGM – Nordic Centre for Gender in Military Operations
- NCGP – NATO Committee on Gender Perspectives
- NCO – Non-Commissioned Officer
- NGO – Non-governmental organizations
- OSCE – Organization for Security and Co-operation in Europe
- PoC – Protection of Civilians
- PR – Public Relations
- SADD – Sex-and-Age Disaggregated Data
- SEA – Sexual Exploitation and Abuse
- SGBV – Sexual and Gender Based Violence
- SNR – Summary of National Reports
- UN – United Nations
- UNSCR – United Nations Security Resolution
- WPS – Women, Peace and Security

Foreword

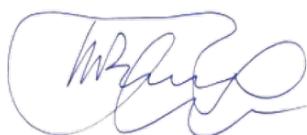
by Lieutenant General Remigijus Baltrėnas,
Director General of the International Military Staff

The Summary of the National Reports of NATO Member and Partner Nations to the NCGP reflects the Alliance's continued commitment to implementing UNSCR 1325 and integrating gender perspectives in order to strengthen the effectiveness of NATO's Military Instrument of Power.

2024 was a pivotal year for this agenda. NATO Heads of State and Government endorsed a new Policy on WPS¹ that responds to an evolving security environment and advances NATO's understanding of how best to integrate gender perspectives across its three core tasks. Following the adoption of this policy, the NATO Military Authorities developed military guidance to support its implementation across missions, operations and activities.

The Summary of the National Reports remains an important mechanism for exchanging information among NATO Member and Partner Nations. It offers a unique platform for collecting and disseminating lessons learned and best practices with the wider public. The 2023-2024 edition highlights the achievements, milestones and ongoing challenges faced by 35 Member and Partner Nations in their efforts to integrate gender perspectives into their national armed forces.

I extend my sincere appreciation to the 28 NATO Member Nations and 7 dedicated Partner Nations for their contributions to this Report. Together, we can continue to advance the WPS agenda to strengthen our collective defence and ensure that NATO remains fit for the challenges of today and tomorrow.



Remigijus Baltrėnas
Lieutenant General, LTU Army
Director General
International Military Staff

¹ North Atlantic Treaty Organization, Policy on Women, Peace and Security (2024), available at <https://www.nato.int/en/about-us/official-texts-and-resources/official-texts/2024/07/10/nato-policy-on-women-peace-and-security-2024>.

Background

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

At the 2024 Washington Summit, NATO adopted its updated policy on WPS, reaffirming the Alliance's commitment to mainstreaming gender perspectives across the core tasks of Deterrence and Defence, Crisis Prevention and Management and Cooperative Security. As identified by the 2022 Strategic Concept, the WPS Agenda stands not only as a reflection of our shared values, but also as a crucial force multiplier, reinforcing our societal resilience and legitimacy. The Alliance recognizes that gender mainstreaming enhances NATO's decision-making, operational effectiveness and overall efforts to achieve gender equality.

The implementation of the global WPS Agenda remains primarily a national responsibility. However, NATO continues to provide a unique platform for coordinating efforts and fostering closer cooperation between Allies and Partner countries. Across NATO, a robust GENAD and GFP network helps to deliver this agenda at the strategic and operational levels by advising military leaders on the planning, execution and evaluation of gender perspectives throughout all missions, operations and activities.

Executive Summary

The Annual Summary of National Reports serves as a mechanism for transparently sharing information and best practices on progress in integrating gender perspectives across the Alliance and beyond. It depicts NATO Member and Partner Nations' efforts to mainstream gender into their armed forces, as well as their implementation of UNSCR 1325.

28 Allied Member and 7 Partner Nations voluntarily contributed to the 2023-2024 Summary of National Reports, demonstrating their commitment to implementing UNSCR 1325 and integrating gender perspectives into their armed forces. Continuing from previous editions, the Summary of National Reports features the quantitative analysis of national data. The detailed provision of sex-disaggregated data offers a comprehensive analysis of national numbers, which serve as the foundation for NATO gender-related statistics. Alongside this, the 2023-2024 edition includes a qualitative analysis of national good practices, policies and procedures across seven areas of focus.



NEW POLICIES AND INITIATIVES TO IMPLEMENT UNSCR 1325

National policies, action plans and initiatives introduced or updated to advance the implementation of the WPS Agenda within military and defence institutions.



RECRUITMENT AND RETENTION

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



WORK-LIFE BALANCE

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



SEXUAL-RELATED OFFENCES

National legislation and/or procedures pertaining to the prevention of and response to sexual harassment and sexual exploitation and abuse.



EDUCATION AND TRAINING

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



GENDER PERSPECTIVES IN OPERATIONS

Inclusion and integration of gender perspectives into national armed force structures and operational planning.



EQUIPMENT, INFRASTRUCTURE AND UNIFORM ADAPTATION

Military apparatus and facilities that have been adapted to be suitable for both men and women.

The Summary of National Reports is a part of the NCGP's mission to provide information and advice on gender to the NATO Military Committee and the Alliance as a whole. As NATO's largest compilation of gender statistics, the Summary of National Reports represents a continuous effort to strengthen the Alliance's effectiveness. By making this analysis publicly available, this report aims to better equip decision-makers with information on how to respond to shortcomings in integrating gender perspectives at the strategic, operational and tactical levels for their own armed forces. This report also aims to improve situational awareness, overall military readiness and mission success among NATO Member and Partner Nations.

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

Methodology

Areas of Interest and Scope

The scope of the Summary of National Reports is determined by two factors: the content and theme of previous iterations, as well as new areas of interest for NATO. As the Summary of National Reports is conducted and published on an annual basis, it is vital to maintain consistent lines of research and methodology over time. The Summary of National Reports gathers statistical data on progress and challenges to implementing the UNSCR 1325 and integrating gender perspectives in the national Armed Forces of NATO Member and Partner Nations.

Data Collection

Data collection and analysis took place between February 2025 and December 2025.

This iteration of the Summary of National Reports analyzes data from two reporting periods, from 1 January 2023 to 31 December 2023, and from 1 January 2024 to 31 December 2024, aiming to fill an existing reporting gap and enable the IMS GENAD Office to return to yearly reporting.

In total, 28 Allied Member Nations² and 7 Partner Nations voluntarily provided data and information to the IMS GENAD Office. Contributing Nations were Albania, Belgium, Bulgaria, Canada, Croatia, Denmark, Finland, France, Germany, Greece, Hungary, Italy, Latvia, Lithuania, Luxembourg, Montenegro, The Netherlands, North Macedonia, Norway, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Türkiye, Sweden and the United Kingdom. All partaking Member Nations reported on both qualitative and quantitative data, albeit inconsistently throughout their submissions. Contributing Partners were Austria, Bosnia and Herzegovina, Ireland, Kazakhstan, Moldova, Serbia and Tunisia.

It is worth noting that both Finland and Sweden became NATO members during the reporting period; on 4 April 2023 and 7 March 2024, respectively. Finland is included in both the 2023 and 2024 NATO wide statistical analysis. For Sweden, while the qualitative data and analysis are not disaggregated, the quantitative data for both years was reported separately. Reflecting this, and the date of its accession to NATO, Sweden is therefore not represented in the 2023 NATO-wide statistics, but is included in the 2024 analysis.

In line with previous years, the Summary of National Reports collected both qualitative and quantitative data on Member and Partner Nations using a survey developed and distributed in English in a simplified Microsoft Excel format. The qualitative data was analyzed using Microsoft Excel. The data was then analyzed and compared to the previous year's submission, as shown by the percentage point change from one value to another. The questionnaire was designed to collect comparable statistical data on the progress and

² Türkiye reported to the IMS GENAD after the overall NATO analysis was already completed. For this reason, Türkiye is not included in the below analysis pertaining to NATO Member States.

challenges of implementing UNSCR 1325 and integrating gender perspectives in the national Armed Forces of NATO Member and Partner Nations. Please note that the term “NATO Member and Partner Nations” used throughout this report refers specifically to those nations that provided data for 2023 and 2024, rather than all NATO Members and Partners.

Limitations

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

Furthermore, each Member and Partner Nation organizes its military in unique ways, utilizing different language and terminology. While the implementation and use of NATO common language (NATOTerm) has helped to mitigate this to the greatest extent possible, there are still some terms or phrases that lack a standardized definition, resulting in inconsistencies and discrepancies in the overall product.

NATO Member Nations

2023

In 2023, the armed forces of NATO Member Nations were made up of an average of 13.4% women and 86.6% men (Figure 1.a). This is a 0.7% increase in the average of women in the armed forces of Allies compared to data from the 2022 reporting cycle. It is important to note that not all Member Nations reported quantitative data and different Member Nations report each year, which ultimately impacts this indicator.

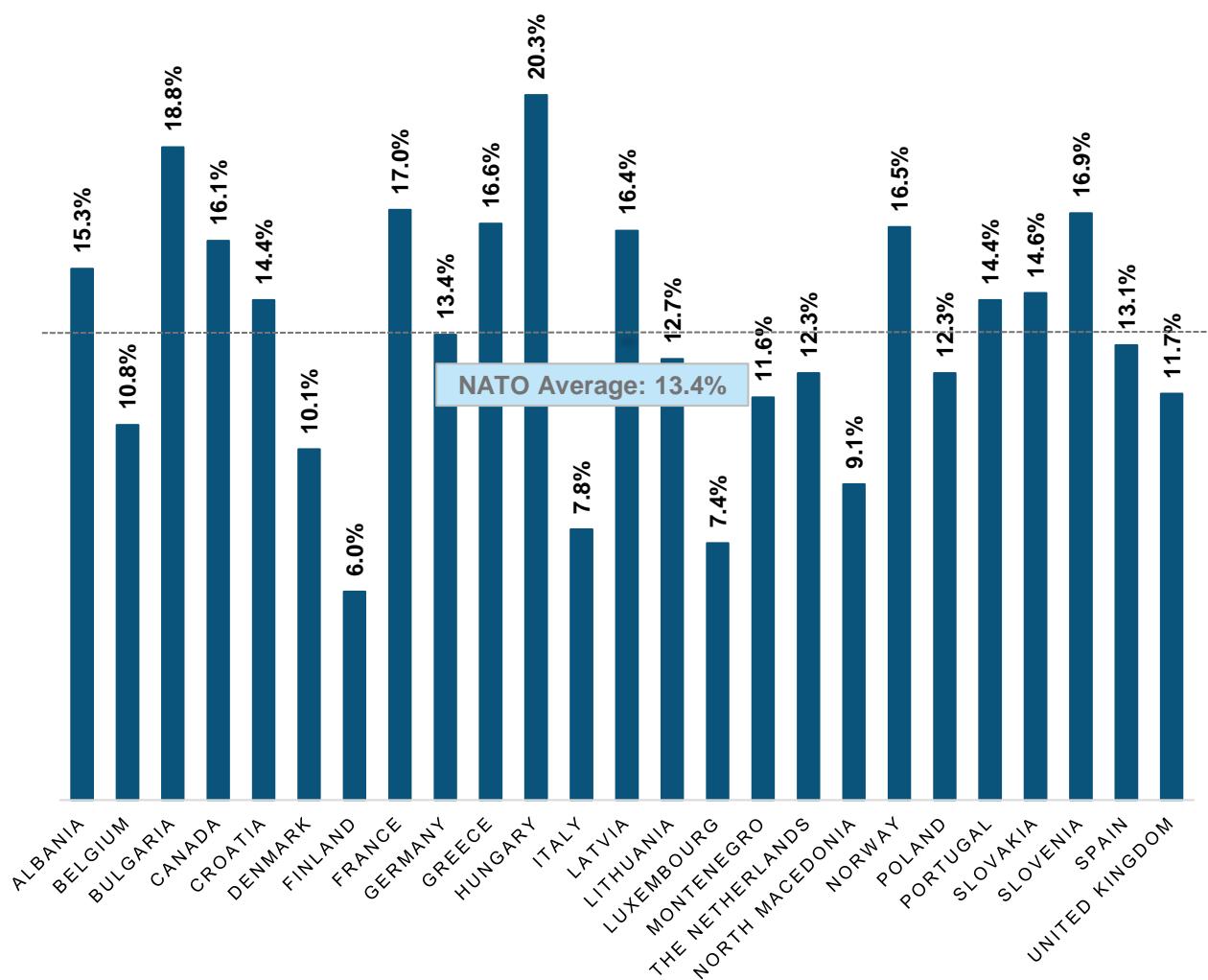


Figure 1.a. Average percentage of women in the armed forces of NATO Member Nations in 2023.

2024

In 2024, the armed forces of NATO Member Nations were made up of an average of 13.9% women and 86.1% men (Figure 1.a.1). This indicates a 0.5% increase in the average percentage of women in Allies armed forces from 2023.

For 2024, Sweden has been included in the data as a member nation, reflecting its ascension to the Alliance on 7 March 2024.

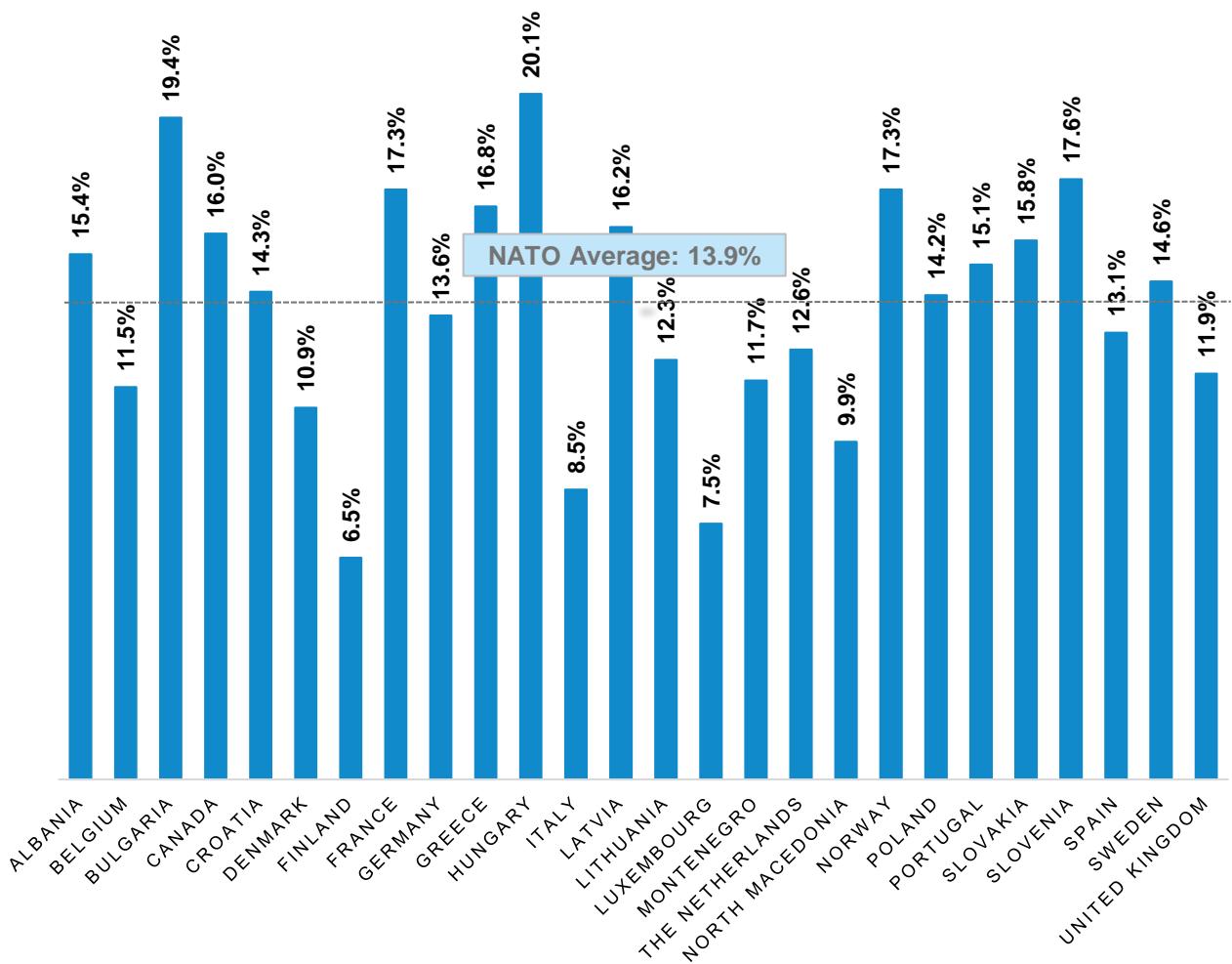


Figure 1.a.1. Average percentage of women in the armed forces of NATO Member Nations in 2024.

National Action Plans for Women, Peace and Security

The implementation of the WPS agenda remains a primarily national responsibility, encapsulated in the UNSCR 1325. National-level implementation of UNSCR 1325 and related resolutions through NAPs are encouraged. NAPs outline a government's approach and course of action to implement the WPS agenda, focusing on a diverse range of topics and priorities based on the pillars of UNSCR 1325.

96.3%
of reporting Allies have
adopted a NAP at least once

Among the 27 NATO Allies which submitted the survey for the 2023-2024 SNR³, 26 have adopted a NAP for WPS at least once in their history. This means that 96.3% of reporting NATO Member Nations have adopted a NAP for WPS at least once.

In 2023, among 26 reporting Member Nations, 23 had a valid indicate NAP, while two Allies had an expired NAP for the same reporting period. One reporting Member Nation had not yet adopted a NAP for WPS. Among the reporting Allies for the 2023 reporting cycle, six adopted a new NAP for WPS, namely Albania, Canada, Finland, Greece, Norway and the United Kingdom.

6
reporting Allies
adopted a new NAP
in 2023

88.5% of reporting Allies had a valid NAP in **2023**

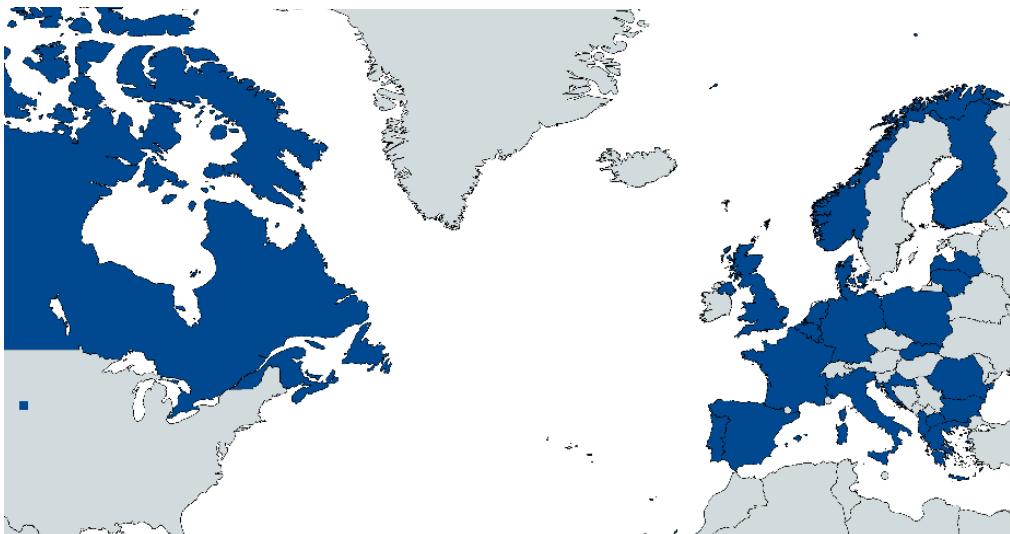


Figure 1.b. NATO Member Nations with a valid NAP for WPS during 2023.

Greece adopted its first ever NAP for WPS in 2023, marking a significant milestone in its continuous efforts to implement UNSCR 1325 nationally

³ For 2023, Sweden is accounted for in the Partners section and will not be considered in the analysis concerning NATO Allies, as its accession to NATO occurred in 2024.

In 2024, among 27 reporting Member Nations, 22 had a valid in-date NAP, while 3 Allies had an expired NAP during the same reporting cycle. 1 reporting Member Nation had not yet adopted a NAP for WPS.

81.5% of reporting Allies had a valid NAP in 2024



Figure 1.b.1. NATO Member Nations with a valid NAP for WPS during 2024.

2
reporting Allies
adopted a new NAP
in 2024

Additionally, 2 Allies adopted a new NAP for WPS in 2024, namely Luxembourg and Sweden.

*When reporting
NATO Member Nations
adopted their first NAP*



Recruitment and Retention

In 2023, of the 26 NATO Member Nations that reported:

- **38.5%** had the same standards and requirements for women and men when applying and recruiting into the national armed forces
- **57.7%** had policies or campaigns to promote recruitment of women in the military
- **61.5%** had a formal or informal network to support women in the military
- **76.9%** carried out exit surveys or had other methods to monitor women and men who leave the military
- **6 out of 26 Allies (23.1%)** had military conscription, of which 1 had gender-equal military conscription

In 2024, of the 27 NATO Member Nations that reported:

- **40.7%** had the same standards and requirements for women and men when applying and recruiting into the national armed forces
- **59.3%** had policies or campaigns to promote recruitment of women in the military
- **63%** had a formal or informal network to support women in the military
- **77.8%** carried out exit surveys or had other methods to monitor women and men who leave the military
- **7 out of 27 Allies (25.9%)** had military conscription, of which 2 had gender-equal military conscription

On average 19.3% of applicants to the armed forces of NATO Member Nations in 2023 were women, decreasing by 2.4 percentage points compared to 2022 and further decreasing by 0.3 percentage points in 2024 to 19%. The average number of female applicants recruited in the Armed forces of NATO Allies was 47.3% in 2023, compared to 41.2% of 2022, in 2024 this average dropped significantly to 37%. In 2023, an average of 81.2% of recruited women completed basic training, decreasing by 1.1 percentage points compared to the 82.3% reported in 2022. In addition, the average percentage of recruited women who completed basic training decreased slightly by 0.5 percentage points to 80.7%.

On average, 7.8% of female personnel left the armed forces across NATO Member Nations in 2023. The average percentage of male personnel departing active duty in the same reporting period was 9.1%. In 2024, 7.3% of female personnel left the armed forces across NATO Member Nations, representing a 0.5 percentage point decrease compared to the previous year. The average percentage of male personnel departing active duty was 8.8% in the same reporting cycle.

Work-Life Balance

In 2023, of the 26 NATO Member Nations that reported:

- **77%** had specific programmes or policies to support work-life balance for military personnel
- **61.5%** had special programmes or measures to support dual service couples
- **77%** had support options or facilitation measures for service duties for single, divorced or widowed parents
- **81%** had childcare policies

Part-time employment options were permitted by:

- **50%** of nations for childcare
- **38.5%** of nations for care for the elderly and the sick
- **31%** of nations for educational studies
- **19.2%** of nations for other reasons

Options for flexible service hours were permitted by:

- **69.2%** of NATO Allies for childcare
- **50%** of NATO Allies for care for the elderly and the sick
- **54%** of NATO Allies for educational studies
- **27%** of NATO Allies for other reasons

In 2024, of the 27 NATO Member Nations that reported:

- **78%** had specific programmes or policies to support work-life balance for military personnel
- **59.3%** had special programmes or measures to support dual service couples
- **74.1%** had support options or facilitation measures for service duties for single, divorced or widowed parents
- **78%** had childcare policies

Part-time employment options were permitted by:

- **52%** of NATO Allies for childcare
- **40.7%** of NATO Allies for care for the elderly and the sick
- **33%** of NATO Allies for educational studies
- **18.5%** of NATO Allies for other reasons

Options for flexible service hours were permitted by:

- **66.7%** of NATO Allies for childcare
- **48%** of NATO Allies for care for the elderly and the sick
- **52%** of NATO Allies for educational studies
- **26%** of NATO Allies for other reasons

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

Across 2023 and 2024, of the 26 NATO Member Nations that reported:

- **85.2%** had specific policies or legislation to prevent and respond to sexual harassment
- **74%** had an appointed person and/or team overseeing cases and allegations of sexual harassment
- **96.3%** had formal procedure, including complaint mechanisms, for personnel to report incidents and allegations of sexual harassment
- **89%** had programmes and/or trainings for the prevention of and response to sexual harassment
- **81.5%** had specific policies or legislation in place to prevent and respond to SEA
- **70.4%** had an appointed person and/or team overseeing cases and allegations of SEA
- **96.3%** had formal procedure, including complaints mechanisms, for personnel to report incidents and allegations of SEA
- **85.2%** had programmes and/or trainings for the prevention of and response to SEA
- **84.6%** included the identification of SEA risk factors and mitigation efforts in pre-deployment training, in line with the NATO SEA Policy

In 2023, 84.6% of reporting nations had procedures in place to investigate and pursue appropriate proceedings related to SEA. In 2024, this figure rose slightly to 85.2%. In addition, Member Nations were asked whether prevention and response to SEA had been integrated into Operational Planning. In 2023, 65.4% of reporting Allies confirmed integration, while in 2024 the proportion increased to 66.7%.

Internal – and to some extent external – complaints mechanisms for reporting incidents and allegations of sexual harassment and SEA are not standardized across Allies and remain highly inconsistent between Member Nations. Although this is a sensitive matter falling under national jurisdiction, reporting Allies nevertheless provided information on how they address allegations and cases of sexual harassment and SEA involving military personnel.

Based on the reports, three commonalities persist:

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

Education and Training

Integrating gender perspectives into education and training is a critical enabler for the comprehensive implementation of UNSCR 1325 tailored to NATO's mandate.

In 2023, **54%** of reporting Member Nations used the *NATO Gender Education and Training Package for Nations*. In 2024, this number slightly decreased to **52%**. However, when comparing these results to 2022, Allies who used the NATO education and training tool increased by **26 percentage points** over two reporting cycles.

69.2% of reporting Allies identified national gender perspectives-related trainings or education programmes in 2023. In 2024, the same indicator increased to **70.4%**. The IMS GENAD Office does not exercise oversight over all education and training initiatives conducted by Allies in their national capacity. However, some NATO Member Nations have standalone education programmes related to the WPS agenda and the integration of gender perspectives. Other NATO Allies integrate specific gender-related elements and topics – such as CRSV and SEA – across their national education and training efforts.

Notably, during the two reporting cycles:

- One member nation organized a training course on the cognitive domain specifically analyzing the use of gender as a tool to divide and polarize societies
- One member nation requires that all military personnel take the Gender-Based Analysis Plus Introduction course
- One member nation established a national version of the GFP training course to accommodate the demand of its forces
- One member nation contributed to the development of the UN French-language GFP course enhancing interoperability and effectiveness of education programmes
- Multiple Member Nations reported integrating gender perspectives into the curricula of their national Military Academies
- One member nation published a national handbook which aims at standardizing gender trainings across its defence and security institutions
- Two Member Nations' MFAs and MoDs collaborated to establish an international course linking defence, diplomacy, development, gender and human rights.

Most reporting NATO Member Nations rely on dedicated external entities to train their military personnel, including NCGM, ESDC and CMDR COE.

Gender Perspectives in Operations⁴

This section explores participation in operations among voluntary contributing troops from reporting Member Nations and examines the integration of gender perspectives into operational planning, pre-deployment and in-theatre training and military exercises.

Compared to 2022, the average number of women deployed on NATO operations rose from 7% to 8.6% in 2023, a further increase to 8.7% was registered in 2024. Women's participation in All Operations⁵ increased from 8.2% to 8.8% between 2022 and 2023. However, when comparing data on All Operations, there is a slight decrease in the number of women deployed. The average percentage decreased by 0.1 percentage points from 2023 to 2024 (8.8% to 8.7%).

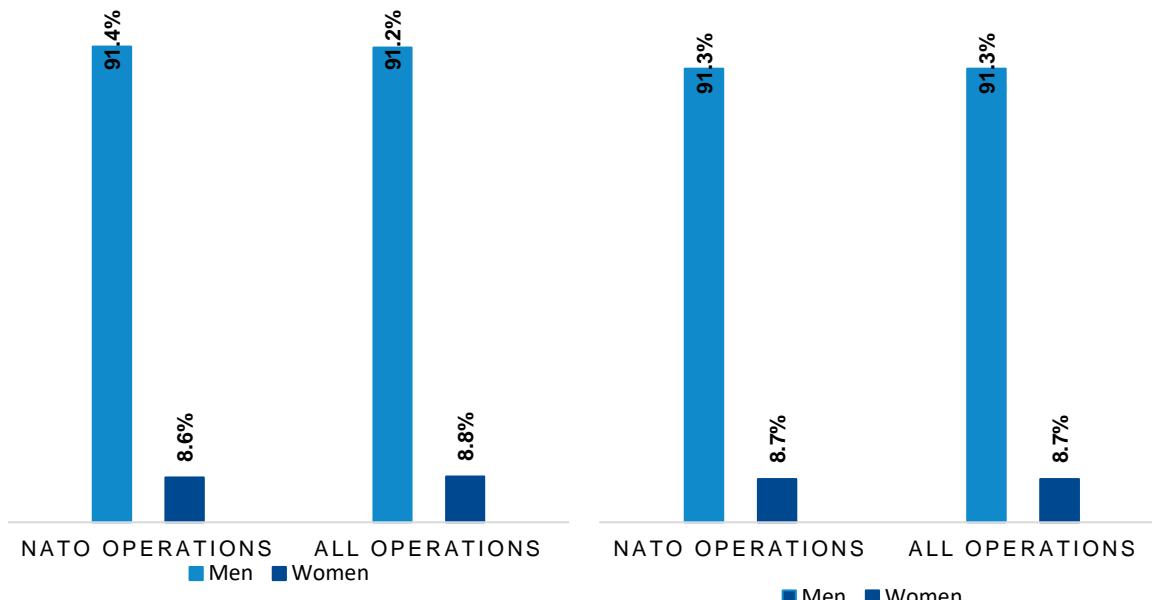


Figure 1.c. Average distribution of men and women in operations across NATO Member Nations in 2023.

Figure 1.c.1. Average distribution of men and women in operations across NATO Member Nations in 2024.

⁴ It is important to note that not all reporting Member Nations provide quantitative data related to military personnel deployed in operations. The sample size for the average distributions reported in this section is smaller than that used for other NATO-wide statistics in this report.

⁵ All Operations refers to deployment under the framework of the AU, the EU, the OSCE, NATO, UN Peacekeeping, Humanitarian Aid and Domestic operations.

In 2023, among NATO Member Nations:

- **77%** integrated gender perspectives into operational planning
- **88%** integrated gender perspectives into pre-deployment and in-theatre trainings as well as exercises

In 2024, among NATO Member Nations:

- **78%** integrated gender perspectives into operational planning
- **89%** integrated gender perspectives into pre-deployment and in-theatre trainings as well as exercises

Equipment, Infrastructure and Uniform Adaptation

This section examines how the military apparatus has been adapted to accommodate the needs of both women and men across the armed forces of NATO Member Nations. When referring to military equipment, this encompasses weapons, personal protective equipment, helmets, tanks, and aircraft. In the context of military facilities, it refers to the adaptation of sleeping quarters, bathrooms, showers and offices.

Based on data from reporting Allies, military equipment was adapted to meet the needs of both women and men in **38.5%** of Allies in 2023 and in **40.7%** of Allies in 2024.

In 2023, **92.3%** of reporting Member Nations adapted military facilities to accommodate the needs of both sexes. In 2024, the percentage rose slightly to **92.6%**.

NATO Member Nations also reported that their military uniforms have either been adapted to women's morphologies or are designed as unisex. The breakdown is as follows:

- **89%** for service uniforms
- **63%** for combat uniforms
- **33%** for special occupation uniforms
- **37%** for maternity uniforms

Average percentage of women in the armed forces of Member Nations over time

When comparing the average percentage of women in the armed forces of Member Nations over time, there is a consistent increase. Over 10 years, the average percentage increased by **3.5 percentage points** from **10.3%** to **13.9%**. This data testifies Allies' commitment to implementing WPS in their national armed forces. However, growth remains slow and inconsistent among NATO Member Nations.

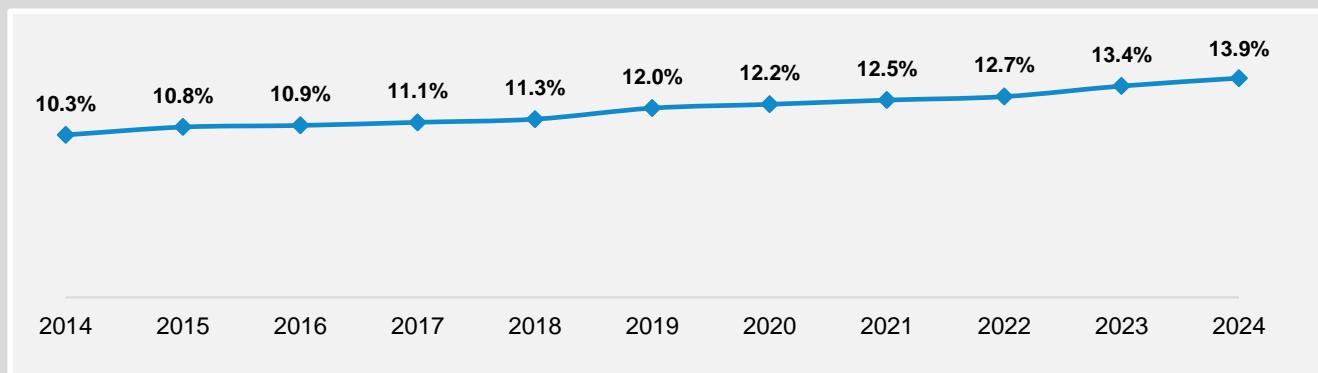


Figure 1.d. Average percentage of women in the armed forces of NATO Member Nations over time.

Distribution of women and men serving in the armed forces of NATO Member States by rank

As represented in Figure 1.e and Figure 1.e.1

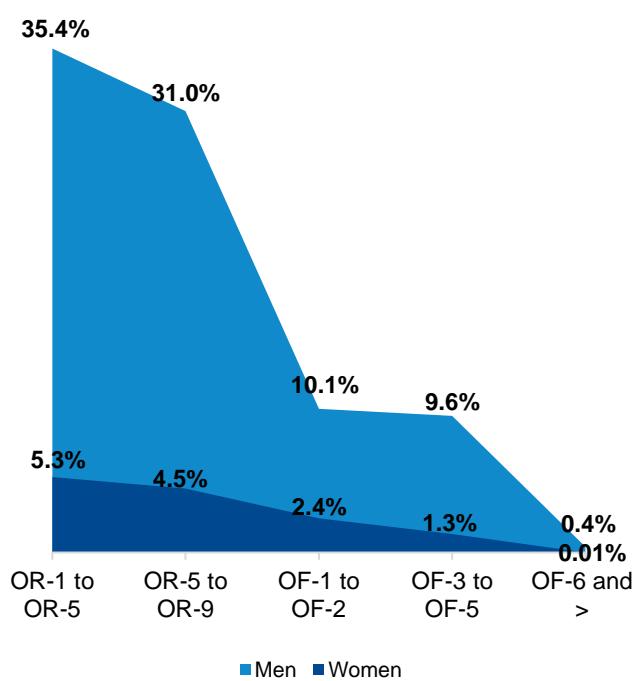


Figure 1.e. Average distribution of women and men in the armed forces of NATO Member Nations by rank in 2023.

In 2023, there was an increase in the average percentage of female NCOs, specifically **0.9%** in OR-1 to OR 5 and **0.5%** in OR-5 to OR-9, compared to the 2022 reporting cycle.

An overall decrease of women serving in officer ranks was recorded among reporting NATO member states in 2023. Notably, between 2022 and 2023, women in ranks ranging from OF-1 to OF-5 decreased by **0.5%**.

OF-1 to OF-2: 2.8% (2022) to 2.4% (2023)

-0.4 percentage points

OF-3 to OF-5: 1.4% (2022) to 1.3% (2023)

-0.1 percentage points

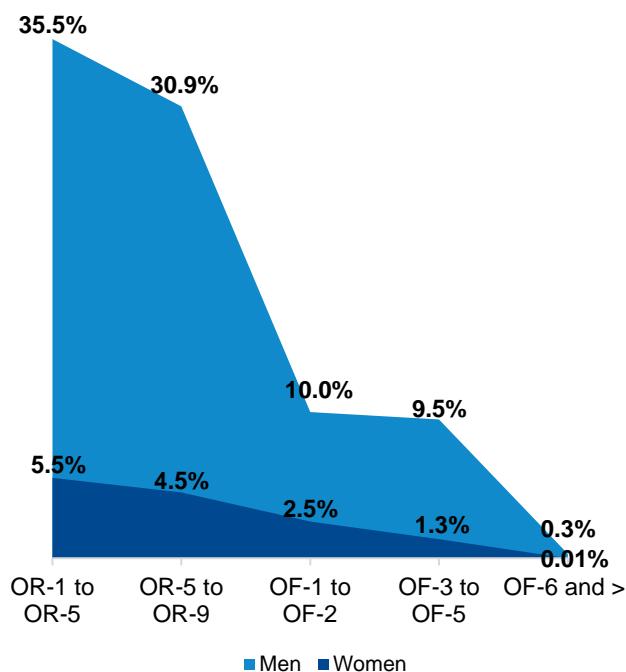


Figure 1.e.1. Average distribution of women and men in the armed forces of NATO Member Nations by rank in 2024

In 2024, women in ranks ranging between OR-1 to OR-5 further increased by 0.2 percentage points from **5.3%** to **5.5%**. There were no changes for OR-5 to OR-9 compared to 2023, remaining at **4.5%** of the average distribution of women and men by rank across NATO Allies.

Among officer ranks, only a slight increase by **0.1%** was recorded in OF-1 to OF-2 for 2024. All other rank categories have remained stagnant between 2023 and 2024.

When comparing the 2022 SNR with the 2024 reporting cycle, there was an increase in the representation of women in OR-1 to OR-9 across the armed forces of NATO Member Nations, reflecting an overall rise of 1.6 percentage points. As aforementioned, the proportion of women in OF-1 to OF-5 declined slightly by 0.4 percentage points. Female representation at OF-6 and above remains minimal, at **0.01%** across Member Nations armed forces.

Rank	2022	2024	Percentage-point (pp) change
OR-1 to OR-5	4.4%	5.5%	+1.1 pp
OR-5 to OR-9	4%	4.5%	+0.5 pp
OF-1 to OF-2	2.8%	2.5%	-0.3 pp
OF-3 to OF-5	1.4%	1.3%	-0.1 pp
OF-6 and >	0.01%	0.01%	0 pp

Figure 1.f. Percentage point change in women's representation across ranks in the armed forces of NATO Member Nations, 2023–2024.

Distribution of women and men serving in the armed forces of NATO Member States by branch

As represented in Figure 1.g and Figure 1.g.1

In 2023, the average percentage of women increased across all branches of the armed forces of NATO Member Nations compared to 2022 (Figure 1.g).

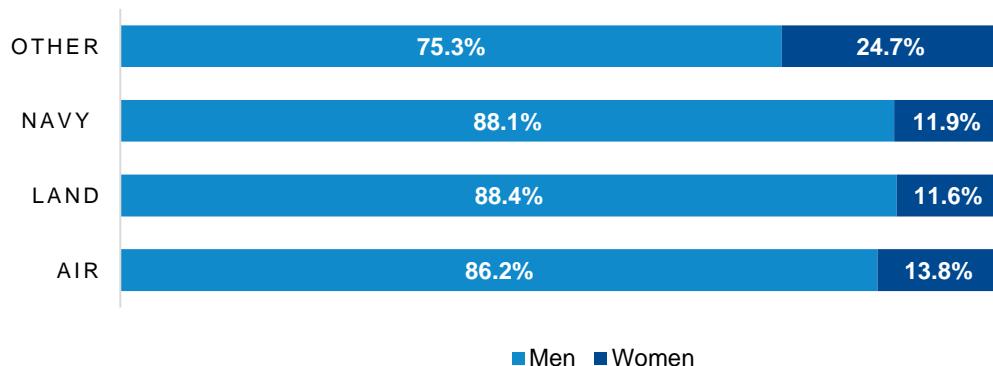


Figure 1.g. Average distribution of women and men by branch in NATO Member Nations armed forces in 2023.

In 2024, representation of women further increased across Air, Land and Navy, while a decrease of **0.7%** was recorded in 'Other' branches (Figure 1.g.1).

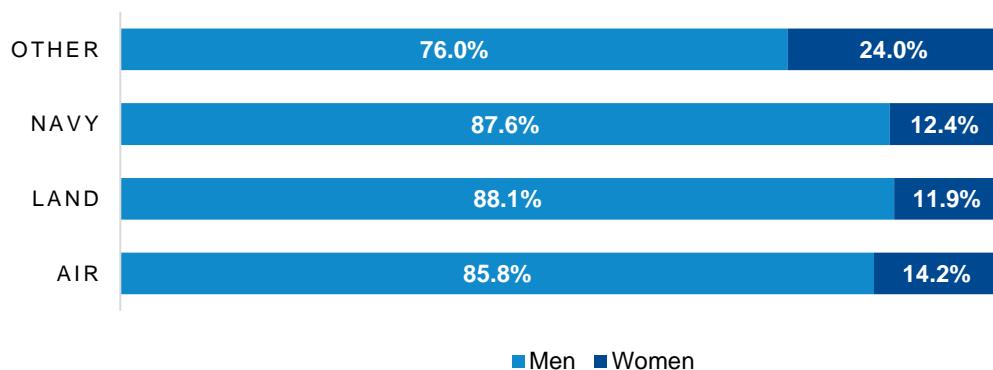


Figure 1.g.1. Average distribution of women and men by branch in NATO Member Nations armed forces in 2024.

Comparing the 2022 iteration of the SNR with the 2024 reported data, there has been an increase in the average percentage of women across all branches of the national armed forces of NATO member states. This indicator disaggregates the average distribution by both sex and branch and therefore differs from other results in this report, which are disaggregated only by branch.

OTHER: 23.4% (2022) to 24% (2024)
+0.6 percentage points
NAVY: 11.5% (2022) to 12.4% (2024)
+0.9 percentage points
LAND: 10.7% (2022) to 11.9% (2024)
+1.2 percentage points
AIR: 13% (2022) to 14.2% (2024)
+1.2 percentage points

Distribution by branch of women serving in the armed forces of NATO Member States

As represented in Figure 1.h. and Figure 1.h.1

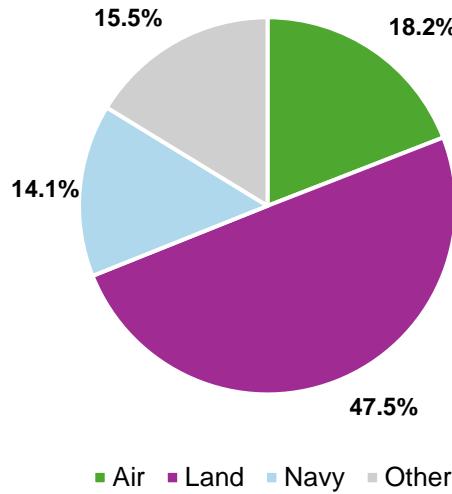


Figure 1.h. Average distribution of women by branch in NATO Member Nations armed forces in 2023.

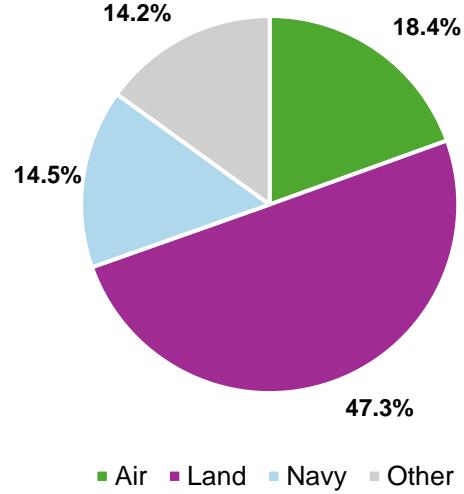


Figure 1.h.1. Average distribution of women by branch in NATO Member Nations armed forces in 2024.

The average distribution of women by service branch (Figure 1.h and 1.i) shows that on average nearly half of all women in the armed forces of NATO member states serve in the Land component (47.5% in 2023 and 47.3% in 2024).

Compared with 2022, increases were observed both in the Air (17.7% to 18.2%) and Land (45.8% to 47.5%) components by 2023. Over the same period, the Navy and Other categories declined by **0.3 percentage points** (14.4% to 14.1%) and **2.9 percentage points** (18.4% to 15.5%), respectively.

Between 2023 and 2024, the distribution of women across the armed forces of NATO Member Nations shifted, with increases in both Air (**0.2 percentage points**) and Navy (**0.4 percentage points**), while representation in Land and Other components declined. Specifically, the proportion of women serving in the Land component decreased marginally by **0.2 percentage points**, and the share serving in Other components fell from 15.5% to 14.2%.

Reserve Forces

This iteration of the SNR reintroduces the analysis of key statistics concerning reserve forces. NATO defines reservists as individuals who combine a civilian career with a military function and therefore play a crucial role in building bridges between military and non-military personnel across the Alliance.

NATO does not possess or directly control its own reserve forces; instead, it addresses reservist-related matters in cooperation with the NATO National Reserve Forces Committee, the Interallied Confederation of Reserve Officers and the Interallied Confederation of Medical Reserve Officers. Consequently, the data presented in this section reflect the national reserve forces of NATO Member Nations.



Over 800 soldiers from the British Army's 19th Light Brigade deployed to Germany for Exercise Rhino Heart 25 – the largest Army Reserve deployment overseas since the mid-1980s. Led by Brigadier Lisa Brooks, 19th Light Brigade is the British Army's only fully reservist brigade. Source: UK Army MoD

It is important to note that not all NATO Member Nations maintain reserve forces. For this iteration of the SNR, 18 of the 27 reporting nations submitted data on their reserve forces: Belgium, Bulgaria, Canada, Croatia, Denmark, France, Germany, Hungary, Italy, Latvia, Lithuania, the Netherlands, Norway, Slovakia, Slovenia, Spain, Sweden and the United Kingdom. For 2023 data, Bulgaria and Sweden are not included, as Bulgaria did report data for this section that year and Sweden joined NATO in 2024.

Throughout this section, references to 'reporting Member Nations' should be understood to mean the abovementioned Allies that submitted reserve force data for this specific category.

Average Percentage of Women in Reserve Forces across NATO Member Nations

As represented in Figure 1.i. and Figure 1.i.1

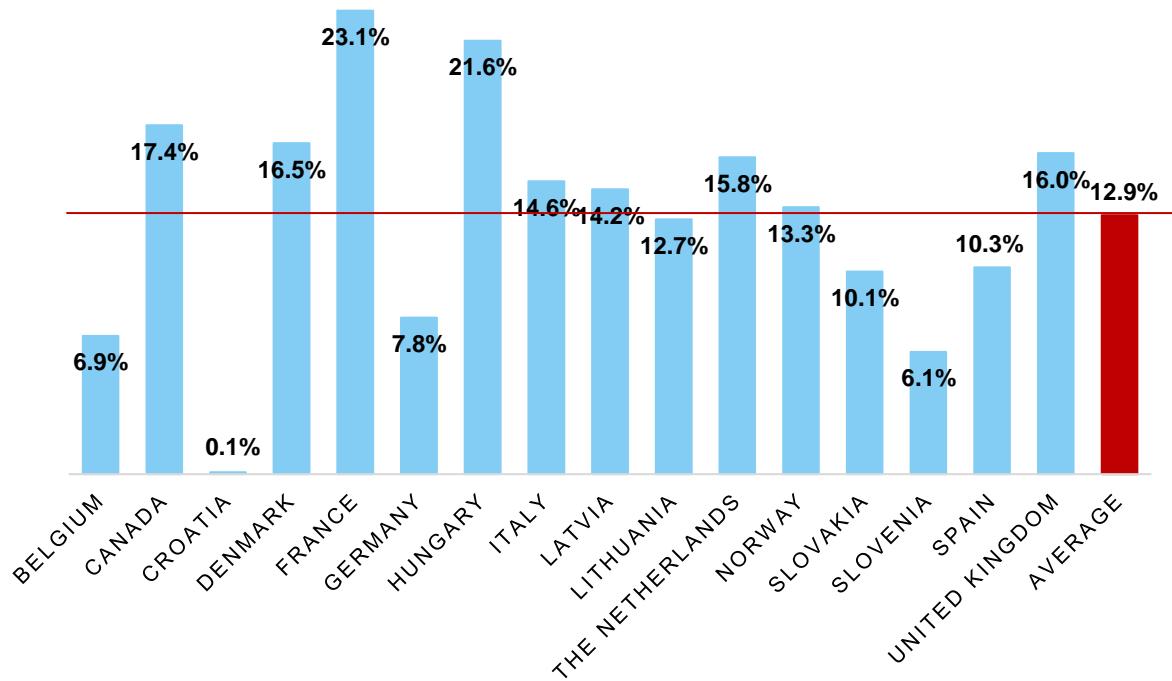


Figure 1.i. Average percentage of women in reserve forces across NATO Member Nations in 2023.

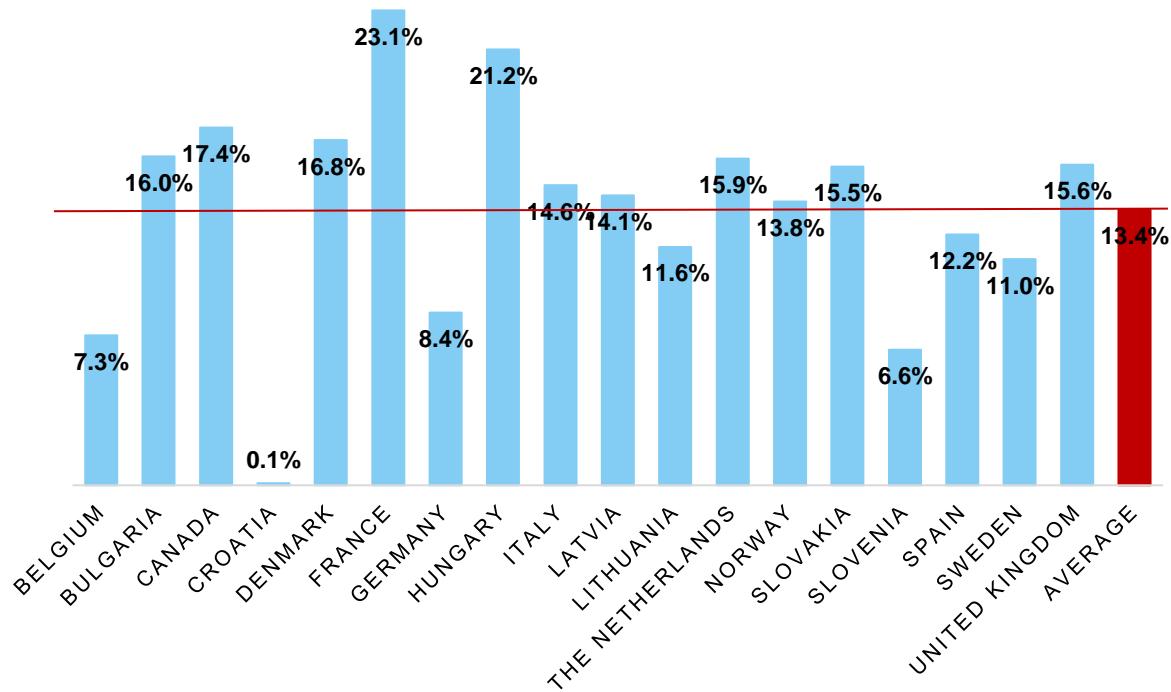


Figure 1.i.1. Average percentage of women in reserve forces across NATO Member Nations in 2024.

In 2023, the average percentage of women in reserve forces across NATO Member Nations was **12.9%** (Figure 1.i.). In 2024, this increased by **0.5 percentage points** to **13.4%** (Figure 1.i.1).

Average distribution disaggregated by sex and rank in reserve forces across NATO Member Nations

As represented in Figure 1.j. and Figure 1.j.1.

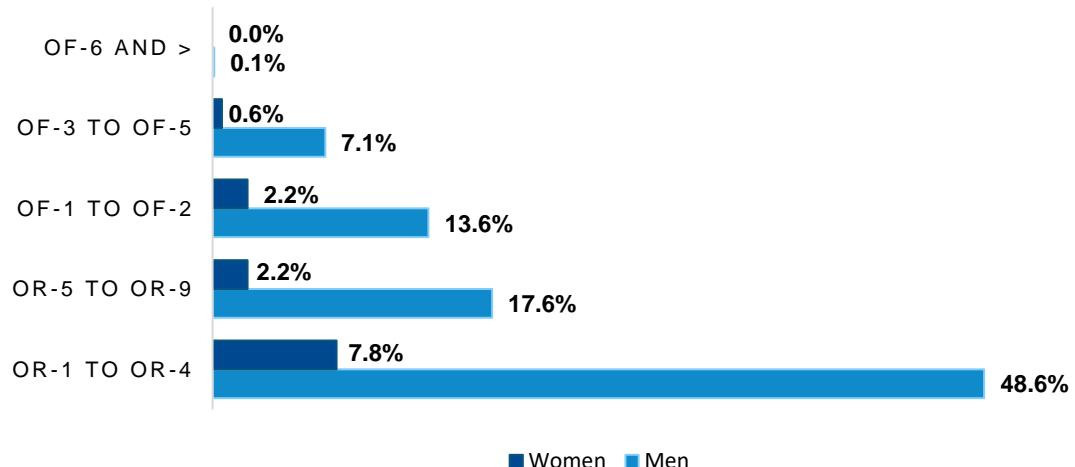


Figure 1.j. Average percentage of distribution of women and men in reserve forces across NATO Member Nations by rank in 2023.

In 2023, reservist women mostly served in ranks ranging from OR-1 to OR-4 (7.8%).

In 2024, representation of women across NATO Allied reserve forces grew by 1% in OR-1 to OR-4 ranks (7.8% to 8.8%). However, across NATO Allied reserve forces, women in OR-5 to OR-9 ranks declined by 0.1 percentage points. Differences recorded in officer ranks from 2023 to 2024 were a 0.3 percentage points decrease in women serving in OF-1 to OF-2 and a 0.1 percentage points decrease in women serving in OF-3 to OF-5.

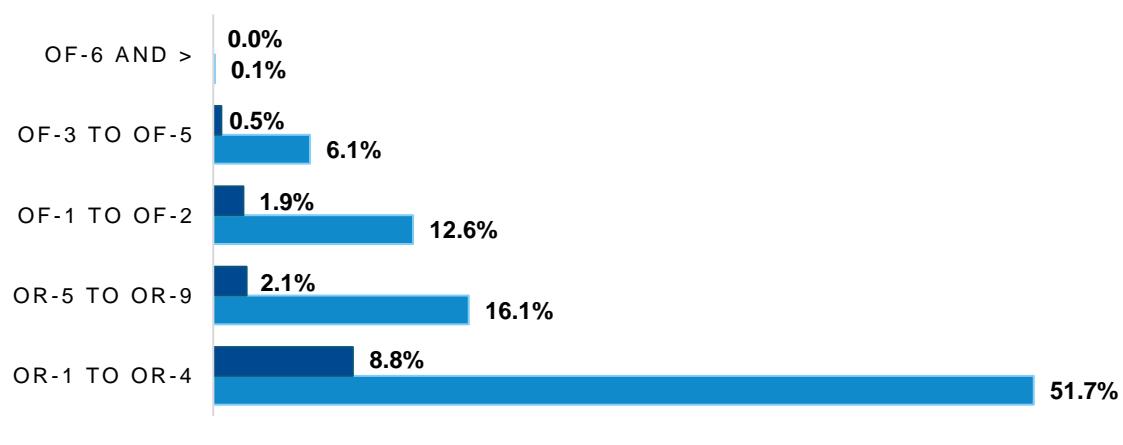


Figure 1.j.1. Average percentage of distribution of women and men in reserve forces across NATO Member Nations by rank in 2024.

Average distribution of women and men in reserve forces across NATO Member Nations by branch

As represented in Figure 1.k. and Figure 1.k.1

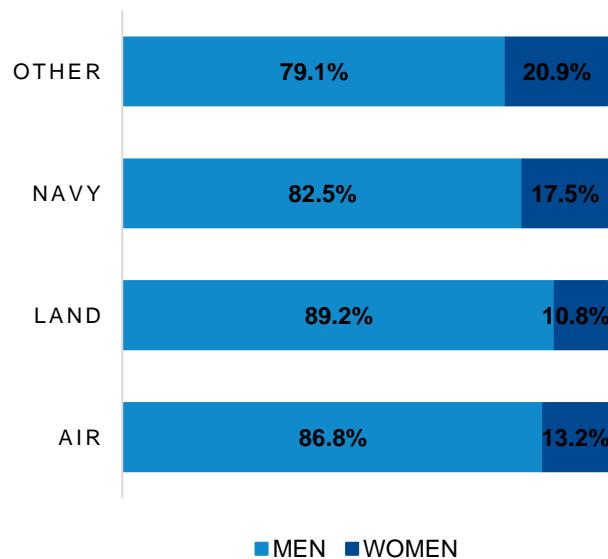


Figure 1.k. Average percentage of distribution of women and men in reserve forces across NATO Member Nations by branch in 2023.

In the distribution disaggregated by sex and branch, women in reserve forces across NATO Allies served predominantly in the Other category in both 2023 and 2024 (Figure 1.k and 1.k.1).

Three of the four branches recorded growth over the 2023-2024 reporting cycle. The Navy component of the reserve forces of NATO Member Nations remained unchanged in women's representation between 2023 and 2024.

The following changes were recorded:

OTHER: 20.9% (2023) to 21% (2024)

+0.1 percentage points

LAND: 10.8% (2023) to 12% (2024)

+1.2 percentage points

AIR: 13.2% (2023) to 13.8% (2024)

+0.6 percentage points

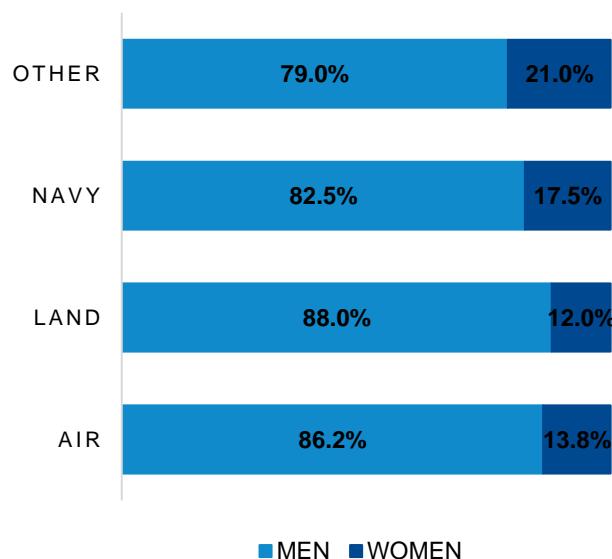


Figure 1.k.1. Average percentage of distribution of women and men in reserve forces across NATO Member Nations by branch in 2024.

Average percentage of distribution of women in reserve forces across NATO Member Nations by branch

As represented in Figure 1.I. and Figure 1.I.1

Figure 1.I. and 1.I.1 show the average percentage of women disaggregated by branch serving in reserve forces of NATO Member Nations. This indicator shows the distribution variation across branches of reserve forces by keeping sex constant, i.e. only women.

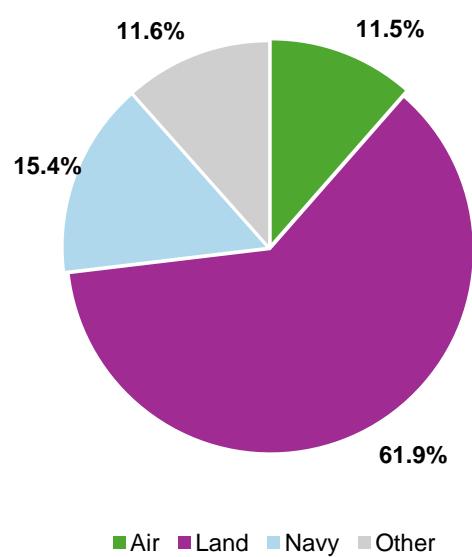
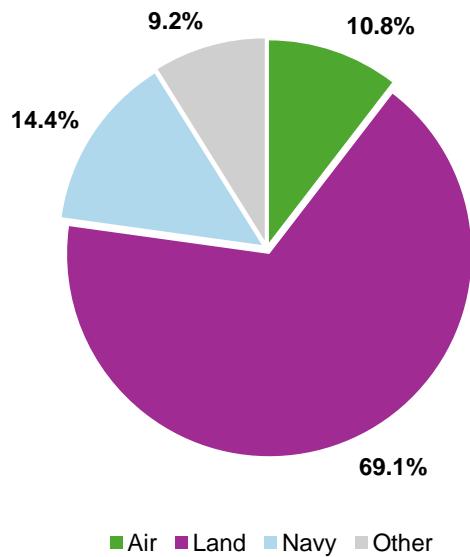


Figure 1.I. Average percentage of distribution of women in reserve forces across NATO Member Nations by branch in 2023.

Figure 1.I.1. Average percentage of distribution of women in reserve forces across NATO Member Nations by branch in 2024.

On average, most women in reserve forces serve in the Land component across both reporting cycles, accounting for **69.1%** of the total in 2023 and **61.9%** in 2024. This decrease of **7.2 percentage points** in the Land component is reflected in corresponding increases across all other categories.

Between 2023 and 2024, the distribution of women rose across the remaining three branches of reserve forces among reporting NATO Member Nations, indicating a growing diversification in the range of branches that women are joining within the reserves:

AIR: 10.8% (2023) to 11.5% (2024)
+0.7 percentage points

LAND: 69.1% (2023) to 61.9% (2024)
-7.2 percentage points

NAVY: 14.4% (2023) to 15.4% (2024)
+1.0 percentage points

OTHER: 9.2% (2023) to 11.6% (2024)
+2.5 percentage points



NATO MEMBER NATIONS



ALBANIA

Successes Stories

- Adopted a new NAP on WPS for 2023–2027.
- Increased women's visibility in international missions through senior female appointments in KFOR leadership positions.
- Maintained a woman in the role of Deputy Chief of Defence at Major General rank, the highest position held by a woman in the Albanian Armed Forces.

Key challenges

- Persistent difficulty for women to be recognized as equal to male counterparts, even when holding high-ranking command and leadership roles.

Overview

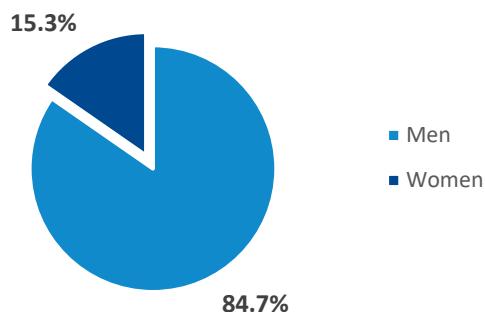


Figure 2.a. Percentage of women in the Albanian Armed Forces in 2023.

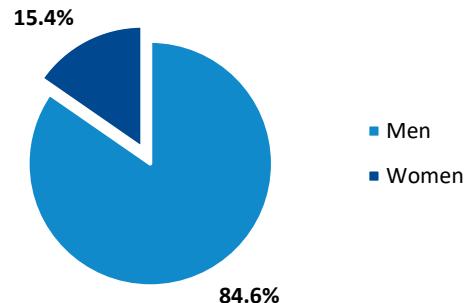


Figure 2.a.1. Percentage of women in the Albanian Armed Forces in 2024.

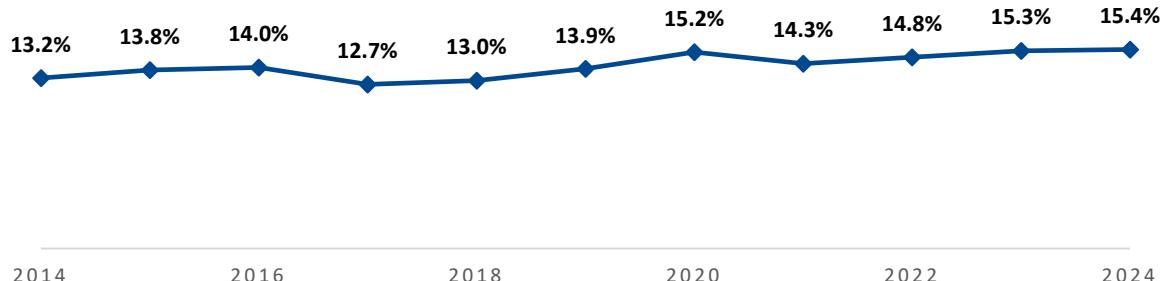


Figure 2.b. Percentage of women in the Albanian Armed Forces over time.

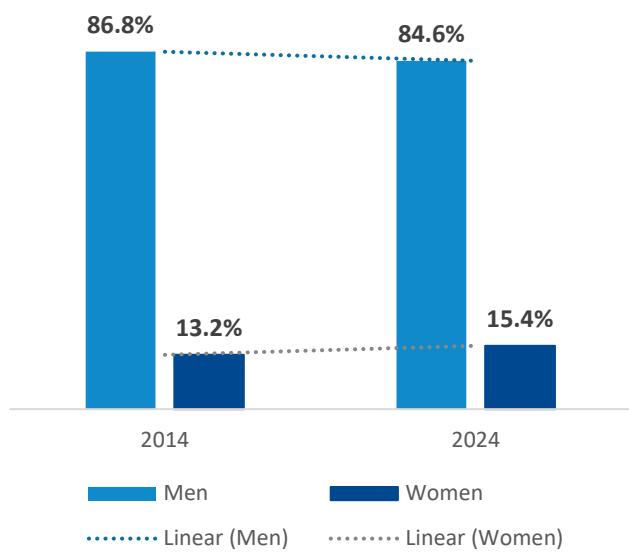


Figure 2.c. Trend in composition in the Albanian Armed Forces between 2014 and 2024 reporting periods.

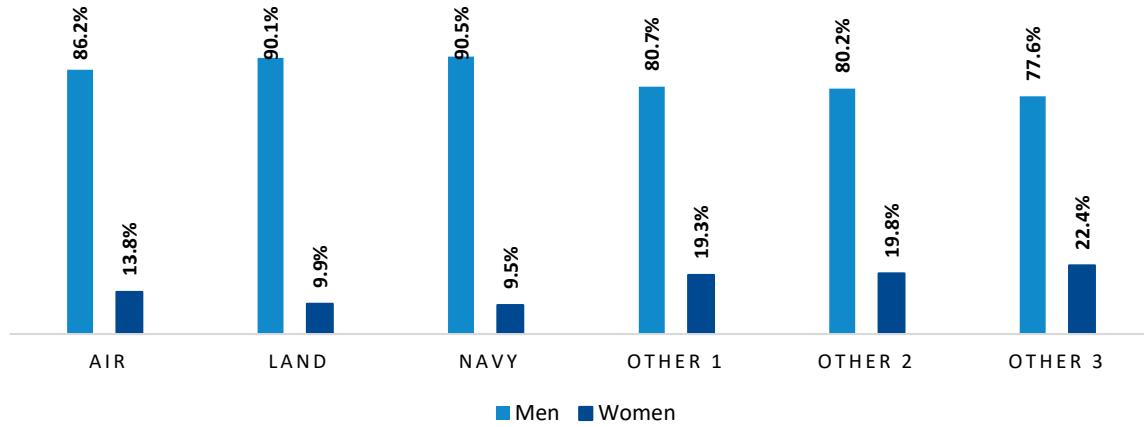


Figure 2.d. Distribution of women and men by branch of the Albanian Armed Forces in 2023.

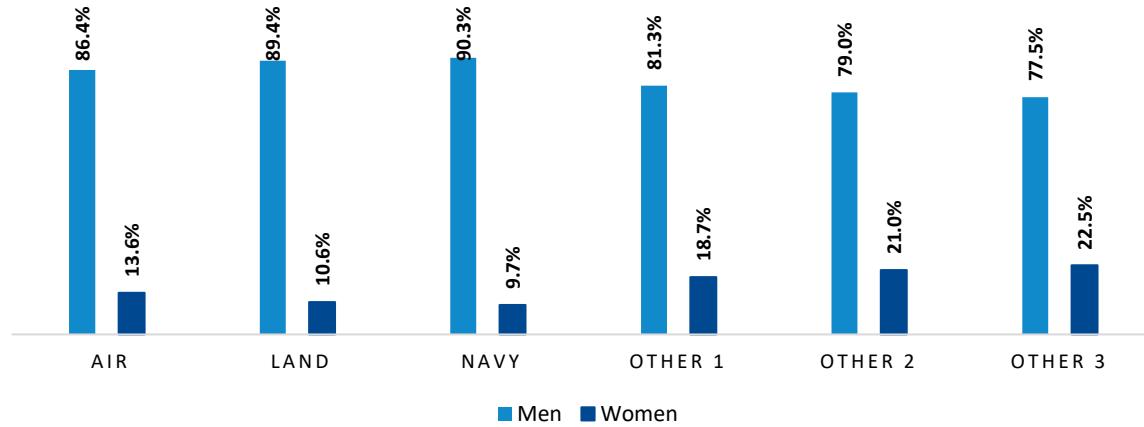


Figure 2.d.1. Distribution of women and men by branch of the Albanian Armed Forces in 2024.

In 2023, Albania recorded an increase of 0.5 percentage points of women in its National Armed Forces compared to the 2022 reporting period. The Albanian Armed Forces were composed of 15.3% women and 84.7% men in 2023 (Figure 2.a). In 2024, a further increase of 0.1 percentage points was registered, increasing to 15.4% (Figure 2.b). This number represents the highest share of women in the Albanian Armed Forces recorded over the timespan of the last 10 reporting cycles (Figure 2.c).

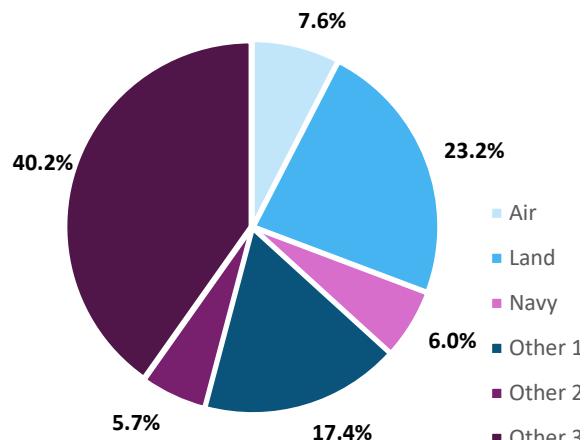


Figure 2.e. Distribution of women by branch of the Albanian Armed Forces in 2023.

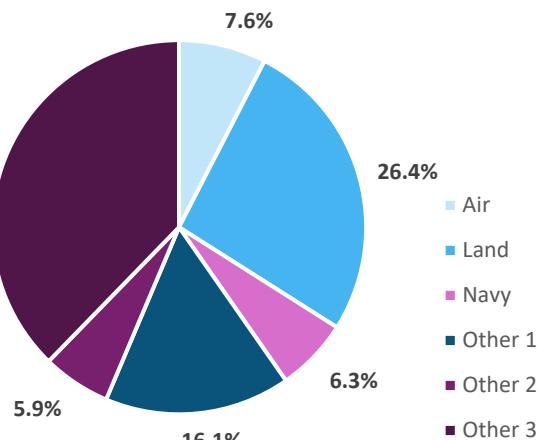


Figure 2.e.1. Distribution of women by branch of the Albanian Armed Forces in 2024.

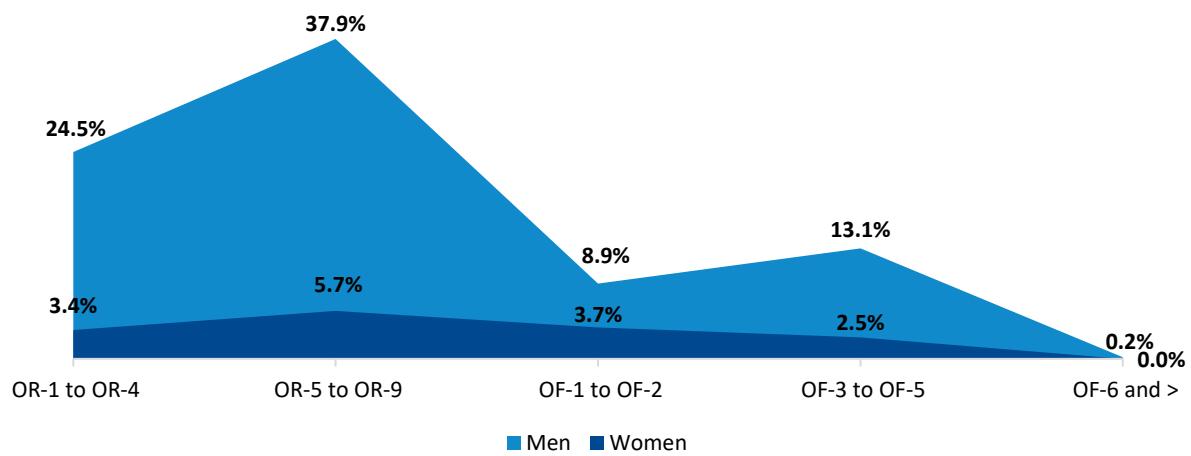


Figure 2.f. Distribution of men and women in the Albanian Armed Forces by rank in 2024.

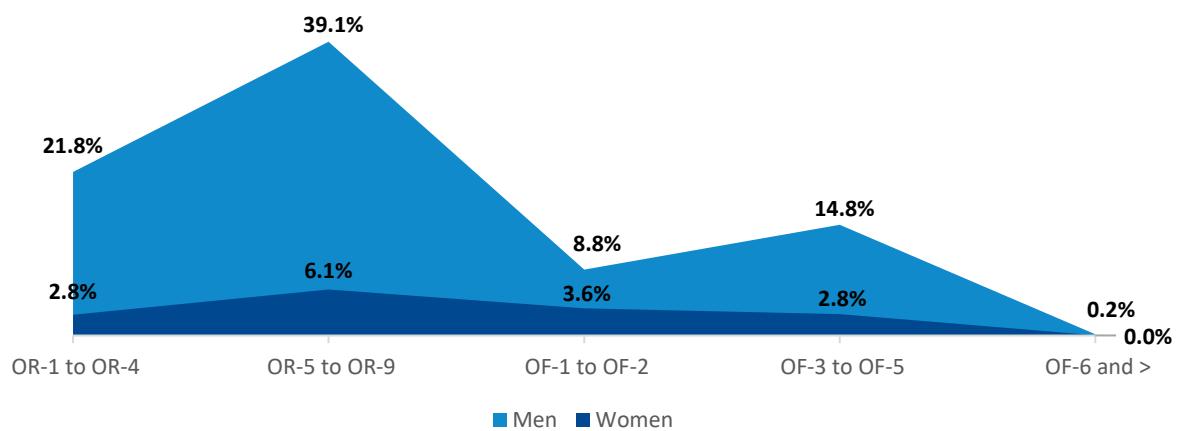


Figure 2.f.1. Distribution of men and women in the Albanian Armed Forces by rank in 2023

New Policies and Initiatives to Implement UNSCR 1325

Albania's first NAP on WPS covered the period 2018-2020, but remained in force to cover 2020-2023 when the country did not have a new NAP. The plan aimed to enhance women's participation in the security sector, improve policy frameworks and establish protective measures for women affected by conflicts.

In December 2023, Albania adopted its second NAP 2023-2027 on WPS. Albania's second NAP was developed with the active involvement of different governmental bodies, civil society organizations and international partners. Specifically, NAP 2023-2027 aims to:

- a. Enhance women's participation in security and defence, including in peacekeeping and international security forums
- b. Review national security and defence procedures to integrate gender perspectives
- c. Conduct awareness campaigns on women's rights and gender equality legislation
- d. Increase the representation of women in leadership roles within the Armed Forces

The new plan also underscores Albania's active commitment to align with NATO's commitments to gender equality in peace and security.

No specific policies, legislation or initiatives were adopted in 2024 concerning the integration of gender perspectives in the National Armed Forces. Nevertheless, Albania made significant efforts to strengthen gender equality across the public and private sectors, including the military, through the initiation of the review process for the 2008 Gender Equality Law.

During 2023 and 2024, the Albanian Armed Forces continued following the targeted intervention ordered by the Minister of Defence in May 2022. The "Action Plan for Gender Equality 2022-2030 in the Armed Forces" is the implementation strategy that translates and tailors the NAP to the mandate and functions of the MoD and the National Armed Forces. This national strategy focuses on enhancing women's leadership positions in the military, increasing their participation in missions and operations and boosting their representation in NATO command and force structures.

Albania does not have any restrictions in place for active-duty occupations for women in the Armed Forces, nor for leadership positions, including operational commanding ones. While Albania does not have a target and/or quota for the percentage of women and men in its Armed Forces, the Albanian Armed Forces aim to increase the promotion of female soldiers to position of commanders in all level of command, direction, missions and operations by 1% per year.

Albania has implemented several initiatives to support the advancement of women in military leadership positions. For instance, the Albanian Armed Forces have implemented a mentorship programme that connects experienced female officers with those who aim to advance their careers. This initiative aims to foster leadership examples for younger servicewomen and enhance their professional development. In March 2023, servicewomen took part of the "Security Challenges in Europe – Women, Peace and Security" forum in Tirana which trained them on peace and security issues. During 2024, the Albanian Armed Forces collaborated with the New Jersey National Guard to host a multi-day event for International Women's Day. Further, UN Women Albania organized a five-day Training of Trainers program in September 2024. This course certified 14 trainers among servicewomen, enhancing women's active participation for leadership positions.

Albania has a military entity responsible with monitoring and overseeing the integration of gender perspectives and implementation of the WPS Agenda in its national armed forces.

This function falls under the remit of the Directorate of HR Management of the MoD, as well as the Personnel Directorate of the General Staff of the Armed Forces. The main tasks allocated to this entity include monitoring and implementing policies concerning gender equality, and periodically report statistics on the inclusion of women in military duties.

Recruitment and Retention

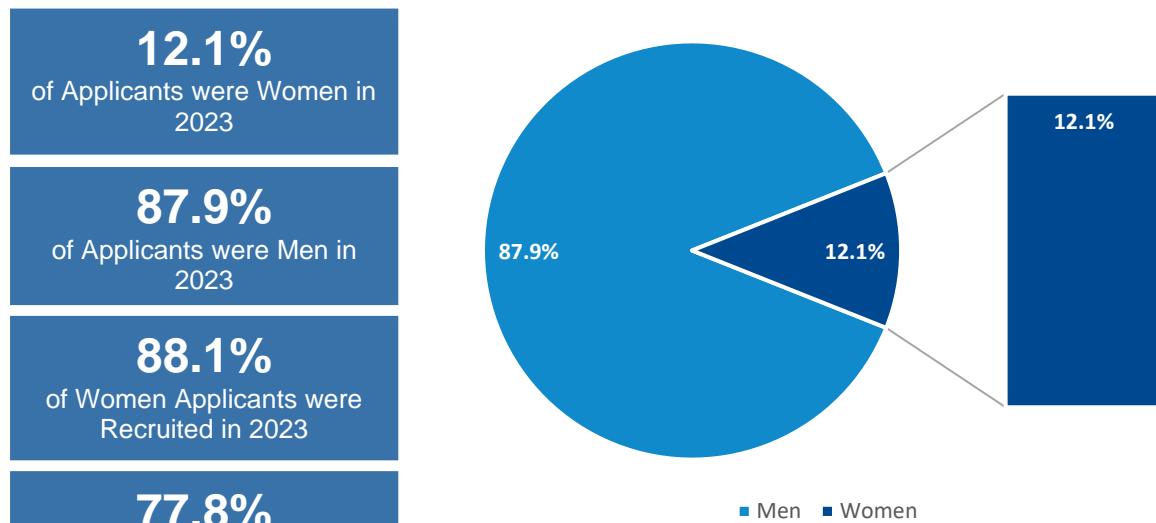


Figure 2.g. Percentages of women and men applying for the Albanian Armed Forces in 2023.

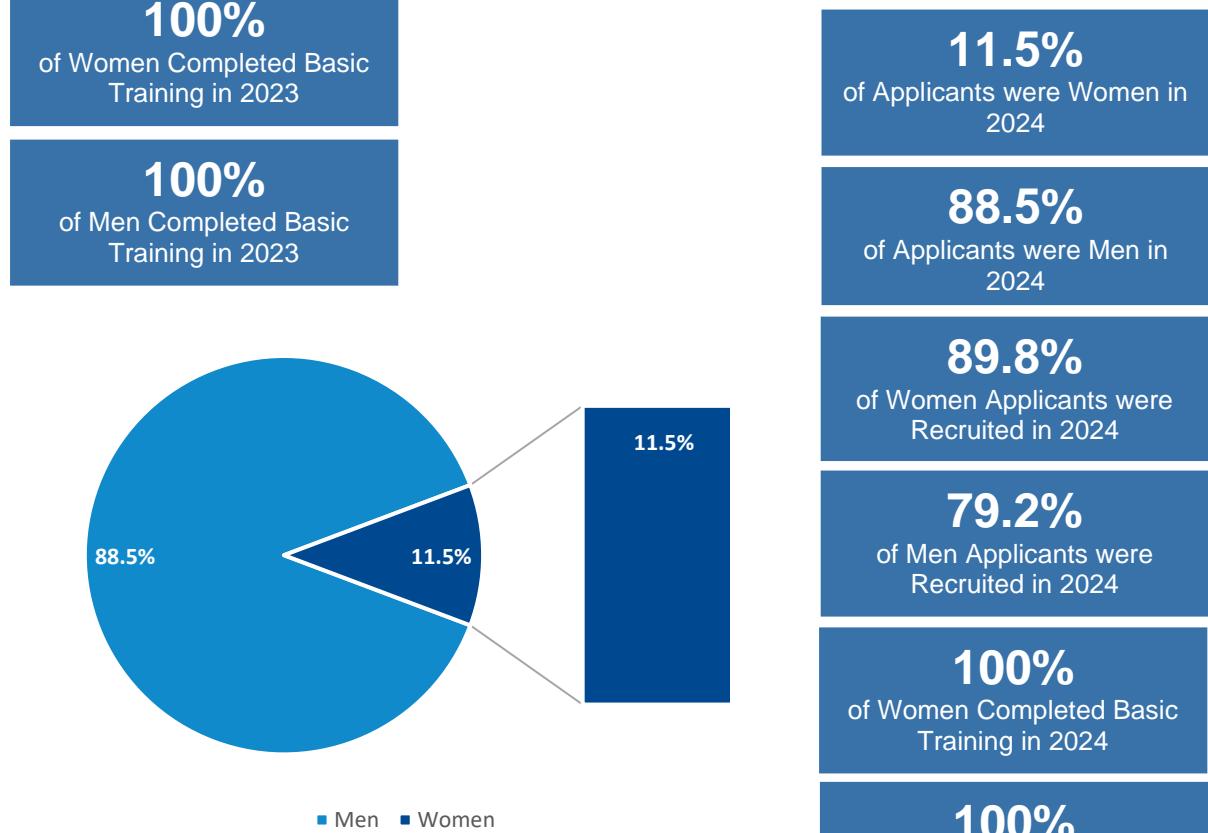


Figure 2.g.1. Percentages of women and men applying for the Albanian Armed Forces in 2024.

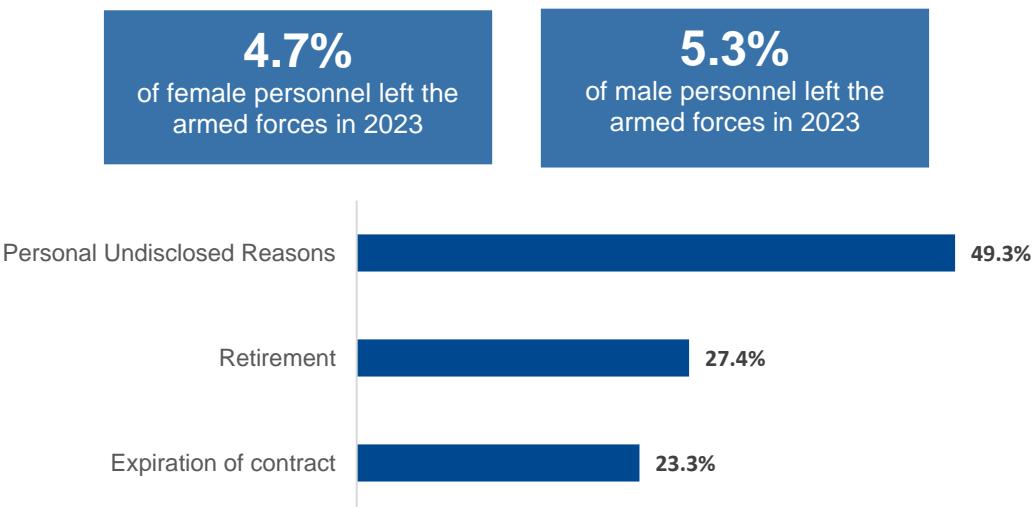


Figure 2.h. Percentages of female personnel who left the Albanian Armed Forces by reason for leaving in 2023.

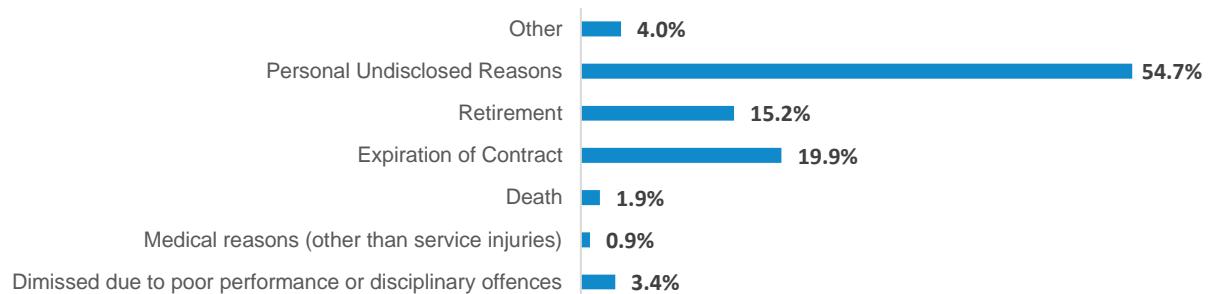


Figure 2.h.1. Percentages of male personnel who left the Albanian Armed Forces by reason for leaving in 2023.

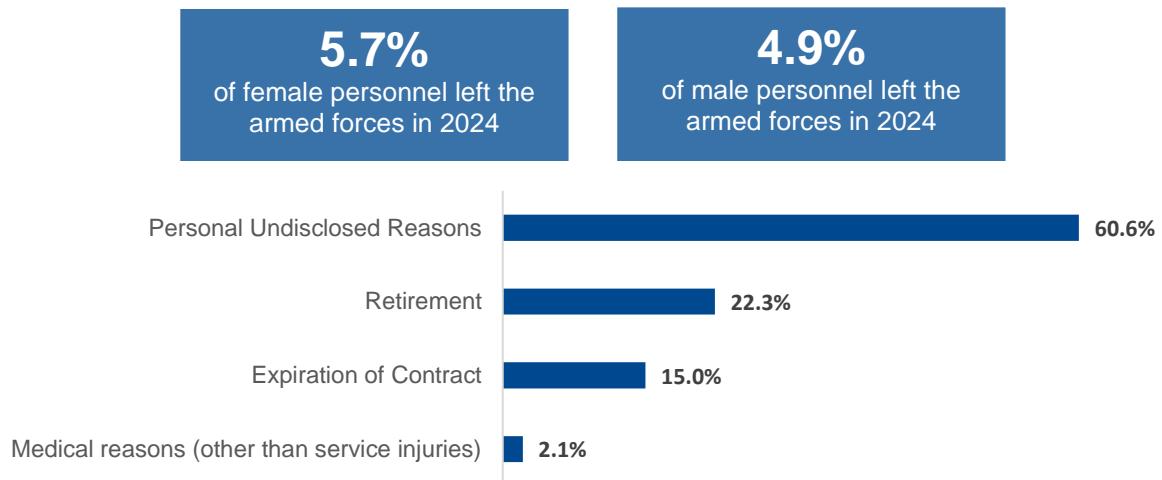


Figure 2.i. Percentages of female personnel who left the Albanian Armed Forces by reason for leaving in 2024.

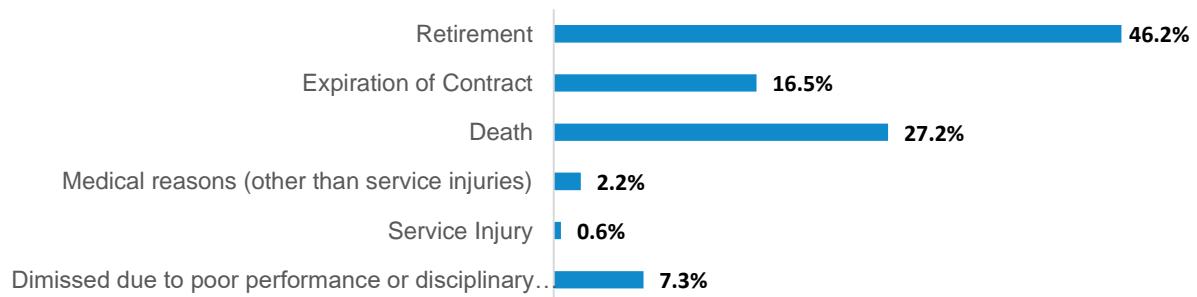


Figure 2.i.1. Percentages of male personnel who left the Albanian Armed Forces by reason for leaving in 2024.

The core requirements for application and recruitment into the armed forces are the same for women and men. There remain differences in some of the physical standards, e.g., the height requirement.

The Albanian Armed Forces have a recruiting strategy to attract talent to join the military. The strategy includes:

- Salary increase and benefits – The Albanian government approved a significant salary increase for all active military personnel to enhance competitiveness of military career and attract more recruits.
- Recruitment campaigns – A nationwide campaign was launched advertising the application process available on official governmental websites and specific regional offices.
- Educational and training programs – The Albanian Armed Forces introduced a 4-year academic cycle based on the West Point model, aimed at developing advanced security and defence skills and enhancing professional growth.
- Community Engagement – The Albanian Armed Forces organized open days and outreach events to raise awareness of military career opportunities, especially targeting the youth.

Albania has taken some measures regarding retention throughout 2023 and 2024. Besides the salary increase approved by the government in 2023, special financial incentives were introduced for specialized units, such as special forces, as well as for other critical roles like commanders, search and rescue units and military medical staff. In 2024, Albania approved a draft law to establish reserve forces which are critical to enable rapid response during emergencies.

Retention measures specifically targeting women are included in the MoD National Strategy on Gender Equality 2021-2030 and NAP 2023-2027. These include enhancing women's leadership in the military, increasing women's participation in missions and operations and in NATO command and force structures, and strengthen policy against sexual harassment.

Work-Life Balance

Parental leave is an individual right for each parent in Albania and it generally non-transferable, except in cases of the death of one parent. Maternity leave amounts to a total of 52 weeks, while paternity leave was not specified.

Albania does not have specific laws or provisions focusing on promoting work-life balance. Family-friendly policies, including flexible working arrangements and teleworking, are not widely implemented within the Albanian Armed Forces. Further, flexible working hours are only foreseen for childcare among military personnel.

There are no formal policies or programme implemented by the Albanian Armed Forces concerning support to dual-service couples. However, Albania does have support options in place for single parents, divorced parents and widows/widowers. Additional financial support is available for all the abovementioned categories, especially in cases of illness or emergencies. Military personnel with dependent families are eligible for housing options as part of the National Armed Forces' efforts to enhance welfare of its personnel. Support includes transferability of a pension to the spouse raising children upon a service member's death. Further, social care services are foreseen by the MoD to support military families. This includes assistance to spouses who lost their jobs when relocation is required for military service.

As of 2024, the Albanian Armed Forces have implemented several childcare policies to support military personnel. These include policies on:

- Breastfeeding breaks during duty hours;
- Flexible service hours to help balance work and family commitments;
- Free education and scholarship for higher education for children of military personnel who lost their lives in duty;
- Financial support for children of military personnel assigned abroad;
- Free artistic and sports programs for members of the National Armed Forces' children;
- A dedicated centre with specialized support for children of military personnel diagnosed with autism.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

The MoD follows a policy that clearly defines sexual harassment and violence, establishing preventing measures and detailing procedures for reporting and addressing incidents within the Armed Forces. The policy also specifies sanctions and disciplinary actions against perpetrators which reinforces the zero-tolerance approach of the Albanian Armed Forces. Further, this policy established mechanisms for regular monitoring and evaluation, assessing the effectiveness of the implemented measure and allowing necessary adjustment to be timely executed.

The Albanian Military Police is responsible to oversee allegations of sexual-related offences. Their duty encompasses the detection, prevention and prosecution of criminal activities committed by military personnel. The Albanian military police is tasked with safeguarding the life, health and dignity of service members, intervening to prevent acts of misconduct and ensuring adherence to military law and discipline.

Curricula on 'Equal Opportunities and Gender Equality', 'Sexual Harassment', 'Preventing and Responding to Sexual Harassment/Assault/Bullying' are included in both the Military Academy and the Education and Professional Centre for Non-Commissioned Officers. Further, awareness-raising programs and trainings are regularly organized for the Armed Forces on recognizing, preventing and responding to SEA.

Sexual harassment and its consequences are an integral part of the redeployment trainings destined to military personnel deploying to missions and operations.

Albania reported that its formal procedure to report incidents and allegations for sexual-related offences include a multi-stakeholder effort in monitoring the situation, including Commanders, LEGADs, Crime Inspectors and psychologists. The formal procedure for allegations of sexual-related offences follows four phases:

1. Preliminary evaluation of complain
2. Investigation/Questioning
3. Conclusion of investigation
4. Disciplinary action

The formal procedure starts no later than 15 calendar days from the preliminary evaluation of the case and lasts no more than 30 calendar days. Individuals found guilty of SEA face strict disciplinary measure which include dismissal, prosecution and other legal actions in accordance with Albanian law. These procedure in place are designed to ensure accountability and maintain the integrity of the Albanian Armed Forces.

Education and Training

Albania reported using all modules of the *NATO Gender Education and Training Package for Nations*, rating it "incredibly useful" for the professional development and career

advancement of its military personnel.



Figure 2.j. National gender advisory structure in 2023.

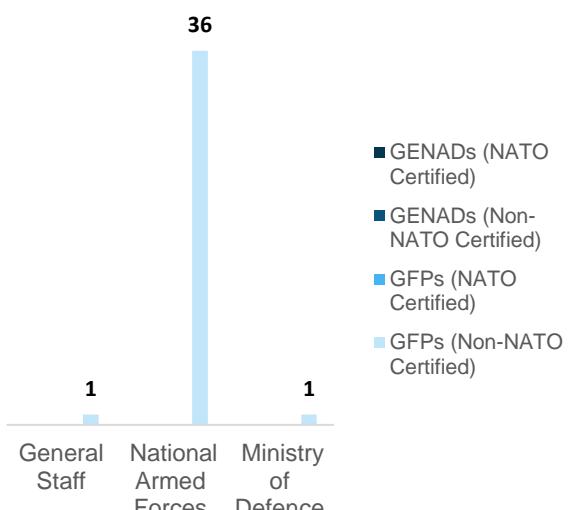


Figure 2.j.1. National gender advisory structure in 2023.

Gender Perspectives in Operations

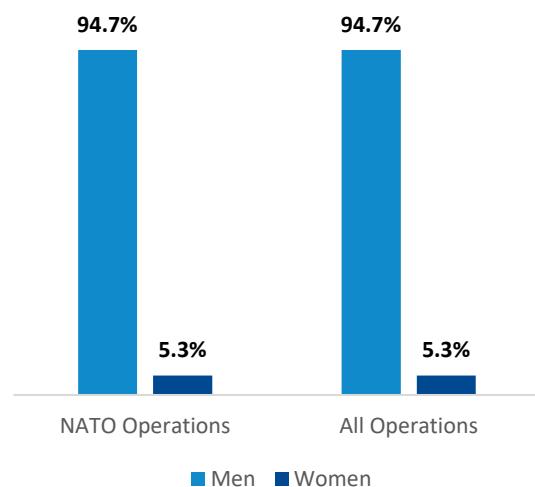


Figure 2.k. Distribution of women and men in operations in 2023.

An analysis of the data concerning the percentage of women in operations over time, shows that Albania has increased the number of women in operations by 5.2 percentage points over a time span of 10 years. The highest share of women in the distribution of personnel in operations disaggregated by gender was registered in 2022, with 8.3% of women deployed.

Albania reported actively integrating gender perspectives in operational planning. Specifically, Albania stated that most of its efforts in such regard are carried out through participation of women in high-level operational duties within the country and abroad, including in peacekeeping operations in which the National Armed Forces are involved.

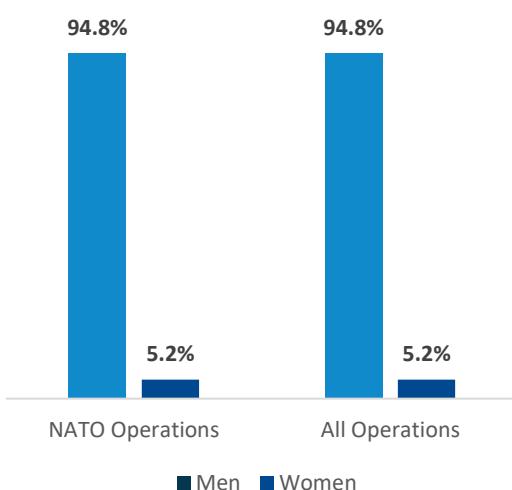


Figure 2.k.1. Distribution of women and men in operations 2024.

Equipment, Infrastructure and Uniform Adaptation

Albania reported adapting Individual Military Package (IMP) to women. Further, military facilities are adapted to both men and women, especially, but not limited to, accommodation environment.

BELGIUM

Success Stories

- Introduced combat uniforms adapted to women's morphology, addressing practical barriers to service.
- Rising representation and visibility of women across the organization, helping normalize gender diversity and integrate gender perspectives in day-to-day activities.

Key challenges

- Increasing the overall proportion of women in the armed forces.
- Designing and embedding training – especially basic training – that systematically supports gender perspectives and critical gender awareness.

Overview

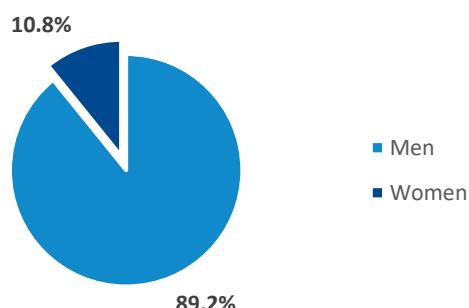


Figure 3.a. Percentage of women in the Belgian Defence in 2023.

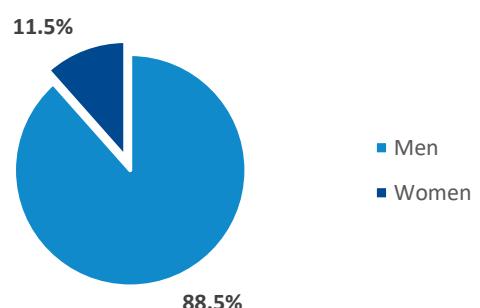


Figure 3.a.1. Percentage of women in the Belgian Defence in 2024.

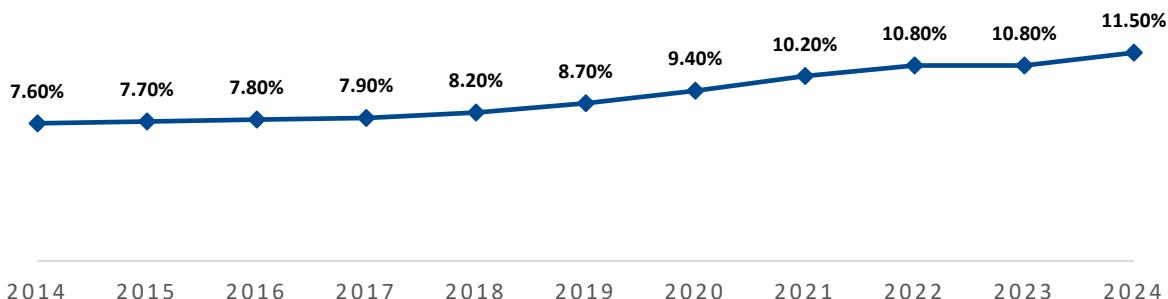
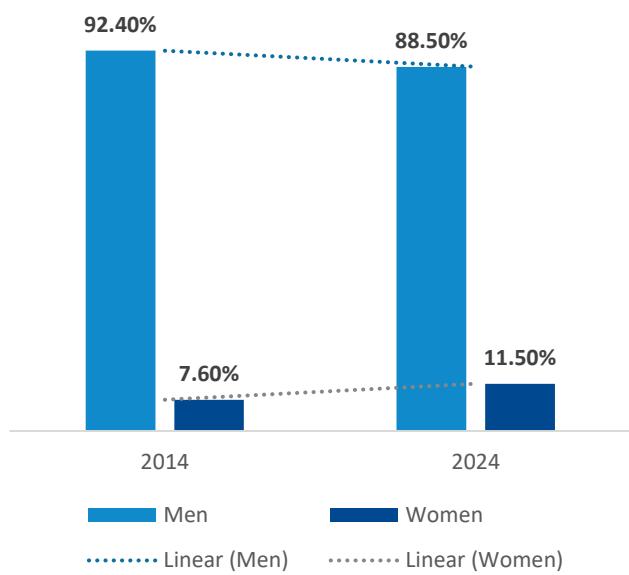


Figure 3.b. Percentage of women in the Belgian Defence over time.



In 2023, the Belgian Defence was composed of 10.8% women and 89.2% men (Figure 3.a), remaining the same when compared to the 2022 reporting period. In 2024, an increase of 0.7 percentage points was registered in the percentage of women in the national armed forces, increasing to 11.5% (Figure 3.b). This number represents the highest share of women in the Belgian recorded over the timespan of the last 10 reporting cycles (Figure 2.c).

Figure 3.c. Trend in composition of the Belgian Defence between 2014 and 2024 reporting periods.

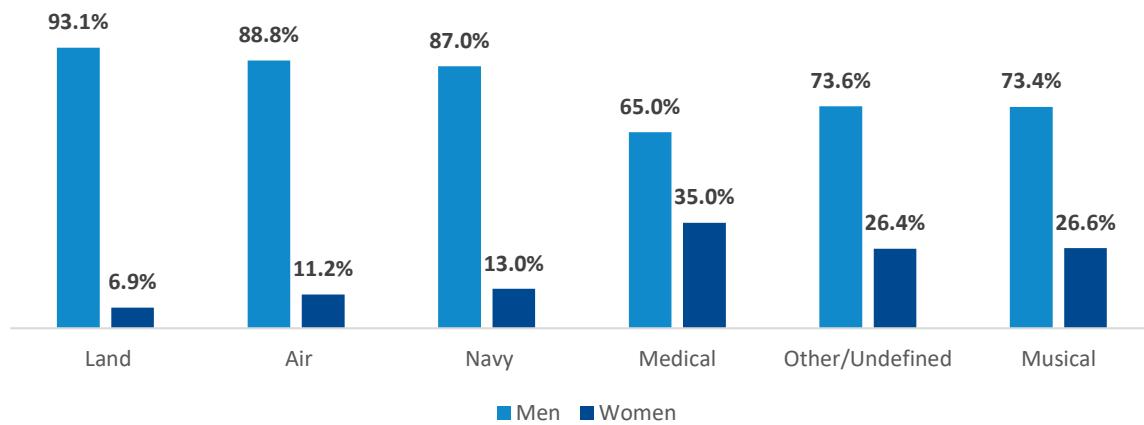


Figure 3.d. Distribution of women and men by branch of the Belgian Defence in 2023.

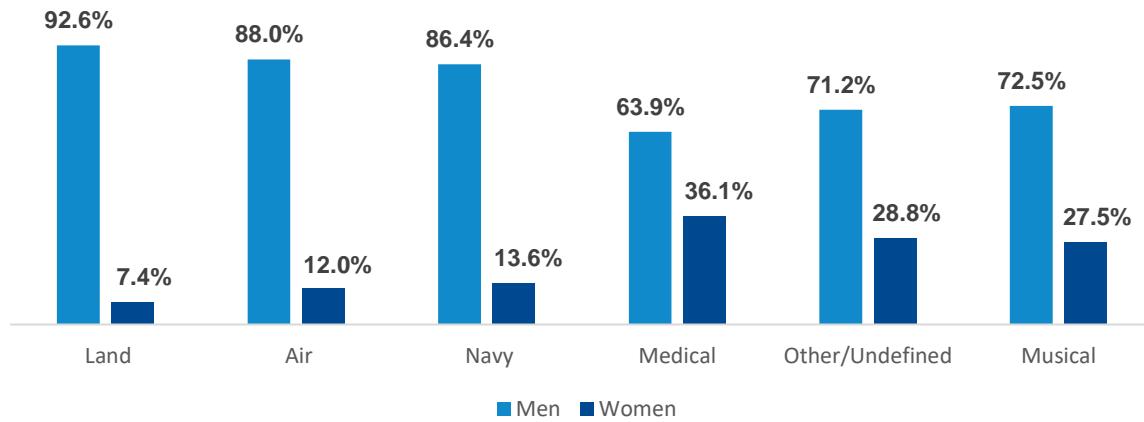


Figure 3.d.1. Distribution of women and men by branch of the Belgian Defence in 2024.

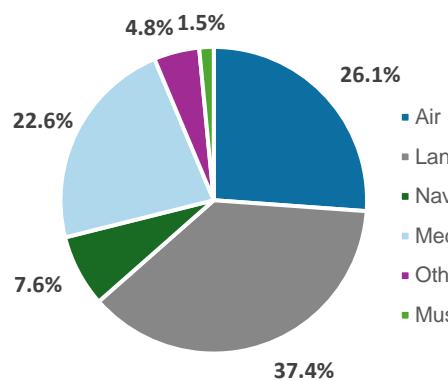


Figure 3.e. Distribution of women by branch of the Belgian Defence in 2023.

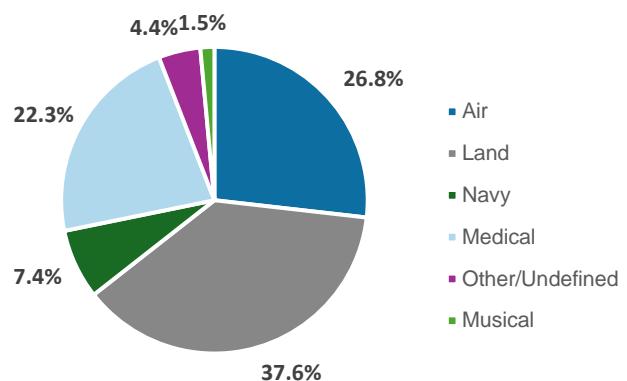


Figure 3.e.1. Distribution of women by branch of the Belgian Defence in 2023.

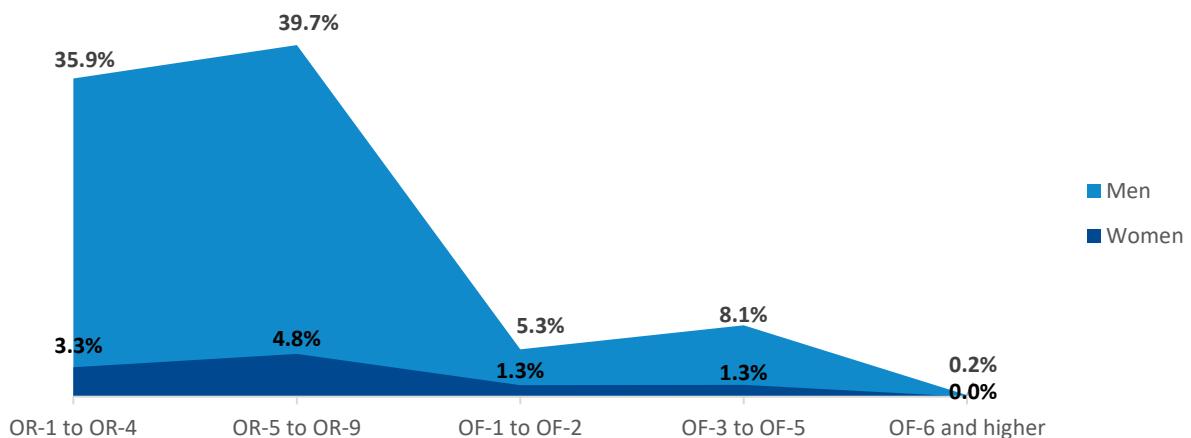


Figure 3.f. Distribution of women and men by rank in the Belgian Defence in 2023.

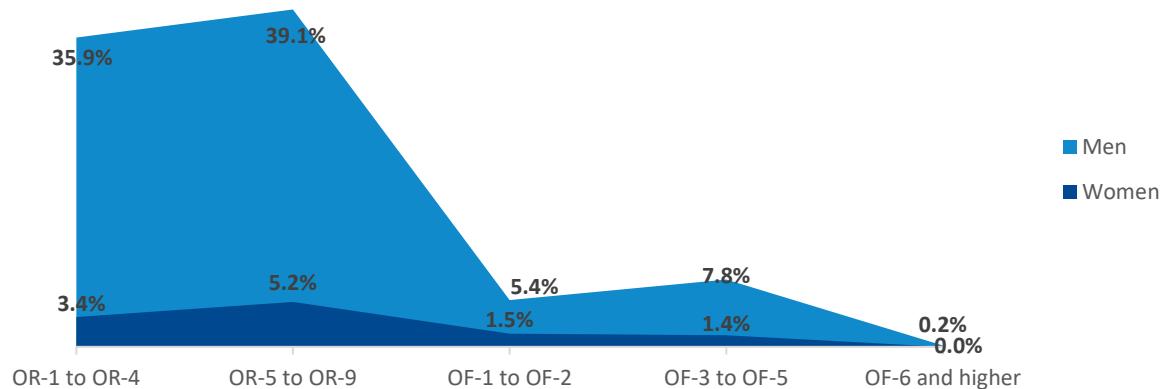


Figure 3.f.1. Distribution of women and men by rank in the Belgian Defence in 2024.

Reserve Forces

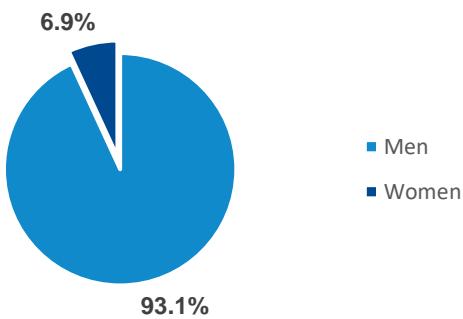


Figure 3.g. Percentage of women in the Belgian military reserve forces in 2023.

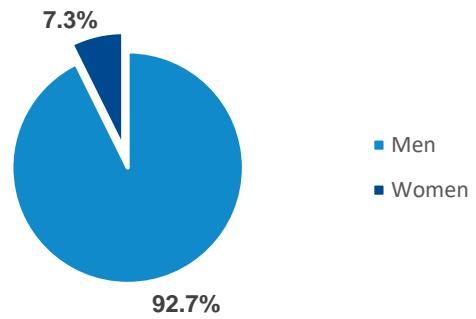


Figure 3.g.1. Percentage of women in the Belgian military reserve forces in 2024.

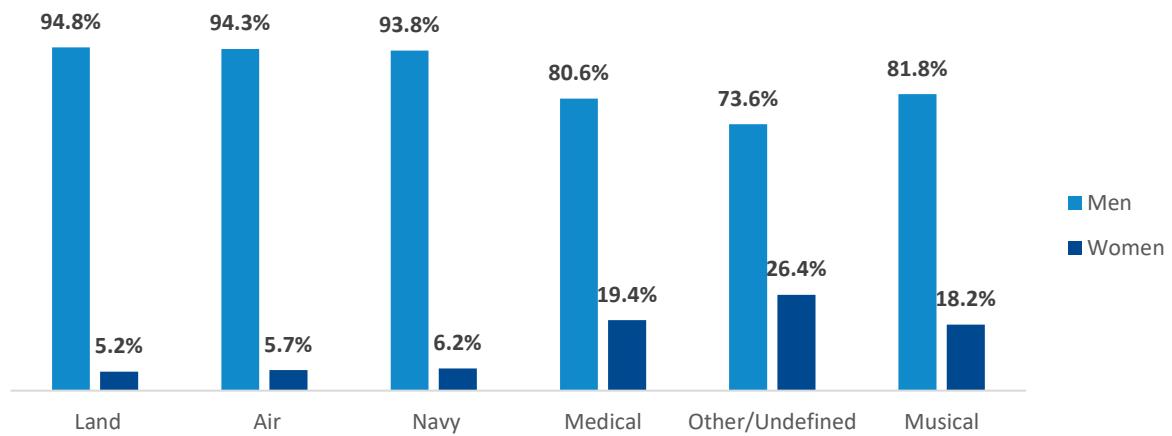


Figure 3.h. Distribution of women and men in Belgian military reserve forces by branch in 2023.

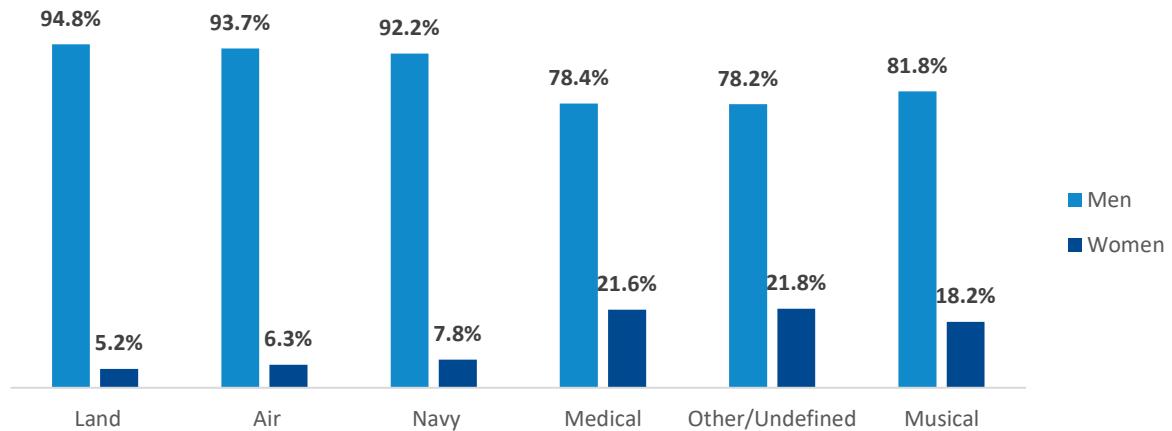


Figure 3.h.1. Distribution of women and men in Belgian military reserve forces by branch in 2024.

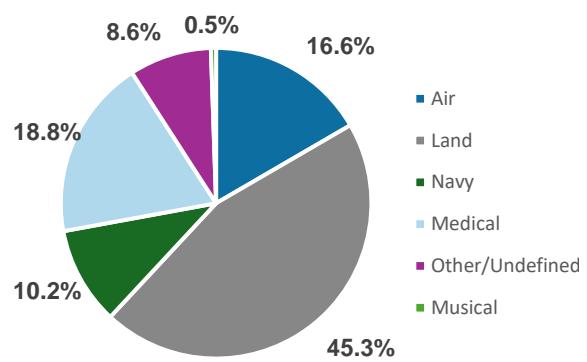


Figure 3.i. Distribution of women in Belgian military reserve forces by branch in 2024.

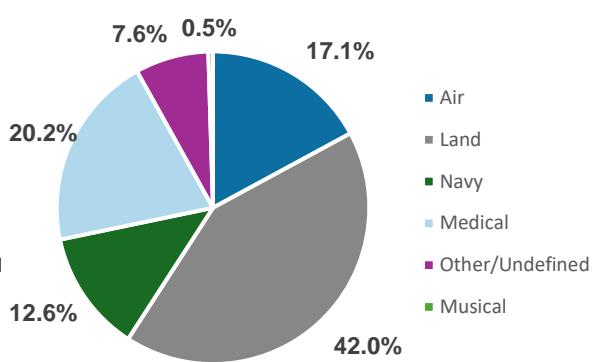


Figure 3.i.1. Distribution of women in Belgian military reserve forces by branch in 2024.

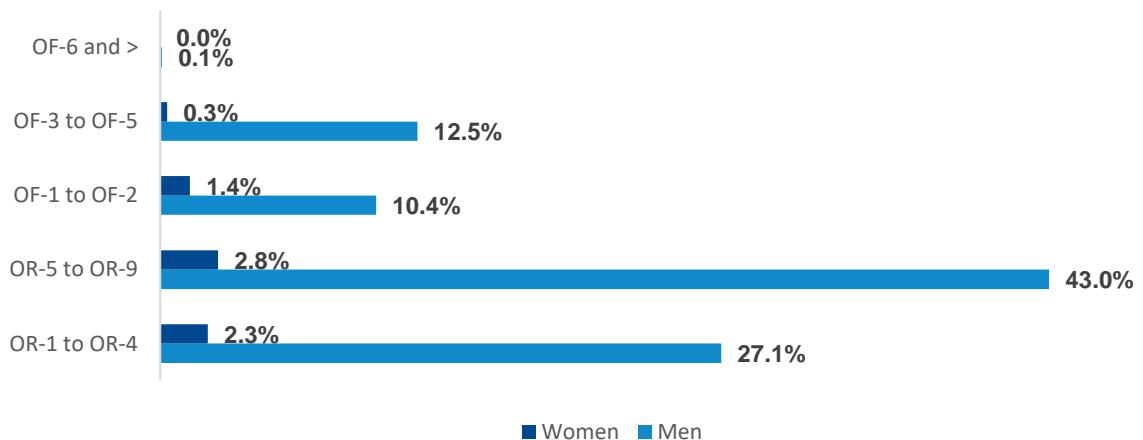


Figure 3.j. Distribution of women and men in Belgian military reserve forces by rank in 2023.

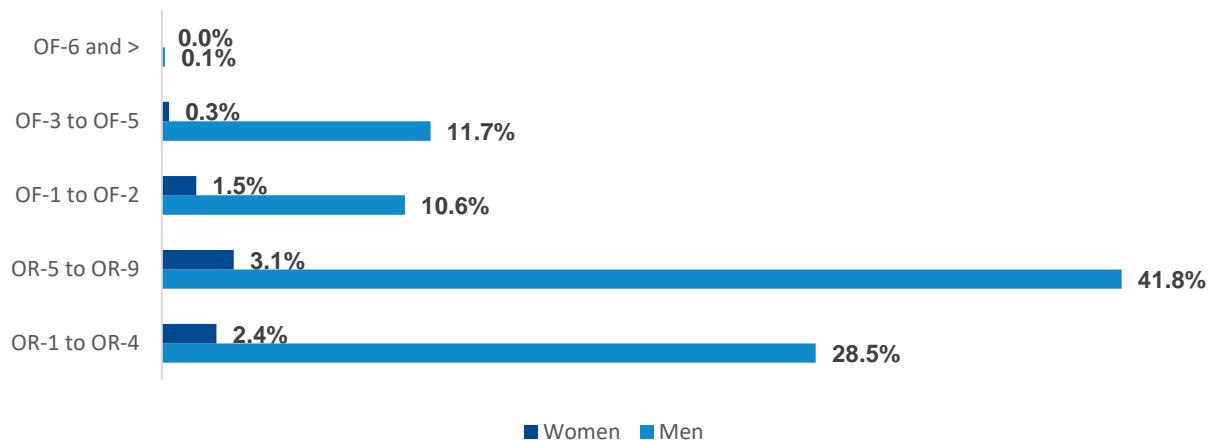


Figure 3.j.1. Distribution of women and men in Belgian military reserve forces by rank in 2024.

New Policies and Initiatives to Implement UNSCR 1325

Belgium did not report new specific policies or initiatives concerning the implementation of the WPS Agenda and integration of gender perspectives in the National Armed Forces.

In both 2023 and 2024, Belgium had a valid NAP. The fourth NAP for Belgium, covering the period 2022-2026, includes the following key elements:

1. Promoting the implementation of international normative frameworks;
2. Integrating gender perspectives in Belgian actions on conflict, peace and security;
3. Fighting violence against women and girls, especially sexual violence;
4. Promoting the participation of women in decision-making processes concerning peace and security, and in prevention, management and resolution of conflicts;
5. Supporting the WPS Agenda
6. Following up and monitoring implementation of the WPS Agenda and the NAP.

Belgium reported not having a target or quota for the percentage of women and men in its National Armed Forces. Further, Belgium does not have any restrictions for women in terms of active-duty occupations in the armed forces or in operations. However, women are not allowed to serve in active-duty occupations during pregnancy, which remains a long-standing medical restriction in the practices of the Belgian Defence.

In terms of leadership positions, Belgium does not foresee any restrictions for women in the national armed forces. Nevertheless, Belgium still does not have mentoring, training or professional development activities and networks to specifically promote the advancement of women into military leadership position.

Lastly, Belgium does not have a military entity responsible for overseeing the integration of gender perspectives in the national armed forces as of 2024.

Recruitment and Retention

Belgium adjusts some standards for recruitment in the armed forces based on gender. Some physical tests requirements differ in between women and men to ensure equitability of scores and equal opportunities for success. Tests remain the same, however quotation tables for some specific ones present variations to remain gender-neutral in assessing results.

Despite not having initiatives and campaigns exclusively targeting women, the Belgian Defence made significant steps to address the psychological barriers traditionally felt by women when applying to the armed forces. The Belgian Defence are committed to increasing the visibility of women in defence through communication and PR campaigns, as well as in advertisements, official defence social media outreach and institutional websites. In 2023, advertising spots on radio and television were created in two versions, one with a male voice-over and the other with a female one. In 2024, the national armed forces improved visibility of female military personnel to continue and intensify its efforts to diversity recruitment and access a wider talent pool. Further, engagements in schools, and conveying positive messaging on the Belgian Defence, are part of the efforts to increase recruitment and target young women. Belgium reported noting some first positive results from these efforts in their recruitment data.

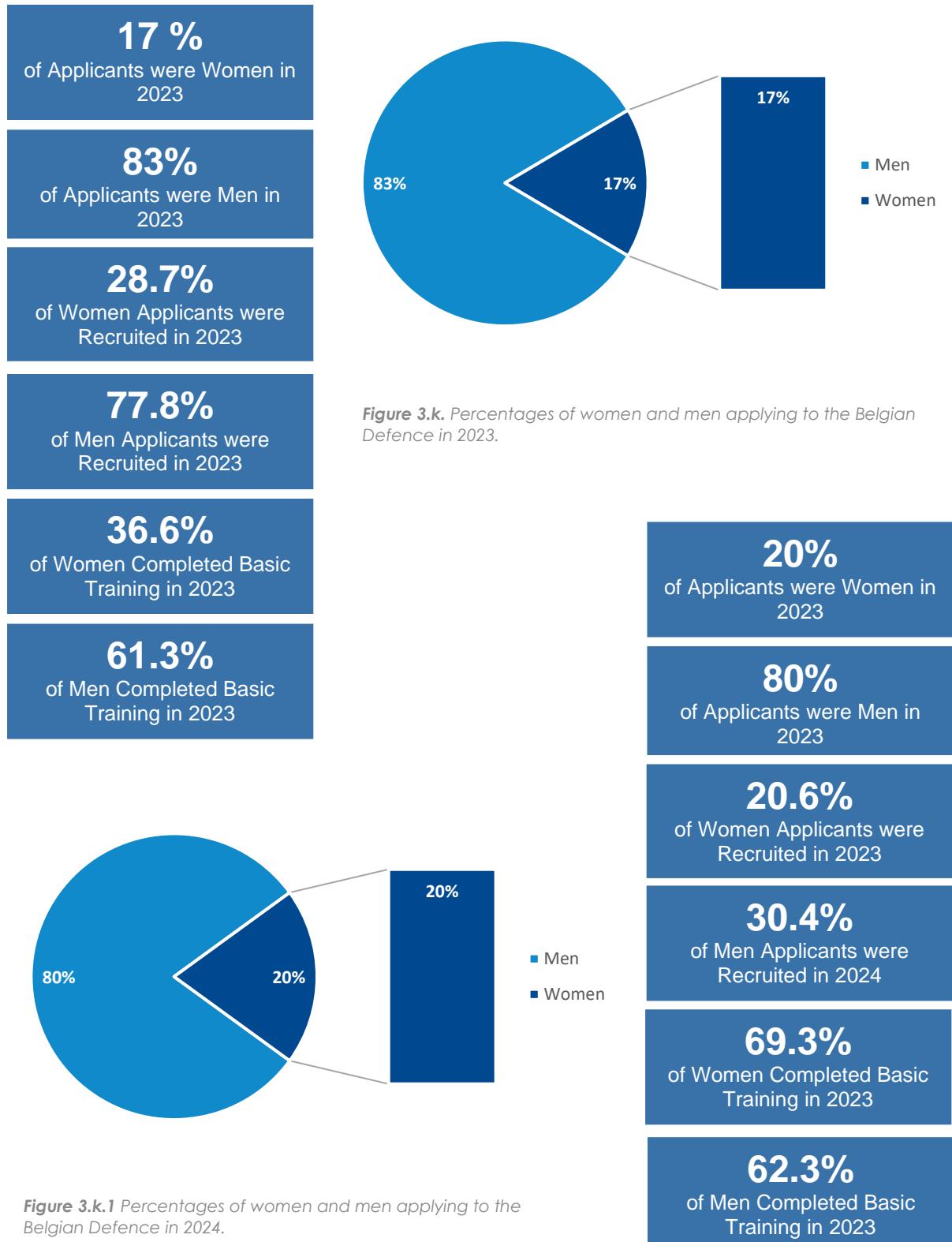


Figure 3.k.1 Percentages of women and men applying to the Belgian Defence in 2024.

Concerning support networks for women, the Royal Military Academy has a Diversity and Inclusion Group that discusses diversity and inclusion issues twice a year. Gender is a highly prioritized topic on the agenda of the group and resulted in approving new initiatives for the next reporting period to increase visibility of female military personnel working at the Royal Military Academy.



Figure 3.I. Distribution by reasons of female personnel who left the Belgian Defence in 2023.



Figure 3.I.1. Distribution by reasons of male personnel who left the Belgian Defence in 2023.

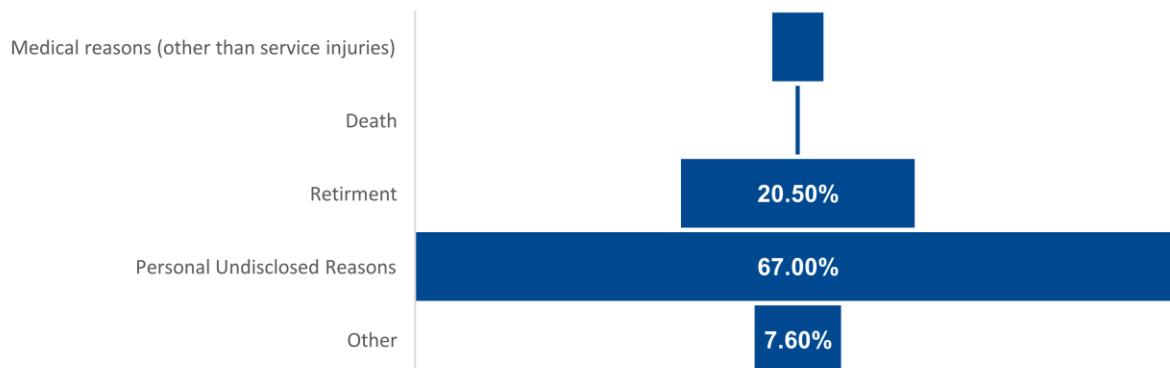


Figure 3.m. Distribution by reasons of female personnel who left the Belgian Defence in 2023.

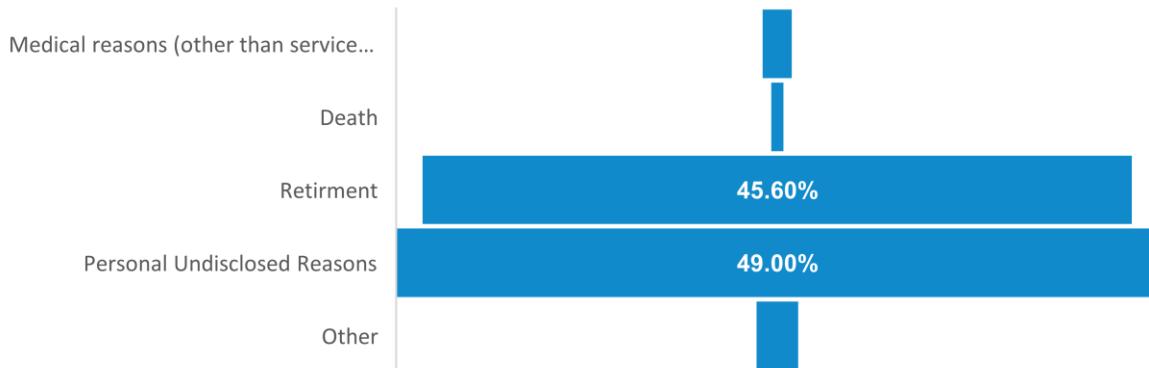


Figure 3.m.1. Distribution by reasons of male personnel who left the Belgian Defence in 2024.

The Belgian Defence monitors women and men who leave the military by interviewing active-duty candidates who leave during their candidacy period. This mechanism has been in place since 2008 and consists of a questionnaire followed by an interview with trained and experienced psychologists. The results of this process are sent to the departing member's commanding officer and end up in an annual report published each year. Since 2022, this process does not apply anymore to those who leave within the first 30 days of their enlistment. To mitigate this gap, the Belgian Defence has set a new online questionnaire which requires a detailed explanations of the reasons why the person is leaving, especially addressing issues such as gender equality, respect and harassment.

Concerning retention, the diversity policy and the internal inclusion platform aim at retaining personnel by creating a safe and inclusive work environment and increase the sense of belonging for all.

The Belgian Defence offer a broad range of services for health and wellbeing. For example, among work benefits provided by the Central Service for Social and Cultural Action, Belgium offers affordable rental housing close to military bases for personnel, as well as on-site nurseries for their children. Military personnel are also entitled to support through the Centre for Mental Wellbeing and the Psychosocial Medical and Religious Platform.

The project Retention of Personnel in the Belgian Defence also includes a Human Performance Programme that aims at increasing the personnel's knowledges on health, sport and nutrition in order to limit the risk of injuries.

Further, the Belgian military personnel can work in satellite offices, telework and work from home for a maximum of 3 days per week. Some personnel categories can also work part time at a 4/5 rate.

The Belgian Defence has a specific policy in place concerning the retention of women. The Gender and Diversity Policy provides strict guidelines for anti-discrimination and equal treatment based on gender. The Policy also offers tools that help support gender mainstreaming across the National Armed Forces. Indeed, it encompasses specific procedures and detailed guidelines for leadership, recruitment, training, as well as operations to create a safe and secure work environment within the Belgian Defence.

As mentioned above, personnel have access to nurseries in the workplace and they are granted with breastfeeding breaks, flexible working and adjusted service hours, as well as teleworking to preserve their work-life balance. Pregnant employees are protected from deployment in specific provisions, and they are also subject to a specific policy on duties assignment, night duties and overtime work.

Work-Life Balance

In the Belgian Defence, maternity leave amounts to 15 weeks while paternity leave amounts to 4 weeks. The combined parental leave is 12 weeks and it is not transferable between parents.

Part-time employment and flexible working hours are foreseen for childcare only in the Belgian Defence.

Belgium has measures to support dual service couples. Indeed, as a policy measure, deployment of both parents at the same time is avoided. In case one of the partners of a dual service couple takes part in an operation, the other partner can request to work 4 days a week for the whole duration of the mission, however incurring in a loss of pay.

The childcare policy of the Belgian Defence includes on-site childcare facilities at military bases, and nurseries for children up to four years of age. Exceptionally, the Belgian Defence arranges additional childcare in major school holidays as a last resort for parents who were not able to find an alternative solution. The Belgian Defence will first try to find a spot for the child in existing childcare facilities close to the military bases. If no spots are available, children can enter the base where their parents are employed and supervision will be arranged accordingly.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

Belgium has several policies and strategies within its legal framework, and especially within the Belgian Defence, to address the prevention and response to sexual-related offenses. Indeed, with the Law of March 21, 2022, the Criminal Code was amended to better protect victims of sexual offences and to strengthen legal action against perpetrators of sexual offences. This included criminalizing a broader set of sexual offenses, including SEA. Further, Belgium is fully committed to IHL and International Human Rights Law (IHRL). Belgium adheres to international conventions and treaties prohibiting SEA, such as the Geneva Conventions and the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).

In 2023, the Law of April 7 amended the law of May 10, 2007 to combat discrimination between women and men, the Law of July 30, 1981 to punish certain acts motivated by racism and xenophobia, the law of May 10, 2007 to combat certain forms of discrimination, and the Law of August 4, 1996 on the welfare of workers in the performance of their work, with regard to protection from adverse measures. This legislative milestone is critical to strengthen Belgium's comprehensive legal and policy framework in addressing sexual related offenses.

The 4th NAP on WPS also includes measures to prevent SEA in conflict and post-conflict settings. This robust institutional framework concerning sexual misbehaviour is overseen by National SEA Focal Points who are responsible for addressing SEA issues, ensuring coordination and promoting a unified comprehensive response.

Specifically for the Belgian Defence, a CHOD note from March 2023 on sexual misconduct or sexual boundary violations collates policies and strategies on such matter and describes the applicable laws and regulations to the national armed forces. Additionally, the Belgian Defence SEA Policy set a policy framework applicable to the armed forces to prevent and respond to SEA. This policy specifically defines guidelines, procedures and preventive measures within the military context. The Belgian Defence has also established a Code of Conduct and Ethical Guidelines that explicitly address SEA, highlighting Belgium's zero-tolerance approach for these offenses.

Behaviours falling under the category of unwanted sexual behaviour at work are criminally sanctioned in Belgium. Despite the public prosecutor having the authority of initiating a criminal investigation, in most cases, it is the victim filing a complaint with the police or public prosecutor that triggers an investigation to be opened. In Belgium, every public authority, public officer or civil servant must report crimes or offenses that they became aware of during the exercise of their duties. The Belgian legislator prioritizes internal informal or formal procedures led by the Confidential Counsellor and the Prevention Advisor for Psychosocial Risks.

The Belgian Defence has established confidential reporting mechanisms for victims and witnesses of SEA. These mechanisms facilitate reporting, investigation and appropriate disciplinary or legal action against perpetrators. There are formal and informal procedure to report and act upon sexual misconducts. The Belgian Defence has Prevention Advisors for Psychosocial Aspects at Work (PAPA), full-time Confidential Counsellors (VP) and a network of Confidential Counsellor. These professionals are all deployed to manage the psychosocial risks associated with violence, harassment and unwanted sexual behaviour at work. In addition to the Confidential Counsellor, a victim/survivor can also approach their hierarchical line, the Inspector-General himself or the complaints management department, a green number, the medical staff, members of the religious and moral assistance service or social assistants.

As per the procedure, the victim will be listened to in an information session where the VP will present them with the choice between an informal or a formal procedure. In the case of an informal procedure, another meeting will be held in which an attempt of reconciliation between the victim and the perpetrator will be sought. Third parties, such as the unit commander, are potentially involved in such a meeting.

In the formal procedure for complaints, the PAPA assesses the situation and initiate a formal request for intervention. This investigation results in a final report within 6 months, followed by an action plan created by the unit commander within an additional timeframe of 2 months. During this time, mediation between the victim and the perpetrator can occur, and the PAPA can recommend measure to the unit commander as the employer. The effectiveness of the PAPA's intervention depends on the willingness of the unit commander.

The victim can also file a complaint with the labour prosecutor, but only after exhausting all internal procedures first. The employer, the hierarchical line and the perpetrator can all face criminal prosecution for misconduct under the social criminal code. The victim can summon the perpetrator of the misconduct, and potentially the Belgian Defence as the employer, to the labour court to demand cessation of the behaviour and seek compensation. The labour court can impose measures on the employer to establish a prevention policy in order to put an end to such incidents.

Unwanted behaviour at work can be subject to disciplinary sanctions. If the facts are proven and disrupt the functioning of the service, provisional measures can be taken. Such acts can be punished under the corps discipline if there is a link between the acts and the service, as well as the operational effectiveness was compromised. In cases where both the victim and perpetrator are part of the Belgian Defence, there is a clear link in between the acts and the service. A statutory disciplinary measure is possible if the behaviour at stake is incompatible with the military profession. Belgium reported the potential delays in the investigation process for sexually inappropriate behaviours. Thus, the Belgian Defence dedicates special attention to psychological support and follow-up with the involved parties until a final judgment is reached by the judiciary. The responsible figure for such an effort is the VP, who collaborates with the victims and the unit commander, as well as the perpetrator.

Belgium also reported aligning with the NATO Policy on SEA, specifically concerning the identification of risk factors and mitigation efforts of SEA as a component of pre-deployment

training. Further, Belgian Defence has procedures to conduct investigation and pursue appropriate proceedings related to SEA concerning its personnel. These procedures are described in applicable laws and regulations and in the CHOD-note of March 2023 on sexual misconduct or sexual boundary violations.

Education and Training

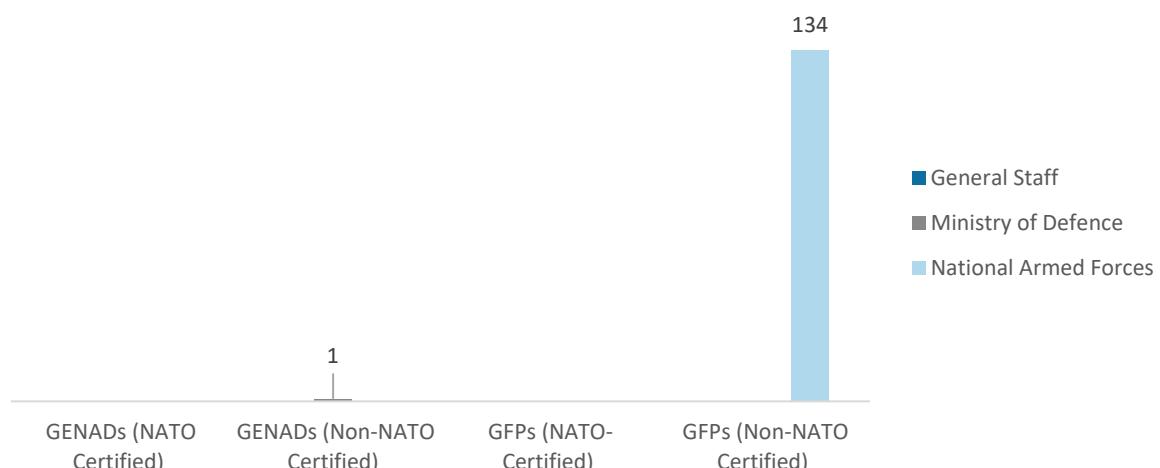


Figure 3.n. Belgium's national gender advisory structure in 2023.

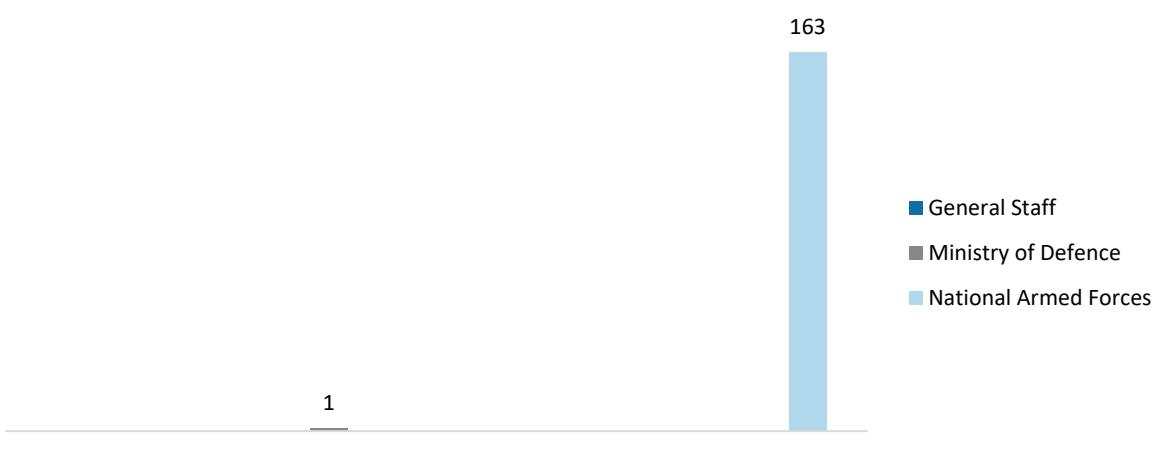


Figure 3.n.1. Belgium's national gender advisory structure in 2024.

Belgium reported having national gender-related trainings and/or educational programmes. During the Military Initiation Phase (or basic training), candidates for the Belgian Defence receive training on gender as part of the course on Military Values. This course was revised in 2023 and includes gender perspectives in both the theoretical and practical modules.

Gender and gender mainstreaming are also regularly mentioned in briefings held as a continued education for the personnel of the Belgian Defence. In the internal network of the Belgian Defence, a page dedicated to diversity and inclusion includes information on gender and its importance and impact in military contexts.

The Belgian Defence also integrates gender perspectives into operational planning and pre-deployment training and exercises. Appointed GFPs receive extensive training. Indeed, before starting their GFP training, they have to pass two NATO modules (ADL 171 Pre-

Gender Focal Point and ADL 169 Gender Perspective in Military Operations), as well as giving a briefing on gender to all staff members who are deploying in operations during their Pre-Deployment Training (PDT) course. In 2024, Belgium reported training 29 new GFPs. Some of them participated in a 3-weeks long large-scale training Ulchi Freedom Shield 24 in South Korea, allowing Belgian personnel to further develop and operationalize their gained knowledge and skills regarding gender perspectives.

Gender Perspectives in Operations

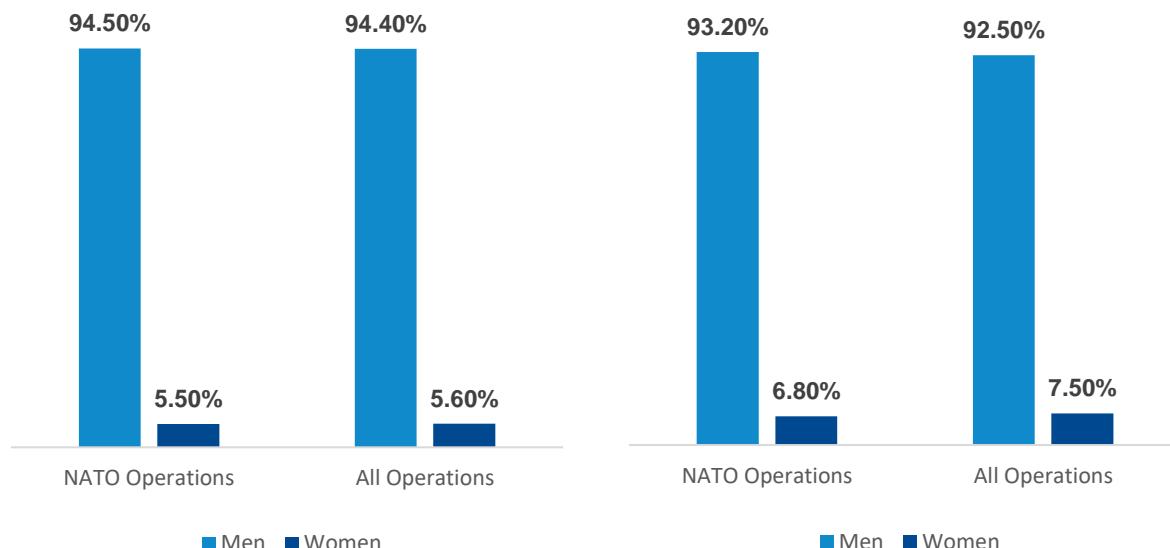


Figure 3.o. Percentage of women and men in operations in the Belgian Defence in 2023.

Figure 3.o.1. Percentage of women and men in operations in the Belgian Defence in 2024.

The Belgian Defence integrates gender perspectives into operational planning. Specifically, it was reported that a threat assessment is conducted for every deployment zone. This includes:

1. Gender analysis of the situation on-site, as well as of local gender dynamics;
2. Gender analysis of facilities available to male and female personnel;
3. A conscious gendered distribution in the composition of detachments and in case of patrol, ensuring female military staff is always present to facilitate a safer and smoother approach to local women on the ground.

Belgium reported taking on the role of notifying other coalition partners when gender perspectives are not considered in large pre-deployment exercises, facilitating and contributing to their integration. Further, in 2024, the Belgian Defence participated in the specialized UN Staff Officers Course (UNSOC) in Entebbe, Uganda to train female officers for peacekeeping operations.

Equipment, Infrastructure and Uniform Adaptation

Belgium reported that military accommodations in military quarters are adapted to the needs of both women and men, especially by providing individual bathrooms. Specifically, trash bins for sanitary products are provided for women in toilet stalls.

Concerning military uniforms, service and combat uniforms are designed to accommodate both women and men. In 2023, new combat uniforms specifically designed for women were introduced. Additionally, a new polo t-shirt with specific designs for women and men were

made available for military personnel in 2024.

No military equipment has been adapted to accommodate both women and men during 2023 and 2024.



BULGARIA

Success Stories

- Delivered a course on strategic competition in the cognitive domain with the Washington National Defence University, incorporating gendered dimensions.
- Trained three military personnel and two civilian staff to identify and support victims of domestic violence.
- On 6 September 2024, the MoD marked the 75th anniversary of women serving in the armed forces, reinforcing recognition of women's contribution to defence.

Key challenges

- Limited gender-responsive leadership within defence institutions.
- Difficulty countering entrenched societal attitudes towards gender, which hinder full integration of gender perspectives.

Overview

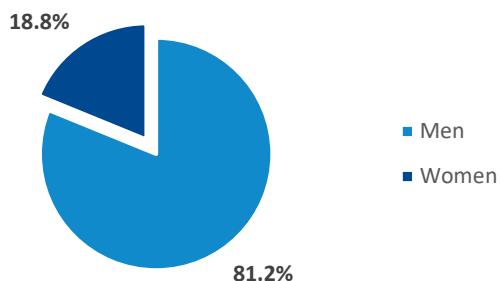


Figure 4.a. Percentage of women in the Bulgarian Armed Forces in 2023.

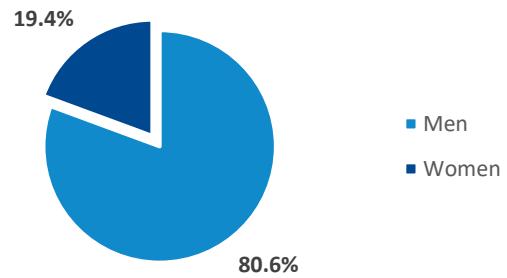


Figure 4.a.1. Percentage of women in the Bulgarian Armed Forces in 2024.

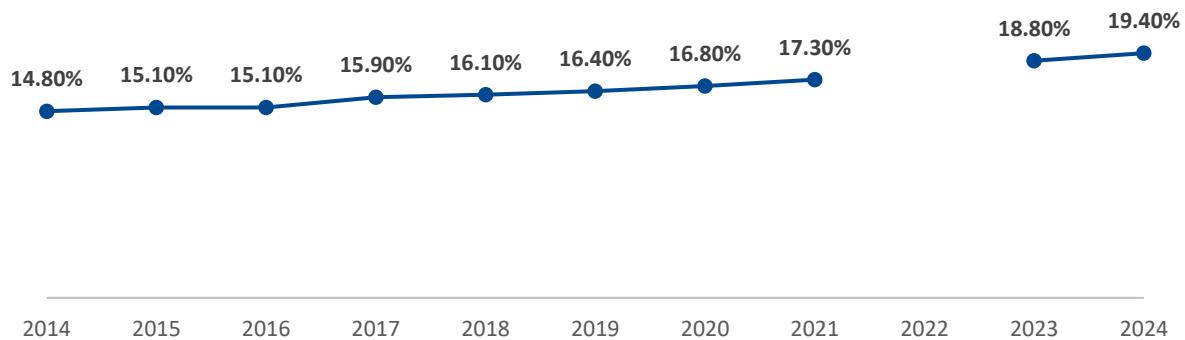
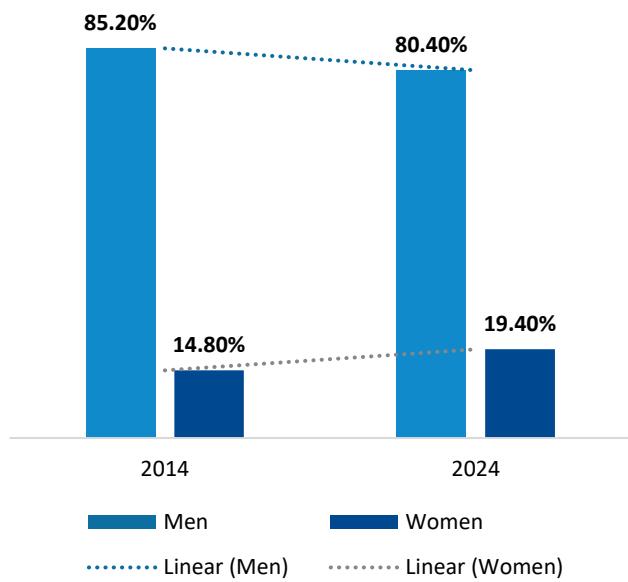


Figure 4.b. Percentage of women in the Bulgarian Armed Forces over time.



In 2023, the Bulgarian Armed Forces were composed of 18.8% women and 81.2% men (Figure 4.a). In 2024, an increase of 0.6 percentage points was registered in the percentage of women in the national armed forces, increasing to 19.4% (Figure 4.b). This number represents the highest share of women in the Bulgarian Armed Forces recorded over the timespan of the last 10 reporting cycles (Figure 4.c).

Figure 4.c. Trend in composition of the Bulgarian Armed Forces between 2014 and 2024 reporting periods.

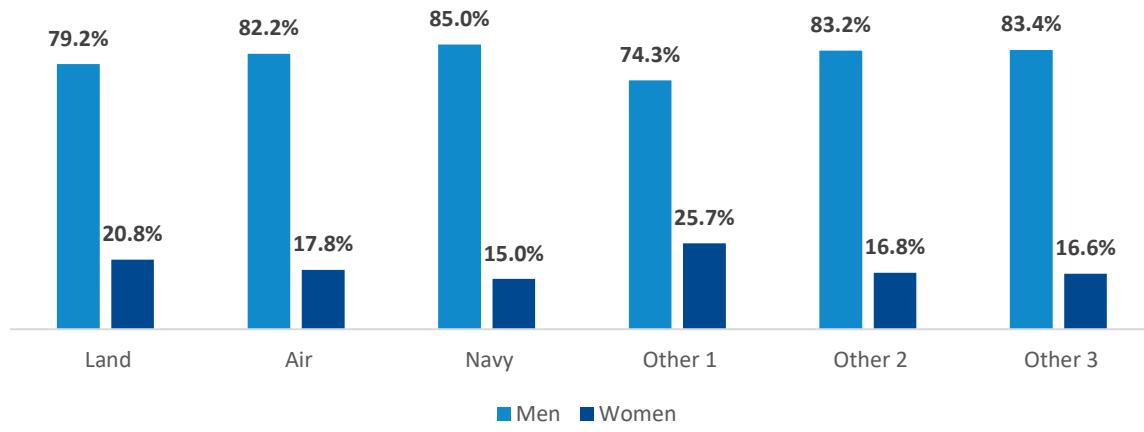


Figure 4.d. Distribution by branch of women and men in the Bulgarian Armed Forces in 2023.

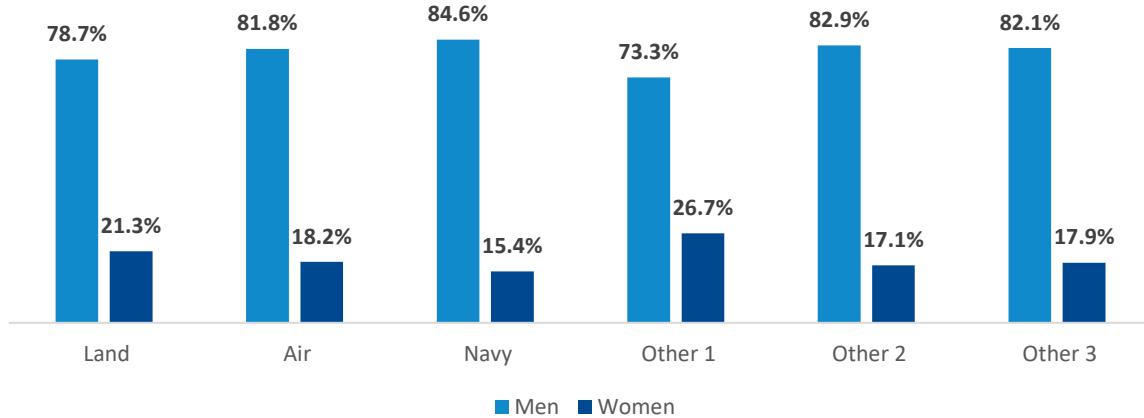


Figure 4.d.1. Distribution by branch of women and men in the Bulgarian Armed Forces in 2024.

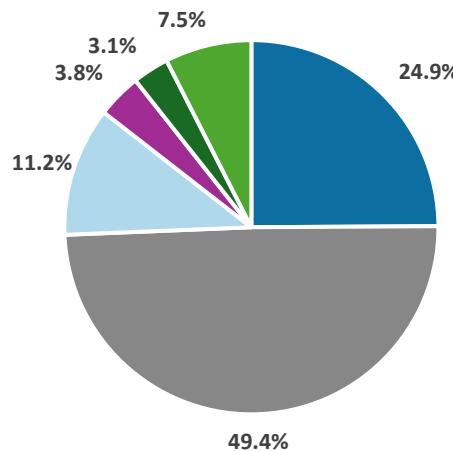


Figure 4.e. Distribution by branch of women in the Bulgarian Armed Forces in 2023.

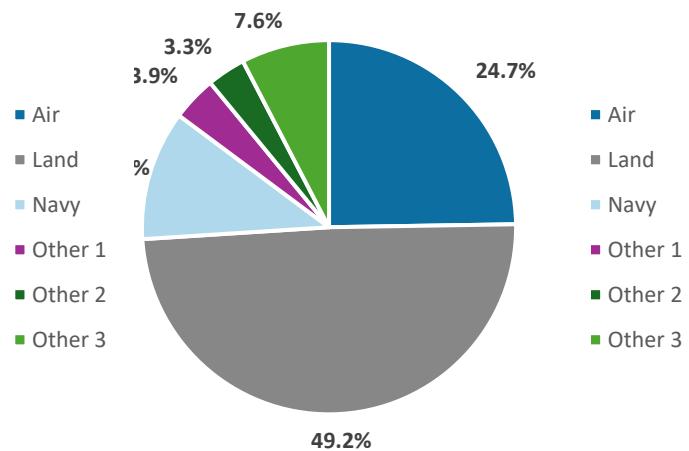


Figure 4.e.1. Distribution by branch of women in the Bulgarian Armed Forces in 2024.

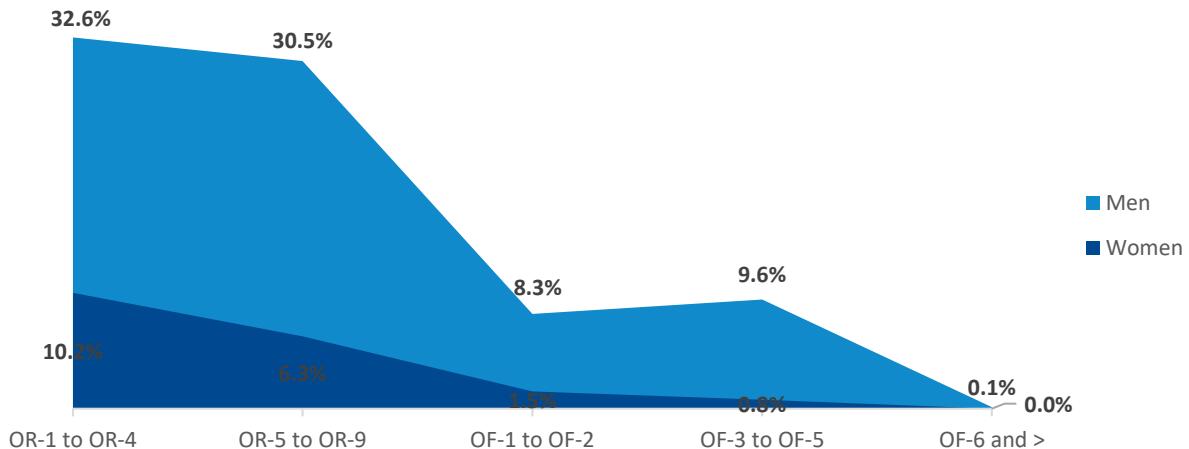


Figure 4.f. Distribution by rank of women and men in the Bulgarian Armed Forces in 2023.

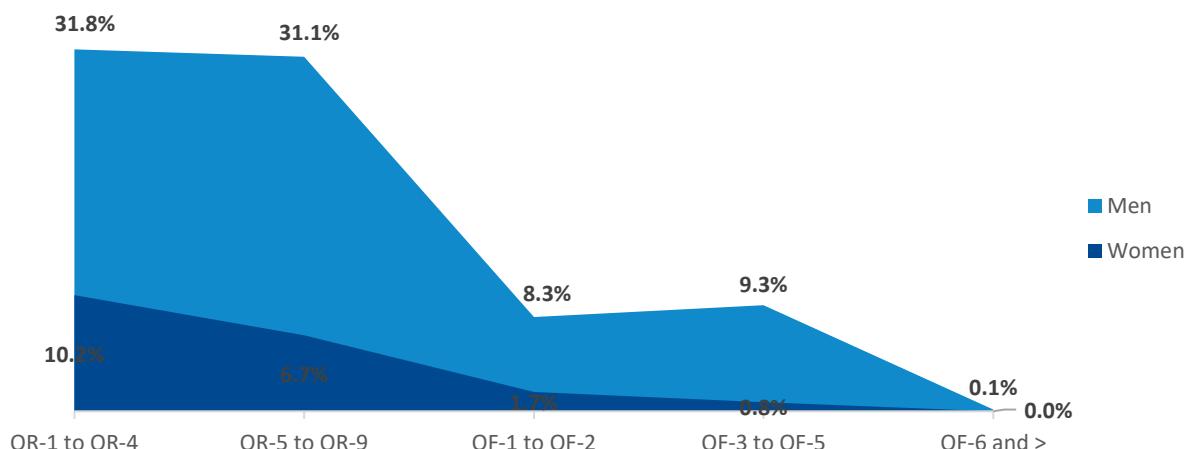


Figure 4.f.1. Distribution by rank of women and men in the Bulgarian Armed Forces in 2024.

Reserve Forces

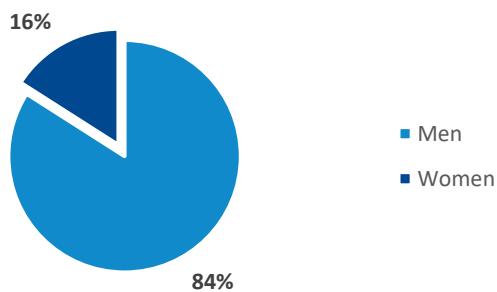


Figure 4.g. Percentage of women in the Bulgarian military reserve forces in 2024.

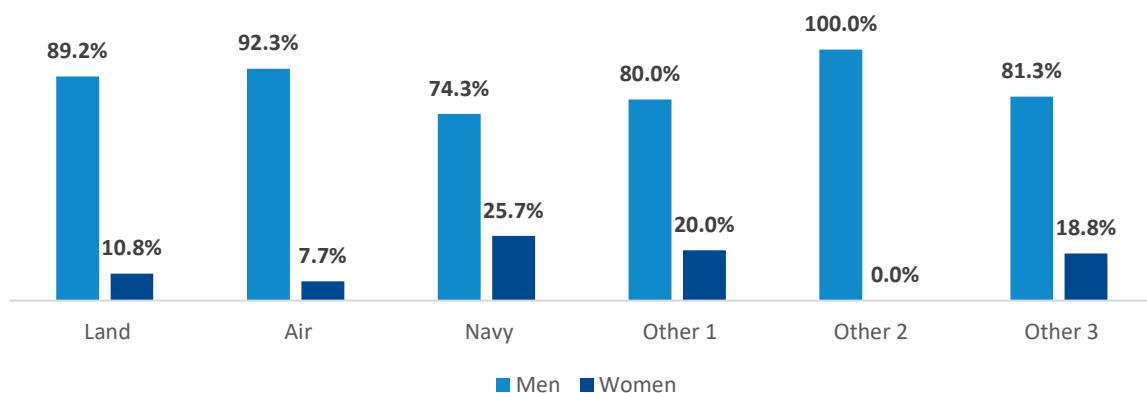


Figure 4.h. Distribution by branch of women and men in the Bulgarian military reserve forces in 2024.

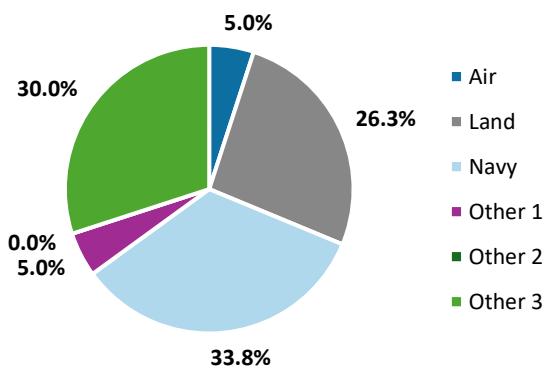


Figure 4.i. Distribution by branch of women in the Bulgarian military reserve forces in 2024.

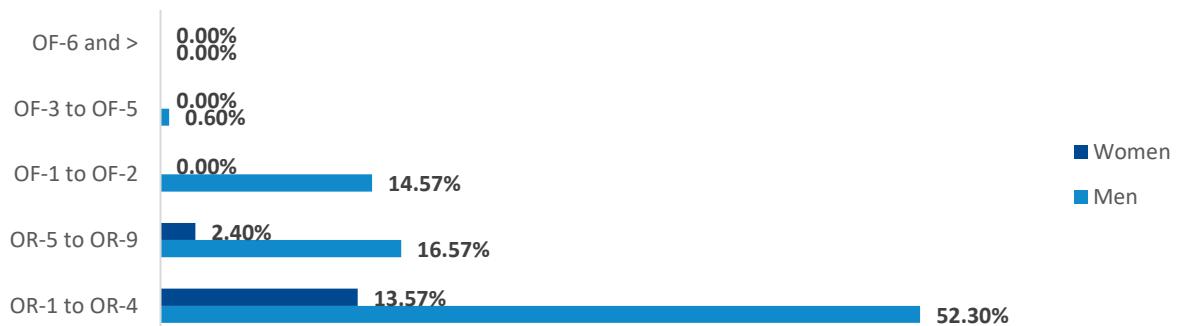


Figure 4.j. Distribution by rank of women and men in the Bulgarian military reserve forces in 2024.

New Policies and Initiatives to Implement UNSCR 1325

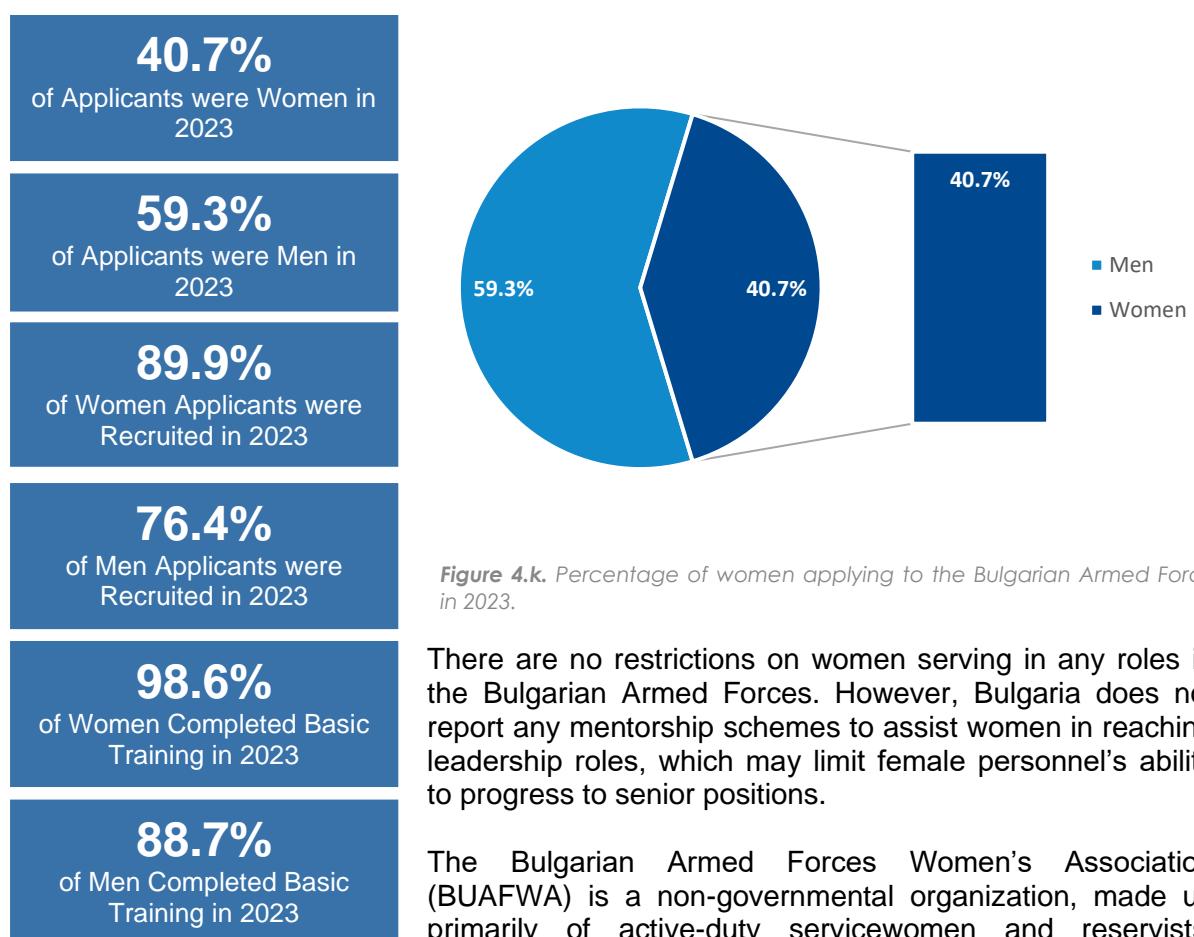
Bulgaria's National Action Plan is structured around four pillars:

1. *Prevention*
2. *Participation*
3. *Protection*
4. *Prioritization*.

These pillars are interrelated and interdependent, outlining the targets that the Republic of Bulgaria will strive to achieve over the period from 2020 to 2025. They cover the output indicators to measure the implementation of the actions on a short, medium, and long-term basis. The expected outputs relate to the attainment of gender equality, empowerment of women and their more active role in conflict prevention and resolution processes and in the strengthening and maintenance of peace. The NAP sets out the timeframes for the implementation of the planned activities and their funding.

The Social Policy Directorate is the body responsible for assisting the Minister of Defence in implementing gender policy, equality and protection of human rights across the organization. Bulgaria doesn't report any new policies for integrating the gender perspective into the national armed forces during either 2023 or 2024.

Recruitment and Retention



in policy-making through providing expert information and statements to the MoD, and can directly reach the Minister of Defence and CHoD to inform them of cases of discrimination.

The primary strategy underpinning recruitment efforts is to attract the younger generation through media campaigns and increased awareness. In 2023, in cooperation with US EUCOM, the Bulgarian MoD began organizing a large-scale recruitment campaign titled 'Join the Bulgarian Armed Forces. Give your skills a higher purpose', which was launched in 2024. The campaign received wide visibility on national television, electronic media, radio networks, social channels, generating significant interest in the military profession among young people in the country.

Work-Life Balance

58 weeks of maternity leave are available, and 32 weeks of paternity leave. Article 163 of the Bulgarian Labour Code states that 'with the mother's consent, when the father is unknown, the leave may be taken by one of the mother's parents. When the father is deceased, the leave may be taken by one of the mother's or father's parents.

While part-time hours are not available across Bulgarian Defence, flexible working hours may be taken in the cases of child care, care for the sick and elderly, education studies, and health reasons. Means-tested financial support is also available to support in case of sickness. Additional health care leave (5 days) is provided by the MoD for rehabilitation program for military and civilian staff.

The Ministry of Defence also supports seven military kindergartens, attached to the largest garrisons, in order to support working parents with childcare responsibilities. In the case of dual service couples, all military services endeavour to not deploy both parents at the same time.

Additionally, military personnel's annual leave, sick leave and parental leave are included in the length of service for their retirement rights.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

Sexual harassment, abuse and assault are all penalized under the Chapter II of the Bulgarian National Criminal Code. Bulgaria reports measures and training to prevent and respond to sexual harassment in the Armed Forces, but lacks equivalent measures for sexual abuse and exploitation.

Bulgarian Armed Forces personnel may submit complaints of sexual harassment through several channels: up their chain of command, the Ministry of Defence Inspectorate, the Military Police, the National Commission for Protection against Discrimination, the Military Prosecutor or the civilian courts. The Military Police and gender experts within the Ministry of Defence operate a 24-hour telephone hotline which offers support, advice, and a further avenue through which to submit a complaint. The Bulgarian Armed Forces' Women's Association may also submit informal complaints. BUAFWA works with NGOs to support armed services personnel who experience sexual discrimination, harassment or abuse or domestic violence and monitors the status of complaints.

The Bulgarian Ministry of Defence has also joined a national project to raise awareness about identifying victims of domestic violence and the recommended approaches and support pathways available for such cases. The programme involved educating 5 trainers on the topic, involving three female military personnel and two civilian staff from within the MoD.

Education and Training

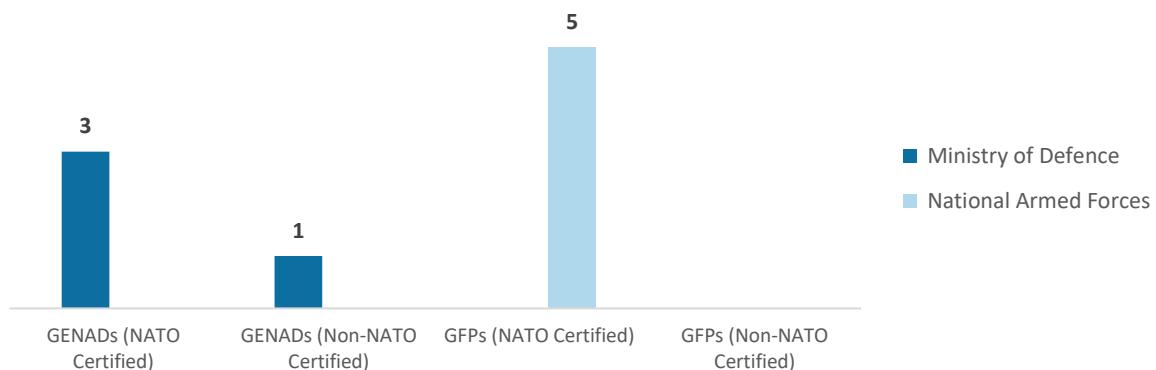


Figure 4.I. Bulgaria's national gender advisory structure in 2023.

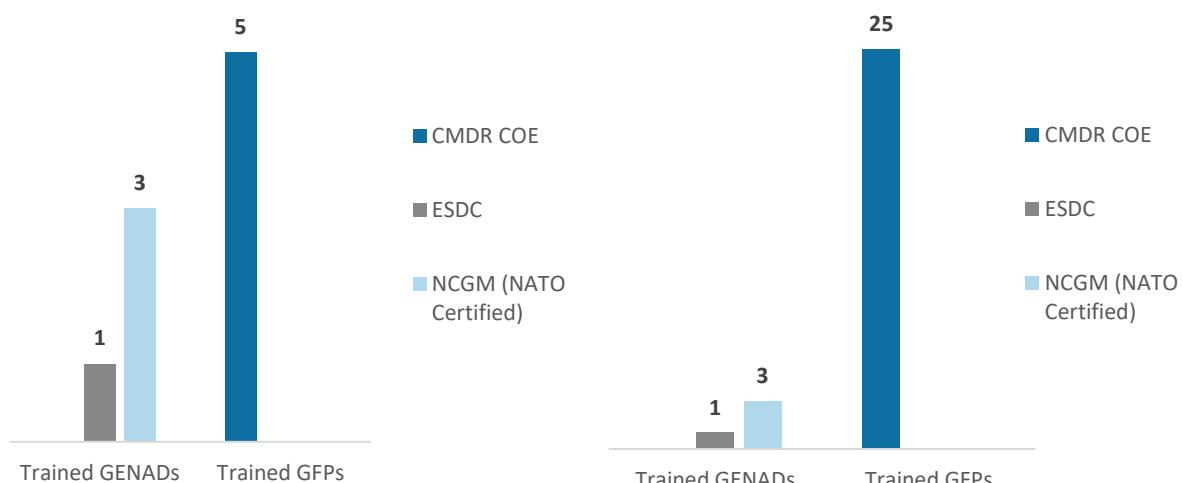


Figure 4.m. Trained Bulgarian personnel in 2023.

Figure 4.m.1. Trained Bulgarian personnel in 2024.

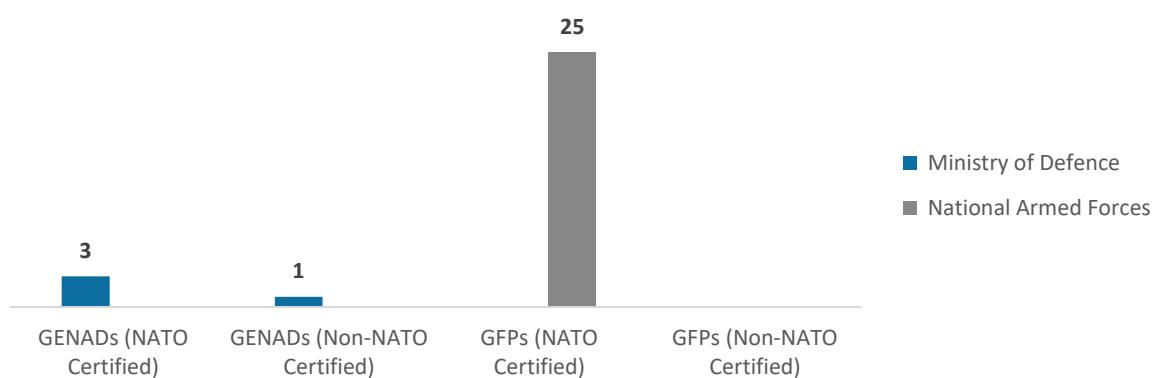


Figure 4.n. Bulgaria's national gender advisory structure in 2024.

Gender perspectives and the WPS agenda feature in educational programs and modules in higher military academies and colleges, and are also included as part of pre-deployment preparation for missions and operations.

In 2023, The MoD, in collaboration with the USA National Defence University, organised the

training course "Strategic Competition in the Cognitive Domain: From Analysis to Action" to understand and respond to real hybrid threats, disinformation campaigns and foreign malicious influences. The course analyzed the use of gender perspective topics as a tool for creating division and opposition in society. The analyses of the Ministry of Defense and some NATO member states concluded that a large part of the Bulgarian public is influenced (over 65%) by disinformation regarding the implementation of gender perspectives, which appear as a threat to traditional Bulgarian values.

Under the leadership of Bulgaria, the common module "Gender Perspectives in Security and Defence" has been developed and approved by the European Security and Defence College, focusing on Euro-Atlantic policies for gender equality and gender perspectives, and the resolution of humanitarian issues in the context of contemporary missions and operations within international organizations. The module has been passed at the Theresian Military Academy in Wiener Neustadt, Austria and the Military Academy in Lisbon, Portugal and has since been requested by the military academies of Romania, Greece and Norway.

The MoD conducted a NATO-certified "Gender Focal Point-GFP", designed specifically for the needs of the Bulgarian MoD at the strategic and operational level with the intention to establish the ground for the Armed Forces national GFP network. The NATO authorized structure to conduct the GFP course is the Crisis Management and Disaster Response Center of Excellence (CMDR COE), Sofia.

Equipment, Infrastructure and Uniform Adaptation

Bulgaria has adapted service dress and combat uniform, but does not presently offer a maternity uniform or adapted special occupational uniforms. In 2023 and 2024, service uniform, shoes and hats all received adaptation.

Success Stories

- Conducted a comprehensive study on WPS in the military, using Allied, academic and civil society input to inform the third NAP on WPS (2023–2029).
- Systematically consulted civil society and incorporated lessons learned from previous NAPs into the new plan.
- The Performance Measurement Framework for the implementation plan was designed as a practical toolbox, offering clear guidance to achieve strategic priorities and goals. Its core purpose is to ensure the systematic integration of gender perspectives into everyday work across all activities.

Key challenges

- Ensuring security institutions remain responsive to complex and evolving operating environments while fully integrating gender perspectives in military operations and activities.
- Accurately identifying emerging threats and risks in a rapidly changing global security landscape.

Overview

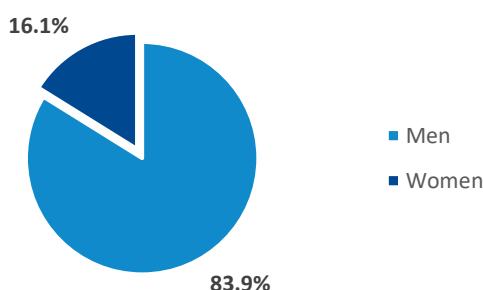


Figure 5.a. Percentage of women in the Canadian Armed Forces in 2023.

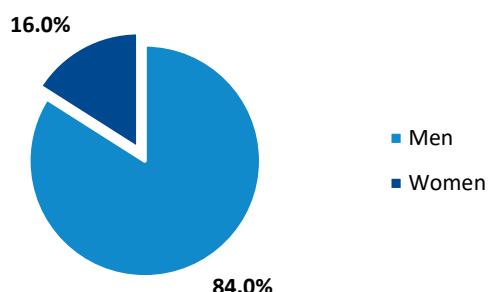


Figure 5.a.1. Percentage of women in the Canadian Armed Forces in 2024.

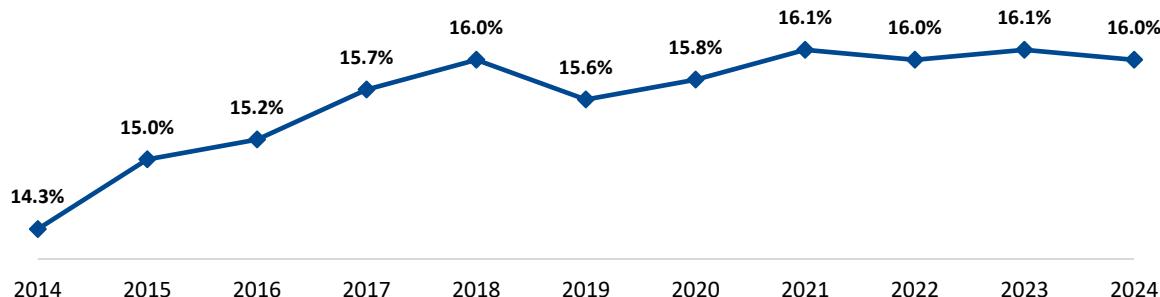


Figure 5.b. Percentage of women in the Canadian Armed Forces over time.

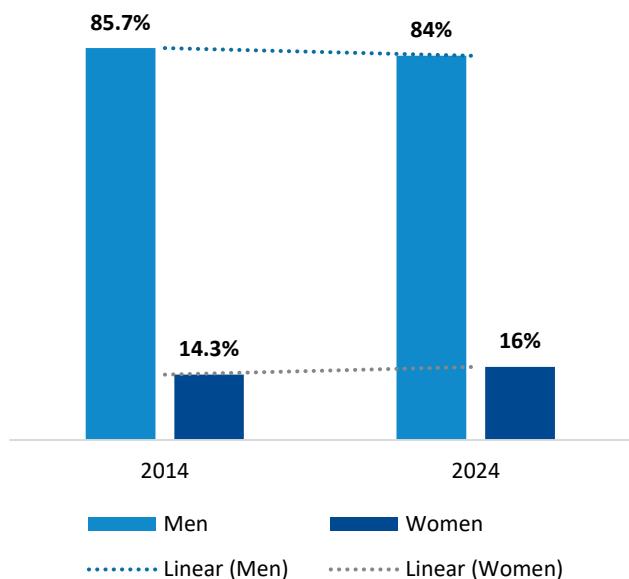


Figure 5.c. Trend in composition of the Canadian Armed Forces between 2014 and 2024 reporting periods.

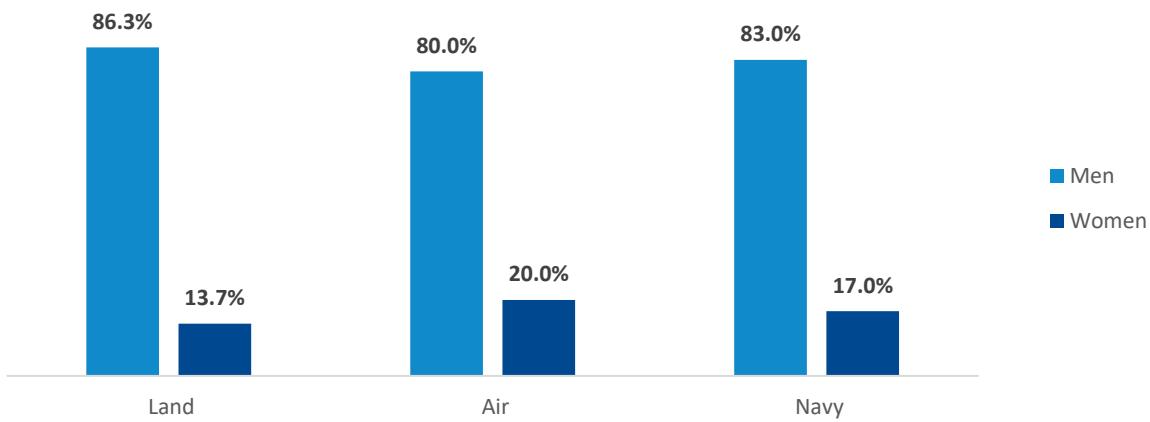


Figure 5.d. Distribution of women and men by branch of the Canadian Armed Forces in 2023.

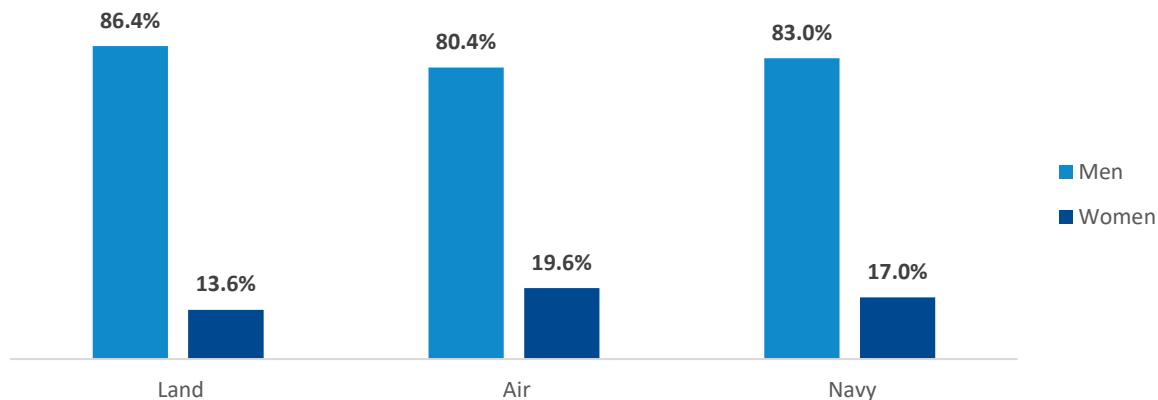


Figure 5.d.1. Distribution of women and men by branch of the Canadian Armed Forces in 2024.

In 2023, the Canadian Armed Forces were composed of 16.1% women and 83.9% men (Figure 5.a), with an increase by 0.1% compared to the 2022 reporting period. In 2024, a slight decrease by 0.1 percentage points was registered in the percentage of women in the national armed forces to 16% (Figure 5.a.1). In between the 2014 and 2024 reporting periods, the percentage of women in the armed forces increased by 1.7 percentage points, from 14.3% to 16% (Figure 5.c).

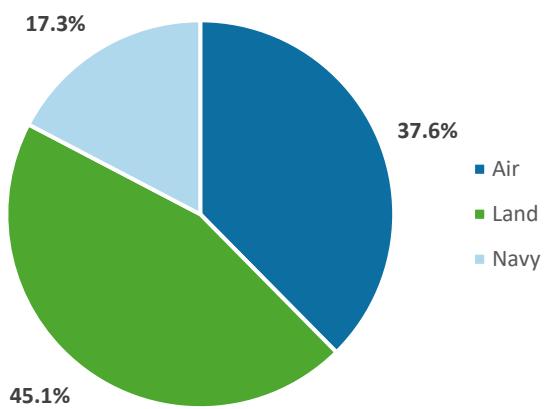


Figure 5.e. Distribution of women by branch of the Canadian Armed Forces in 2023.

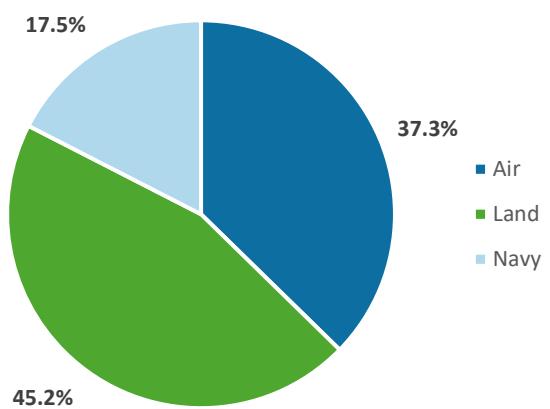


Figure 5.e.1. Distribution of women by branch of the Canadian Armed Forces in 2024.

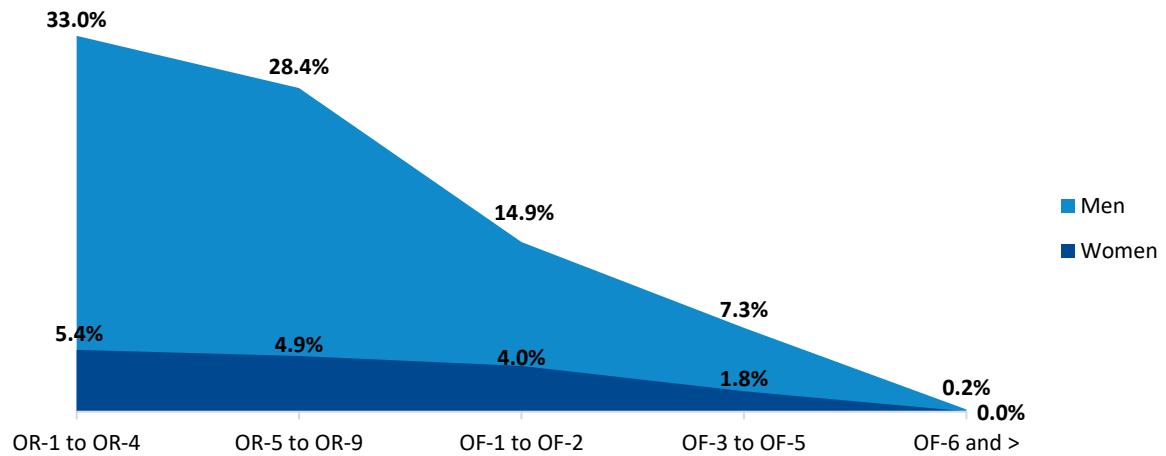


Figure 5.f. Distribution of women and men by rank in the Canadian Armed Forces in 2023.

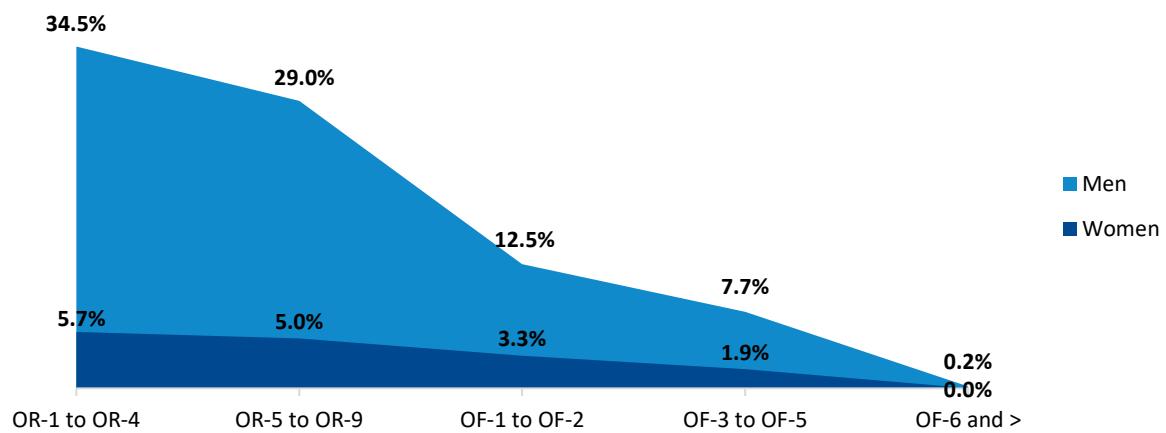


Figure 5.f.1. Distribution of women and men by rank in the Canadian Armed Forces in 2024.

Reserve Forces

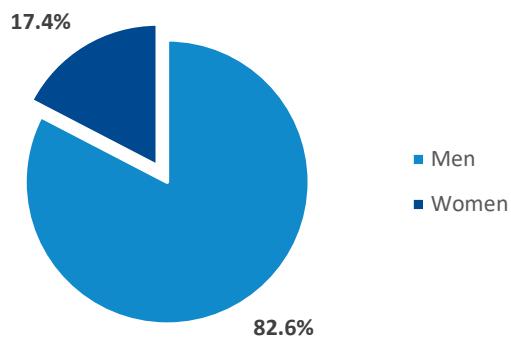


Figure 5.g. Percentage of women in the Canadian military reserve forces in 2023.

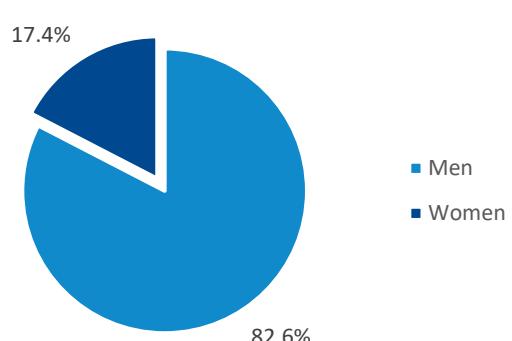


Figure 5.g.1. Percentage of women in the Canadian military reserve forces in 2024.

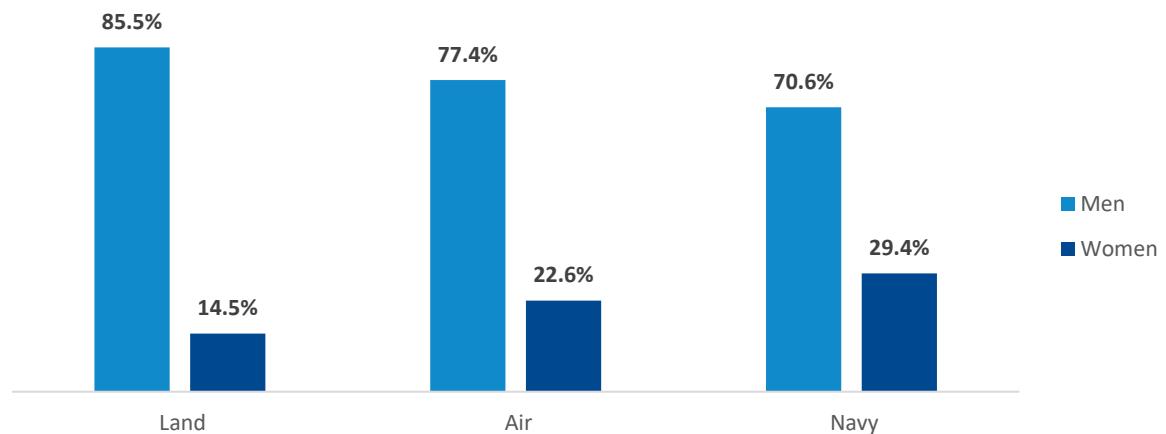


Figure 5.h. Distribution of men and women in the Canadian military reserve forces in 2023.

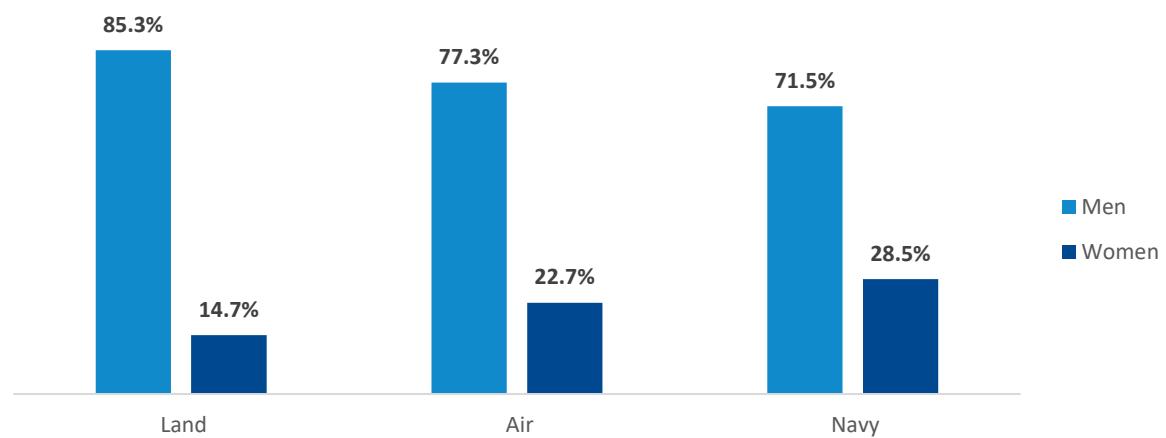


Figure 5.h.1. Distribution of men and women in the Canadian military reserve forces in 2024.

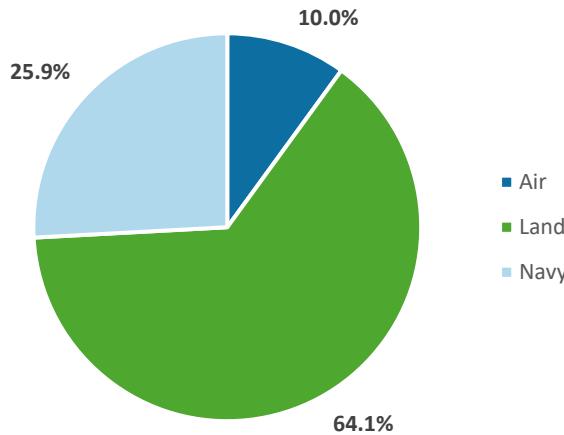


Figure 5.i. Distribution by branch of women in the Canadian military reserve forces in 2023.

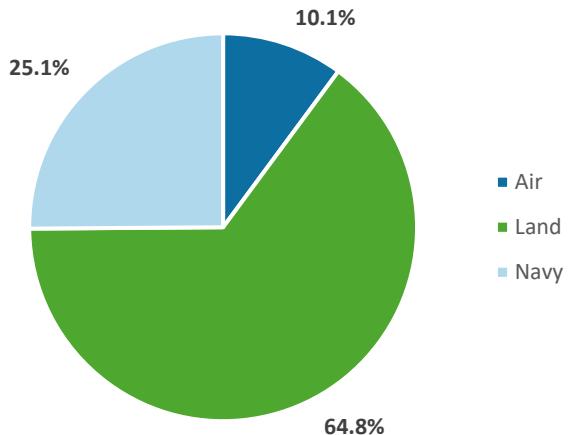


Figure 5.i.1. Distribution by branch of women in the Canadian military reserve forces in 2024.

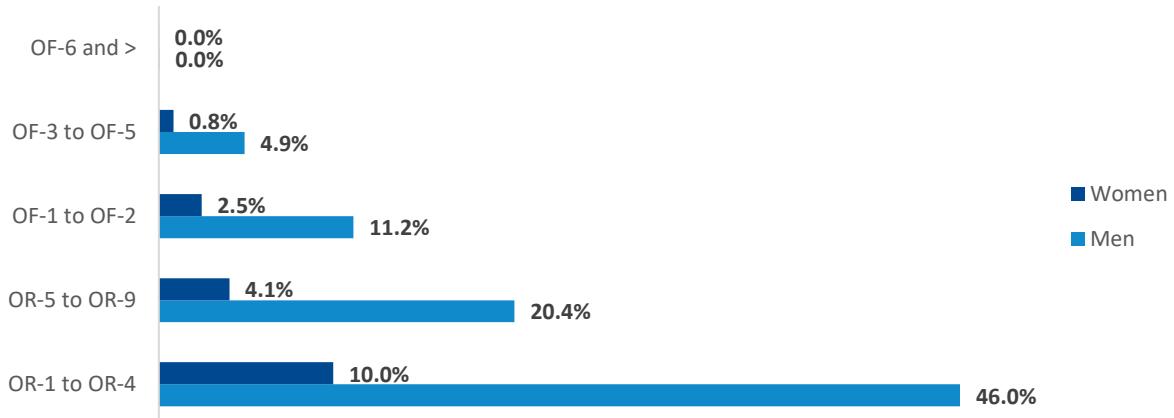


Figure 5.j. Distribution of men and women in the Canadian military reserve forces by rank in 2023.

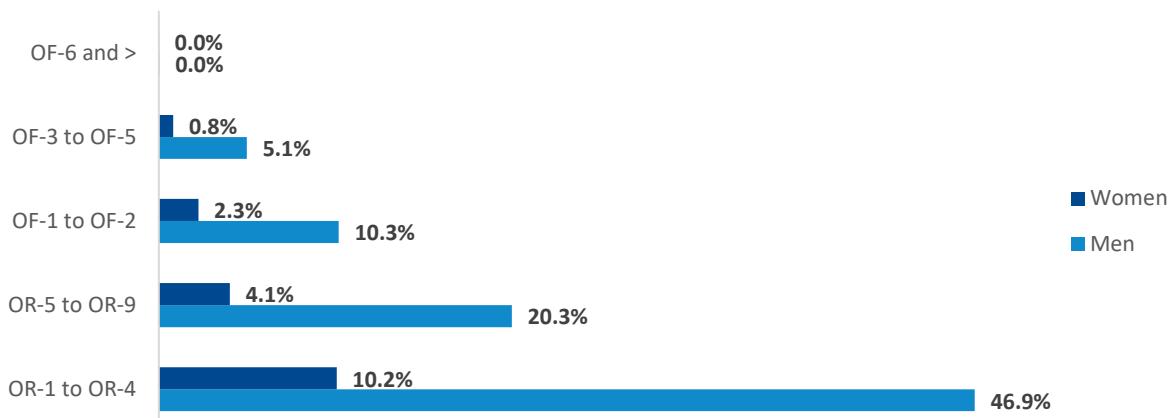


Figure 5.j.1. Distribution of men and women in the Canadian military reserve forces by rank in 2024.

New Policies and Initiatives to Implement UNSCR 1325

In 2023, Canada adopted its third *NAP on WPS 2023-2029, Foundations for Peace (C-NAP 3)*. C-NAP 3 includes 6 focus areas:

1. Building and sustaining peace;
2. Security, justice and accountability;
3. Crisis response;
4. Sexual and gender-based violence (SGBV);
5. Leadership and capabilities
6. Inclusion.

DND/CAF follow the Defence Team Implementation Plan (IP) for C-NAP 3. This is informed by several pan-government initiatives and is built upon the two previous Defence Team IPs, ensuring policy coherence and pan-government alignment.

The Defence Team aims to meaningfully contribute to each of the six C-NAP 3 focus area. The Defence Team core issue areas and current priorities cover internal institutional change, specifically with regards to systems, structures and culture, as well as both domestic and international military operations. The Defence Team aims at building a more inclusive and diverse workforce, along with a healthy work environment, free from any form of sexual and gender-based violence, including sexual misconduct, harassment and discrimination. The Canadian defence sector also seeks to strengthen its capacities to advance the WPS agenda across all missions, as well as address long-standing inequalities, barriers and harm within the institution. Indeed, the Defence Team has broadened and deepened its commitments to reflect a more nuanced approach to implementing the WPS agenda.

Internally, DND/CAF is implementing initiatives to address unprofessional behaviors and sexual violence, as well as confronting biases and remove barriers that women face in terms of inclusion, career progression and career success. Externally, the CAF is committed to strengthening the implementation of the WPS agenda through its missions. Canada recognizes that the effectiveness of military planning and activities are enhanced by implementing WPS and its principles into international engagements, approaches to intelligence, prevention and response to the recruitment and exploitation of child soldiers, as well as furthering the understanding of gender and evolving security threats, e.g., climate change, cybersecurity, prevention- and counter-terrorism.

DND/CAF recognizes the critical importance of understanding gender power dynamics and gender inequalities to inform gender-responsive mandates, strategies and tactics at the policy and operational levels, as well as internally at the institutional level. Understanding the differentiated impact conflict has on women, men, girls and boys also informs CAF decision-making processes to uphold gender equality, human rights, and peace and security.

As part of the Defence Team IP of the C-NAP 3, Canada aims at strengthening tailored training and support for deployed GENADs and GFPs, as well as continuously updating the content of professional development, pre-deployment training and exercises.

Canada has an official quota for the percentage of women in the CAF. Indeed, the CAF's current representation goal is 25.1% for women in the military by 2026. This percentage is adjusted to the labour market availability of women in the workforce of Canada, while supporting both the employment equity legislative requirements, as well as creating a diverse military that reflects the population served by the CAF. Canada reported that no restrictions are foreseen concerning women in active-duty occupations in the armed forces or in operations, as well as no restrictions in terms of leadership positions in the CAF.

Canada has a military entity designated to oversee the integration of gender perspectives in

the national armed forces. The Chief Professional Conduct and Culture (CPCC) was established in April 2021 and works to unify and integrate all activities associated with culture change across the DND/CAF. CPCC is the centre of expertise and single functional authority for professional conduct and culture. Its mandate is to establish an enduring capability to align defence culture, ensuring professional conduct that meets the standards expected from the military profession and the Defence Team. Among its key initiatives is the implementation of Canada's NAP.

A dedicated training program to foster advancement of women into military leadership positions was developed for the CAF. The Pre-Primary Leadership Qualification (PLQ) training program helps women in preparing for the PLQ Course, which is a demanding requirement for career advancement. The PLQ Course heavily emphasizes and favours combat arms skills, posing unique challenges to female junior soldiers who statistically prefer non-combat trades, thus effectively hindering women when attempting the course. These institutional barriers have led to lower success rates, discouragement and avoidance of the course which ultimately impacts women's career progression and representation in leadership roles. Canada highlighted that this gender inequality also intersects with caregiving responsibilities and the 'spot-light' effect, i.e., the feeling that a personal failure may be seen as a gender failure. This pre-PLQ training program has led to an increase in participation of women and a pass rate of 100% for all women attending the course, demonstrating that targeted actions to address gendered disparities embedded in the institutional framework have tangible positive results. Indeed, this training program has also become a motivator for 67% of women engaging with the PLQ Course, compared to the 18% for men.

The DND also created the Executive Development Program (EXDP) for diverse talent in order to remove barriers and provide new developmental opportunities for individuals of marginalized communities, including women. Between January 2021 and March 2023, twenty-seven women and four men were nominated by senior management and entered the program. As of March 2023, three women and three men from marginalized groups have been promoted to executive positions via the EXDP, with the remaining participants continuing their journey in the EXDP.

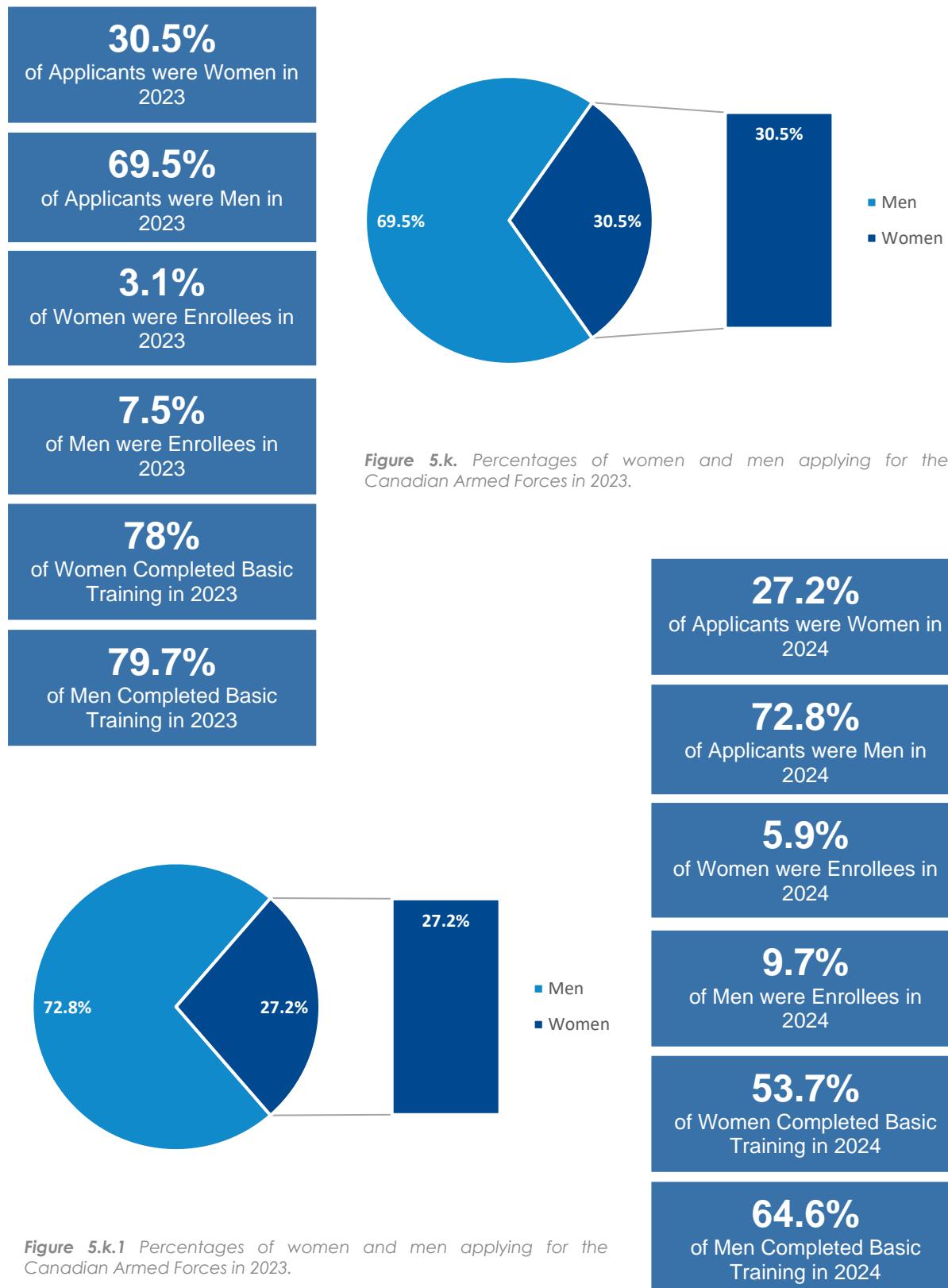
Recruitment and Retention

The standards and requirements for application and recruitment into the CAF are the same for women and men.

Women-centered advertising campaigns have been launched to help achieve the representation target of 25.1% by 2026. The Canadian Forces Recruiting Group (CFRG), with Assistant Deputy Minister for Public Affairs, carried out a targeted national advertisement called "Women's Recruitment Campaign" until March 2023. An increase in funding of CAD \$1.5M has allowed advertising campaign to be extended in the new fiscal year, including the Women's Recruitment Campaign.

Further, a national not-for-profit organization, Elevate Aviation, works to advance women in the field of aviation in close cooperation with the Royal Canadian Air Force (RCAF). RCAF also regularly participates in "Girls Fly Too" events and showcases the diversity of its teams by sending crews and aircrafts at the annual air shows and training competitions held in Canada. An attractions team has been consolidated to strengthen and enhance the RCAF's ability to recruit talented members. Similarly, the Royal Canadian Navy (RCN) established an attractions team comprised of individuals that accurately depict the Canadian society. This was also part of an effort to strengthen OP GENARATION, the CAF operation focused on recruitment, including increasing the number of women in the CAF. A successful story pertains to the Naval Reserve Divisions (NRDs) which were able to recruit a more

diverse group of individuals into occupations in which they have been historically underrepresented in the regular force.



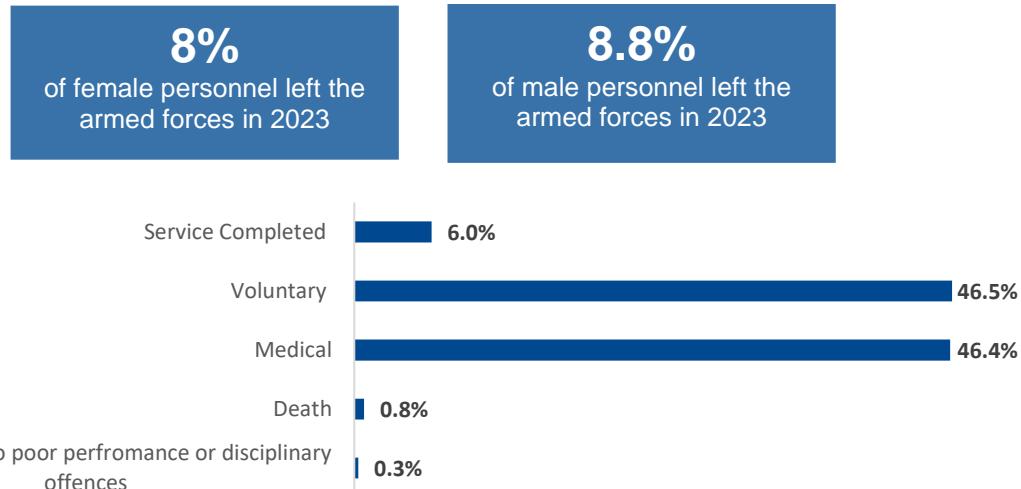


Figure 5.l. Distribution by reasons for women who left the Canadian Armed Forces in 2023.

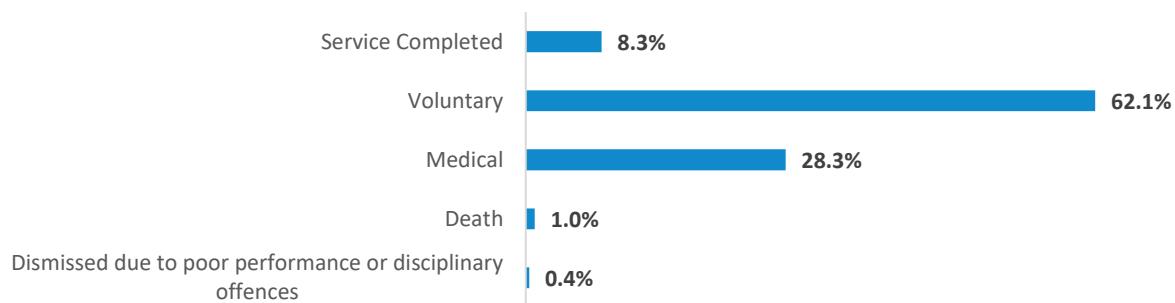


Figure 5.l.1. Distribution by reasons for men who left the Canadian Armed Forces in 2024.

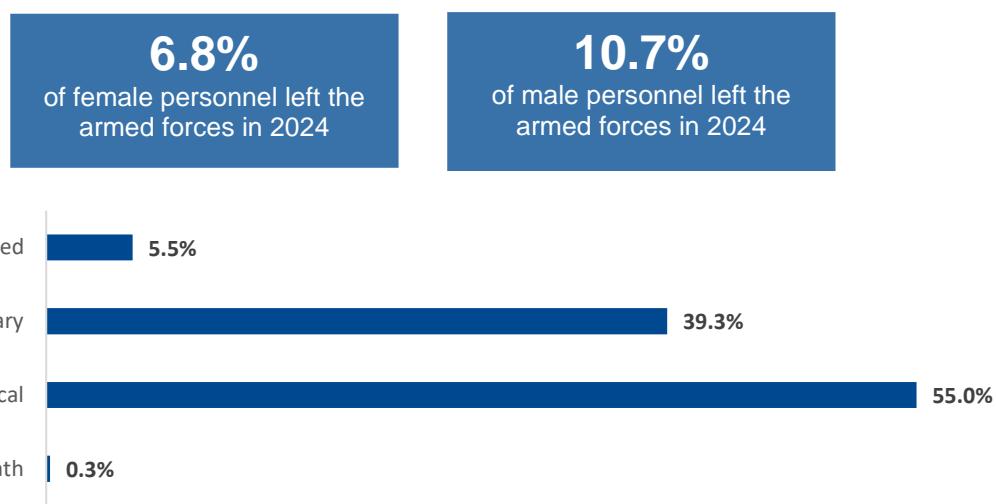


Figure 5.m. Distribution by reasons for women who left the Canadian Armed Forces in 2023.

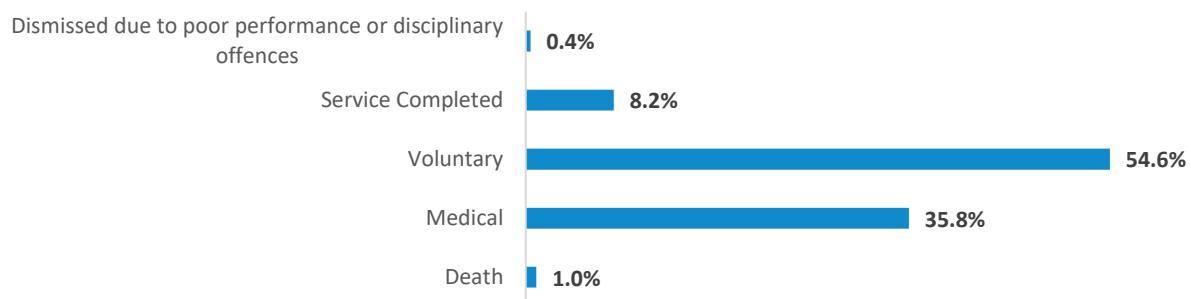


Figure 5.m.1. Distribution by reasons for men who left the Canadian Armed Forces in 2024.

Concerning retention, Canada reported its continuous effort to review, adjust and develop policies, programs and activities as required. Attention has been specifically paid to policies and initiatives that support culture change, increase career satisfaction and improve quality of life for CAF members and their families. The CAF Retention Strategy aims to improve experiences of CAF members and their families to make them feel supported and empowered. The strategy is an enabler of culture change which is prioritized by the CAF by engaging in measures that allow CAF members' concerns heard and addressed. The CAF understands that an increased supportive work environment maintains and improves operational effectiveness, while also improving quality of life. As part of the CAF Retention Strategy, unit retention interviews became mandatory as a tool to gain data on members attrition. For the CAF, career progression of women is intrinsically linked with recruitment and retention efforts, and the ongoing attempt to create inclusive and safe environments, both in terms of institutional culture and access to leadership positions, as well as structural accommodations, housing, childcare and healthcare tailored to the needs of women.

Furthermore, the CAF has given attention to increasing the percentage of deployed female personnel. These efforts are supported by focus area 6 of the 2023-2024 Defence's Team IP for C-NAP3 and include holistic analysis on systemic barriers to deployment, as well as personal reasons that influence women's choice to deploy to certain locations instead of others. However, these efforts do not exist in silos. The CAF applies Gender-Based Analysis (GBA) Plus to address recruitment, retention and career progression of women, including by tackling equipment and infrastructure, capacity-building on gender-responsive practices and analysing deployment requirements to eliminate barriers and expand opportunities for operational roles.

Overall, the CAF is paying attention to fully understanding retention issues for visible minorities, women and other marginalized groups to support the defence policy's direction of growing more diverse national armed forces.

A network to support women in the military is also established in the CAF. The Defence Women's Advisory Group (DWAO) is part of the Defence Advisory Groups (DAGs) whose main effort is contributing to employment equity objectives and enhance diversity across the DND/CAF. DWAO provides advice on how to dismantle barriers for the full inclusion of women in the Defence Team and how to address issues and policies that may be discriminatory on the basis of gender. Additionally, the Intersectional Focal Point Network (IFPN) and the Operational Gender/Intersectional Community of Practice (OGICoP) serve as supporting networks among GENADs and GFPs for intersectional internal discussions about work, best practices and lessons learned.

Work-Life Balance

Regarding specific policies to support work-life balance of military personnel, the Defence Team Total Health and Wellness Strategy seeks to create suitable conditions enabling both CAF members and DND civilians to thrive at work and at home. This aims at leading the Canadian defence personnel to greater productivity and general gratification. This strategy has increased awareness and education about health and wellness and led to the development of a monitoring framework for constant improvement. A continuous assessment-to-solutions approach has been employed to understand the needs of the workforce while allowing the leadership to better balance the organizational demands and the needs of their workforce. The strategy also increased accessibility to programs and services offered across the Defence Team and established a follow-up review to ensure responsive policy guidance and direction.

The CAF grants flexible working hour options for childcare, care for the elderly and

educational studies. Further, the CAF has policies on contingency cost move for personal reasons, as well as compassionate status and posting. Contingency cost move for personal reasons refers to move allocations in response to the personal circumstances of a servicemember that does not compromise their ability to deploy or perform their duties. However, the CAF recognizes that servicemembers can be impacted by personal circumstances which may be given special consideration in the form of compassionate status, with or without a compassionate posting. As such, compassionate postings seek to alleviate the personal circumstances of a CAF member which limits their ability to deploy or perform their duty.

For dual service couples, the CAF makes an effort to co-locate both married servicemembers in the same geographical region, provided that a suitable position exists, and that such move would be in line with the needs of the service as well as the career progression of the servicemember in question. Additionally, one member of the dual service couple can request a period of leave without pay and allowances for the duration of the posting of the other military spouse outside Canada, while still retaining their job in the CAF. Parental leave in Canada is shareable between two parents regardless of their gender. Parents have two options, a standard option of 40 weeks, as well as an extended option of 69 weeks. The standard option offers a 97% top-up of the CAF member's rate of pay whereas the extended option pays 55.8%. Adoptive parents are entitled to the same number of weeks for each option.

Childcare policies are in place in Canada, where the renewed vision for defence has significantly impacted the recognition of enhanced support for CAF members and their families. In the 2024 budget, the Government of Canada proposed CAD \$100M over five years to support childcare services for military personnel and their families on military bases across the country. Furthermore, the CAF has a policy on lactating members which mandates commanding officers to create a plan to support pumping and breastfeeding members. This entails identifying at least one location room every 400 personnel.

No specific policies are in place to facilitate or support service members who are single, divorced or widows/widowers with childcare responsibilities. However, Canada reported having policies that support the facilitation of service duties for members looking after dependents, including childcare reimbursement.

Other initiatives and programmes are in place to support work-life balance. For instance, the Military Spouse Employment Initiative provides military spouses and common-law partner with tools and resources to develop their skills and pursue their careers within the federal public service. Another useful tool is Seamless Canada which assists CAF members and their families during relocation in Canadian territory. This tool is a resource for provincial and territorial healthcare, childcare and employment to be used before and during relocation. Additionally, the Canadian Forces Morale and Welfare Services (CFMWS) offers a vast array of programmes and services to all CAF members. The CFMWS helps CAF members, veterans and their families to build self-reliance, resilience and readiness, prioritizing their mental, social, physical and financial wellbeing.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

Canada has policies for the prevention and response to sexual harassment and sexual exploitation and abuse. In 2023, a review process started for the 2020 DAOD 9005-1 for Sexual Misconduct Response. This review aims at better aligning the DAOD to the definitions of the Canadian Criminal Code for sexual harassment, conduct deficiencies of a sexual nature and crimes of a sexual nature. Further, this review will revise the DAOD to introduce a trauma-informed approach. In 2023, DAOD 5014-0 on Workplace Harassment and Violence Prevention was established. The DAOD and its accompanying policy manual

serve to enforce DND employees and CAF members wide prevention of workplace harassment and violence. The 2014 DAOD 5019-1 on Personal Relationships and Fraternization is also part of the Canadian framework to address sexual-related offences. This DAOD defines relationships between CAF members, other military personnel, Defence Team members, contractors or a member of other Allied forces. It also defines relationship between CAF members and a person from an enemy or belligerent forces as well as local inhabitant within a theatre of operations. Guidance is provided to avoid adverse personal relationships, as well as options for action when needed. In 2024, DAOD 5019-1 began its review process to introduce a new DAOD specifically on SEA aligning with NATO's 2019 SEA Policy.

In 2024, training materials and resources were established, such as the Spectrum to Prevent and Identify Sexual and Gender-Based Violence which serves as guidance tools. Additionally, the Misconduct Incident Management Decision Tool was established in 2024 to assist in navigating instances of misconduct, including sexual-related ones.

The Sexual Misconduct Support and Response Centre also offers a wide range of programs to support survivors of sexual misconduct in the Defence Team as well as to guide chains of command on how to handle these cases and effectively support survivors. The centre offers training, information events and outreach to the Defence Team, as well as a varied array of services and programs. The CAF Peace Support Training Centre has incorporated education on the prevention and response to SEA into pre-deployment training. The Command teams of all deploying units within the CAF receive, at minimum, briefings and trainings on the WPS agenda, gender perspectives and their obligations with regards to SEA, CRSV and child soldiers. Additionally, the Defence Team provided WPS expert contributions to a new online course on the prevention and response to SEA.

The CAF has an appointed team responsible for overseeing allegations of sexual-related offences. Conflict and Complaint Management Service (CCMS) centres offer guidance to member of the Defence Team dealing with conflict or complaint in the workplace. The Sexual Misconduct Support and Response Centre (SMSRC) provides support services to active duty or former members of the CAF and DND public service employees who are affected by sexual misconduct. Responsible officers (ROs) are responsible for the overall management and leadership level, ensuring that DND employees and CAF members thrive in a harassment-free workplace, as well as the expeditious and appropriate handling of harassment complaints.

Concerning complaint mechanisms, Canada has formal procedures in place enabling personnel to report incidents and allegations for sexual-related offences. CAF personnel affected by sexual harassment may report the incident through various mechanisms: military police, civilian police, the Workplace Harassment and Violence Prevention program, CCMS Offices Chaplain, and the unit chain of command. Complaints of this nature may also be directly submitted to the Canadian Human Rights Commission or the Office of the Ombudsman. Once an incident is reported, the chain of command is responsible for creating a case in the Sexual Misconduct Incident Tracking System (SMITS) and entering available data related to the incidents and subsequent actions related to the incident. The SMITS is used by chain of command to track incident up to their final outcomes.

SEA investigations are handled, however, by different authorities, including the chain of command, military police or civilian police based on the specific context. Canada is currently reviewing these procedures under the new DAOD on SEA. This review will offer more clarity on formal and informal measures that can be implemented by commanding officers for Defence Team members and contracted staff.

SEA prevention is also integrated by Canada into operation planning. The Canadian Joint

Operations Command (CJOC) employs a GENAD at the HQ level to advise planning and operations, and to manage a network of GENADs and GFPs in deployed operations and exercises. Within the mandate of the CJOC GENAD, there is a requirement to ensure that SEA factors, risks and reporting are briefed to all deploying Task Force Command teams as part of the HQ Key Leader Engagement (KLE). When, and where, appropriate, subject matter expertise is provided to CAF leaders and planners to ensure observing and reporting structures are in place as necessary. The new operations being developed or renewed existing ones include zero-tolerance instructions concerning SEA as part of directives destined to Defence Team members being deployed.

Education and Training

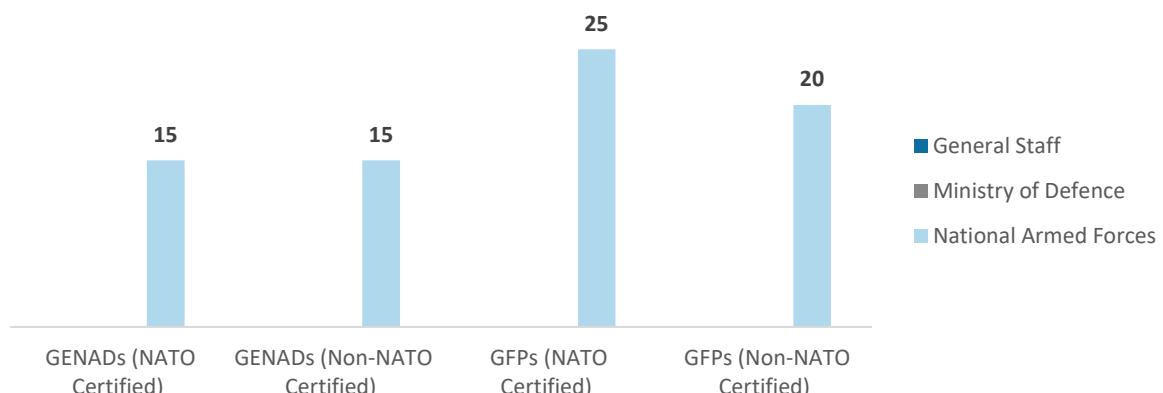


Figure 5.n. Canada's national gender advisory structure in 2023.

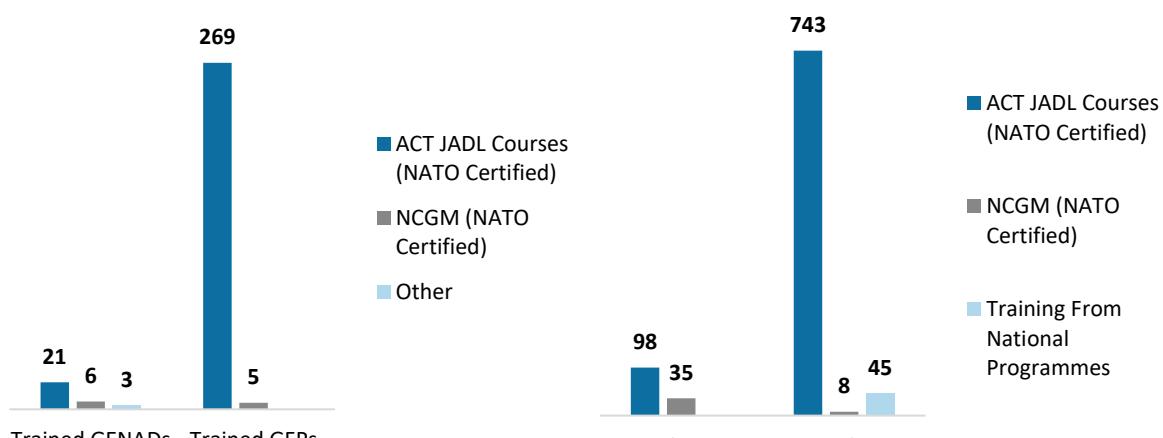


Figure 5.o. Trained Canadian personnel in 2023.

Figure 5.o.1. Trained Canadian personnel in 2024.

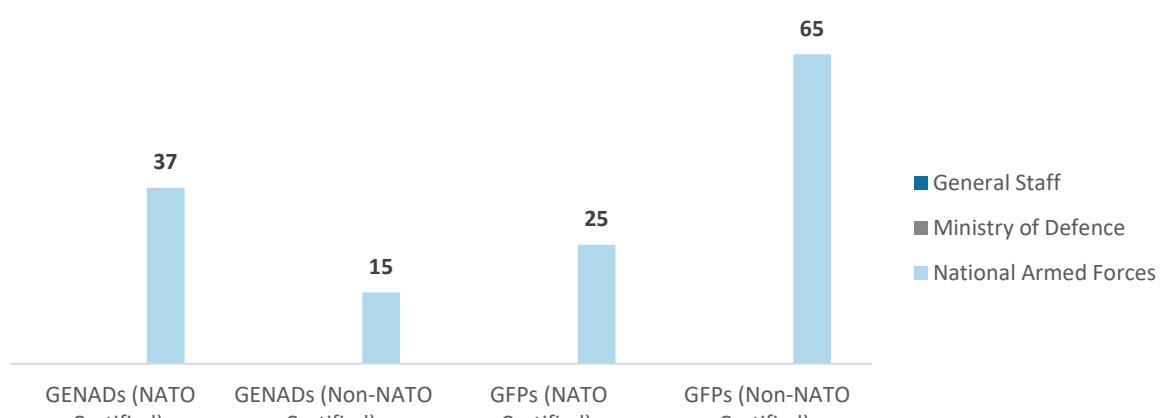


Figure 5.n.1. Canada's national gender advisory structure in 2024.

Both the Royal Military Colleges Kingston and Saint-Jean are integrating gender perspectives into their key academic events, as well as establishing specific committees to consider and identify systemic issues regarding sexual misconduct.

All CAF members are required to take the GBA Plus Introduction course provided by Women and Gender Equality Canada (WAGE) which focuses on key concepts surrounding GBA Plus and the ways GBA Plus can enhance responsiveness, effectiveness and outcomes of different initiatives when applying its foundational concepts.

Further, gender perspectives are currently integrated into 14 CAF courses including pre-deployment training provided by the Army Peace Support Training Centre (PSTC). As part of the pre-deployment training for the CAF, the PSTC delivers lessons on human rights, protection of civilians (PoC), WPS, CRSV, SEA, child protection and human trafficking, based on the training material provided by the United Nations Department of Peacekeeping Operations (UN DPKO). Training provided from Canada to foreign military staff through the Military Capability Training Program (MTCP) also has curriculum focused on gender perspectives and the importance of conducting GBA Plus, as well as awareness and training on SEA, CRSV, CAAC, human trafficking, and other threats and risks in the human domain.

Gender Perspectives in Operations

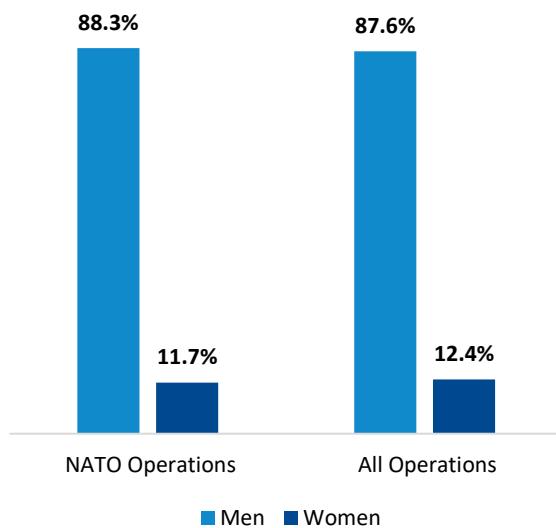


Figure 5.p. Distribution of women and men in operations in 2023.

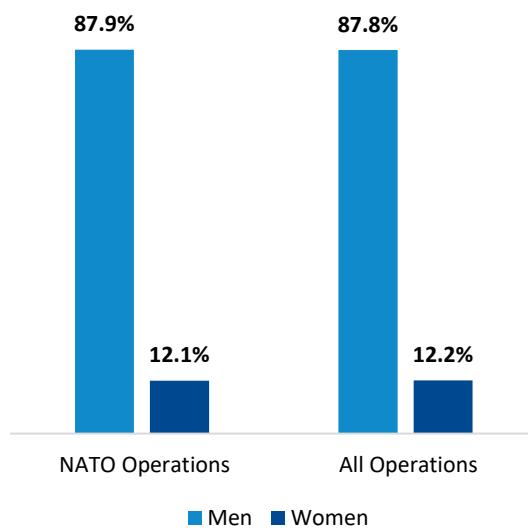


Figure 5.p.1. Distribution of women and men in operations in 2024.

As previously mentioned, the CJOC and the Canadian Special Operations Forces Command (CANSOFCOM) have a GENAD at HQ level to advise planning and operations and to manage the gender advisory networks deployed in operations and exercises. Gender perspectives are mainstreamed into all phases of operational planning, albeit capacity, tools and training on such matter are gradually advancing. In 2024, a CAF GFP beta course was developed and two new department-wide GBA Plus courses were made available for leaders and staff. Every deploying command team is briefed on the basics and regulations related to gender perspectives, culture, gender-responsive leadership (GRL), child protection, CRSV and other threats and risks in the human domain.

Equipment, Infrastructure and Uniform Adaptation

The Soldier Operational Clothing and Equipment Modernization Initiative aims to deliver an integrated suite of modern operational clothing and personal protective equipment. This will give underrepresented groups a leeway in gaining better access to procurement opportunities within the scope of the project.

Additionally, all new procurements have an integrated GBA Plus analysis and a conscious inclusion of women's requirements. The Dismounted Infantry Capability Enhancement (DICE) procurement is the most recent example of gendered design of equipment in Canada. The DICE initiative equipped the members of the light infantry of the Canadian Army with a new system of protective and load carriage equipment to support operations. GBA Plus was considered throughout the procurement process and incorporated directly in the contractual requirements. User trials included both women and men of various body types, as the requirements called for equipment specifically designed to fit both the female and male morphologies.

In 2023, the Director Soldier Systems Program Management (DSSPM) also procured the C22 pistol for the Canadian Army which comes with a wide variety of grip size. Although the grip is not specifically gendered, the availability of smaller grips caters mostly to women's hand sizes.

Concerning military facilities, the CAF is adapting sleeping quarters, bathrooms and offices for men and women. For instance, the RCAF is conducting GBA Plus for the Future Fighter Capability Project, where new accessible infrastructure will be designed to include GBA Plus considerations, including the safety and equitable fairness of washrooms, sleeping quarters and cultural spaces.

As per the RCN, Canadian Surface Combatant ships will include berths, wash places, bathrooms, medical facilities and off-duty areas designed to accommodate the different needs of different genders and promote privacy. Similarly, the Arctic and Offshore Patrol Ships (AOPS) were designed to accommodate a mixed-gender crew.



CROATIA

Success Stories

- Expanded a pool of instructors specializing in gender perspectives in military operations, increasing awareness across the armed forces.
- Contributed certified instructors to NATO and RACVIAC mobile training teams for partner armed forces, exporting national expertise to Jordan and Tunisia.

Key challenges

- Limited time and content in pre-deployment training devoted to how gender perspectives enhance operational effectiveness.
- Difficulty integrating gender considerations into exercise scenarios in a meaningful and impactful way.

Overview

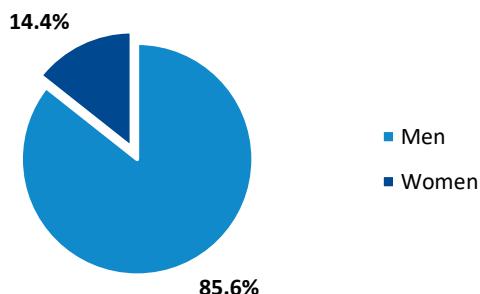


Figure 6.a. Percentage of women in the Croatian Armed Forces in 2023.

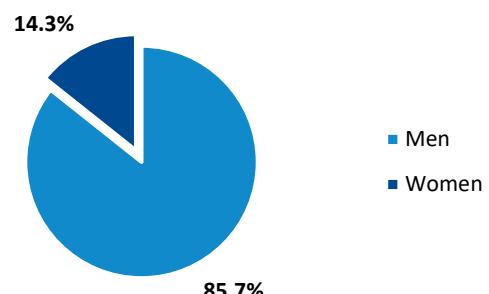


Figure 6.a.1. Percentage of women in the Croatian Armed Forces in 2024.

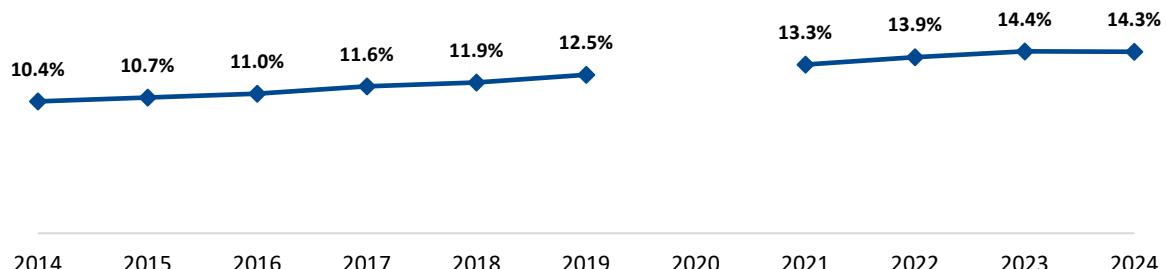
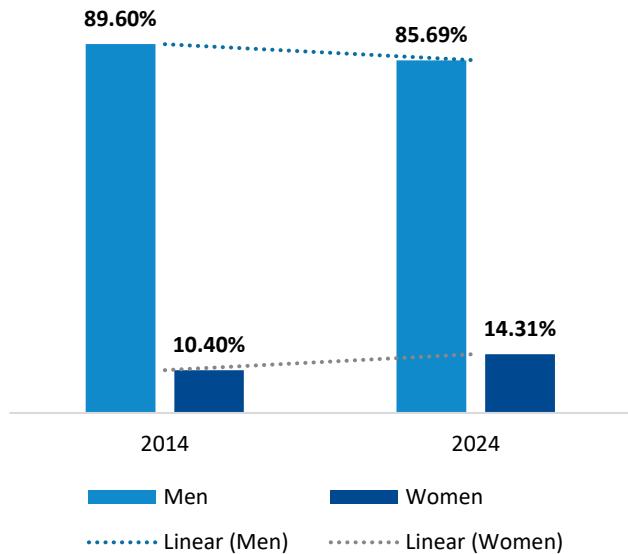


Figure 6.b. Percentage of women in the Croatian Armed Forces over time.



The Croatian Armed Forces were composed of 14.4% women and 85.6% men in 2023 (Figure 6.a). In 2024, the percentage of women decreased slightly by 0.1 percentage points to 14.3%, (Figure 6.a.1). In between the 2014 and 2024 reporting periods, the proportion of women in the Croatian Armed Forces rose by 3.91 percentage points (Figure 6.c).

Figure 6.c. Trend in composition of the Croatian Armed Forces between 2014 and 2024 reporting periods.

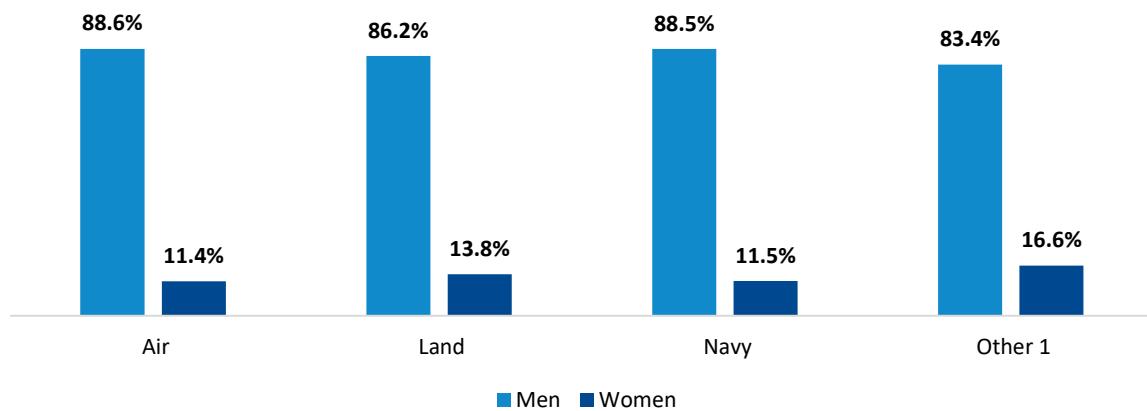


Figure 6.d. Distribution of women and men by branch of the Croatian Armed Forces in 2023.

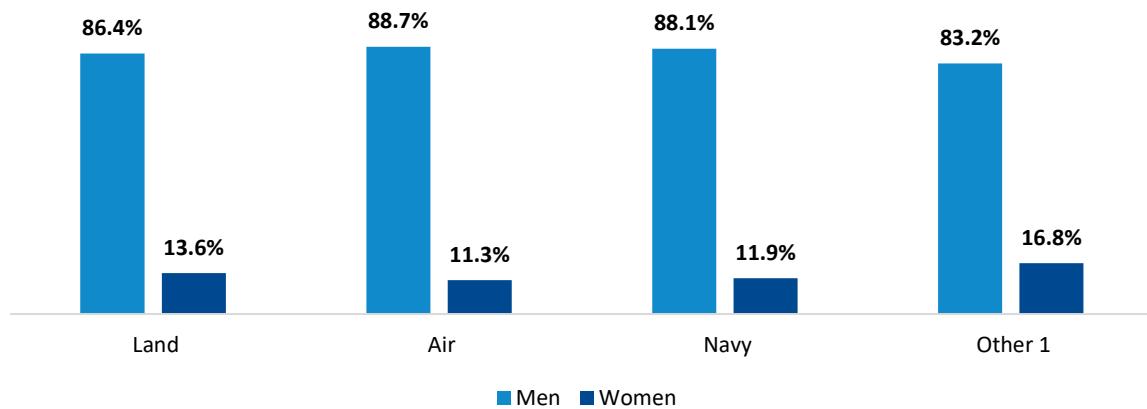


Figure 6.d.1. Distribution of women and men by branch of the Croatian Armed Forces in 2024.

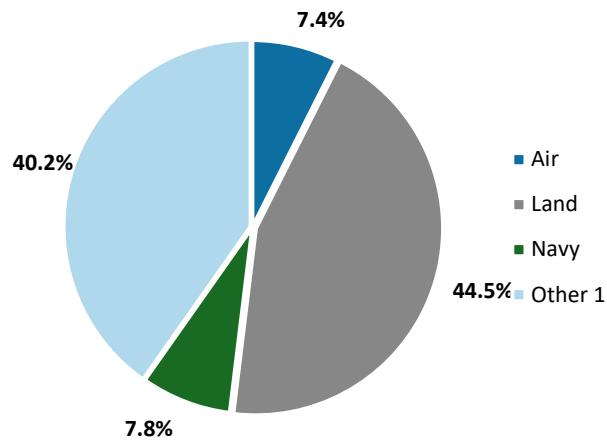


Figure 6.e. Distribution of women by branch of the Croatian Armed Forces in 2023.

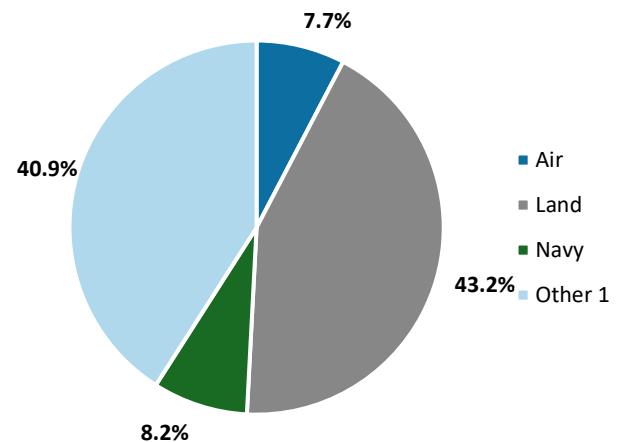


Figure 6.e.1. Distribution of women by branch of the Croatian Armed Forces in 2024.

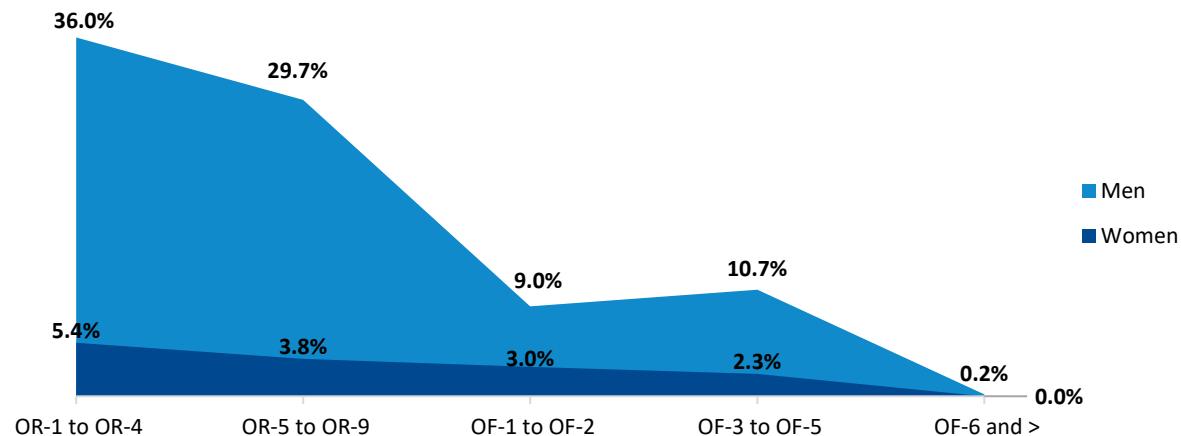


Figure 6.f. Distribution of women and men by rank in the Croatian Armed Forces in 2023.

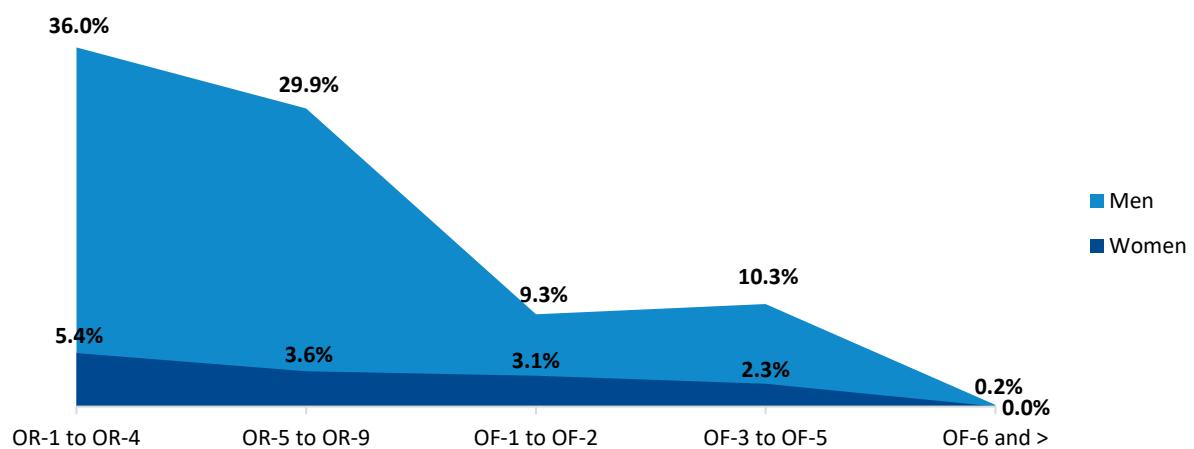


Figure 6.f.1. Distribution of women and men by rank in the Croatian Armed Forces in 2024.

Reserve Forces

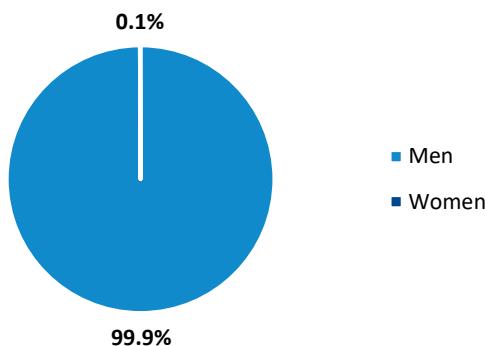


Figure 6.g. Percentage of women in the Croatian military reserve forces in 2023 and 2024.

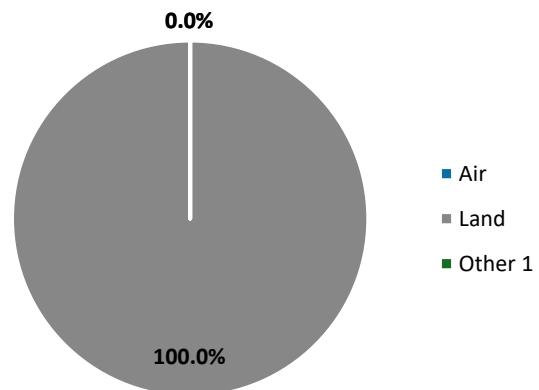


Figure 6.h. Distribution of women by branch of the Croatian military reserve forces in 2023 and 2024.

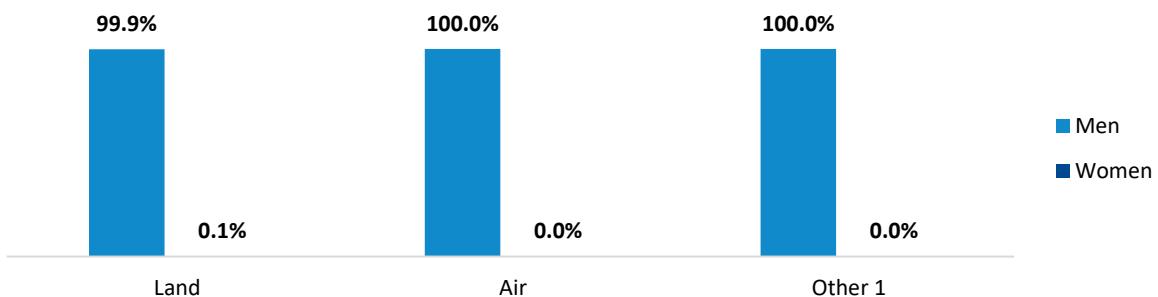


Figure 6.i. Distribution of women and men by branch of the Croatian military reserve forces in 2023 and 2024.



Figure 6.j. Distribution of women and men by rank in the Croatian military reserve forces in 2023.



Figure 6.j.1. Distribution of women and men by rank in the Croatian military reserve forces in 2024.

New Policies and Initiatives to Implement UNSCR 1325

The second *NAP for Implementation of UNSCR 1325 on WPS and related Resolutions valid for the period 2019-2023* (NAP II) continued to be implemented throughout 2023 and 2024. NAP II sets out objectives and measures in the areas of prevention, participation, protection and post-conflict recovery. A new security risk management was introduced and new measures were also adopted to strengthen the areas of implementation and monitoring. In the area of prevention, key efforts revolve around:

1. Documents, international activities and public outreach, and
2. education and training programmes.

As per the area of participation, priorities continue to be:

1. Introducing gender balance in security and defence sector activities, and
2. Increasing the representation of women in decision-making activities and processes concerning security and peacebuilding.

In the area of protection and post-conflict recovery, the main objectives remain:

1. Implementing the protection of the rights of women and girls, especially war victims in the Republic of Croatia;
2. promotion of the rights of women and girls and victims of GBV in areas of armed conflict, and
3. angling developmental cooperation towards protection and empowerment of women in accordance with the National Developmental Cooperation strategy 2017-2021.

As a new chapter of the NAP II, security risk management introduces two new objectives:

1. Gender-sensitive approach in managing security risks involving natural and technological disasters and terrorism, and
2. promoting the protection of the rights of women and girl refugees, asylum seekers and migrants.

Implementation and monitoring of NAP II constitute a separate chapter and priority for Croatia. This involves improving cooperation in implementing UNSCRs on WPS, as well as monitoring the implementation of UNSCR 1325 and related Resolutions more broadly. These objectives are strengthened through additional measures, especially in relation to local level implementation and more consistent measures monitoring, as well as reporting to the Government of the Republic of Croatia on the results.

Croatia reported that a third NAP is currently under development and it is anticipated to be ready by the end of 2025.

During 2024, the Action Plan for Promoting and Establishing Gender Equality in the MoD and Croatian Armed Forces (CAF) for the period 2025-2029 (GE AP II) was revised. This document is primarily based on the National Policy for Gender Equality and the NAP II. The main goals of this review process were raising gender equality awareness, strengthening gender perspectives and the principle of gender equality through education and training programmes, encouraging equal opportunities in the defence sector, increase the representation of women in decision-making processes in the field of security, defence and peacebuilding, as well as promoting the rights and protection of women and girls.

Croatia does not have a target or quota for the percentage of women and men in the national armed forces. Additionally, the Republic of Croatia does not foresee any restrictions for women to access any active-duty occupations or operational roles. Similarly, women do not face any formal restriction for leadership positions in the national armed forces.

In terms of mentoring, training or professional development activities fostering the advancement of women into military leadership position, Croatia reported some initiatives in the context of military education and training. The International Military Education and Training (IMET) program foresees targeted education and training opportunities for the exclusive participation of female personnel in order to enhance their skills and qualifications, which are among the key criteria for professional advancement in the CAF.

The integration of gender perspectives in the CAF falls under the remit of the Personnel Directorate of the General Staff. There is no dedicated post for such function, thus this responsibility is under a dual-hatted post in the education department. This function includes integrating gender perspectives into CAF's documents, policies, orders, relevant basic to advanced level education and training events, and in pre-deployment training activities, as well as building a pool of gender SMEs (including GENADs, GFPs and instructors).

Recruitment and Retention

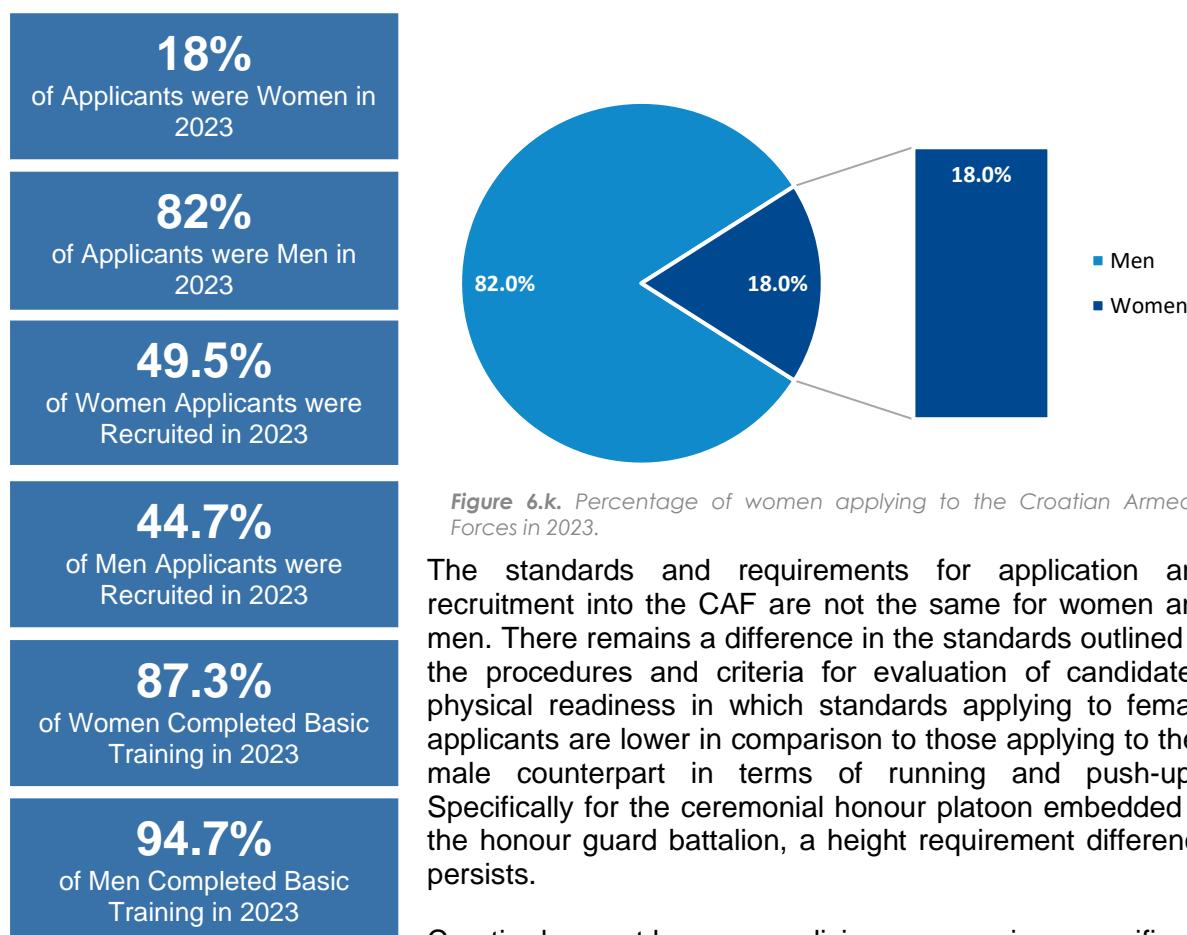


Figure 6.k. Percentage of women applying to the Croatian Armed Forces in 2023.

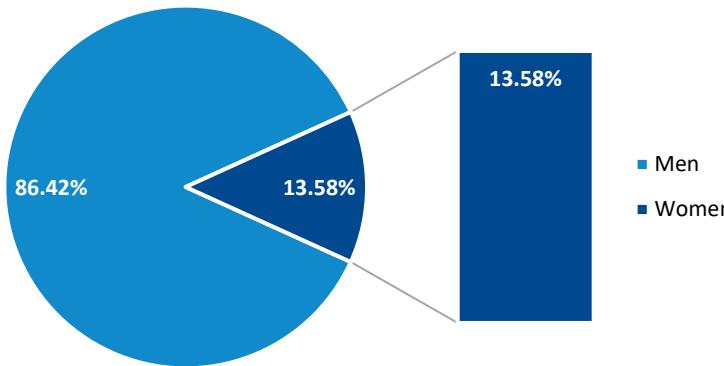
The standards and requirements for application and recruitment into the CAF are not the same for women and men. There remains a difference in the standards outlined in the procedures and criteria for evaluation of candidates' physical readiness in which standards applying to female applicants are lower in comparison to those applying to their male counterpart in terms of running and push-ups. Specifically for the ceremonial honour platoon embedded in the honour guard battalion, a height requirement difference persists.

Croatia does not have any policies or campaigns specifically designed to promote the recruitment of women in the military. It was reported that recruitment campaigns equally target both sexes.

Similarly, no support network tailored to the needs of women in the military is present in the CAF, as no identified need was documented so far. However, Croatia has military psychologists, medical staff and human resources staff available to all military personnel to support them. The Committee for Gender Equality in the MoD and CAF and the Committee for the Protection of Military Persons' Dignity are also available for both women and men.

Croatia's retention policies are applied equally to men and women, thus no specific plan to promote the retention of women in the armed forces is in place at the time of production of this report. Specifically, Croatia gives particular attention to specialized services of personnel possessing scarce skills, e.g., doctors, pilots, university professors and IT experts.

Incentives in the retention policies of Croatia include special bonuses for highly specialized personnel, accelerated career advancement and financial support for further technical training. Generally, salaries of military personnel and civil servants in the MoD and CAF have been increased. Allowances and benefits have also been strengthened, as well as housing support, for personnel engaged in providing assistance during disasters and accidents, fire protection, search and rescue, and other special service roles. Lastly, increases have been made to the per diem for personnel deployed in peace support operations and missions, together with the allowance paid to conscript during their voluntary military training.



13.6% of Applicants were Women in 2024
86.4% of Applicants were Men in 2024
39% of Women Applicants were Recruited in 2024
47% of Men Applicants were Recruited in 2024
94% of Men Completed Basic Training in 2024
80.5% of Women Completed Basic Training in 2024

Figure 6.k.1. Percentage of women applying to the Croatian Armed Forces in 2024.

4.2% of female personnel left the armed forces in 2023
5.8% of male personnel left the armed forces in 2023
5.7% of female personnel left the armed forces in 2024
5.1% of male personnel left the armed forces in 2024

Work-Life Balance

Although no changes were made during the reporting period for this iteration of the NATO SNR report, there are specific regulations to accommodate the need of pregnant

servicewomen and widowed or single parents. In line with the gender awareness policy in the MoD and CAF, these specific categories of servicemembers are exempt from performing duties which require 24 hours service or night shifts.

In Croatia, maternity leave amounts to 26 weeks, of which 10 are mandatory for the mother. The remaining weeks of available leave are transferrable to the father upon consent. More precisely, mothers are entitled to a maternity leave of 26 weeks (6 months) of which they must take mandatory leave for a minimum period of 70 consecutive days. Following maternity leave, both parents are entitled to parental leave. In line with the national demographics policy, parents have additional benefits for each additional child born into their family. Parental leave can range from 6 months up to 30 months, depending on the number of children born. Parental leave can be taken as a whole or it can be spread over time until the child reaches 8 years of age. Croatia gives special considerations to mothers who give birth prematurely by extending their maternity leave. However, paternity leave in Croatia amounts to 10 days. Changes to these provisions are anticipated to come into effect by 2025.

Croatia's childcare policy did not change in 2023 and 2024. It is worth recalling that military personnel are eligible to part-time employment for parents with dependent children. Additionally, mothers who return to work are entitled to take breastfeeding breaks, be exempt from 24 hours duty assignment, night duties and/or overtime work.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

The CAF has various documents based on relevant national law which regulate the necessary procedure, processes and conduct with relation to military personnel as victims/survivors or perpetrators of various forms of sexual violence, including sexual harassment and SEA. These documents also include guidance on support and information on rights, responsibilities, legal and financial matters, as well as physiological assistance and health care. Further, related regulations are in place addressing the proper actions to be taken through the chain of command, the military police and military disciplinary court in accordance with their scope of work. The Committee on Gender Equality in the MoD and CAF and the Committee for the Protection of Military Persons' Dignity can also receive cases by a party. Assistance might also be sought through civilian structures.

Personnel may directly report claims of alleged incidents through their chain of command. The command authority or superior command authorities are obliged to inform the military police. However, complaints may be submitted directly to the civilian police and judicial structure. Even in this latter case, the military police will be informed. Complaints can also be submitted through the Committee on Gender Equality in the MoD and CAF, the Committee for the Protection of Military Persons' Dignity, as well as through a dedicated email address in the Personnel Directorate and medical practitioners.

While allegations of an incident may also be submitted through other mechanisms, as mentioned above, the military police is the primary body responsible for overseeing allegations of such nature in the national armed forces. Croatia does not have a dedicated person or team which is solely appointed to oversee allegations of sexual-related offences; however, the military police has the authority to take actions and conduct investigations in cases when there is an indication or allegation that a member of the CAF has committed a discipline offence, misdemeanor or criminal offence. In accordance with the findings of the case, this can be further directed to the military disciplinary court and/or through civilian police and the judicial system.

In terms of operational planning, the matter of preventing and responding to SEA is a topic considered and integrated in military education and training curricula, as well as exercise activities, in accordance with the zero-tolerance approach adopted by Croatia. A specific focus includes pre-deployment training for NATO, EU and UN peace support operations and missions abroad, in which the NATO Policy on SEA is also covered.

Military education and training activities are considered key means as a preventive tool by raising awareness on sexual-related offences. Croatia also underlined the importance of pre-deployment training which has to appropriately educate and train deployed personnel regarding these offences. As such, prevention of all forms of sexual violence is addressed at different levels of military education conducted by the Croatian Defence Academy (CDA), and in a wide range of education programmes. Training conducted at the International Military Operations Training Centre (IMOC) "Josip Briški" also incorporates relevant subject matter in various training programmes, including pre-deployment trainings for missions and operations abroad.

Education and Training

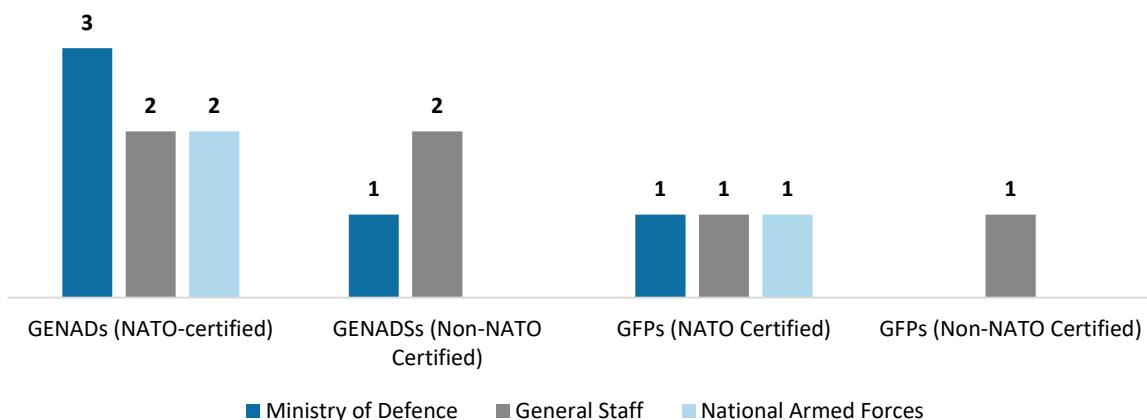


Figure 6.I. Croatia's national gender advisory structure in 2023 and 2024.

Croatia reported using all modules of the *NATO Gender Education and Training Package for Nations*. The training modules have proven useful for the CAF's efforts to integrate gender perspectives into existing education and training curricula, especially in pre-deployment training and military police education and training activities, including on terrorism.

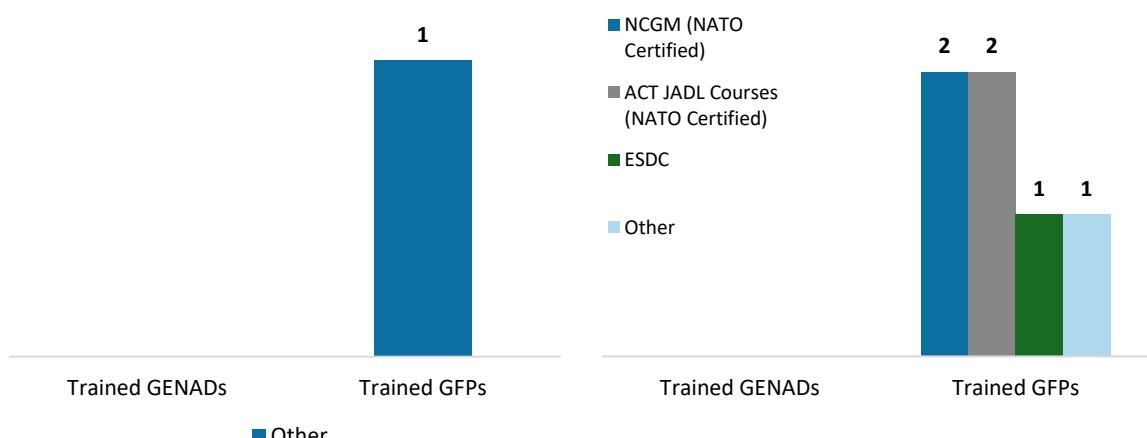


Figure 6.m. Croatia's trained personnel in 2023.

Figure 6.m.1. Croatia's trained personnel in 2024.

Overall, gender perspectives and WPS are integrated into various levels of education and training programmes to increase gender awareness. While the CAF does not have a stand-alone course on gender perspectives, these are integrated into existing courses, which Croatia reported being an effective approach in line with its NAP II. Most notably, the CDA and IMOC, as well as other branch training facilities and within units, offers a varied array of educational programmes that include topics such as: SEA, CRSV, gender perspectives, UNSCR 1325 on WPS, NATO Bi-SC Directive 40-1, CTHB, prevention of domestic violence, protection of the rights of women and girls, international human rights law, and international humanitarian law.

The Gender Training for Trainers Course (GTOT) is conducted annually through the combined efforts of RACVIAC – Centre for Security Cooperation, NCGM and the CAF. The key focus of the course is the implementation of UNSCR 1325 and related Resolutions on WPS in a military context, and NATO Bi-SC Directive 40-1. The course aims at enhancing expertise and awareness on this subject matter and increase the number of trained instructors.

The CAF continues to train personnel on gender. Specifically, efforts are put to ensure that personnel working at all levels are trained either as GENADS or GFPs, which allows them to conduct their tasks with applied gender perspectives as appropriate.

Gender Perspectives in Operations

The CAF aims at integrating gender perspectives routinely into all core military functions, especially in planning, executing and evaluating processes at the tactical, operational and strategic levels. Continued efforts are ongoing towards the integration of gender-related topics into existing military education and training programmes, and tailored activities to raise awareness among personnel in the defence sector.

The CAF will continue to place focus on pre-deployment training on gender-related topics and to reach the widest possible audience of military personnel to be deployed. One of the prerequisites for all military personnel deploying to a NATO-led operations is completing ADL 169 “Improving Operational Effectiveness by Integrating Gender Perspective”.

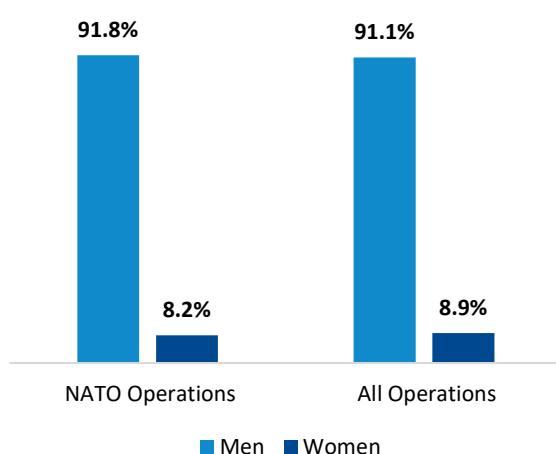


Figure 6.n.1. Percentages of women and men in operations of the Croatian Armed Forces in 2024.

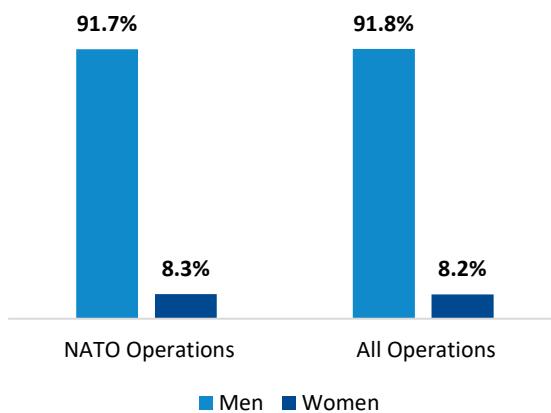


Figure 6.n. Percentages of women and men in operations of the Croatian Armed Forces in 2023.

The CHOD continues to support the implementation of UNSCR 1325, particularly in terms of promoting gender equality and integrating gender perspectives in military operation, as well as in the national context, in accordance with relevant policies and documents. For example, follow-on CHOD implementation orders are commonly used in the CAF to implement WPS throughout the national armed forces.

Equipment, Infrastructure and Uniform Adaptation

Croatia reported that the majority of military facilities, including offices, barracks and education and training facilities provide for separate sleeping quarters and bathrooms for its female and male personnel.

Further, Croatia has designed service uniform and special occupation uniforms to the morphology of women. Combat uniform have a unisex design in the CAF.

Success Stories

- Established education and usage frameworks for Gender Advisors and Gender Focal Points.
- Decided to implement gender-equal conscription from January 2026, supported by an Advisory Body on Equality and Voluntariness to ensure both equality and strong volunteer rates.

Key challenges

- Slow pace of integrating gender perspectives into defence culture and practice.
- Gender Advisors frequently working in dual-hatted roles, reducing their capacity to focus solely on gender integration.

Overview

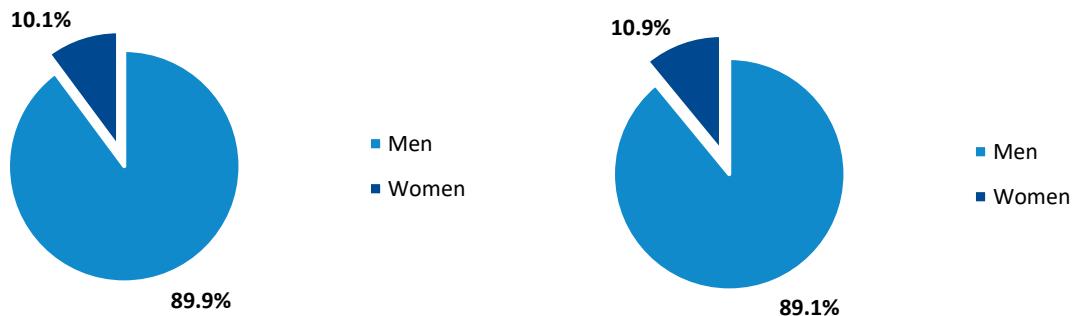


Figure 7.a. Percentages of women in the Danish Defence in 2023.

Figure 7.a.1 Percentages of women in the Danish Defence in 2024.

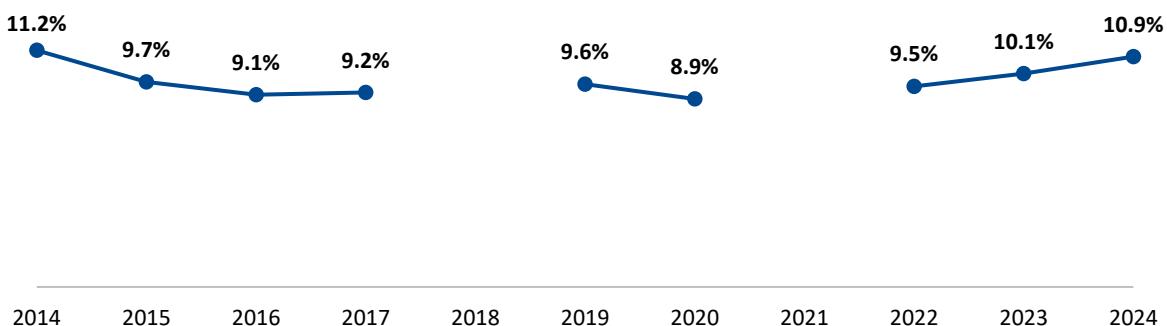


Figure 7.b. Percentages of women in the Danish Defence over time.

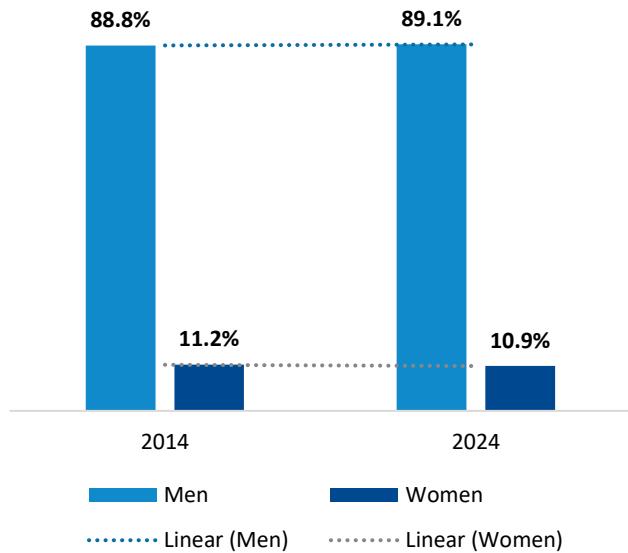


Figure 7.c. Trend in composition of the Danish Defence between 2014 and 2024 reporting periods.

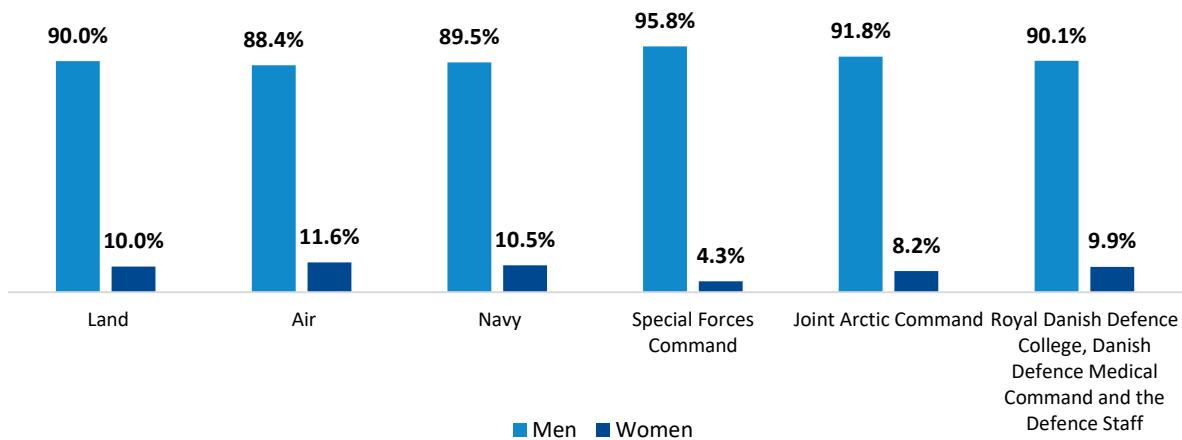


Figure 7.d. Distribution of women and men by branch of the Danish Defence in 2023.

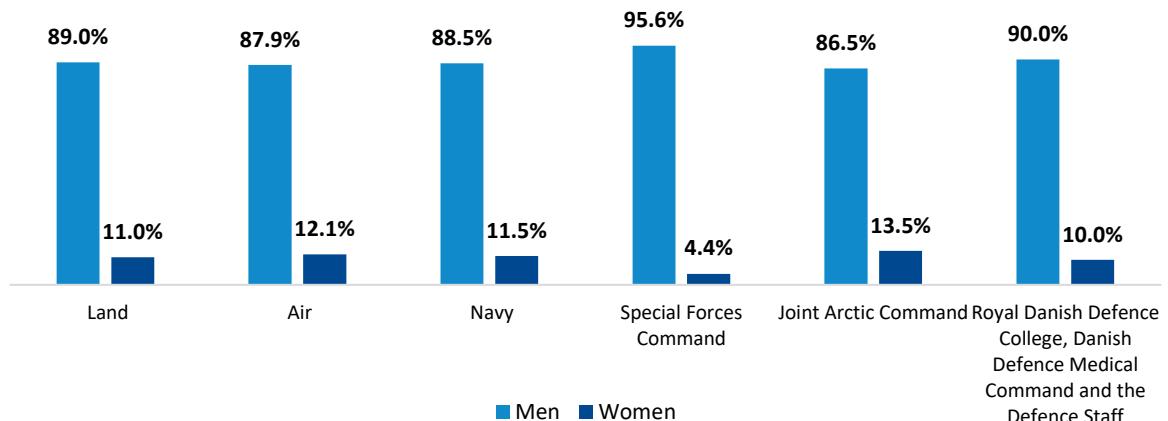


Figure 7.d.1. Distribution of women and men by branch of the Danish Defence in 2024.

In 2023, the Danish Defence was composed of 10.1% women and 89.9% men (Figure 7.a). This marks an increase by 1.2 percentage points compared to the 2022 reporting cycle. The percentage of women in the armed forces further increased by 0.8 percentage points in 2024, from 10.1% to 10.9% (Figure 7.b). By comparing the share of women in the Danish Defence in the 2014 and 2024 reporting periods, a slight decrease by 0.3 percentage points is recorded.

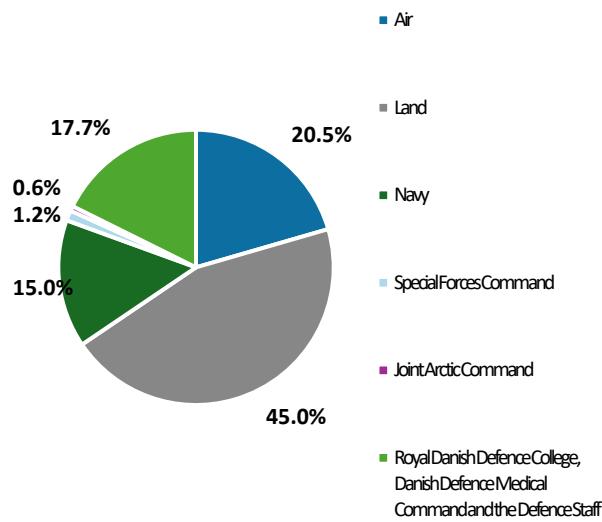


Figure 7.e. Distribution of women by branch of the Danish Defence in 2023.

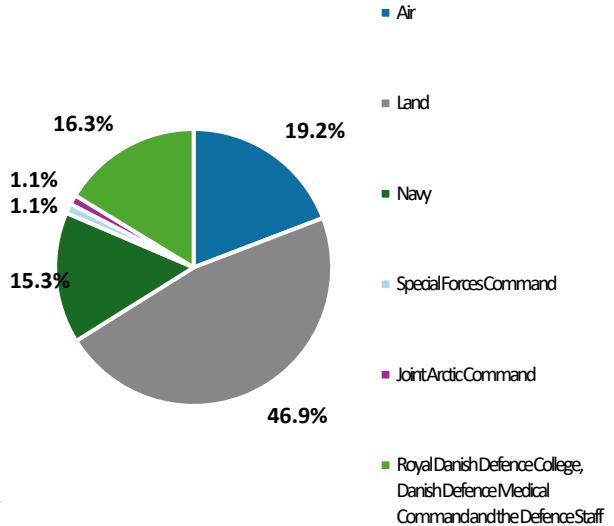


Figure 7.e.1. Distribution of women by branch of the Danish Defence in 2024.

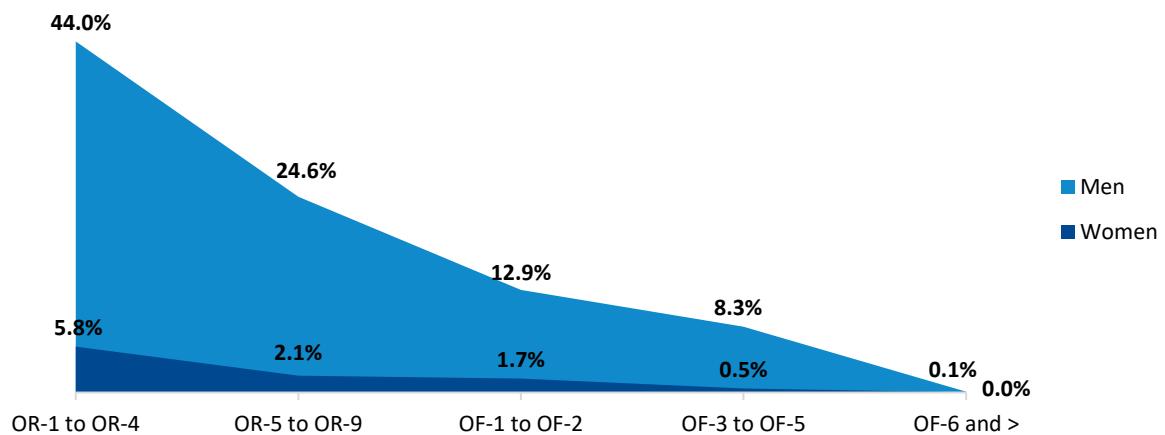


Figure 7.f. Distribution of women and men by rank in the Danish Defence in 2023.

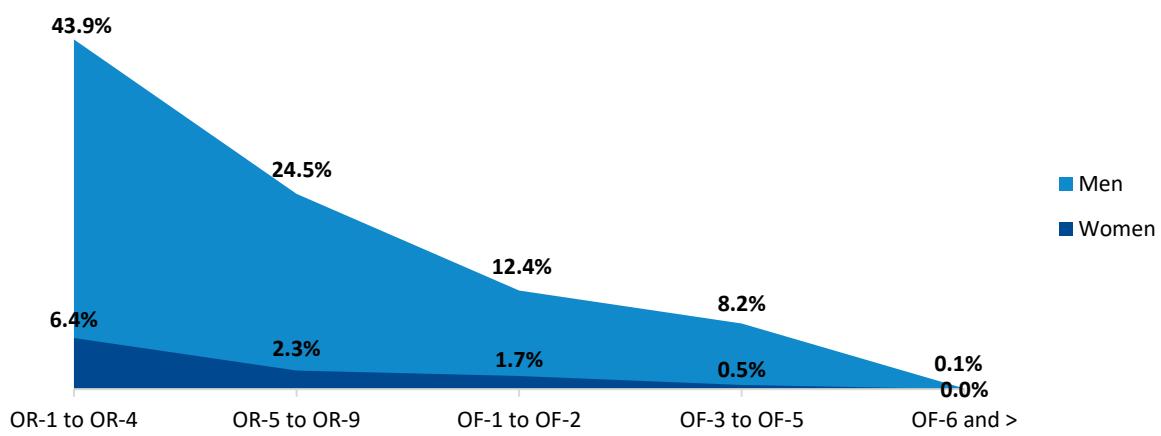


Figure 7.f.1. Distribution of women and men by rank in the Danish Defence in 2024.

Reserve Forces

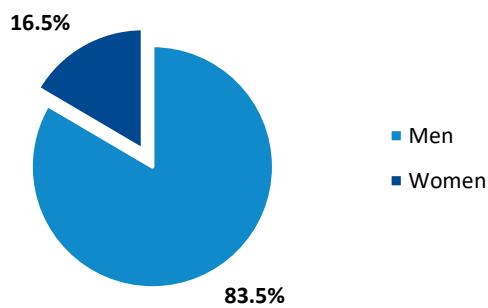


Figure 7.g. Percentage of women in the Danish military reserve forces in 2023.

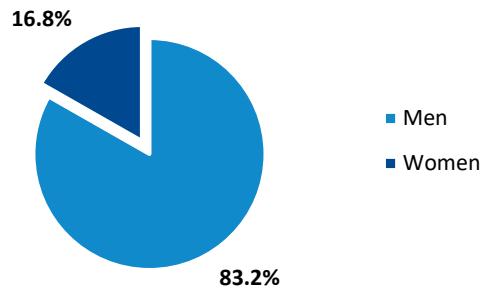


Figure 7.g.1. Percentage of women in the Danish military reserve forces in 2024.

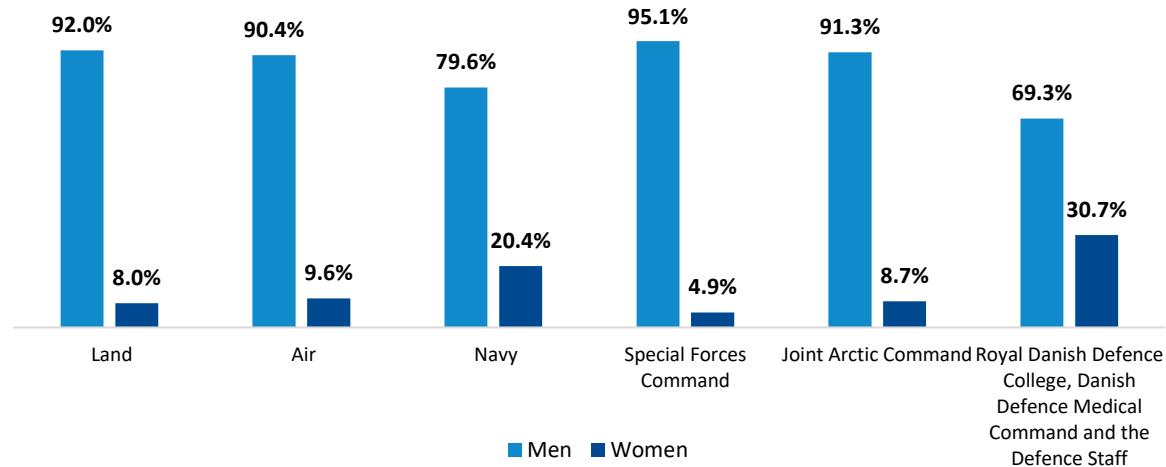


Figure 7.h. Distribution of women and men by branch of the Danish military reserve forces in 2023.

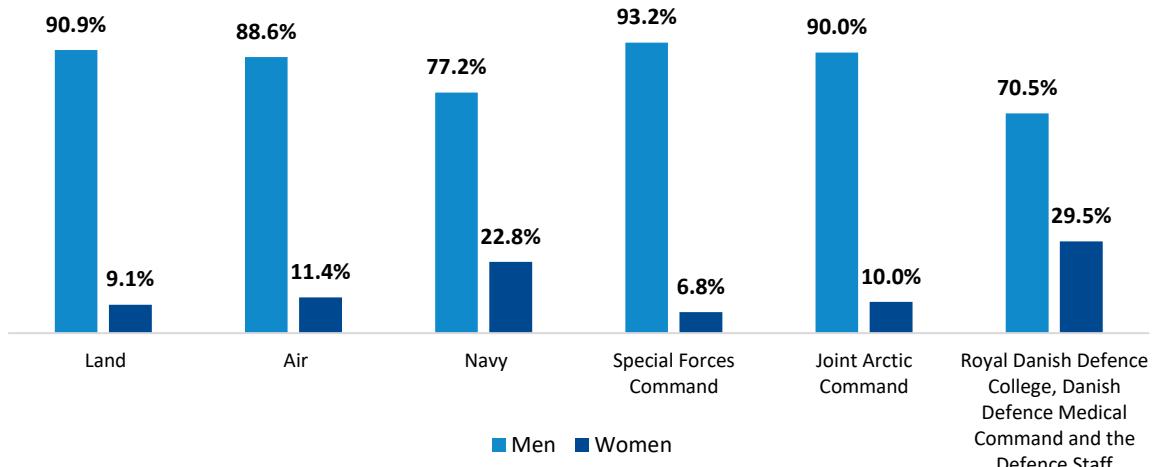


Figure 7.h.1. Distribution of women and men by branch of the Danish military reserve forces in 2024.

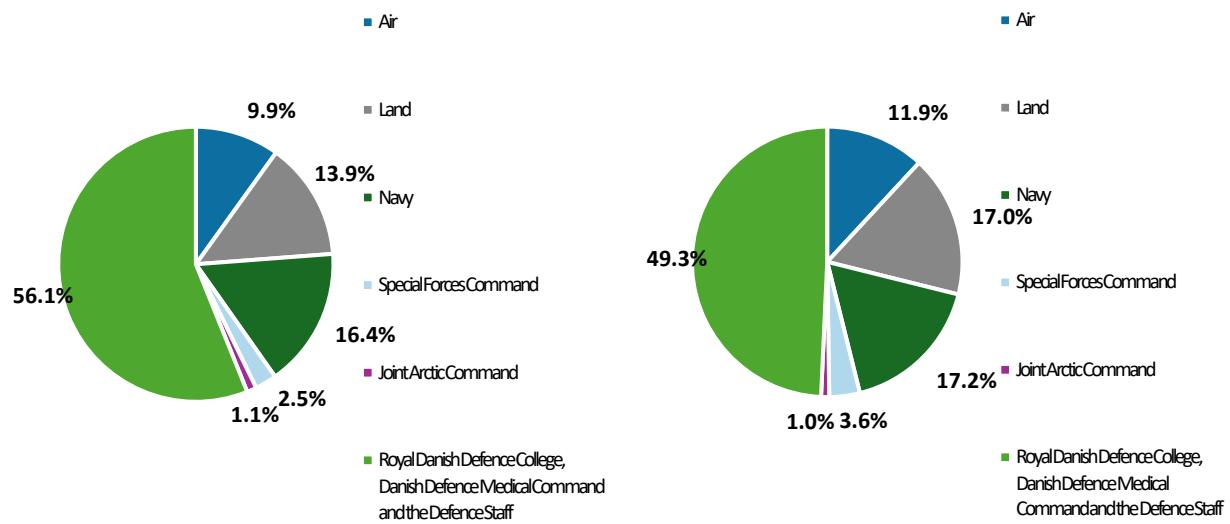


Figure 7.i. Distribution of women by branch of the Danish military reserve forces in 2023.

Figure 7.i.1. Distribution of women by branch of the Danish military reserve forces in 2024.

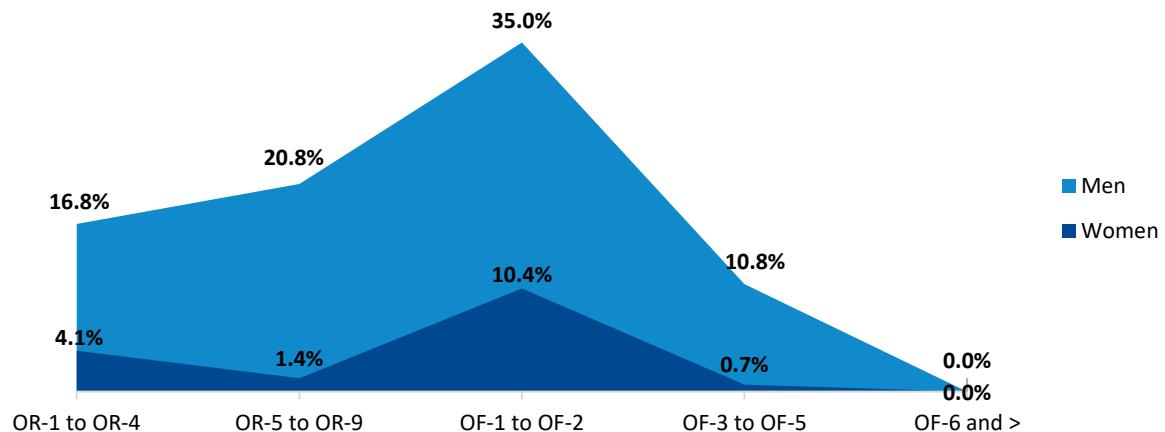


Figure 7.j. Distribution of men and women by rank in the Danish military reserve forces in 2023.

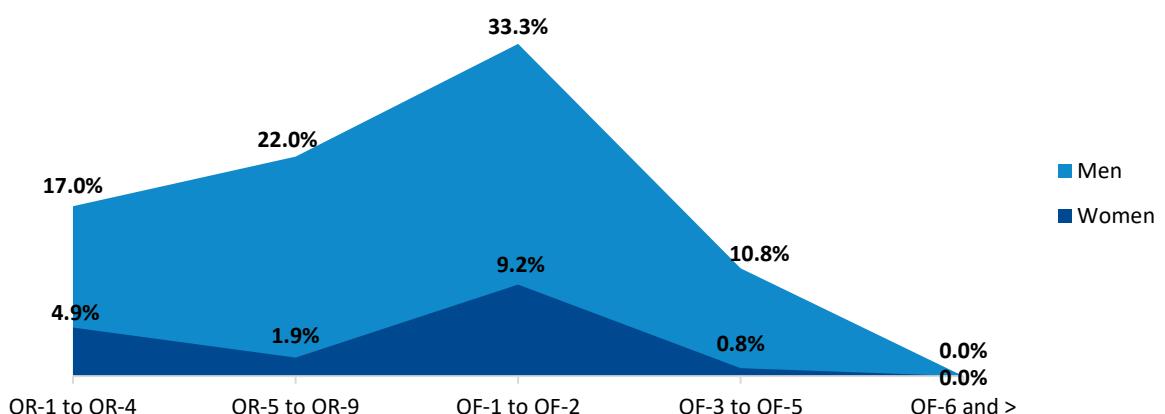


Figure 7.j.1 Distribution of men and women by rank in the Danish military reserve forces in 2024.

New Policies and Initiatives to Implement UNSCR 1325

During 2023 and 2024, Denmark implemented its fourth NAP on WPS, which revolved around three priority areas:

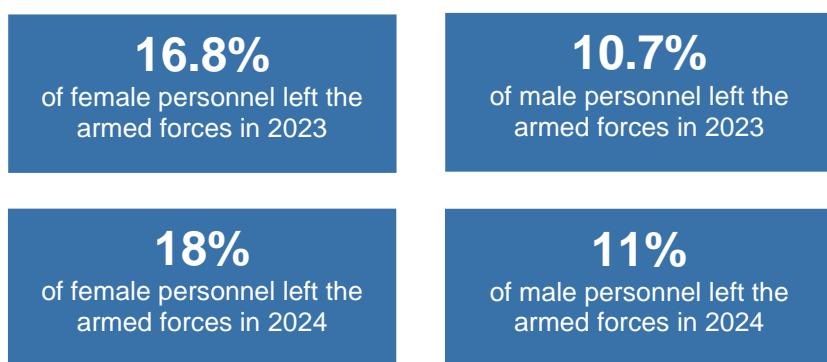
1. Denmark as a security policy actor. Mandating Denmark to strengthen and mainstream gender in international operations, missions, and peace and stabilization efforts. It also ensures that the relevant international organizations in which Denmark participates (NATO, the EU, the UN) give greater priority to WPS and deliver concrete results in this area.
2. Women's participation in peace and security efforts. Mandating Denmark to increase the full, equal and meaningful involvement, participation and influence of women in peace and security, as well as ensuring more Danish women participate in international peace and security efforts.
3. SGBV in conflict situations and efforts against sexual exploitation, abuse and harassment. Mandating Denmark to strengthen efforts to combat SGBV in conflict situations and fragile contexts, as well as reaffirming the Danish zero-tolerance policy concerning sexual-related offences.

In 2023, the Danish Defence also developed and began enforcing a plan for education and use of GENADs and GFPs to support the prioritization and coordination of gender-specific education and to ensure the integration of gender perspectives in military operations and in all areas of the Defence.

In 2024, it was politically decided to implement universal gender equal conscription. This led to the appointment of an Advisory Board on Equality and Voluntariness that began working in the same year. Another milestone in 2024 was the national legislation on 40/60 Per Cent. Essentially, all public institutions with more than 50 employees have to aim for at least 40% of the top leadership being women, which mandated the Danish Defence to work towards achieving this result and annually report its progress.

Denmark does not have any restrictions for women in active-duty occupations or professions in the Danish Defence or in operations. There are also no restrictions for women in leadership positions. However, there is no centralized mentoring program for women to foster their career advancement in the Danish Defence. The general approach for Denmark is to develop based on abilities, while aiming for as many women in military leadership as possible. Individual branches of the Danish Defence develop their own activities to help advance women into military leadership positions, for example through the creation of networks.

Recruitment and Retention



Denmark has military conscription. The Defence Agreement of 2023 made substantial changes to the Danish Defence setting a roadmap for the upcoming years. In 2024, it was agreed to implement gender equal universal conscription. Only citizens who have lived in the Faroe Islands or Greenland for at least 10 years can be exempt from military conscription in Denmark.

The standards and requirements for application and recruitment in the Danish Defence are not different based on gender.

A variety of campaigns to recruit potential candidates within the military are in place. Gender is mainstreamed in these campaigns, and recruitment of women is an embedded component behind these initiatives. These recruitment efforts include marketing campaigns such as employer branding and tactical campaigns for specific education opportunity within the military. The main means utilized are social media content, films or physical materials with employees and activities portrayed, in which both men and women are equally represented.

An AI-initiative was implemented as a pilot in 2023 to promote inclusive language in job advertisements. The pilot was rolled out for selected jobs showing a 36% average increase in applicants per advertisement, with a specific average increase of 41.1% female applicants and 32.7% male ones. This was implemented across all civilian job advertisements in 2024.

Regarding retention, a number of HR initiatives have been launched in 2024 to support the retention of personnel within the framework of the HR strategy. These initiatives support competence development to enhance personnel's career paths.

Denmark does not have any policies or campaigns specifically targeting the retention of women in the armed forces. Nevertheless, a network to support women in the military was established in 2024 in the Danish Defence. This network is open to female trainees and female employees within the Danish armed forces and under the Danish MoD.

Work-Life Balance

The Danish Defence strives to be a workplace with a focus on good work-life balance for both civilian and military personnel. Some services have specific policies on work-life balance and family life. However, all leaders in the Danish Defence are required to discuss personal development and work conditions with their subordinates at least once a week.

Denmark grants 6 weeks of maternity leave before birth and 10 weeks after birth, while paternity leave amounts to 2 weeks after birth. Combined parental leave is 46 weeks with salary or social benefits, or without pay, and it is transferable in between parents. Both parents have 13 weeks of extra paid leave if they have twins (or more). Additionally, single parents are entitled to 10 additional weeks of paid parental leave. Both mothers and fathers have the right to 24 weeks of social benefits after the birth of their child. If the parents receive pay in this period, the social benefits are instead transferred to the armed forces.

The Danish Defence provides options for both part-time employment and flexible working hours for childcare, care of the elderly and the sick, educational studies, and other reasons, including long commutes. The individual employee can agree upon these arrangements with their first leader in the chain of command.

Generally, Denmark does not have any policies or measures specifically designated to support dual service couples. It must be noted, however, that the majority of the positions for military personnel abroad flagged and staffed by Denmark are advertised and require an

active application by the interested military personnel. This means that it is largely a choice of the couple whether they want an international secondment. The Danish Defence still seeks to grant the highest level of flexibility in cases when both members of the dual service couples are applying to positions abroad.

Denmark's childcare policy includes options for parents to stay at home with pay for the first and second day their child under the age of 18 is ill. The second day is not a granted right, but is a measure that can easily be arranged with one's direct chain of command. Further, if the child is under the age of 14 and is hospitalized, the parent can get paid time off for up to 5 days a year. If the child is under the age of 18 and is hospitalized for 12 days or more, the parents can get 52 weeks of paid leave. The requirement of 12 days hospitalization does not apply in cases of single parents.

Prevention and Response to Sexual Harassment and Sexual Exploitation and Abuse

The Danish Defence has both policies and procedures to prevent and respond to cases of sexual harassment. It is a value-based imperative and policy-driven priority that all members of the armed forces have a safe work environment, freed from the threat of sexual harassment.

Leadership plays a crucial role in handling cases of sexual harassment in the Danish Defence. Indeed, if the leadership is made aware of a case of sexual harassment, they are obliged to act to support the victim and take care of the accused. They will also have to clarify, document and handle the incident, including by getting statements from both the victim/survivor and the perpetrator, as well as potential witnesses. If the incident is assumed to be a criminal offense, leadership must contact the Danish Military Prosecution Office or the Danish police. A special Danish organization, loosely translated as the Organization for Personal Advice and Colleague Support, is also available for personal support for victims/survivors and perpetrators. Specifically on SEA, the Danish Defence undergoes information and training in the ethics of military presence in foreign countries and the rules of war.

The Danish Defence has formal procedures to report incidents and allegations of sexual harassment, including a reporting instruction. As mentioned above, leaders and managers are subject to a 'duty to act' concerning sexual-related offences. The rules of war are also an integral part of the pre-deployment training for international missions. Danish soldiers' behaviour during deployment is under management control. Any member of the Danish Defence can report incidents or allegations to the Military Prosecution Office with the protection of confidentiality.

In cases of allegations of sexual harassment against an employee of the Danish Defence, the allegation can be brought to different authorities, which remain independent from the hierarchy of the armed forces. These authorities are the Organization for Personal Advice and Colleague Support, the legal department, the Military Prosecution Office and the whistleblower scheme. The latter also covers former employees of the armed forces. As per SEA cases, the Danish Military Prosecution Office is the responsible body for investigation and prosecution of allegations against employees of the Danish Defence. It must be noted that the Danish Military Prosecution Office is an independent organization within the MoD apart from the national armed forces.

Specifically on SEA, the Danish Defence undergoes information and training in the ethics of military presence in foreign countries and the rules of war. A training on preventing sexual harassment has also been implemented at all levels of the Danish Defence in 2023,

reaching all levels of employees. The training programme has since been integrated into all structural educations for private, officer and non-commissioned officer (NCO) trainings.

Education and Training

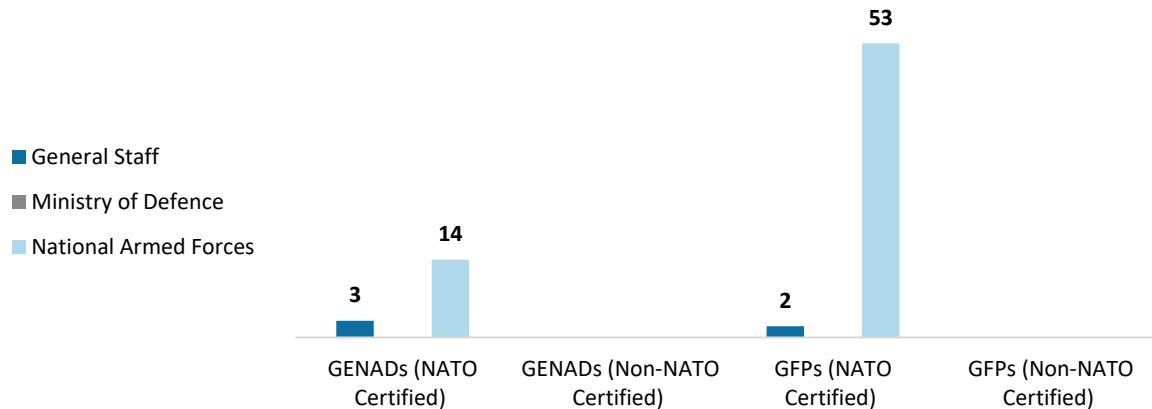


Figure 7.k. Denmark's national gender advisory structure in 2023.

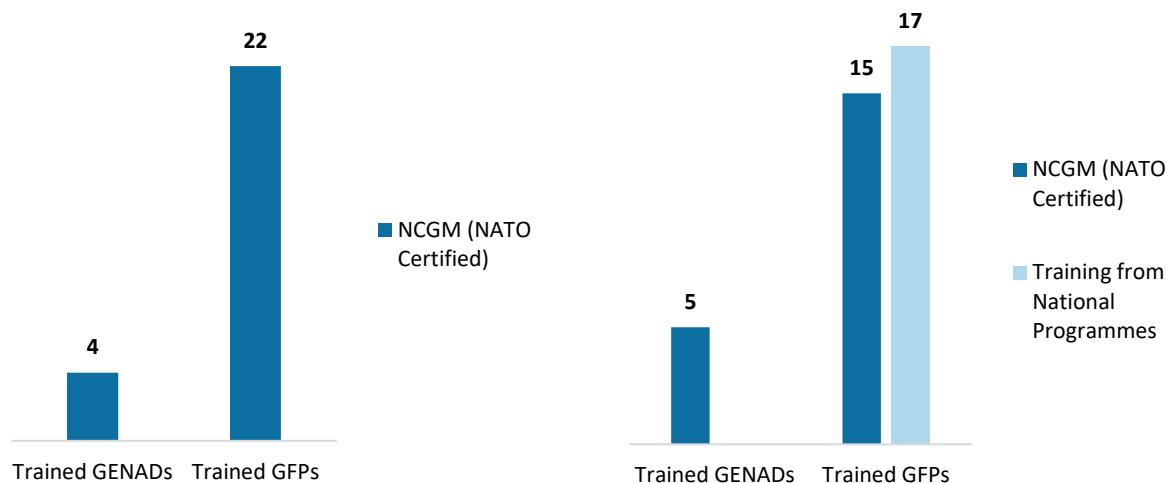


Figure 7.l. Danish trained personnel in 2023.

Figure 7.l.1. Danish trained personnel in 2024.

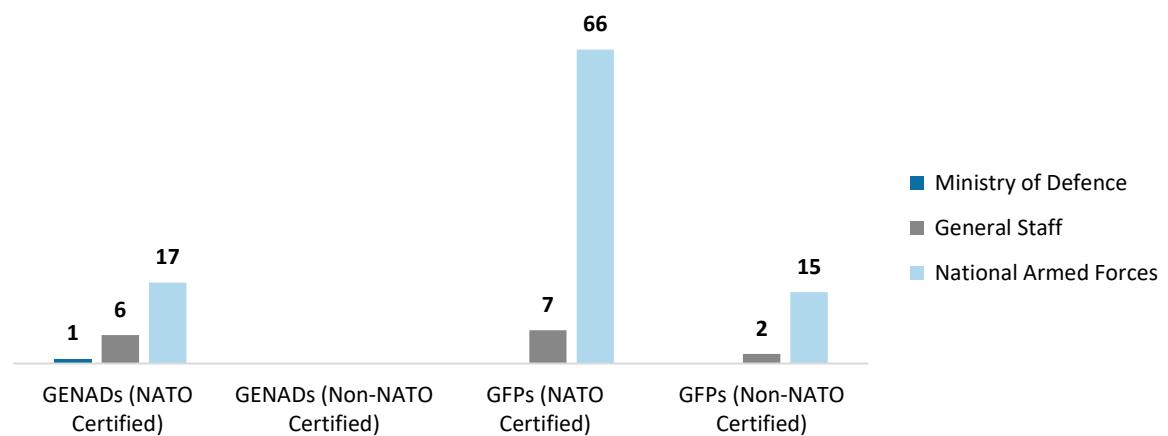


Figure 7.k.1. Denmark's national gender advisory structure in 2024.

Denmark reported using three out of four modules of the *NATO Gender Education and Training Package for Nations*.

In 2024, Denmark established its national version of the GFP training course to accommodate the demand of its own forces as set by the ambitious education and use of GENADs and GFPs plan. The main topics, targets and goals of this course are identical to the NATO-certified GFP course, with the additional of a national perspective.

Gender Perspectives in Operations

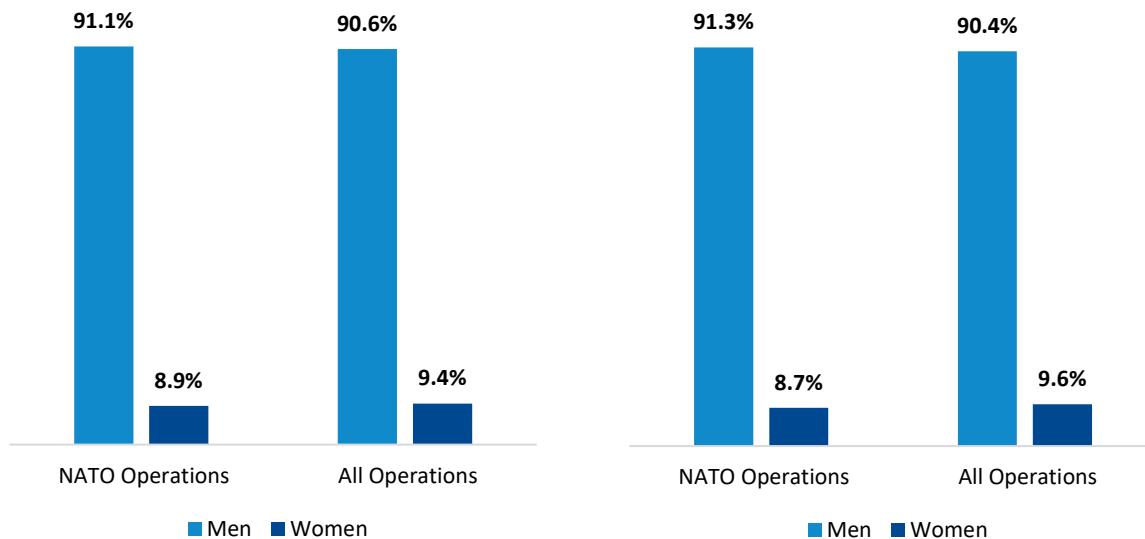


Figure 7.m. Distribution of women and men in operations in 2023.

Figure 7.m.1. Distribution of women and men in operations in 2024.

Denmark has integrated gender perspectives into operational planning. The Joint Operational Planning Group has an integrated GENAD during the process, who has the overall perspectives through the PMESII planning process. However, there is no national GENAD cell to conduct continuous analysis during execution of the plans.

Gender perspectives are integrated to a certain extent in pre-deployment training, depending on the operation. It is one of the focus areas of Denmark to adapt trainings to have gender perspectives integrated throughout.

Equipment, Infrastructure and Uniform Adaptation

Material, equipment, and uniforms specifically for women have been procured. The upcoming Nordic combat uniform is a unisex system combined with gender-specific underwear. Body armors have also been adapted to female anatomy. The Danish Acquisition and Logistics Organization (DALO) continues to have a constant dialogue with its end users concerning both the use and the development of materiel, including personal equipment. Uniforms, underwear, parade uniforms, sports equipment and maternity clothes are available for various body compositions regardless of gender, as part of the soldiers' equipment. Specialized equipment for maritime environment (such as dive suits, mine diving suits and battle swimmer suits) are all available in both men and women versions.

Regarding military facilities, the Danish Defence makes evidence-based decisions based on entry and exit surveys submitted to soldiers. Based on these results, the sleeping quarters for conscripts are primarily mixed with common bathrooms as conscripts themselves prefer mixed accommodation. This has helped Denmark promote gender inclusive communities and reduce the focus on physical differences. Bathrooms are adapted for both men and women's needs, e.g., toilet trash buckets for female hygiene products are available for use. Nevertheless, changing rooms in military sport facilities remain divided by gender.

Success Stories

- Brought into force a law on women's voluntary military service that standardizes and synchronizes key aspects of women's service with male conscripts.
- Introduced gender perspectives as a specific annex in national operational planning, creating an entry point for more systematic integration.

Key challenges

- Difficulty consistently explaining how crises and conflicts affect different groups differently and why this matters for operational capability.
- Need to better communicate the operational strength that diversity among personnel provides.

Overview

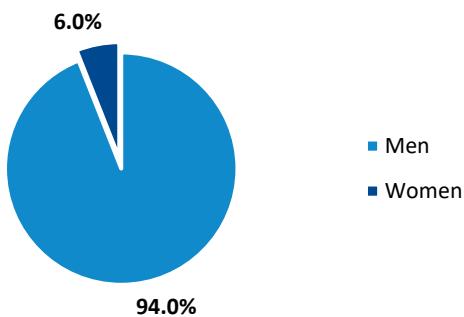


Figure 8.a. Percentage of women in the Finnish Defence Forces in 2023.

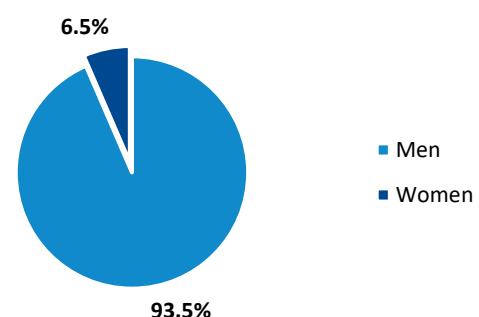


Figure 8.a.1. Percentage of women in the Finnish Defence Forces in 2024.

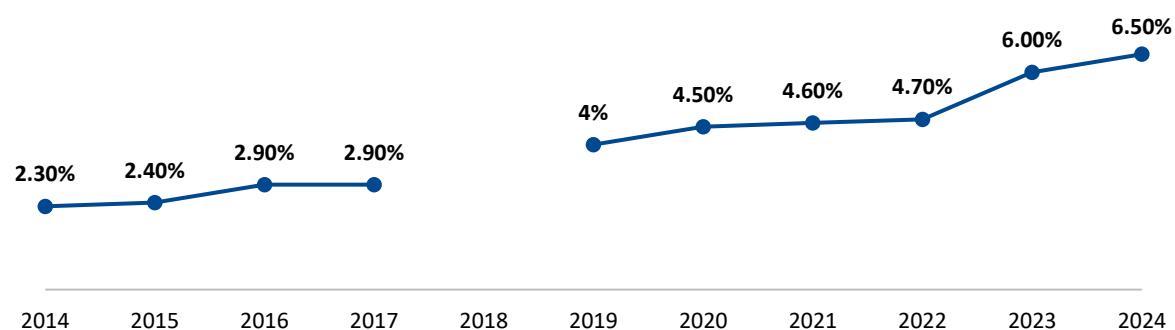
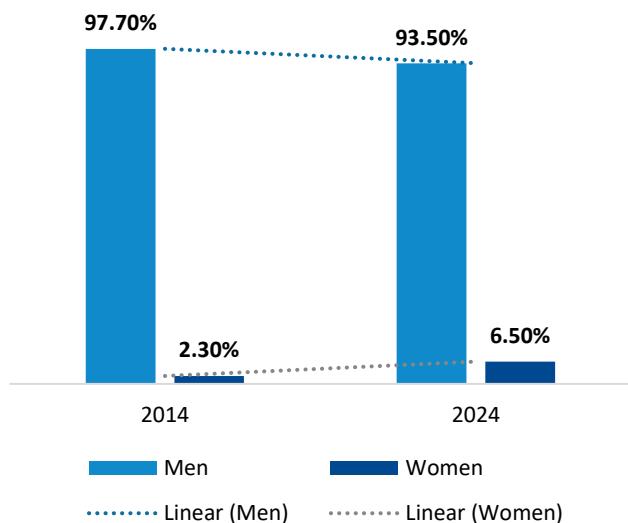


Figure 8.b. Percentage of women in the Finnish Defence Forces over time.



The Finnish Defence Forces were composed of 6% women and 94% men in 2023 (Figure 8.a). This marks an increase by 1.3 percentage points compared to the 2022 reporting period. In 2024, the percentage of women in the Finnish Defence Forces further increased from 6% to 6.5% (Figure 8.b). Comparing the 2014 and 2024 reporting periods, the share of women in the Finnish Defence Forces increased by 4.2 percentage points, namely from 2.3% to 6.5% (Figure 8.d).

Figure 8.c. Trend in composition of the Finnish Defence Forces between 2014 and 2024 reporting periods.

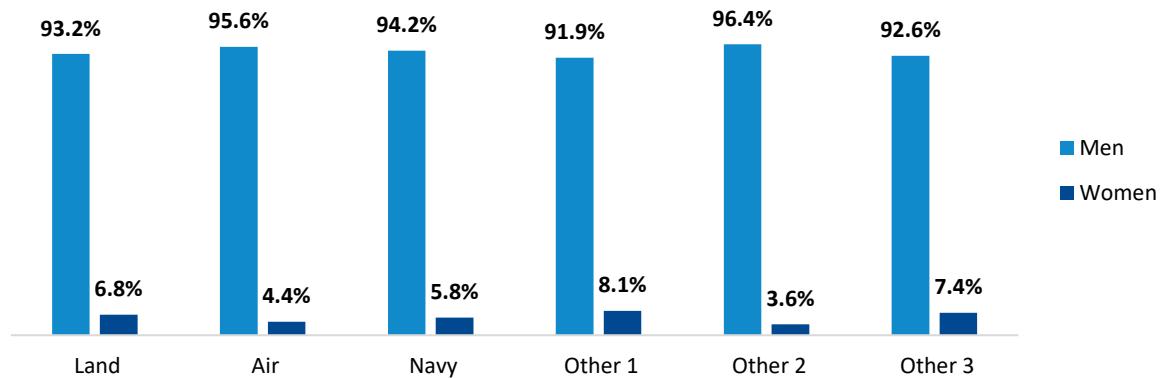


Figure 8.d. Distribution of women and men by branch of the Finnish Defence Forces in 2023.

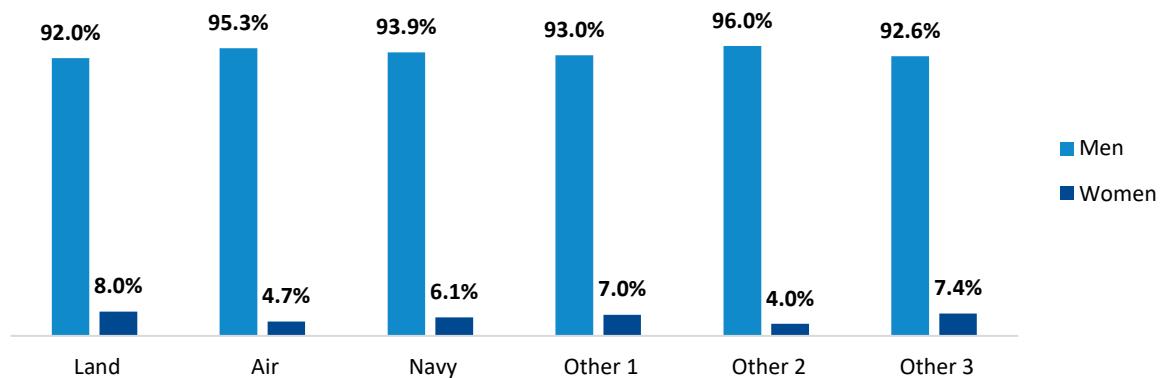


Figure 8.d.1. Distribution of women and men by branch of the Finnish Defence Forces in 2024.

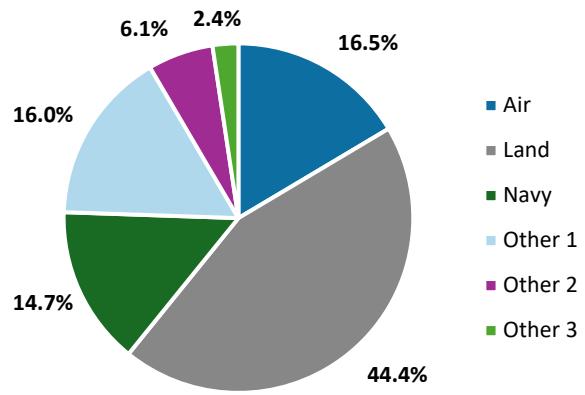


Figure 8.e. Distribution of women by branch of the Finnish Defence Forces in 2023.

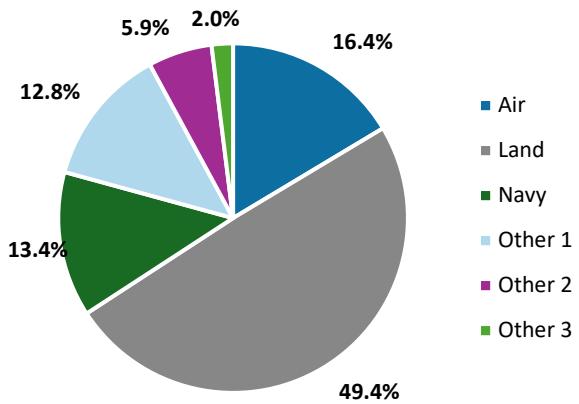


Figure 8.e.1. Distribution of women by branch of the Finnish Defence Forces in 2024.

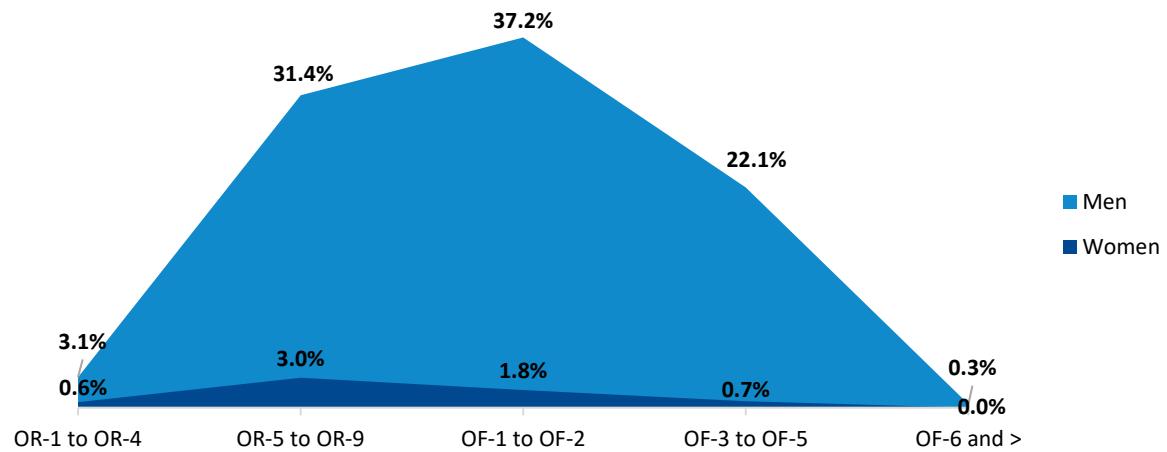


Figure 8.f. Distribution of women and men by rank in the Finnish Defence Forces in 2023.

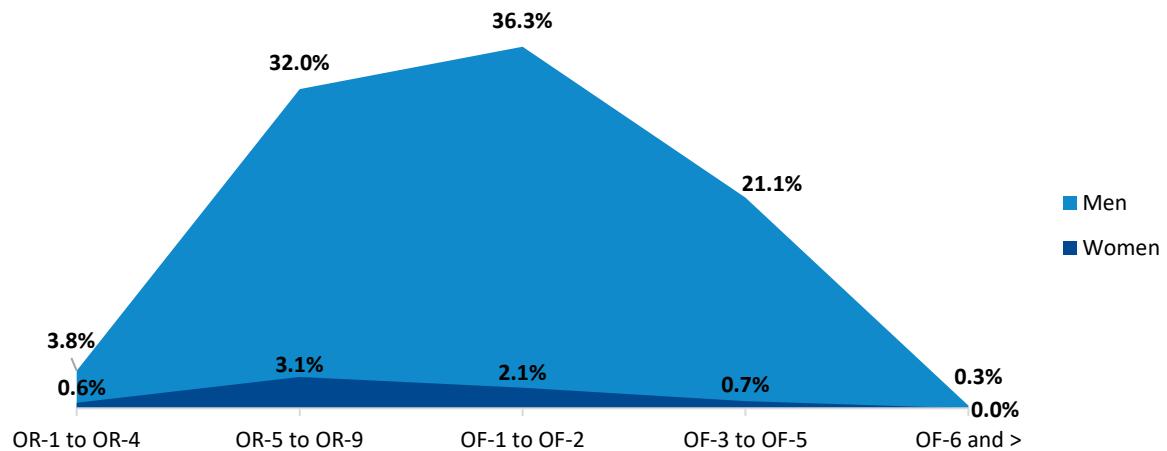


Figure 8.f.1. Distribution of women and men by rank in the Finnish Defence Forces in 2024.

New Policies and Initiatives to Implement UNSCR 1325

The five main objectives of Finland's fourth NAP, covering the period 2023-2027, are:

1. Women's meaningful participation and diversity have a stronger role in conflict prevention and in building sustainable peace.
2. Women's leadership, meaningful participation and diversity and gender mainstreaming have a stronger role in peace processes and mediation.
3. Women's meaningful participation and diversity and the gender perspective are better integrated into security, preparedness and crisis management.
4. Women and girls have more security, their rights are better safeguarded and their diverse needs are better met during crises.
5. The Women, Peace and Security agenda is better implemented and context sensitivity has a stronger role in national and international action.

Recruitment and Retention

90% of Women Applicants were Recruited in 2023	According to the Finnish Constitution, every Finnish citizen is obliged to contribute to national defence. Men between the ages of 18 and 60 are liable for service, completing either armed or unarmed military service or non-military (civil) service. After completing military service (lasting either 165, 255 or 347 days, dependent on the role), men remain in the Finnish Defence Force as reservists. Conscientious objectors and those who moved to Åland (legally demilitarized islands) before the age of 12 are not mandated to perform armed service, and may serve in local institutions instead.
81% of Women Completed Basic Training in 2023	Women are able to sign up for voluntary military service, and can serve in any position in the armed forces. Currently the amount who do so is around 1,400 - 1,550. The Finnish Government aims to increase the number of women seeking voluntary service to 2,000 by the end of the parliamentary term in 2027, but does not currently report any specific recruitment measures aimed at women.
80% of Men Completed Basic Training in 2023	In 2022, a new law on women's voluntary military service was ratified, bringing women's voluntary service selection timelines in line with general conscription cycles. This enabled women's voluntary service selection events to be held at the same time as the general call-up. Women's right to interrupt voluntary service was shortened from 45 days to 30 days from the start of service, after which they are subject to the same terms and conditions as male conscripts. This prevents interruptions after the training branch selections have been made and the resulting transfers between basic units. The law also contains clearer provisions regarding appeals.
60.5% of Women Applicants were Recruited in 2024	
89.3% of Women Completed Basic Training in 2024	
82.7% of Men Completed Basic Training in 2024	

Work-Life Balance

The Finnish Defence Forces have the option to work flexible or part-time hours in order to accommodate childcare, care for the elderly or sick, and educational studies. Remote work

is in principle possible in all administrative units of the Defence Forces; if it is possible to perform one's tasks remotely, 12 working days per month can be used for this.

Finnish labor law provides employees with various statutory leave entitlements, ensuring time off for rest, illness, and significant life events. Finland has a comprehensive system of parental leave designed to allow parents to care for their children.

Pregnancy allowance is typically provided for 40 working days before the estimated due date and lasts for 40 working days. It is intended for the pregnant parent. After the pregnancy allowance period (or from the child's birth if no pregnancy allowance was taken), parents are entitled to a shared parental allowance period. For a single birth, the total allowance period is approximately 320 working days (weekdays Mon-Sat). For multiple births, the period is longer. The 320 working days of parental allowance can be shared between the parents; each parent has a non-transferable quota of 160 working days but can transfer 63 days from their own quota to the other parent. This allows for flexibility in how parents divide the leave.

Parental allowance days can be taken flexibly until the child turns two years old, or until 2 years after the child comes into their care in the case of adoption. They can be taken in full-time periods, part-time (reducing working hours and receiving partial allowance), or in multiple shorter periods. The previous separate maternity and paternity leave system was reformed into the current gender-neutral parental allowance model, emphasizing shared responsibility.

Finland does not report special measures to support dual service couples, such as a commitment that services will endeavour to not deploy both serving parents at the same time.

Prevention of Sexual Harassment and Sexual exploitation and Abuse

At the national level, Finland does not report any policies and/or strategies to prevent and respond to sexual harassment or sexual abuse and exploitation, nor any programmes and/or training for prevention and response to such offences.

The activities of Finnish crisis management personnel are regulated by both the code of conduct of the implementing organization of the crisis management operation and the Finnish Criminal Code. Finland emphasizes that sexual exploitation is a crime, and that all sexual and gender-based harassment is prohibited. All suspicions of crime and abuse are investigated in accordance with Finnish law. Finland actively contributes to ensuring that the codes of conduct of international organizations prevent discrimination, harassment and exploitation, that the operation leadership fully complies with the rules, and that suspicions of exploitation are investigated without delay, taking into account the rights and needs of the victim.

Education and Training

Finland does not use any of the *NATO Gender and Education Training Package for Nations*, reporting that training on gender perspectives needs to be more tailored to their own operating environment and culture. Without case studies that show the relevance of gender perspectives to Defence Forces primary tasks and justify their impact there may be unnecessary pushback. The national GENAD network is currently working to tailor education on gender perspectives with this aim.

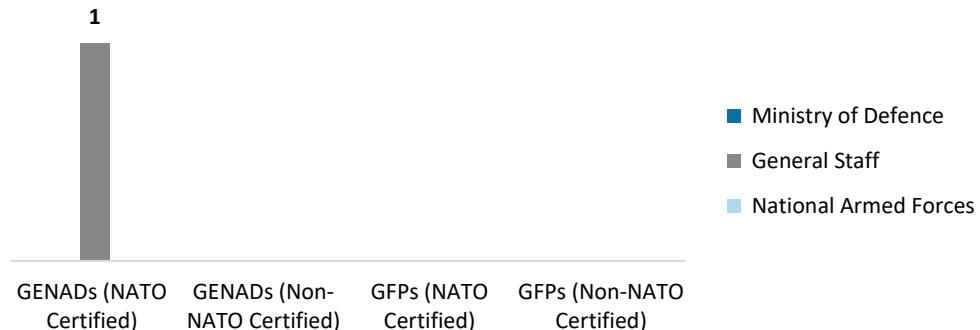


Figure 8.g. Finland's national gender advisory structure in 2023.

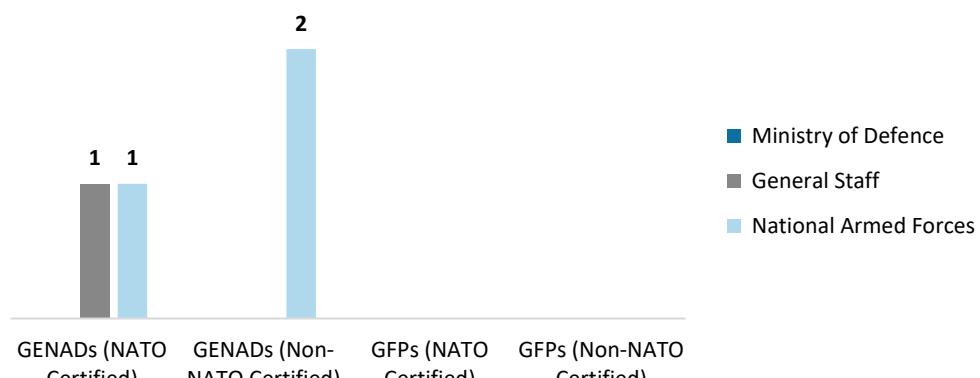


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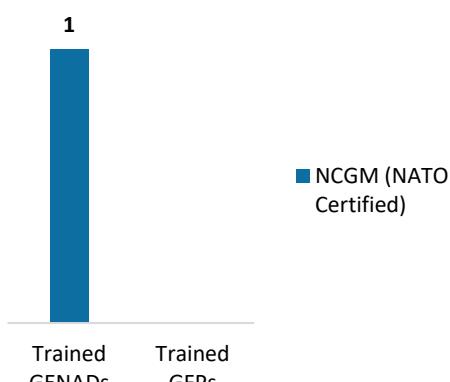


Figure 8.h. Finnish trained personnel in 2024.

Gender Perspectives in Operations

There is not a specific military entity that oversees the integration of gender perspectives into the national armed forces.

Gender perspectives are integrated into operational planning through an annex in the national OPLAN. Those being trained for crisis management operations receive training in applying gender perspectives in the operation area, with Finland planning to integrate gender-related case exercises into the applied phase of the training.

Equipment, Infrastructure and Uniform Adaptation

Combat uniform and service uniform are both adapted for men and women of various body compositions. Maternity uniform is also available for pregnant personnel. Special occupational uniforms such as bomb suits and diving suits are not adapted for both men and women.

Under the 2023 decree amending the Act on Voluntary Military Service for Women, male conscripts and women completing voluntary military service at brigade-level units and other units in the Defence Forces and Border Guard share accommodation in barracks. Consent to shared accommodation is required from everyone in the accommodation space and can be withdrawn at any time. Washing and sanitary facilities remain separate for men and women.

Success Stories

- After contributing to the interministerial Gender Equality Plan (2023-2027), the French MOD is developing a dedicated plan to promote military and civilian women's roles in defence careers.
- According to the latest Equality Index, the Ministry of Defence ranks second among French governmental ministries in terms of civilian women's access to leadership positions.
- Established steering committees for the Gender Equality Plan and engaged actively with international mechanisms such as CEDAW.
- Launched the 360° retention plan and a dedicated programme to respond to sexual violence within the defence sector.

Key challenges

- Ongoing difficulties in recruiting and retaining women in the armed forces.
- Need to reconcile work-life balance, career prospects and parenthood to sustain gender integration efforts.
- Generally, women leave the French Armed Forces earlier than men.

Overview

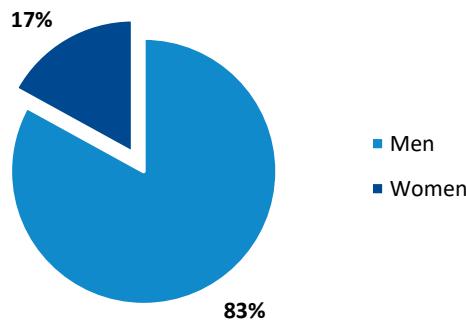


Figure 9.a. Percentage of women in the French Armed Forces in 2023.*

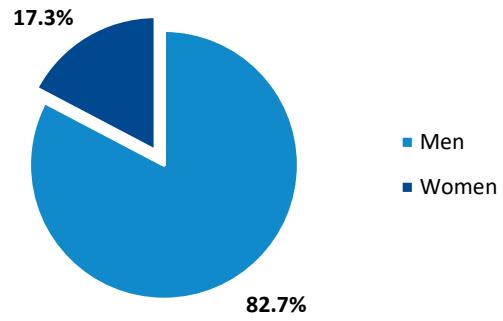


Figure 9.a.1. Percentage of women in the French Armed Forces in 2024.*

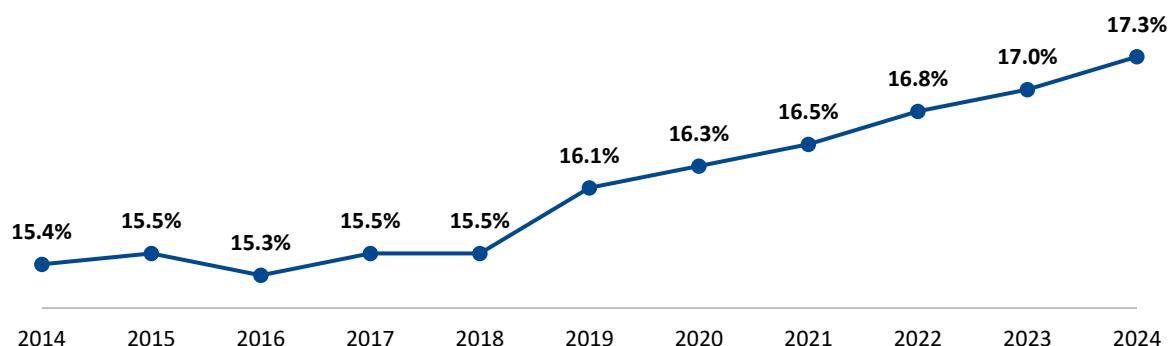


Figure 9.b. Percentage of women in the French Armed Forces over time.

*These percentages were directly provided by the MoD of France.

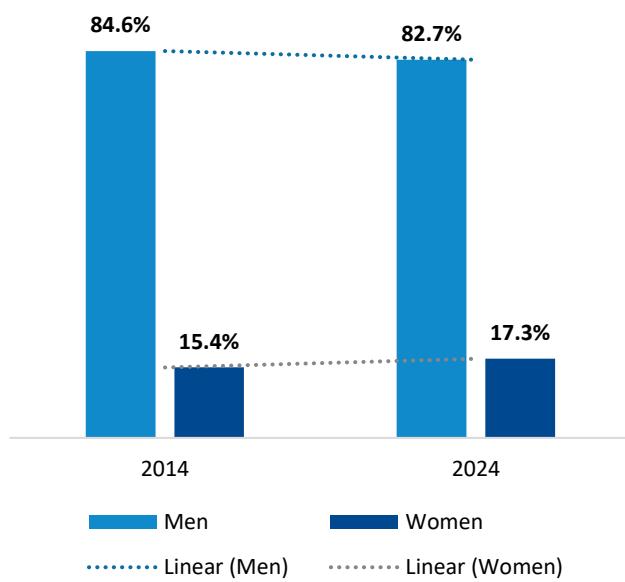


Figure 9.c. Trend in composition of the French Armed Forces between 2014 and 2024 reporting periods.

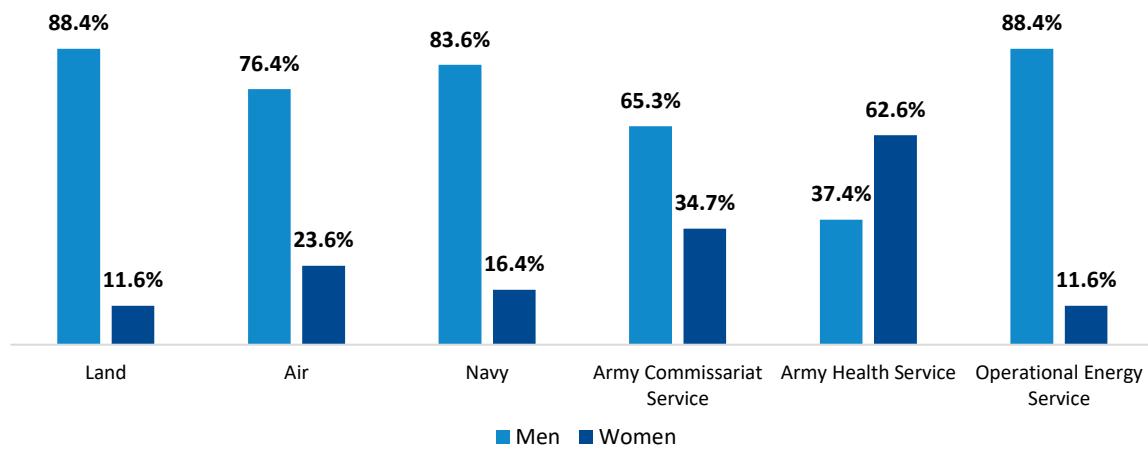


Figure 9.d. Distribution of women and men by branch of the French Armed Forces in 2023.*

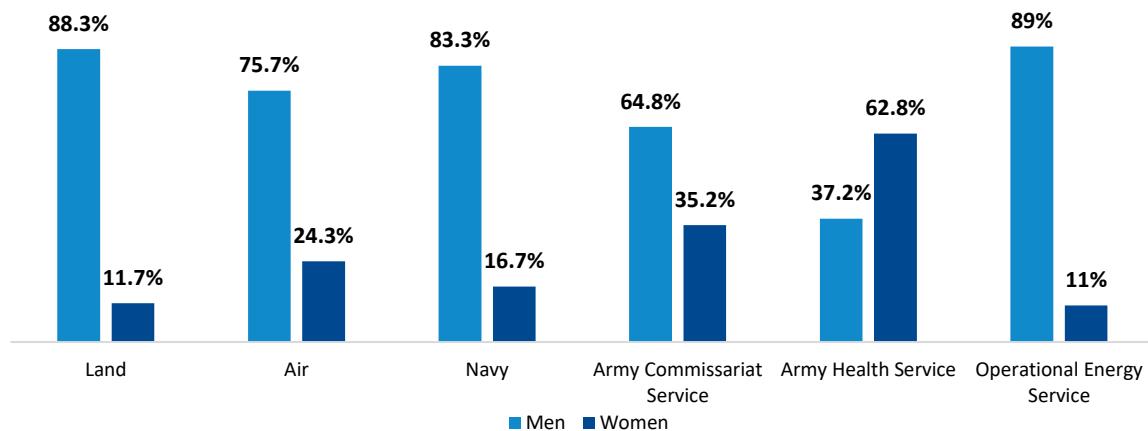


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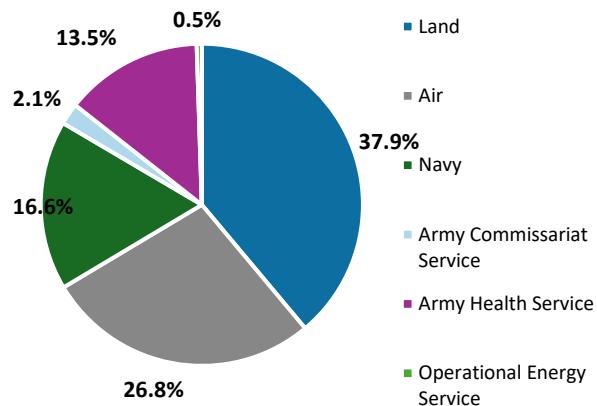


Figure 9.e. Distribution of women by branch of the French Armed Forces in 2023.*

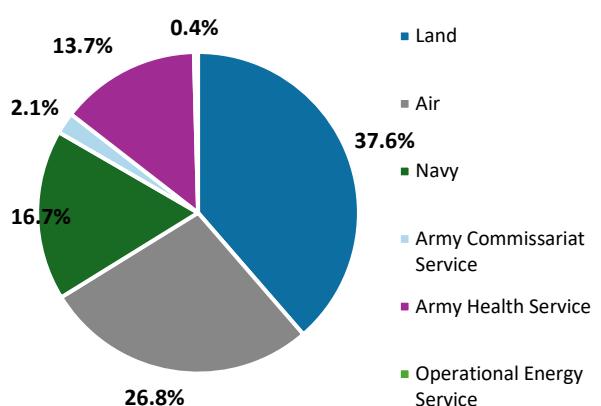


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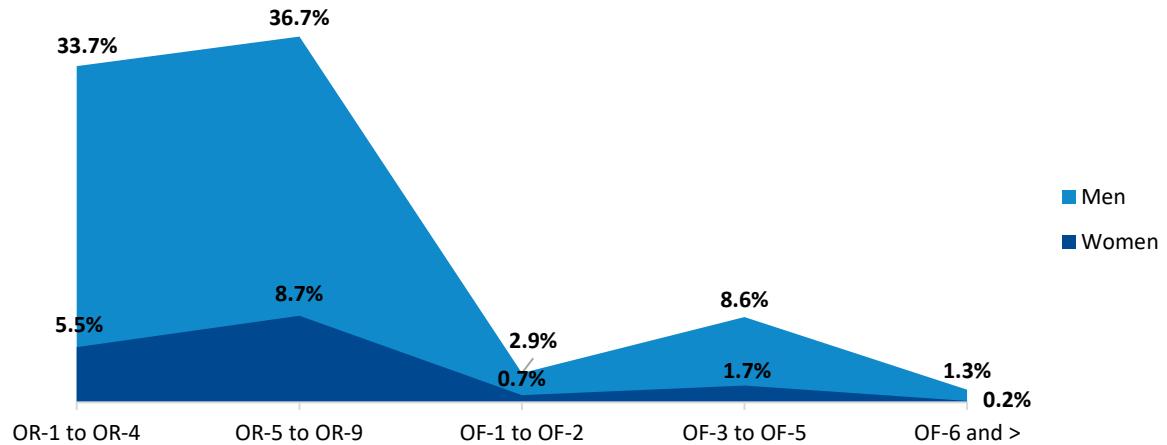


Figure 9.f. Distribution of women and men by rank in the French Armed Forces in 2023.

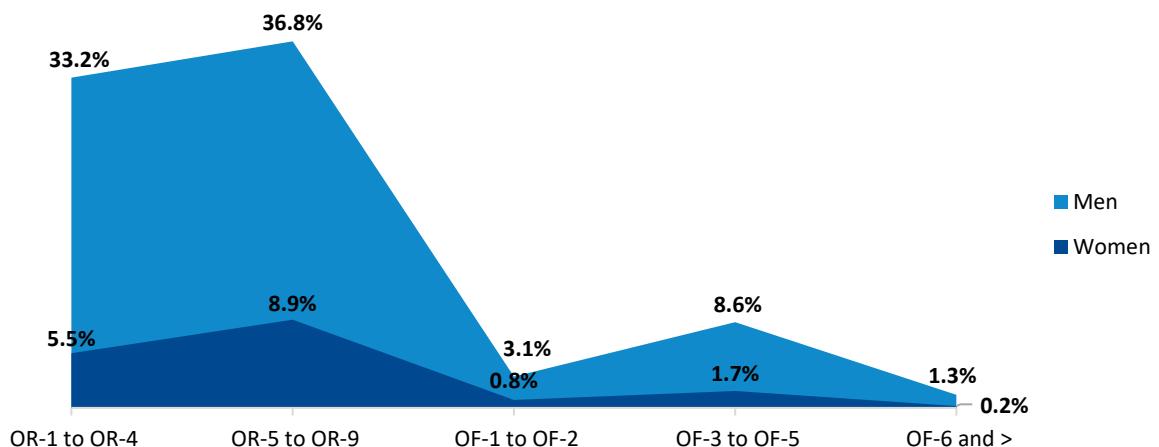


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Reserve Forces

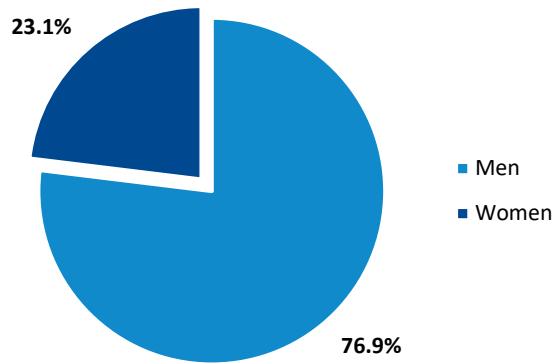


Figure 9.g. Percentage of women in the French military reserve forces in 2023.

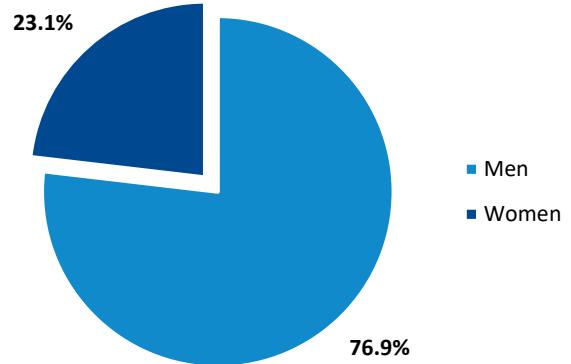


Figure 9.g.1. Percentage of women in the French military reserve forces in 2024.

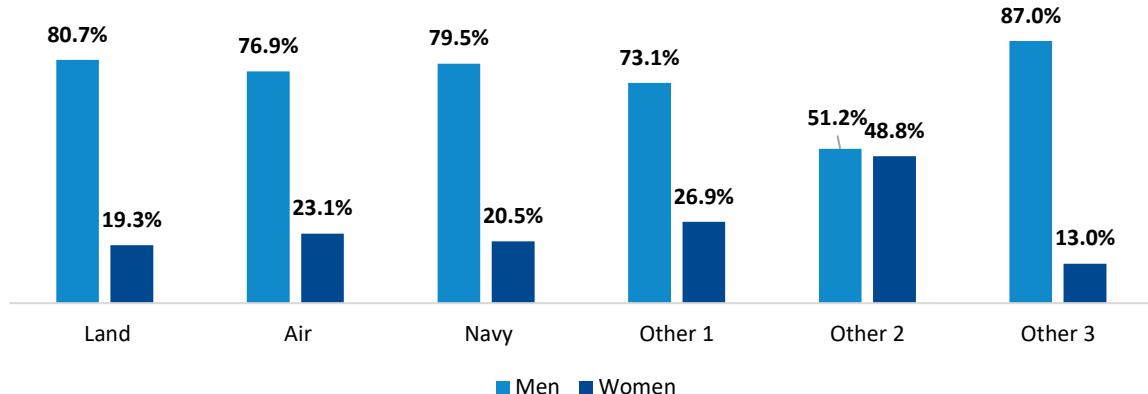


Figure 9.h. Distribution of women and men by branch of the French military reserve forces in 2023.

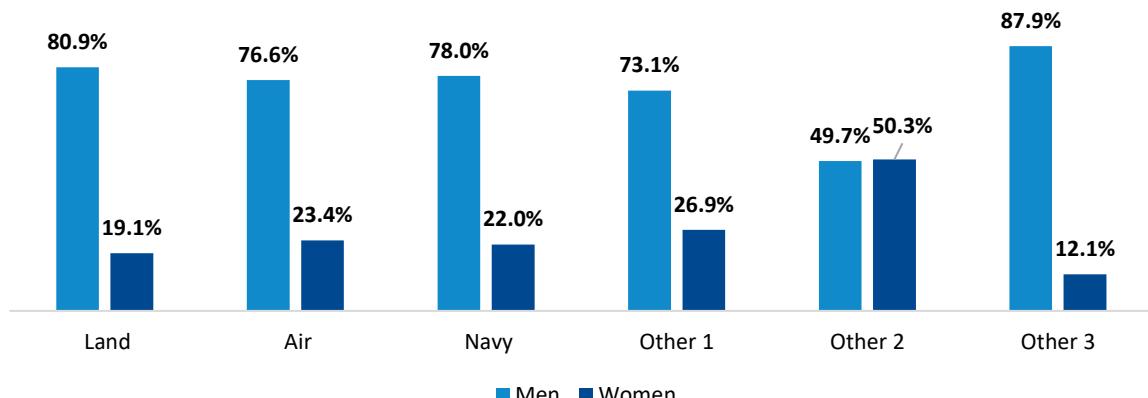


Figure 9.h.1. Distribution of women and men by branch of the French military reserve forces in 2024.

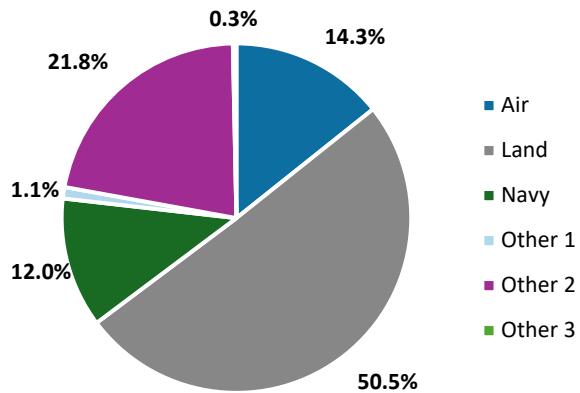


Figure 9.i. Distribution of women by branch of the French military reserve forces in 2023.

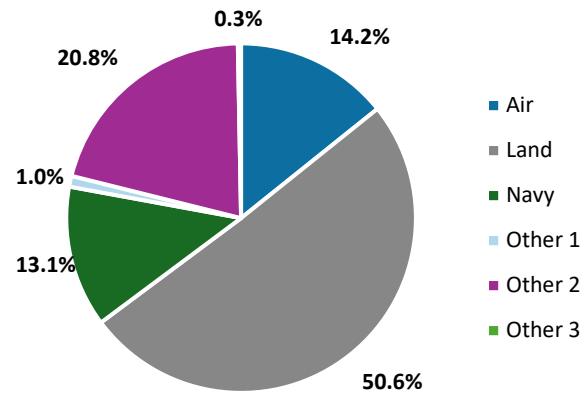


Figure 9.i.1. Distribution of women by branch of the French military reserve forces in 2024.

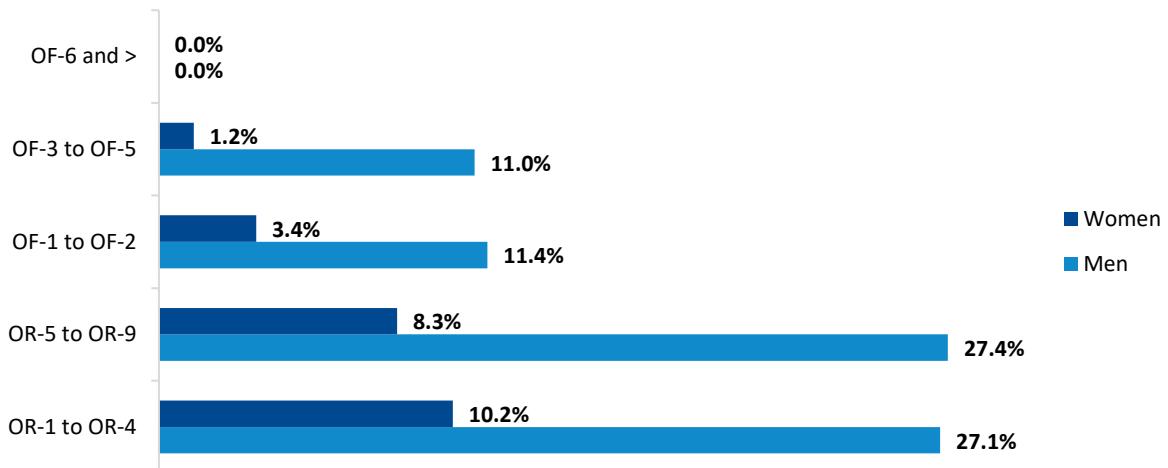


Figure 9.j. Distribution of women and men by rank in the French military reserve forces in 2023.

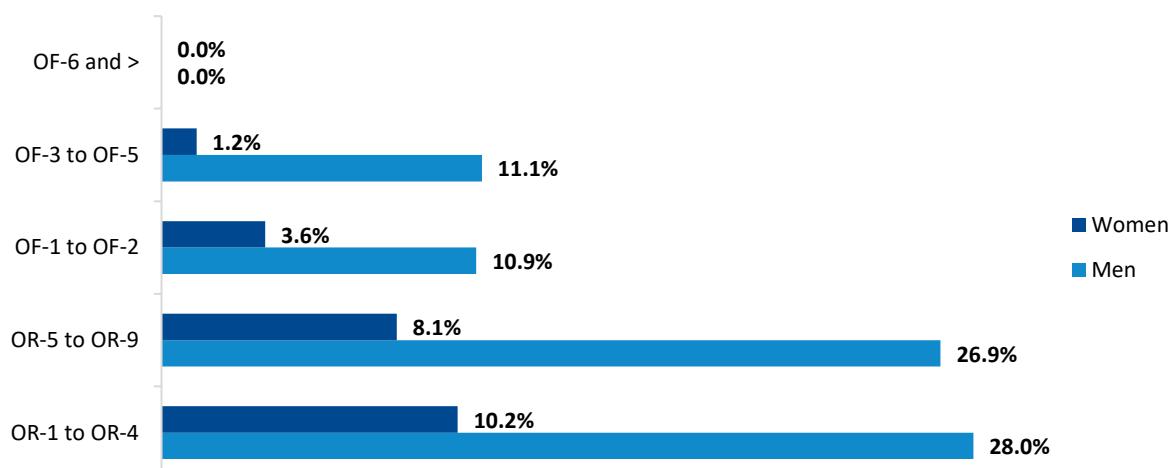


Figure 9.j.1. Distribution of women and men by rank in the French military reserve forces in 2024.

New Policies and Initiatives to Implement UNSCR 1325

France did not introduce new policies and legislation to integrate gender perspectives in either 2023 or 2024. France reports that efforts in 2023 and 2024 focused on integrating gender perspectives into the civilian sections of the MoD, rather than within the military. In 2024, the CHOD established a joint advisory committee of senior-ranked women that reports directly to him on gender issues.

France 3rd NAP covers the 2021-2025 period. It reaffirms unconditional support of the UN's zero-tolerance policy against sexual violence, and includes pre-deployment UN WPS and CRSV training, and the deployment of LEGADs to counsel military commands in foreign military operations on humanitarian law and human rights violations, necessarily including against women and girls. These LEGADS perform the role of GENADS.

In 2024 France held revision talks for the 4th WPS NAP, following the mid-term review of the 3rd NAP.

The 4th NAP is envisaged to address the contemporary challenges of the climate crisis, food crisis, disarmament, arms control, cybersecurity, role of private sector in conflict regions and application of the WPS agenda, national control and regulation of corporate activities that have a negative impact on human rights; discrimination and intersectional approaches. From this consultation, 4 recommendations were outlined:

- Fully implement a monitoring mechanism defined by the NAP, develop a more cross-cutting approach to the plan by involving other relevant institutional actors,
- Promote the involvement of members of parliament in implementing the WPS agenda,
- Improve the monitoring framework and develop a new accountability framework relying on precise and measurable indicators,
- Establish the modalities for partnerships among civil society representations, members of Parliament, and researchers to include the process of drafting the 4th NAP within the framework of broad consultation.

Recruitment and Retention

Similarly to other allies, France faces recruitment challenges and reports that the French general public's primary concerns are a misconception of the armed forces. Concerns specific to attracting women to careers in the armed forces centre around work/life balance, career advancement and opportunities, parenthood, and the MOD's responses to sexual and gender-based violence

In general, recruitment campaigns are not gender specific, as they aim to target French youth in all its diversity, focusing on shared values. However, land force recruitment materials proportionally feature more women than those who currently serve within the force. While women constitute 12% of the land force personnel, they represent 27% of the portrayals featured in campaign. Additionally, the French Air Force has featured the "*Femmes de la Défense*" initiative as part of the professional label "*Féminisons les métiers de l'aéronautique et du spatial*" implemented by Aérométiers, in order to promote women joining careers in aeronautics more generally.

In 2023 and 2024, as outlined in the 2019 Military Gender Equality Plan, the MOD pursued its efforts to recruit more women by:

- Featuring female ‘recruitment ambassadors’ in recruitment campaigns, centres and events, so that young women can envision themselves in armed forces careers,
- Depicting the wide variety of jobs, fields and roles the armed forces within the armed forces,
- Diversifying the profiles of the recruits, particularly within the officer corps,
- Assigning each female officer applicant to an established female interviewer, in order to prepare for oral interview exams,
- Ensuring female representation in exam juries
- Streamlining physical fitness assessments and tests for exams and throughout career paths.

Statutory and medical requirements for recruits are the same across genders, however a differentiation is made for physical fitness, taking into account differences in physical performance due to biology. The Army Commissariat Service updated its physical fitness test in 2023. There are differentiated standards for women in the 2 out of the 3 physical fitness requirements, namely running and arm force.

France reports three professional networks that support military women. “*Avec les femmes de la défense*” (AF1D2), an association created in 2016 that gathers both female and male military and civilian MoD personnel, provides advice, support and holds charity events. “*Combattantes du numérique*” was created in 2018 in order to advocate for female representation and participation in the digital field. “*Mixité-vie en équipage*” is the Navy’s professional and mutual aid network, originally created in 2019 as “*Réseau Jeanne Barret*” to promote the Navy’s Military Gender Equality Plan.

Retention efforts focus on enabling work/life balance and parenthood while holding a military career, for example by providing better access to childcare, offering reserve positions to military mothers and e-learning programs.

In 2024, the HR Department of the French Defence launched an exit questionnaire across all services, assessing personnel exits between June 2024 to November 2024. The questionnaire asked individuals about their reasons for leaving, future career prospectives and possibilities for reinstatement. Prior to this, data was collected separately by each branch of the armed forces.

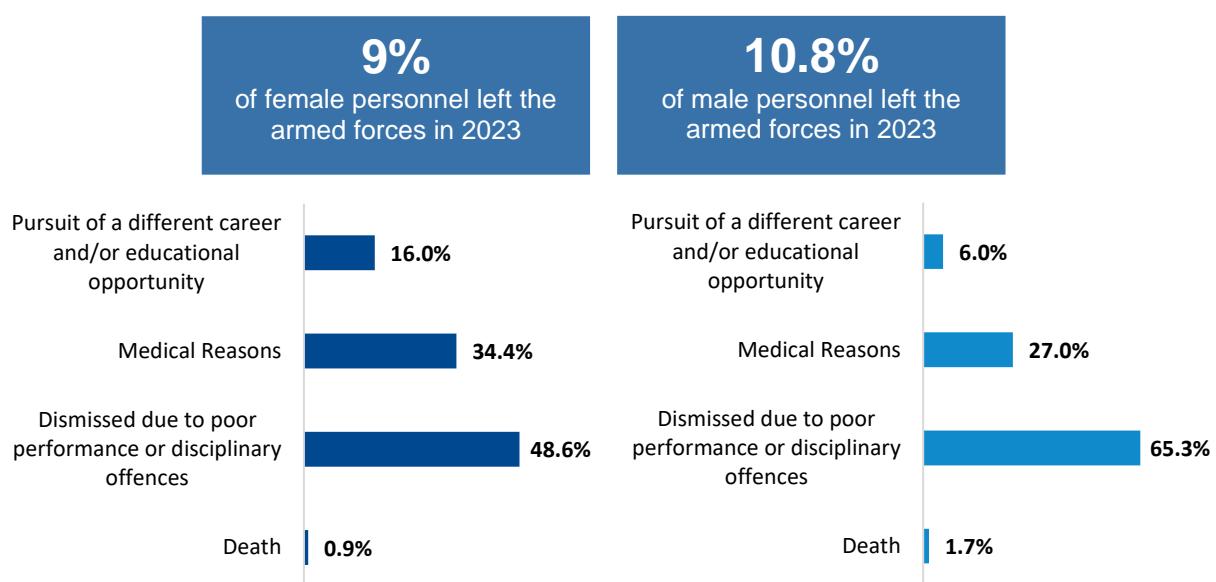


Figure 9.k. Distribution of female personnel who left the French Armed Forces by reasons in 2023.

Figure 9.k.1. Distribution of male personnel who left the French Armed Forces by reasons in 2023.

In 2023, men were 16% more likely to leave the armed forces due to dismissal due to poor performance or disciplinary issues than women, whereas women were more likely than men to leave due to medical reasons (34.5% of female personnel exits, as opposed to 27% of male personnel exists), or to pursue a different career and/or educational opportunity (16% of female personnel exits as opposed to 6% of male personnel exits).



In 2024, the MoD launched the 360° Retention Plan (Plan Fidélisation 360°), composed of 5 main measures which aimed to improve retention through promoting work-life balance:

- collaboration with banks in order to help housing acquisition;
- better acknowledgement of the constraints of the military profession;
- assistance with whole family mobility;
- easier access to physicians for transferred military members' families;
- and the creation of a dedicated phone line to provide information about housing in Ile-de-France.

Work-Life Balance

Maternity leave amounts to 15 weeks while paternity leave amounts to 4 weeks (25 calendar days). The combined parental leave is 20 weeks, not transferrable between partners.

Teleworking is permitted for very specific positions. However, the Fidelisation 360° plan included the launch of the NOMAD digital platform, through which employees can see and book work spaces near their location, facilitating work-life balance by reducing commute times.

On a case-by-case basis, flexible hours to accommodate child care may be implemented. Up to 2 days a week may be given over to studies directly linked to the subject area of the profession. Leave may be granted to military personnel to look after a sick child or person with a severe disability. A guide has also been created for disabled parents to help them find appropriate solutions to support their children.

While no specific programme or policy exists to avoid dual service couples with children being deployed at the same time, HR departments try to avoid a situation where both parents would be deployed at the same time. In the eventuality of such a situation, *Me Faré* (*Maisons d'enfants Favorisant l'accueil à responsabilité éducative*) provides children's homes that offer care and education.

Separated military personnel who are prevented from exercising their custody rights by their housing conditions may receive short-term financial assistance to alleviate the costs. In some military bases there are 'family houses' that enable separated parents to look after their children at weekends or school vacations.

New digital services are offered for academic support and babysitting, for both military and civilian personnel. Additionally, 18 new daycare centres have been set up through the ministry's social operator and the terms of access to such daycare places and social welfare benefits are currently being revised.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

In 2024, in response to testimonies from current and former military personnel who had been victims of sexual harassment and violence, the MoD and the Secretary of State for Veterans mandated the Inspectorate General of the Armed Forces to launch a fact-finding mission on all measures for prevention, protection of victims and punishing perpetrators. Based on nearly 100 hearings, 50 recommendations were produced and developed into a programme in collaboration with civil society organisations. These recommendations must be implemented by March 2025, under the oversight of the Thémis Unit and an external supervisor. This zero-tolerance policy on sexual violence is centred around four key pillars; prevention, support for victims, sanction of perpetrators, and transparency.

Within the armed forces, the Thémis Unit was created to provide additional assistance to hierarchical authorities in collecting and processing cases of sexual harassment and sexual abuse and exploitation. While the chain of command still retains a central role in handling cases of sexual misconduct, the Thémis Unit has oversight to ensure the proper implementation of procedures and follow-up. France reports that in 2023/4 the Thémis Unit was doubled in size and assigned specialized legal experts. The unit does not collect gender disaggregated data on cases of sexual harassment and Sexual Abuse and Exploitation.

Within each unit there is an appointed representative who relays sexual harassment prevention measures and educates soldiers within their unit. Plans exist to systematize training in 2025 for these unit representatives, alongside raising awareness among all managers and providing education to new recruits.

Furthermore, following the 2024 report assessing the system for combatting SEA, the ministry has professionalized and reinforced the training of investigators and developed a guide on SEA investigations.

Education and Training

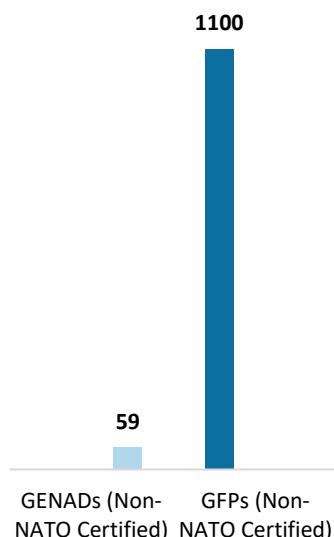


Figure 9.I. France's national gender advisory structure in 2023.

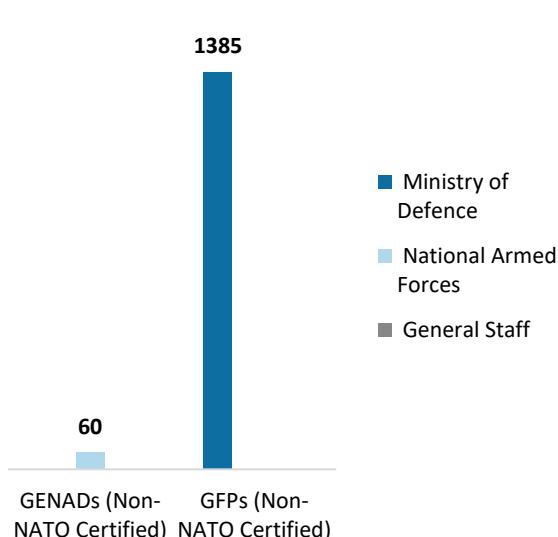


Figure 9.I.1. France's national gender advisory structure in 2024.

France reports having gender perspectives-related education and training programmes for their armed forces, including using the NATO Gender and Education Training Package for Nations. Module 1 on Gender Perspective in Military Operations is used at the strategic-operational level, while module 2 on International and National Frameworks is used at the tactical level. Module 3 on CRSV and SEA is delivered pre-deployment.

Implemented in 2023, troops to be deployed in peacekeeping operations undergo UN training conducted by Joint Staff of the Armed Forces, which includes an introduction to CRSV and the WPS agenda. The French Defence contributed to the development of the UN French-language gender and focal point course. French troops also assist in French-language UN 'training of the trainers'.

In 2024, France reported 60 GENADs within the Armed Forces and 1385 GFPs within the Ministry of Defence. This latter figure represents an increase of 285 gender focal points within the MoD from 2023. These are not NATO-certified.

Gender Perspectives in Operations⁶

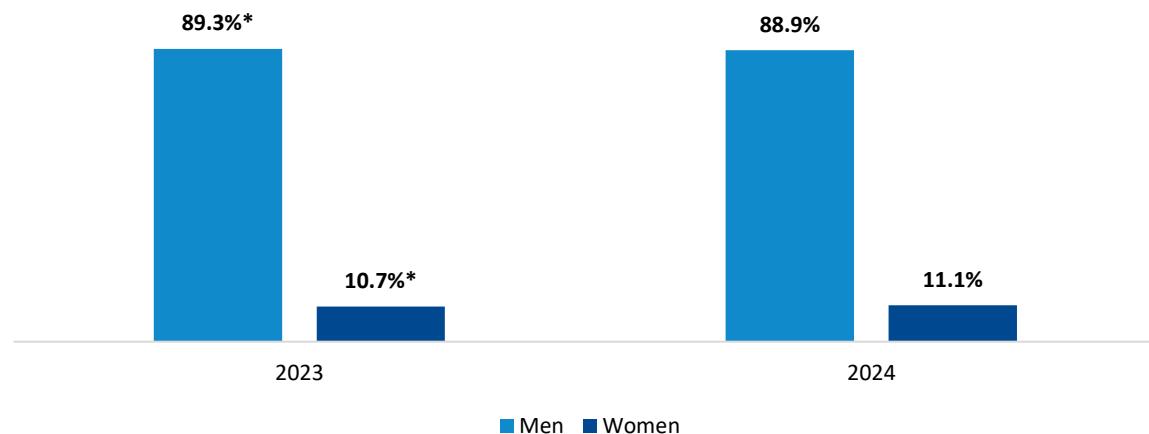


Figure 9.m. Distribution of women and men in operations in 2023 and 2024.

France reports that gender perspectives are integrated into-pre-deployment training, in-theatre training and exercises. Legal advisors perform the primary liaison role, raising awareness among deployed forces regarding human rights violations and sexual violence. When deployed in operations, they play the role of "Advisor for Human Environment in Operations" (CONSEHO or GENAD), placed alongside force commanders to enable a better understanding of the human dimension of operations and adapt operational action.

Equipment, Infrastructure and Uniform Adaptation

Everyday service dress differs for male and female personnel, with different headgear for women alongside options for skirts, heeled shoes, and trousers in women's sizes. There are ongoing efforts to redesign and standardize elements of the female personnel uniform, including adding command insignia to women officers' headgear and redesigning women's jackets to display medals and names the same as on men's jackets. A maternity adapted

⁶ France did not report data separated by NATO Operations and All Operations. Thus, **Figure 9.m.** only refers to provided data concerning personnel deployed in the category 'All Operations'.

*These percentages were directly provided by the MoD of France.

every-day service uniform has been developed, but this has only been implemented by the French Navy, which reports that a large majority of female personnel do not use it.

Combat uniform is unisex, but does have sizing for smaller frames. However, not all measurements are taken into consideration, meaning that they may not fit women's frames. In 2023, the Commissariat Army launched a programme to adapt individual equipment, including long term (developing a specific ballistic protection vest) and short term (morphological adaptation kit for ballistic protection) measures.

Military facilities are adapted for both men and women, with the choice to separate female and male personnel based on command decisions with the advice of the Gender Focal Point. Within the tents provided by the Army Commissariat Service it is possible to create compartments in tents. Field showers and toilets also facilitate separation of the user from their environment. At the discretion of the command, additional measures such as gendered use schedules and reserved showering and toilet spaces for female personnel can be implemented.



GERMANY

Success Stories

- Appointed a Gender Advisor at the Bundeswehr Joint Force Command in 2024, embedding gender expertise in a key operational structure.

Key challenges

- Mainstreaming gender considerations across Defence to enhance overall warfighting capability.

Overview

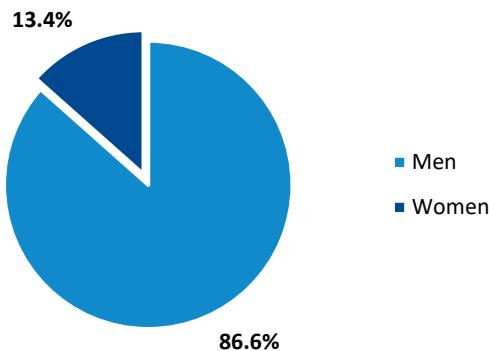


Figure 10.a. Percentage of women in the Bundeswehr in 2023.

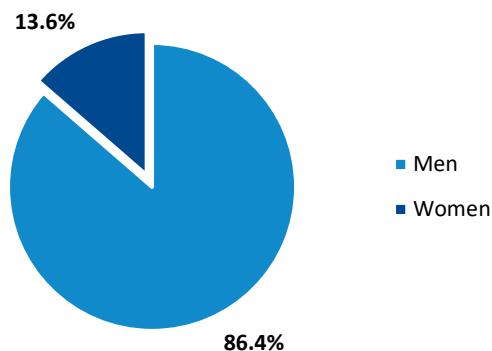


Figure 10.a.1 Percentage of women in the Bundeswehr in 2024.

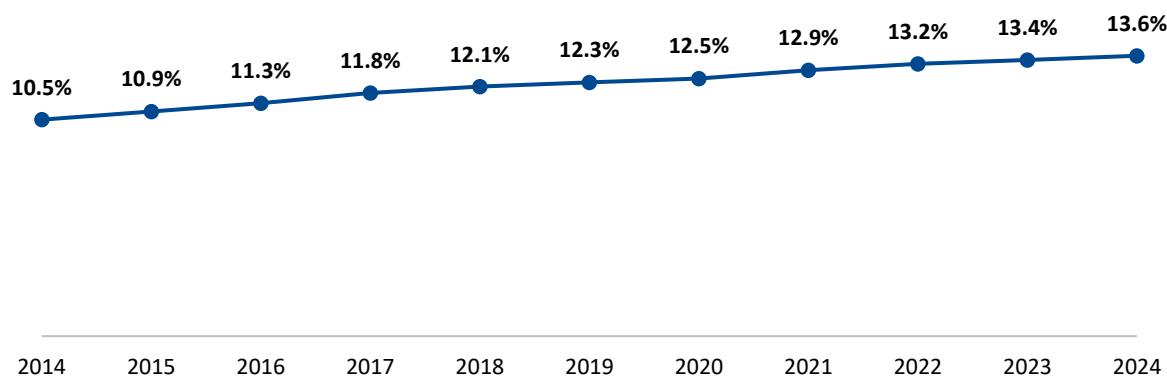
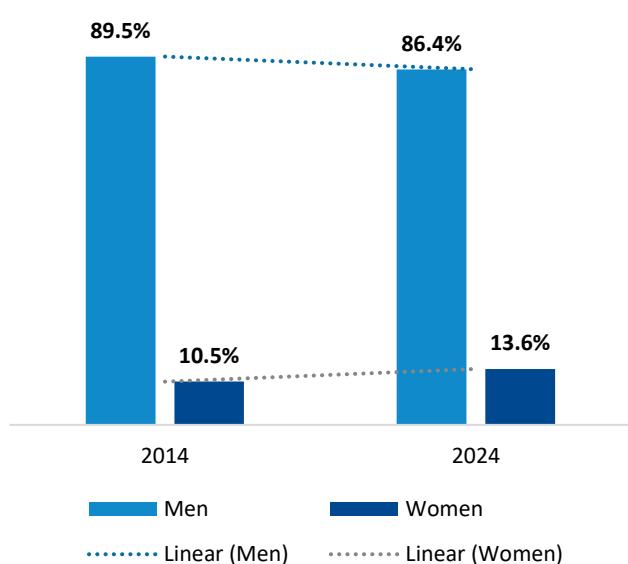


Figure 10.b. Percentage of women in the Bundeswehr over time.



In 2023, the Bundeswehr was composed of 13.4% women and 86.6% men (Figure 10.a). This marks an increase by 0.5 percentage points compared to 2022. In 2024, women's participation in the Bundeswehr further increased by 0.2 percentage points, from 13.4% to 13.6% (Figure 10.a.1). 13.6% represents the highest share of women in the Bundeswehr ever recorded over the past 10 years (Figure 10.c).

Figure 10.c. Trend in composition of the Bundeswehr between 2014 and 2024 reporting periods.

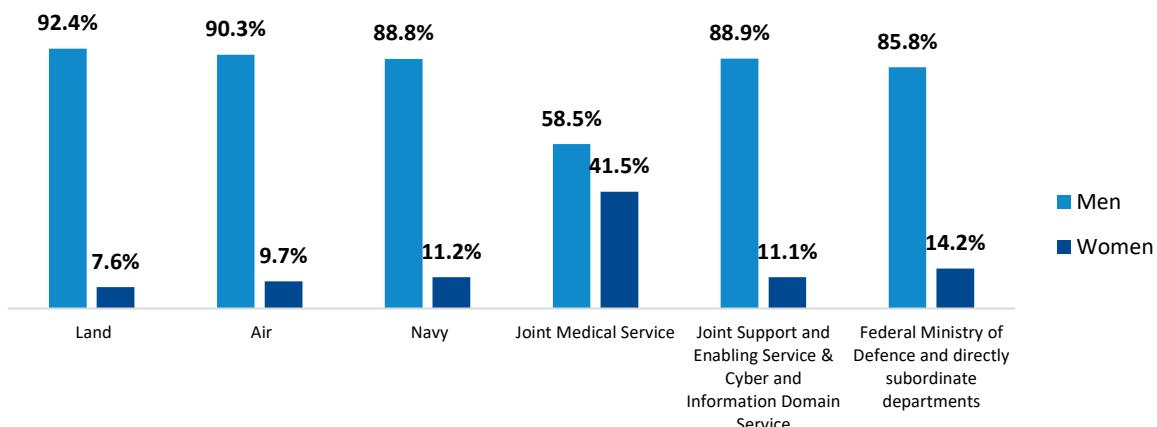


Figure 10.d. Distribution of women and men by branch of the Bundeswehr in 2023.

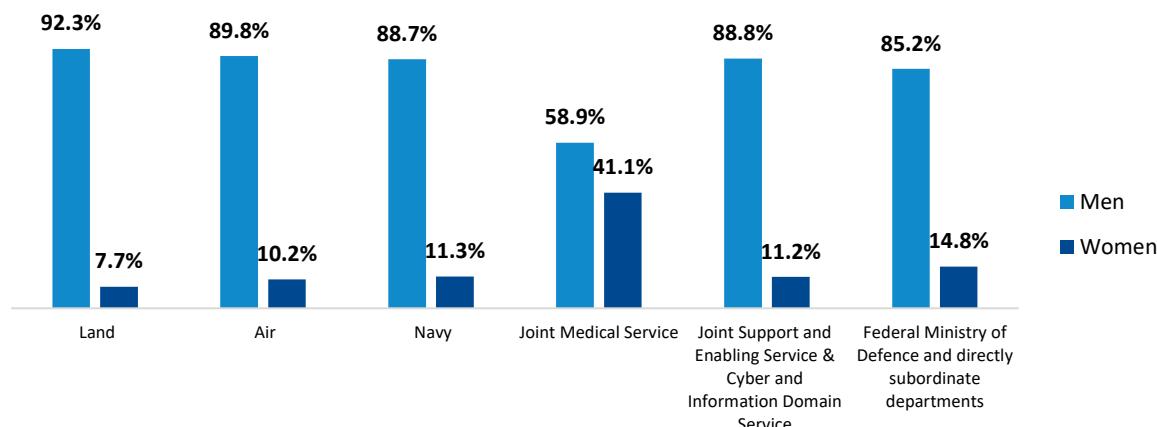


Figure 10.d.1 Distribution of women and men by branch of the Bundeswehr in 2024.

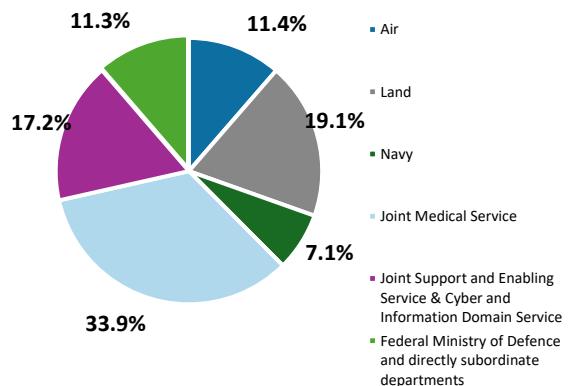


Figure 10.e. Distribution of women by branch of the Bundeswehr in 2023.

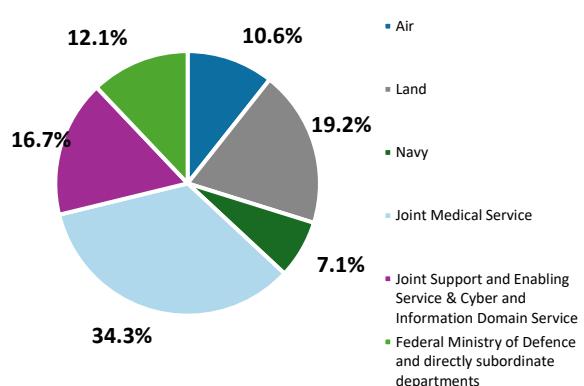


Figure 10.e.1 Distribution of women by branch of the Bundeswehr in 2024.

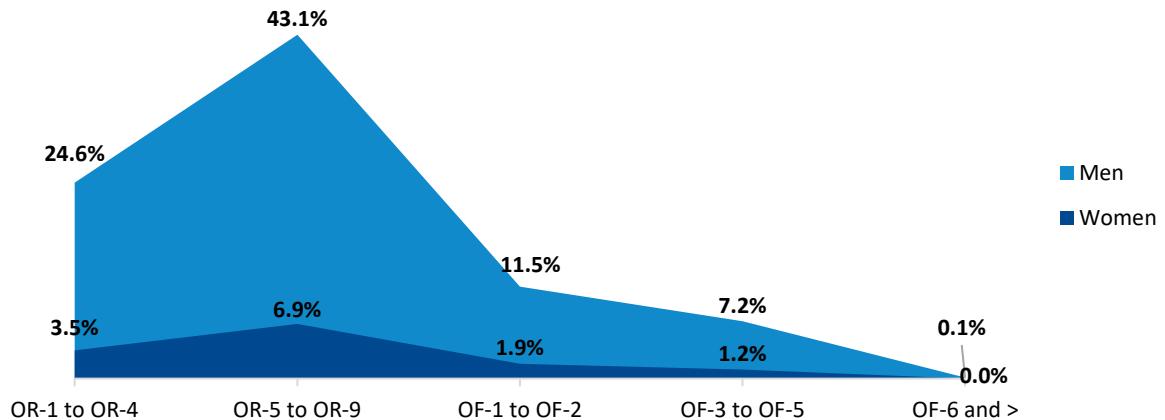


Figure 10.f. Distribution of women and men by rank in the Bundeswehr in 2023.

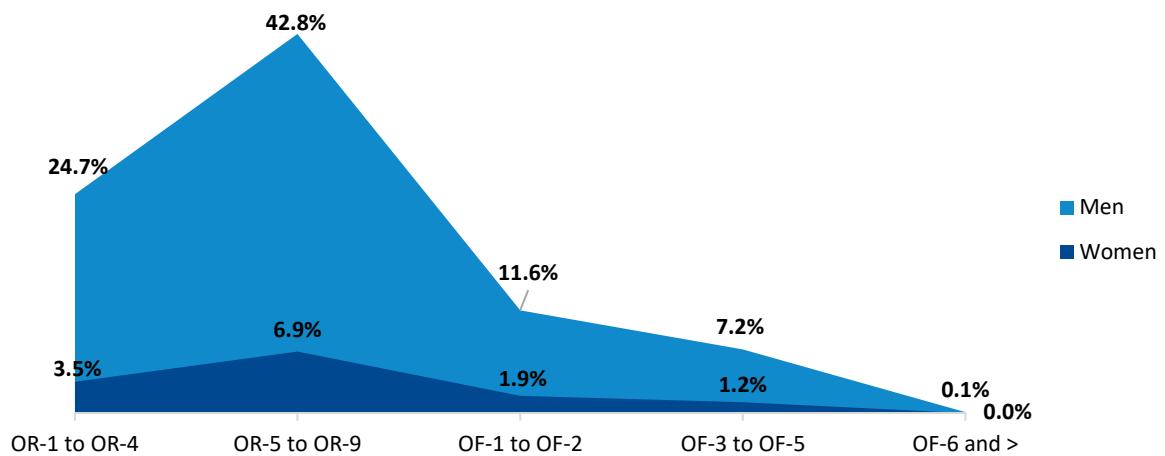


Figure 10.f.1. Distribution of women and men by rank in the Bundeswehr in 2024.

Reserve Forces

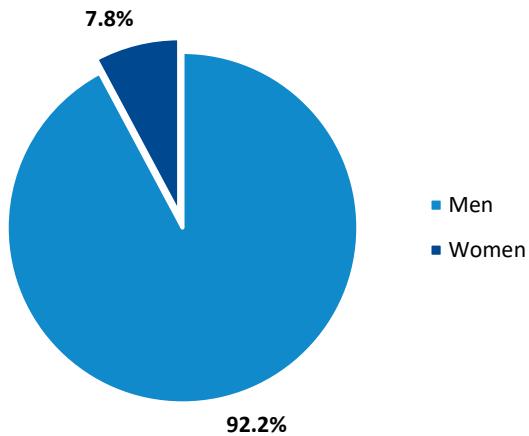


Figure 10.g. Percentage of women in the Bundeswehr reserve forces in 2023.

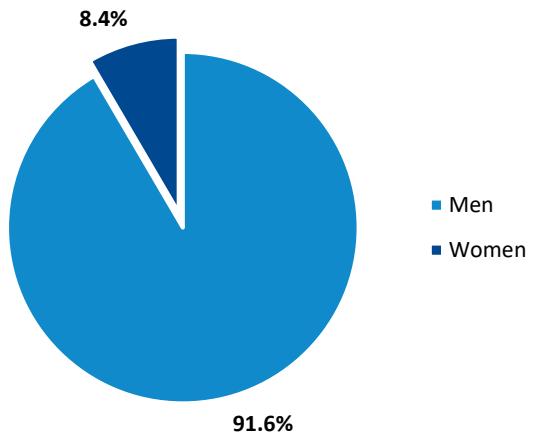


Figure 10.g.1. Percentage of women in the Bundeswehr reserve forces in 2024.

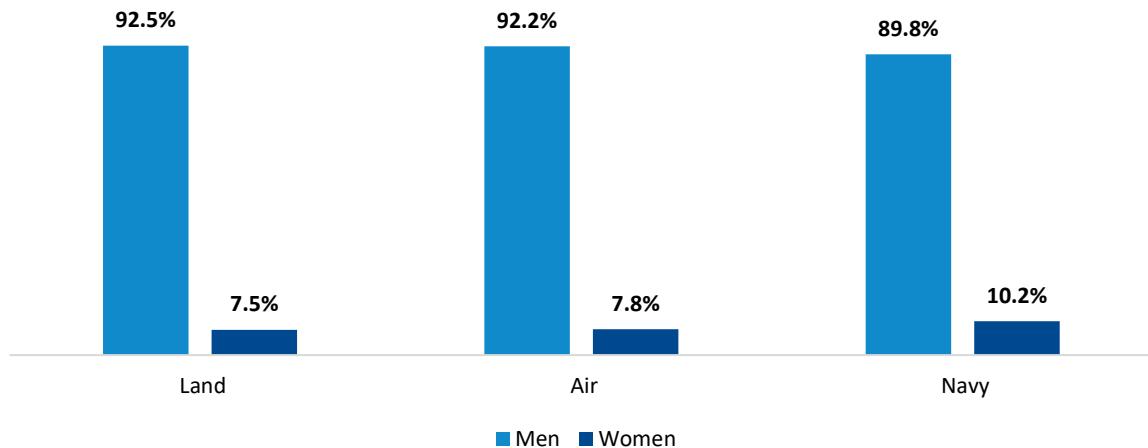


Figure 10.h. Distribution of women and men by branch of the Bundeswehr reserve forces in 2023.

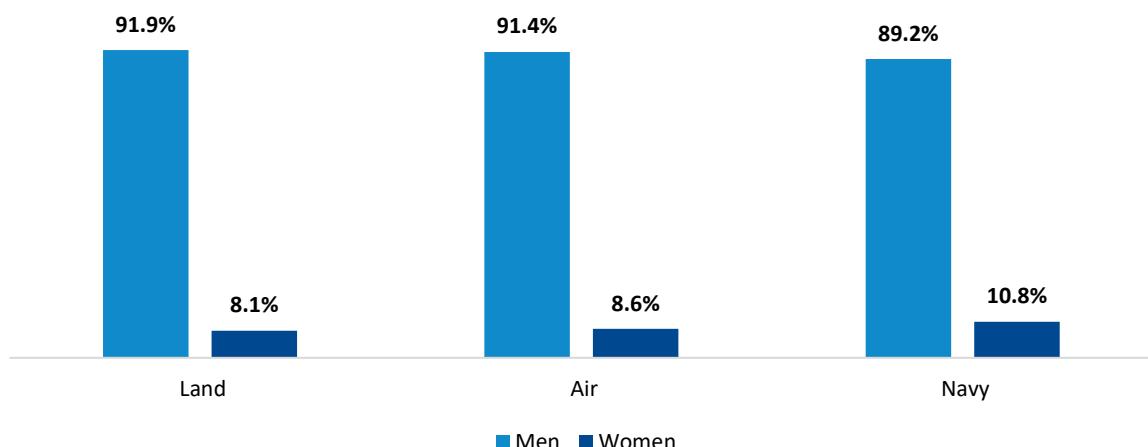


Figure 10.h.1. Distribution of women and men by branch of the Bundeswehr reserve forces in 2024.

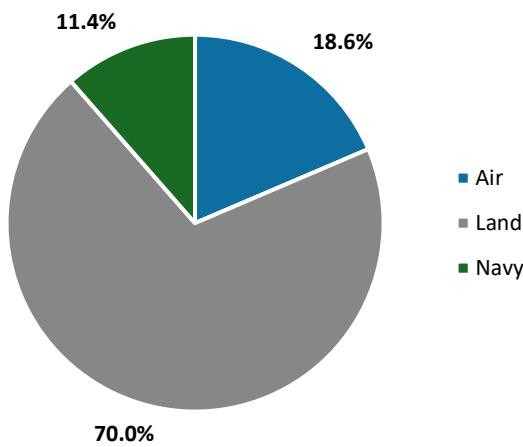


Figure 10.i. Distribution of women by branch of the German military reserve forces in 2023.

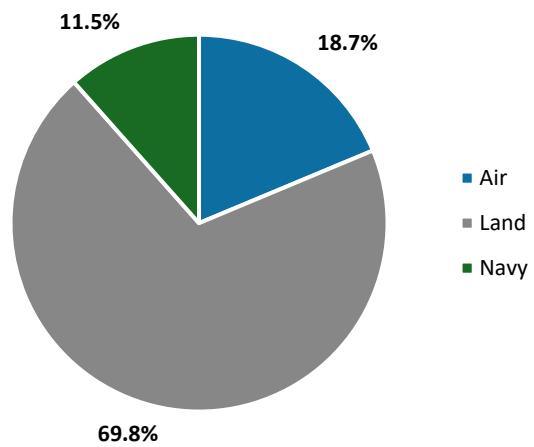


Figure 10.i.1. Distribution of women by branch of the German military reserve forces in 2024.

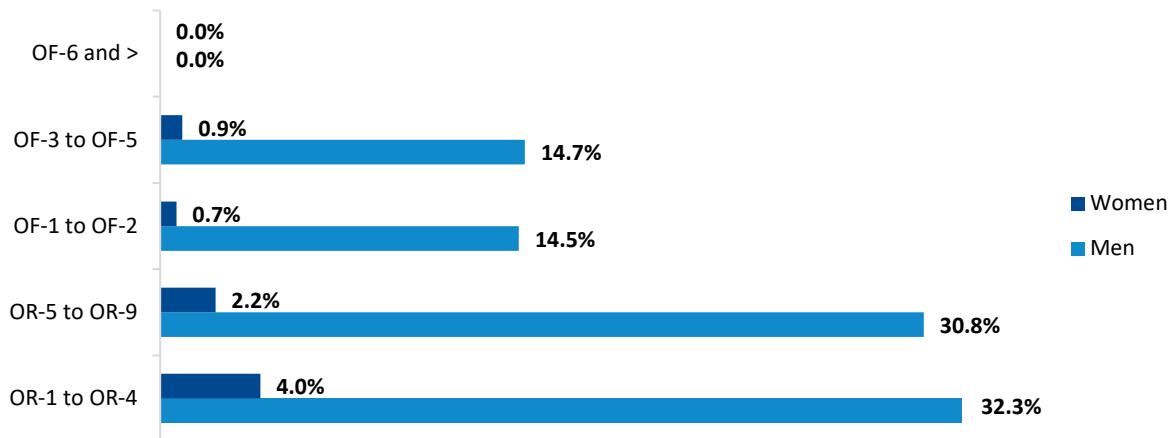


Figure 10.j. Distribution of women and men by rank in the German military reserve forces in 2023.

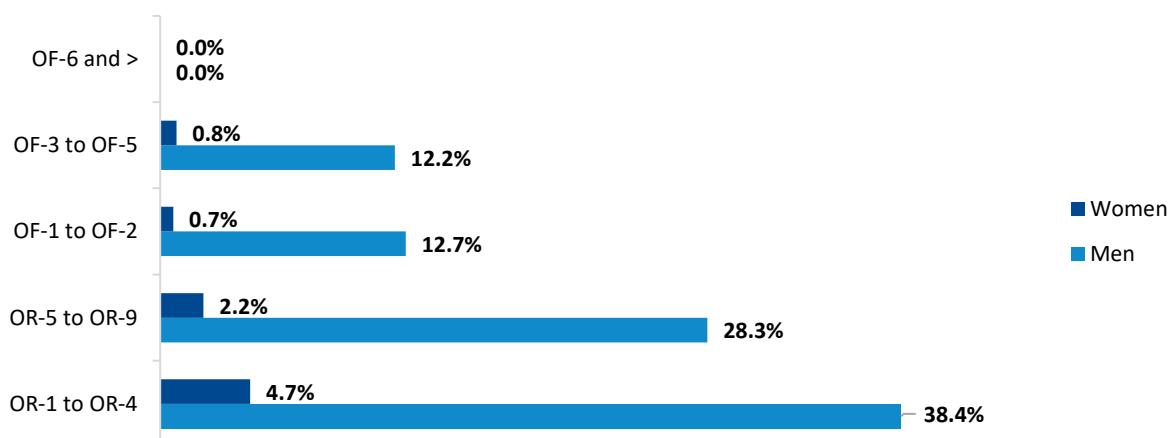


Figure 10.j.1. Distribution of women and men by rank in the German military reserve forces in 2024.

New Policies and Initiatives to Implement UNSCR 1325

During 2023 and 2024, Germany had a valid NAP for WPS. This is the third NAP for WPS implemented by Germany. The 3rd NAP for WPS revolves around six objectives:

1. Crisis Prevention;
2. participation;
3. protection and support;
4. humanitarian aid, crisis management and reconstruction;
5. strengthening WPS; and
6. institutional anchoring.

In October 2024, the German MoD published a diversity strategy which covers the organization of diversity management in the German armed forces. This document highlights the Bundeswehr's support for diversity and inclusive leadership culture following a top-down model to improve the activeness, operational capability and resilience of the Bundeswehr. The diversity strategy embeds substantially diversity management efforts in the Bundeswehr. Germany does not foresee any restrictions for women in active-duty occupations in the national armed forces or in operations during 2023 and 2024. Similarly, no restrictions are applicable for leadership positions in the Bundeswehr.

A mentoring program has been set up for women serving in the Bundeswehr. Germany considers this program as an instrument of modern and sustainable personnel development and leadership promotion. It has been reported that this is considered as a personnel tool for an effective diversity strategy, promoting the long-term and targeted reduction of the underrepresentation of women in leadership positions. This mentoring program is complemented by competency trainings, network meetings and leadership workshops, as well as exchanges with the German MoD at State Secretary level. Specifically, in 2023, Germany set up the masterclass 'Women in Leadership' which was aimed at female managers from OF-5 upwards. This format has been specifically established to strengthen and sustainably promote the participation of military and civilian female leaders to the highest leadership positions.

Germany has set targets for the percentage of women in the armed forces. Until 2023, the target was 15%, in 2024 it changed to 20%.

A military entity oversees the integration of gender perspectives in the Bundeswehr. Its task is to continuously analyze potential systemic barriers that could hinder the equal participation of all employees in roles and career opportunities. Subsequently, its responsibilities include implementing numerous measures to achieve equal opportunities, including the continuation and further development of a gender-specific management report and the reduction of the underrepresentation of women, especially in leadership positions.

Recruitment and Retention

The standards and requirements for application and recruitment into the Bundeswehr are the same for women and men.

Germany has used different means to promote the recruitment of women in the military. For example, female soldiers and civilian employees are given priority when representing the Bundeswehr at fairs and events. Women have also been featured on posters and other public recruitment products.

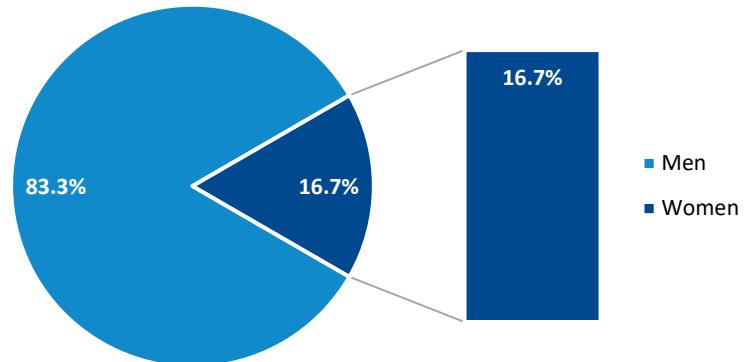
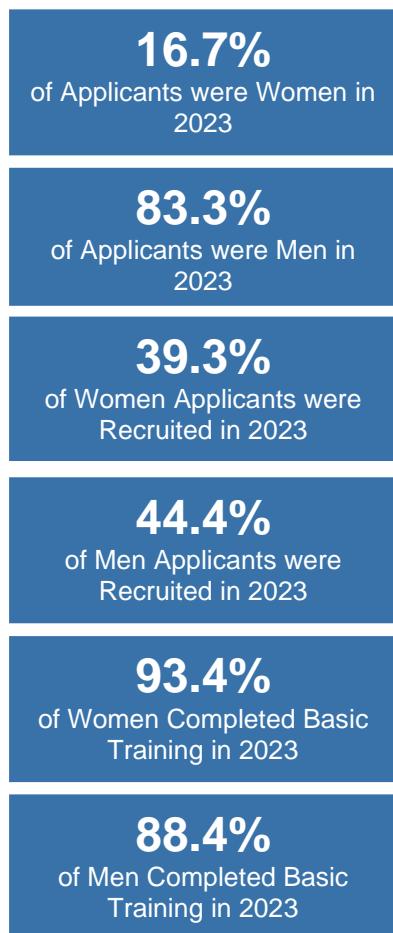


Figure 10.k. Percentage of women applying to the Bundeswehr in 2023.

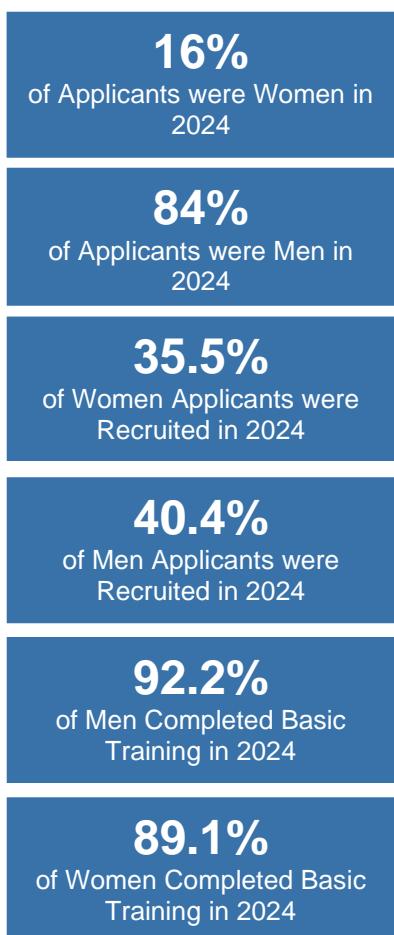
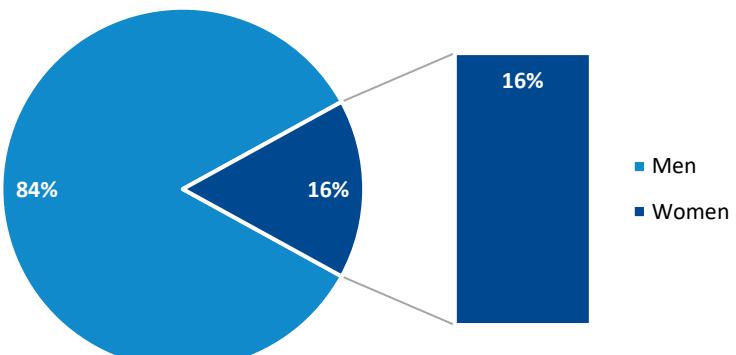


Figure 10.k.1. Percentage of women applying to the Bundeswehr in 2024.

In 2023, a personnel task force was established to produce pragmatic and immediately implementable measures to optimize personnel recruitment and retention, effective as early as 2024. A wide range of measures were developed, including greater decision-making authority for superiors regarding career advancement which will result in streamlined procedures, expand the scope of action for superiors and motivate soldiers to pursue individual development. Among other measures, a one-month notice period has been established within the first six months of service to avoid ad-hoc terminations and provide time for re-consultation. These measures have led to significant increases in overall retention rates and to an initial reduction in dropout rates in the first six months of service.

Regarding strategies to promote retention of women specifically, the Bundeswehr have a Mentoring Program, as previously mentioned. This strategic HR tool for an effective gender diversity strategy promotes long-term and targeted reduction of the underrepresentation of women in leadership positions. The mentoring program focuses on personal experiences between experienced managers as mentors and the mentees. The program is complemented by a series of activities, including trainings, network meetings and a joint top management workshop, as well as exchanges with the federal MoD leadership.

Lastly, the Bundeswehr conducts surveys for soldiers who left the organization prematurely. The aim of these surveys is to record the reason that led to their premature termination of service and to draw concrete recommendations for action to increase the attractiveness of service in the Bundeswehr.

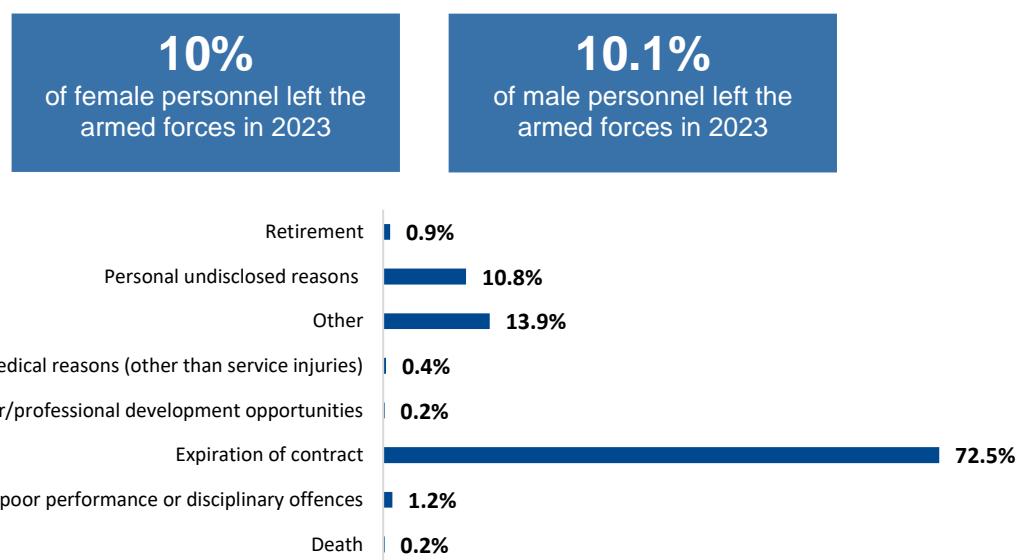


Figure 10.I Distribution for female personnel who left the Bundeswehr by reasons in 2023.

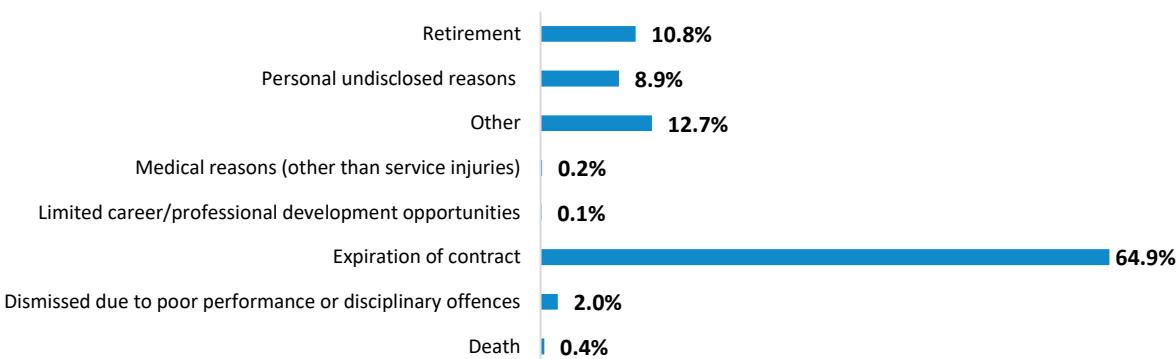


Figure 10.I.1. Distribution for male personnel who left the Bundeswehr by reasons in 2023.

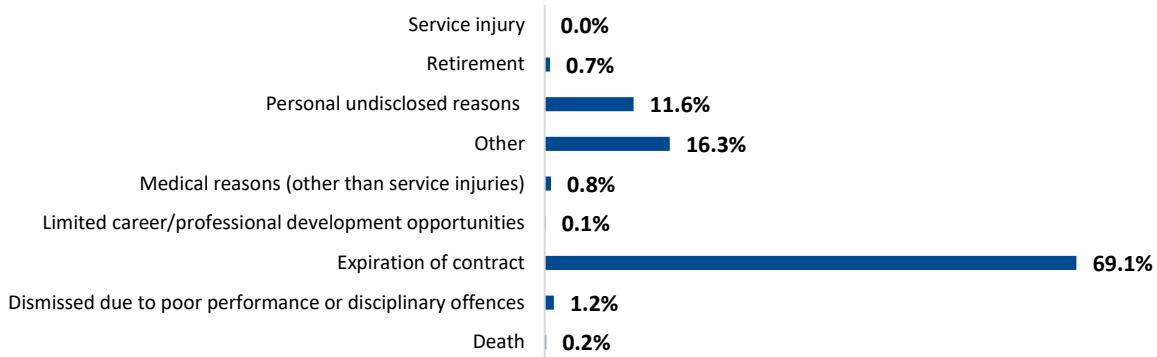


Figure 10.m. Distribution of female personnel who left the Bundeswehr by reasons in 2024.

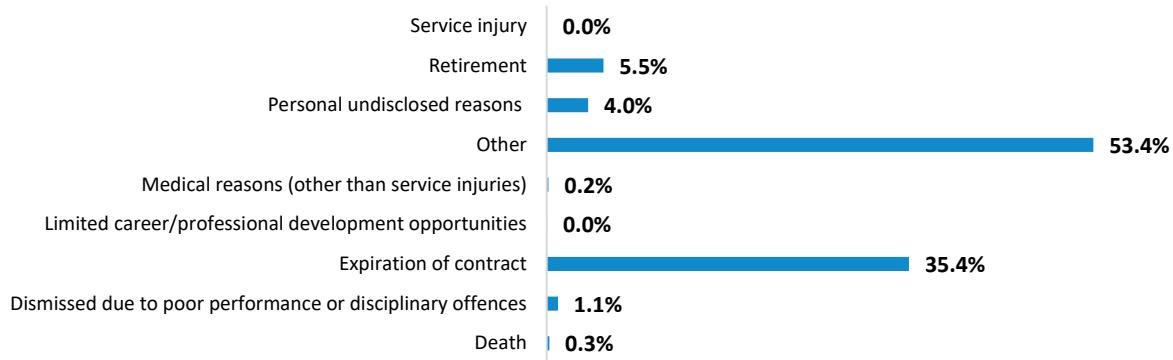


Figure 10.m.1. Distribution for male personnel who left the Bundeswehr by reasons in 2024.

Work-Life Balance

Maternity leave in Germany includes 6 weeks pre-birth and 8 weeks post-birth. parental leave amounts to 3 years and it is available to use for both parents. Specifically, parents can take it either partially or fully, individual or jointly. This also applies to adoptive parents, foster parents and full-time foster carers.

Germany offers part-time employment and flexible working hours for childcare, care for the elderly or the sick, educational studies and other reasons.

There are also support measures for single, divorced or widowed parents. Indeed, the costs for childcare or for dependent relatives can be reimbursed upon request on a case-by-case basis.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

Germany reported that sexual harassment and SEA are both covered by policies and strategies that address the prevention and response to these kinds of offenses.

Sexual-related offenses are overseen by specific teams and persons, falling under the remit

of responsibilities of different entities based on different levels. For example, at the federal MoD, the department P III 4 (now Z II 2, part of Directorate-General for Central Affairs, including for Federal MoD personnel management) and the department SK III 6 (part of the Major Directorate-General for the Armed Forces) are responsible for overseeing allegations of sexual harassment and SEA. In addition, there are confidential counselors, equal opportunity officers, the point of contact for discrimination and violence in the Bundeswehr, the psychosocial network (which include medical service, Bundeswehr psychological service, Bundeswehr social service and military chaplaincy), and military physicians. Outside of the Bundeswehr, there are other available point of contacts that oversee these offences, such as the commissioner for the armed forces of the German Bundestag, the petitions committee of the German Bundestag, the federal anti-discrimination agency, and the Weisser Ring e.V.

Incidents and allegations of sexual-related offences involving personnel of the Bundeswehr must be reported to the appropriate complaint mechanism in place in Germany. All suspected cases of crimes against sexual self-determination and other forms of sexual harassment by or against members of the Bundeswehr must be reported to the internal and social situation reporting system of the Bundeswehr.

Education and Training

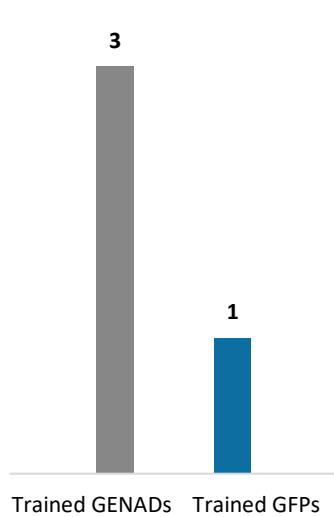


Figure 10.n. Trained personnel in the Bundeswehr in 2023.

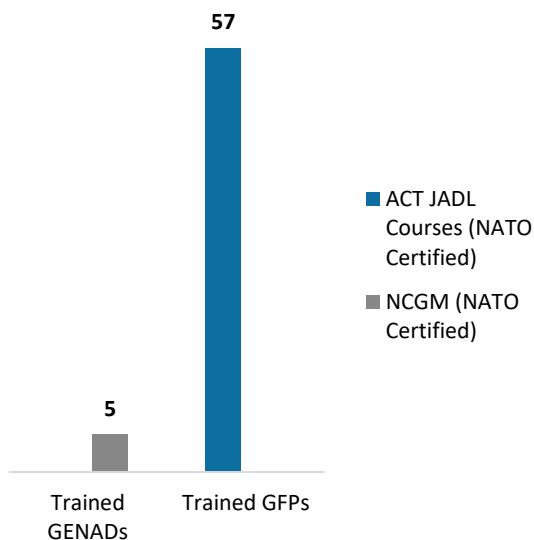


Figure 10.n.1. Trained personnel in the Bundeswehr in 2024.

Broad education and training continues via (among others) equal opportunities and intercultural competence courses at various Bundeswehr establishments. Further, the Bundeswehr do not have national gender perspectives-related trainings or education program, but the subject is part of all curricula for all ranks.

Gender Perspectives in Operations

Gender perspectives are integrated into operational planning in Germany. It was reported that gender perspectives have been integrated into the NDP. Similarly, the Bundeswehr has integrated gender perspectives into pre-deployment trainings for personnel posted in missions, operations and activities.

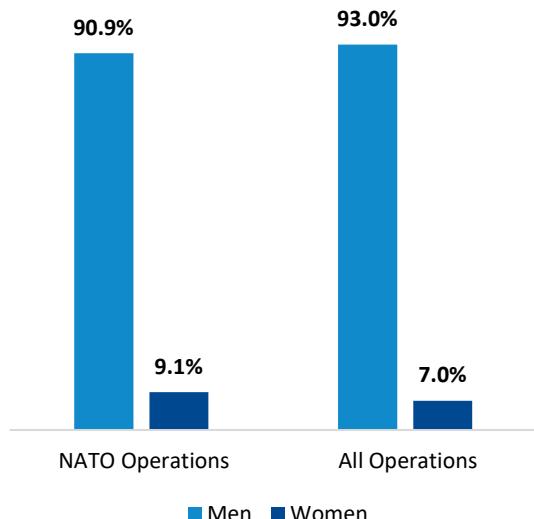


Figure 10.o. Distribution of women and men in operations in 2023.

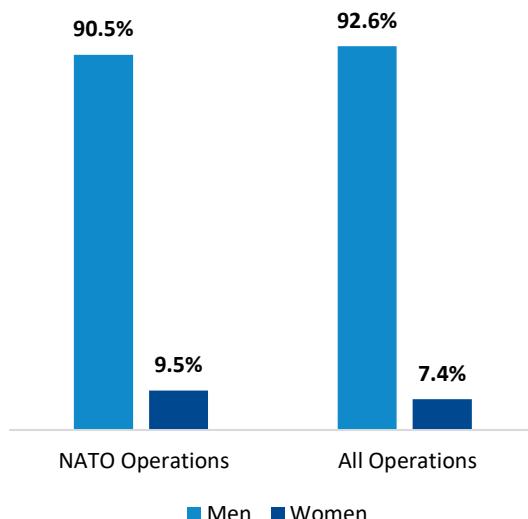


Figure 10.o.1 Distribution of women and men in operations in 2024.

Equipment, Infrastructure and Uniform Adaptation

Germany has reported that all military equipment is qualified for use by both women and men. The primary procurement regulation for the Bundeswehr called “Project-based Procurement and In-Service Use” includes the project element “Safe Operation and Ergonomics” in which gendered aspects are considered.

Lastly, the Bundeswehr have reported that service, combat and special occupational uniforms are designed to adapt to both women and men morphologies. Maternity uniforms are also available for use by servicewomen in Germany.

Success Stories

- Adopted its first National Action Plan on WPS.
- Established the first Gender Advisor Office within the Hellenic National Defence General Staff.
- Revised work-life balance policies to improve conditions for women in the Armed Forces and remove barriers to career progression.

Key challenges

- Deeply ingrained cultural norms, traditional gender roles, and institutional biases within the military remain significant obstacles to gender perspectives integration.

Overview

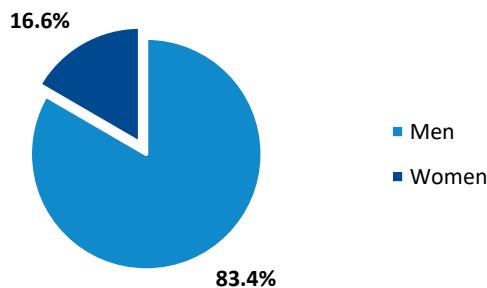


Figure 11.a. Percentage of women in the Hellenic Armed Forces in 2023.

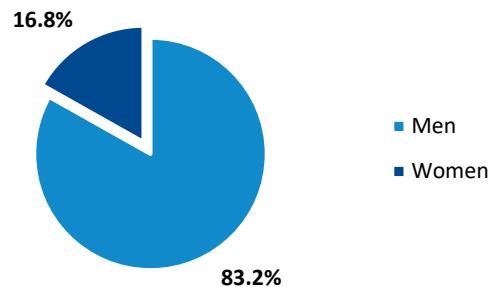


Figure 11.a.1 Percentage of women in the Hellenic Armed Forces in 2024.

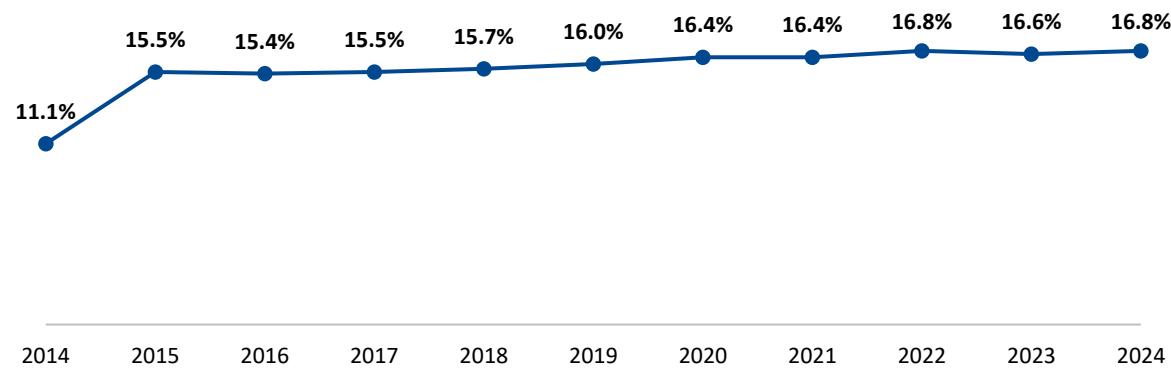
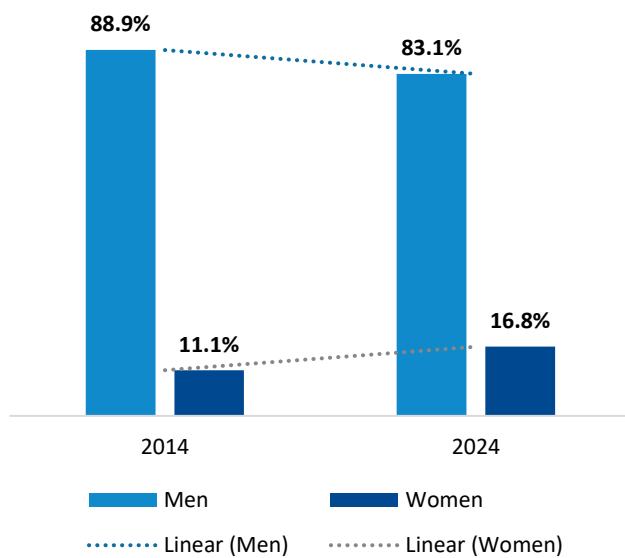


Figure 11.b. Percentage of women in the Hellenic Armed Forces over time.



The Hellenic Armed Forces (HAF) were composed of 16.6% women and 83.4% men in 2023 (Figure 11.a), marking a slight decrease by 0.2 percentage points compared to 2022. In 2024, the percentage of women in the HAF rose again to 16.8% (Figure 11.a.1). In a 10 years timespan, women's participation in the HAF increased by 5.7 percentage point, from 11.1% to 16.8% (Figure 11.c).

Figure 11.c. Trend in composition of the Hellenic Armed Forces between 2014 and 2024 reporting periods.

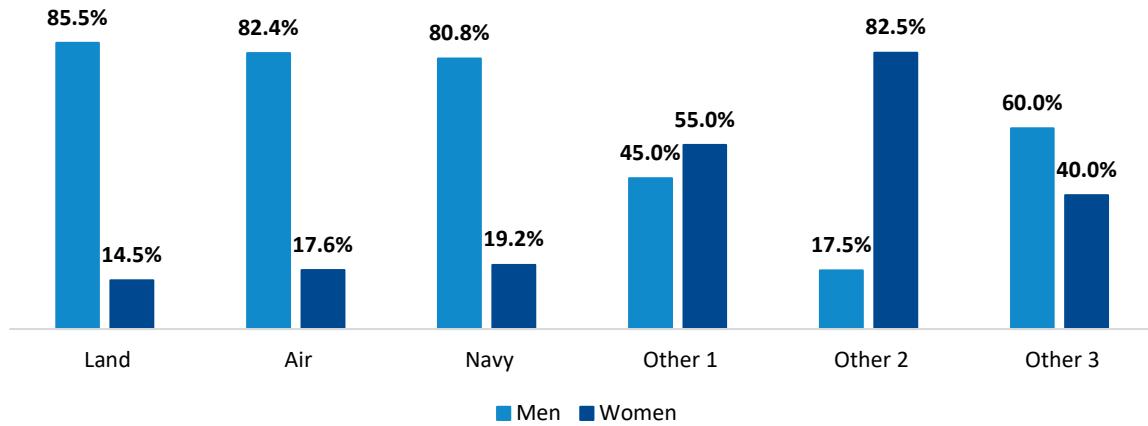


Figure 11.d. Distribution of women and men by branch of the Hellenic Armed Forces in 2023.

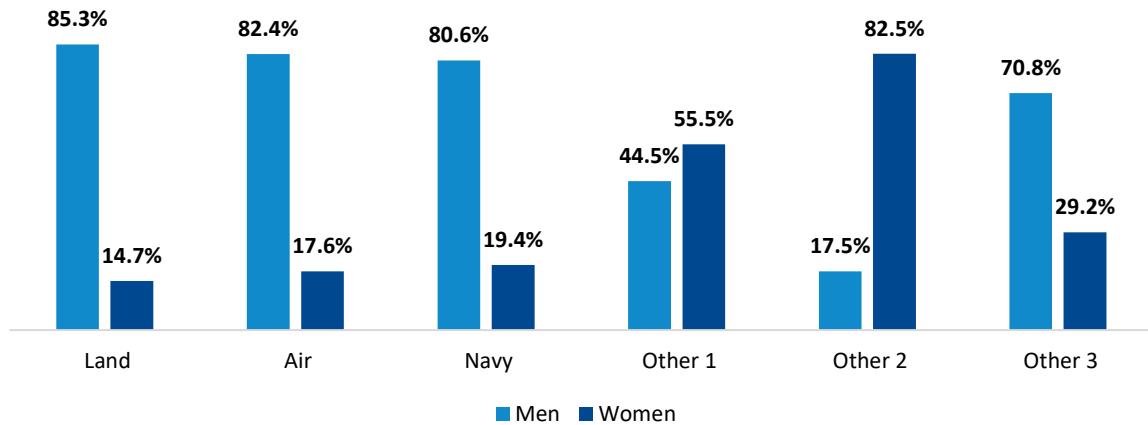


Figure 11.d.1. Distribution of women and men by branch of the Hellenic Armed Forces in 2024.

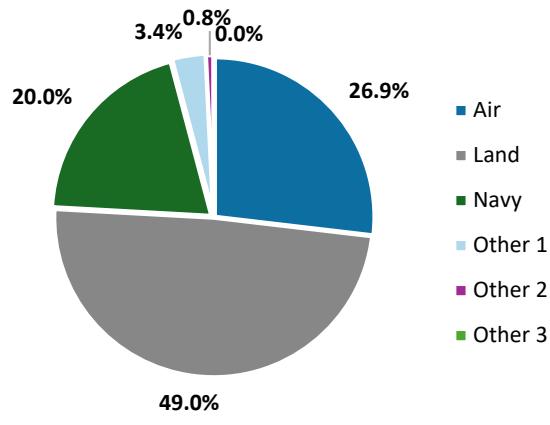


Figure 11.e. Distribution of women by branch of the Hellenic Armed Forces in 2023.

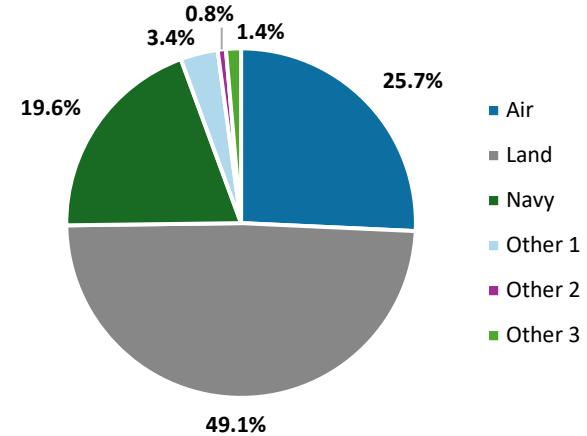


Figure 11.e.1. Distribution of women by branch of the Hellenic Armed Forces in 2024.

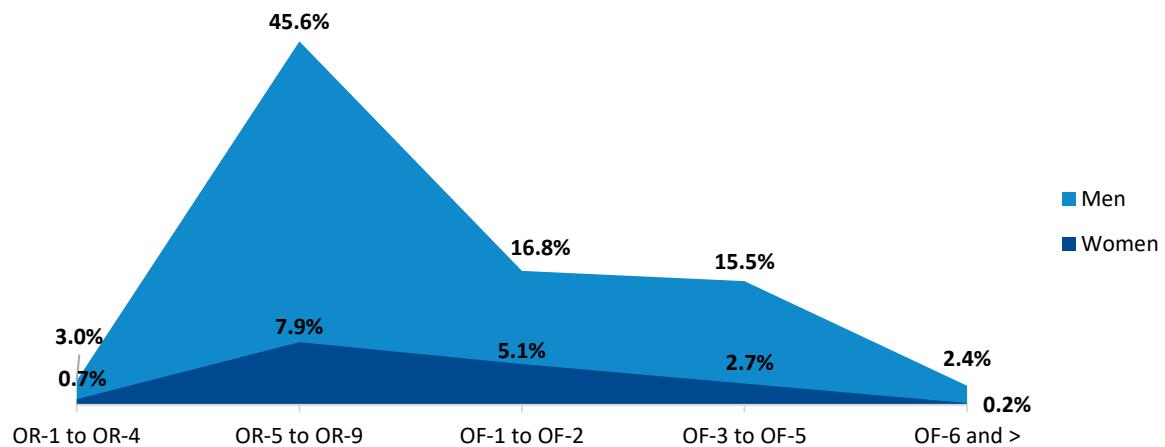


Figure 11.f. Distribution of women and men by rank in the Hellenic Armed Forces in 2023.

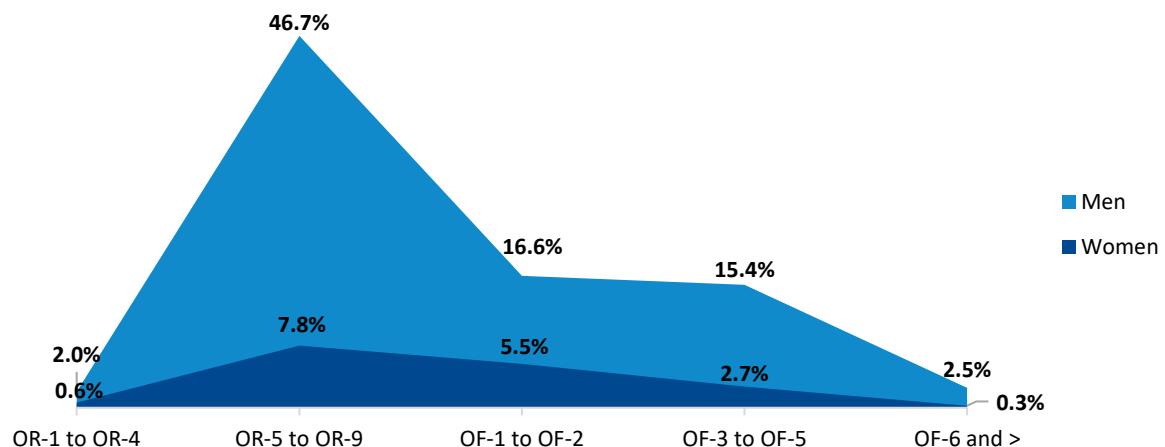


Figure 11.f.1. Distribution of women and men by rank in the Hellenic Armed Forces in 2024.

New policies and Initiatives to Implement UNSCR 1325

In 2023 the HAF adopted their first NAP on WPS, for the period 2023-2028. Additionally, they established the first Office of the GENAD in the National Defence General Staff. This office is staffed by both male and female personnel, and contains military GENADs and a LEGAD.

The Hellenic NAP on WPS has five main pillars;

1. Prevention (preventing armed conflict and gender-based violence);
2. participation (promoting the leadership and participation of women in decision-making);
3. protection (safeguarding women and girls from violence and the violation of their human rights);
4. relief and recovery (assisting survivors of gender-based and sexual violence)
5. and promotion (promoting the WPS Agenda internationally)

Operating under the HR Directorate of the Hellenic National Defence General Staff, the Office of the GENAD, alongside the gender equality offices of the Hellenic Army, Navy and Airforce, are responsible for providing guidance and assistance to the administration on mainstreaming gender perspectives across all aspects of the military.

There are no restrictions on women serving in any leadership position across the Hellenic Armed Forces, however they are unable to participate in training to gain the classification in Basic Underwater Demolitions. This stems from a ministerial act dating back to 2003 (ΕΠ Φ.335/3/26 Μαΐ 03/ΓΕΝ/Β2-Ι, ΥΑ ΥΕΘΑ περί Ειδικών Διατάξεων του Προσωπικού Υποβρυχίων Καταστροφών).

Recruitment and Retention

Article 4 of the Greek Constitution states that all Greeks who can bear arms are obliged to contribute to the defence of the country. However, only mandatory conscription of men is established in law. The possibility for women's voluntary conscription is provided for, but this requires a military decision to be issued in order for it to be brought into force. Exemptions from conscription are possible in the case of serious health problems and social reasons, such as widowhood or the care of persons with disabilities.

Campaigns to recruit women to the military have four main pillars: media campaigns, lectures in schools, promotion through military academies internet sites and through Hellenic Army, Navy and Airforce internet sites.

Greece has developed a Special Military Service Programme, a new voluntary conscription programme that combines academic studies with military training. Participants in the programme, following the successful completion of their studies and the required military training, serve for two years in a specialty related to their studies in Units of the HAF with the rank of reserve second lieutenant. Greece reports that this has led to an increased number of women entering military academies in 2023/4 and the stronger presence of women in the HAF overall.

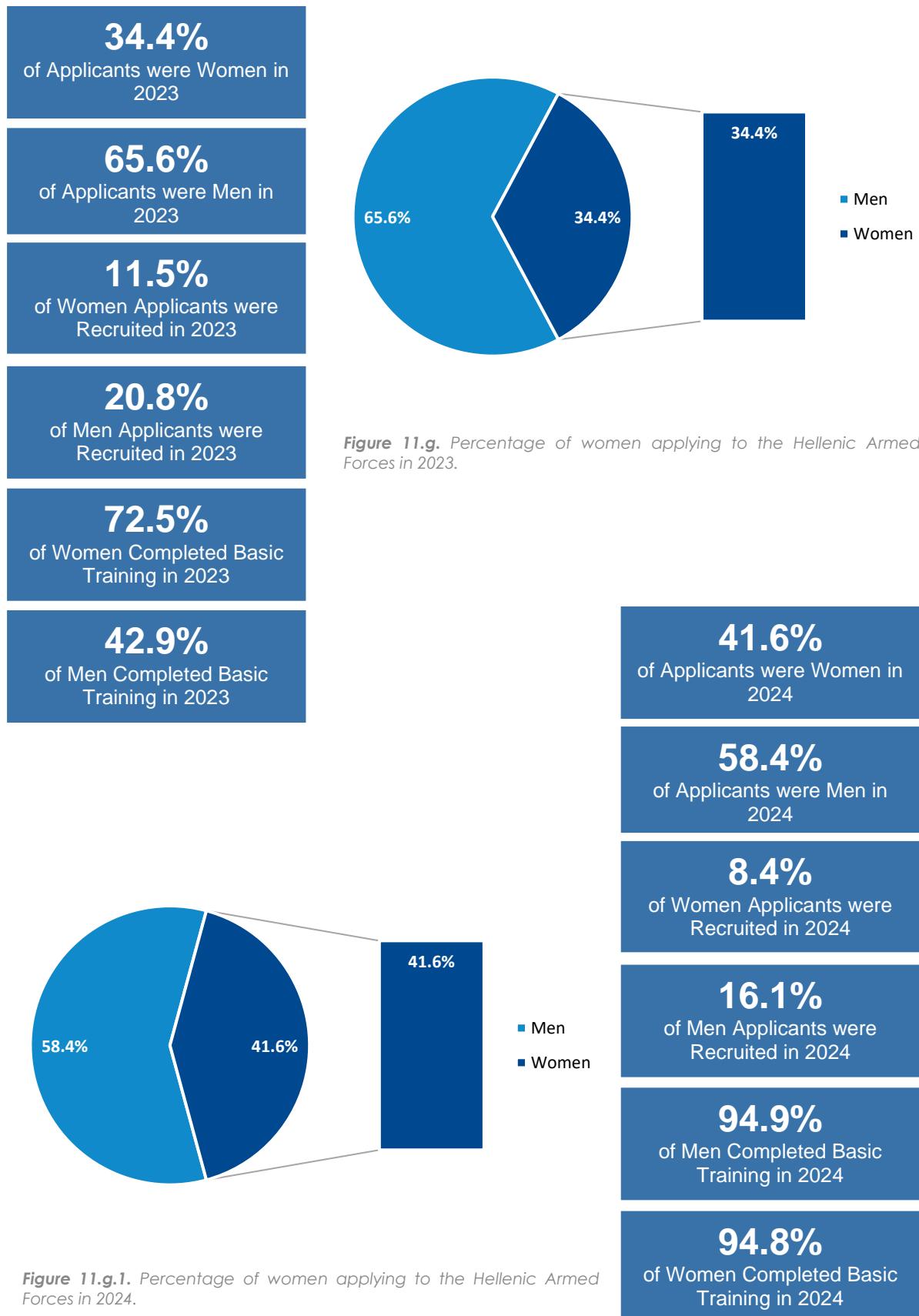


Figure 11.g.1. Percentage of women applying to the Hellenic Armed Forces in 2024.

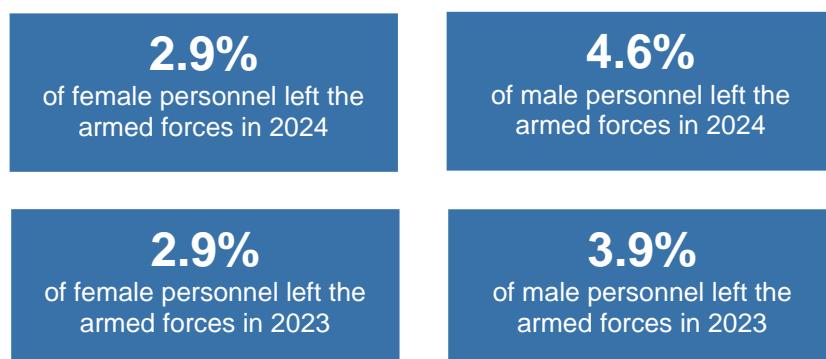
Greece does not report the presence of networks to support women in the military in either 2023 or 2024.

In line with its broader Agenda 2030 reform initiative, which aims to modernize and strengthen the armed forces, Greece has been progressively implementing policies to enhance personnel retention, both male and female. Regarding the retention of female personnel, policies are designed to address the unique challenges women face and create an environment where they can thrive and choose to continue their military career.

These policies include the following key areas:

- Family and work-life balance support, including maternity and parental leave, child care support, flexible working hours;
- combat role integration, including policies allowing women to serve in all roles including combat positions;
- equal opportunities and anti-discrimination measures, such as equal promotion and training access, monitoring and accountability mechanisms;
- addressing sexual harassment and gender-based violence, including training to raise awareness, creating a work environment of zero tolerance to violence;
- health and care medical support, such as gender specific healthcare such as gynecological care, reproductive health, and mental health support, such as psychological support to victims of sexual harassment or domestic violence
- and finally, culture and inclusion initiatives, including education to challenge gender stereotypes and build respect among all service members.

The HAF do not conduct exit surveys on personnel leaving the armed forces.



Work-Life Balance

During the reporting period, the HAF revised various work-life balance policies, aiming to improve work conditions and remove any possible barriers to women's progression.

Greece reports that maternity leave is provided for at the length of 56 weeks, and paternity leave is provided for at the length of 36 weeks. Combined parental leave is 36 weeks in length, and is transferrable between parents, but not after the child's 30 month.

Additional days of leave are available for parents whose children are in primary or secondary education. One parent may arrive at work up to two hours later until the child is 12 years old, in order to accommodate childcare responsibilities. For service personnel undergoing assisted reproduction procedures, additional days of leave are also available.

Members of the HAF are not able to work part-time, but may undertake flexible work hours to accommodate child care or care for the elderly or sick. Female members of the armed forces are exempt from assignments requiring overnight duty until their child attains the age of two years. Single parents are also exempt. Additionally, mothers may be stationed in their location of choice until their child is 5 years old. Measures also exist to support dual service couples, through being stationed in the same area and preventing them from being deployed or on night duties simultaneously.

Low cost housing is provided in military bases, and summer camps for children are accessible, with a financial subsidy available.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

The HAF have policies to prevent and respond to sexual harassment, under ILO convention No. 190, but the MoD does not have a mechanism specifically for handling sexual harassment complaints. However, efforts are being made to establish such a mechanism. Presently, service personnel may report complaints constituting disciplinary offences to their unit commanders, who are responsible for initiating investigations and/or filing a complaint with the National Ombudsman, which handles sexual harassment and misconduct complaints across the public sector.

The Office of the GENAD of the HNDGS is responsible for coordinating training activities on the prevention and response to sexual harassment, which are delivered to military personnel in all departments/offices and units, at the military academies of officers and non-commissioned officers, in every career training school and as a part of pre-deployment training.

Greece does not report having policies or strategies to prevent and respond to sexual exploitation and abuse, but has several training programmes that address the topic, and participates in international initiatives and adheres to OSCE guidelines on the topic. All personnel receive pre-deployment training which includes education on SEA, and lectures and lessons on this topic are delivered at the military academies and the carrier schools of both officers and non-commissioned officers, as well as at the Hellenic MoD's Peace Support Operations Training Center (MPSOTC).

Allegations of sexual exploitation and abuse should be reported to the commander of the mission, who should investigate the incident and is then responsible for informing the national Military Justice authorities, who will oversee any criminal prosecution.

Education and Training

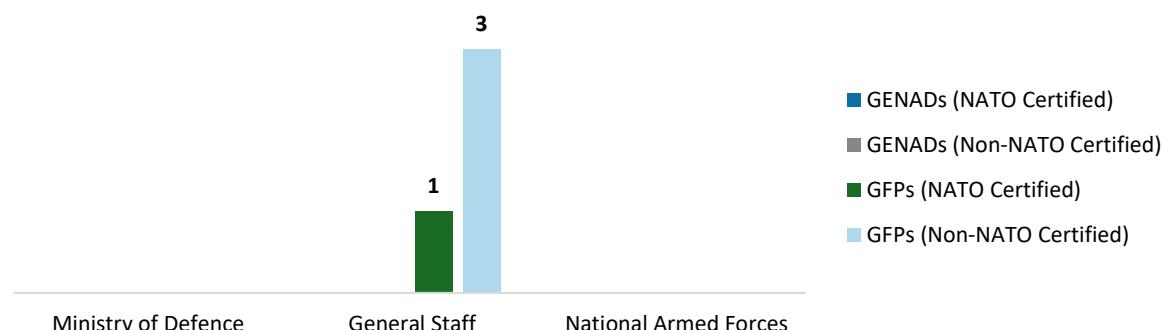


Figure 11.h. Greece's national gender advisory structure in 2023 and 2024.

Greece reports using all modules of the *NATO Gender and Education Training Package for Nations* within their national training programmes. Additionally, a series of modules on integrating gender perspectives into core tasks of the HAF are offered:

- 'Integrating Gender into Maritime Security' focuses on addressing the different roles and vulnerabilities of men, women, boys and girls in areas like piracy, counter-terrorism, and refugee/migration crises.
- 'Operationalizing Gender: Case Studies from the Field' uses real-world case studies to illustrate the challenges and successes of integrating gender into maritime security operations. It aims to provide participants with practical insights on how gender perspectives can be operationalized in diverse maritime security contexts, targeting operational leaders and planners.
- 'Gender Perspectives in Border Security Management' explores the importance of incorporating gender perspectives into border security operations, focusing on how men, women, boys and girls experience security threats and border control measures. It targets border security professionals and aims to improve the protection and treatment of human beings in border security processes
- 'CRSV' addresses the impact of sexual violence in conflict zones, emphasizing the legal and operational frameworks needed to prevent and respond to such violence. Targeted at military, law enforcement, and humanitarian personnel, the goal is to enhance awareness, skills, and strategies to address and mitigate CRSV in operational environments.
- 'Gender mainstreaming in the HAF' provides information on the historical development of gender mainstreaming in Greece, terminology and legal framework, related national action plans, gender analysis and the operational advances of integrating gender in missions and operations.
- 'Sexual Harassment in the military work environment' aims to make students familiar with the terms relating to sexual harassment, raise awareness on the issue, and provide information about the legal framework and the mechanisms in place to report and combat such incidents.

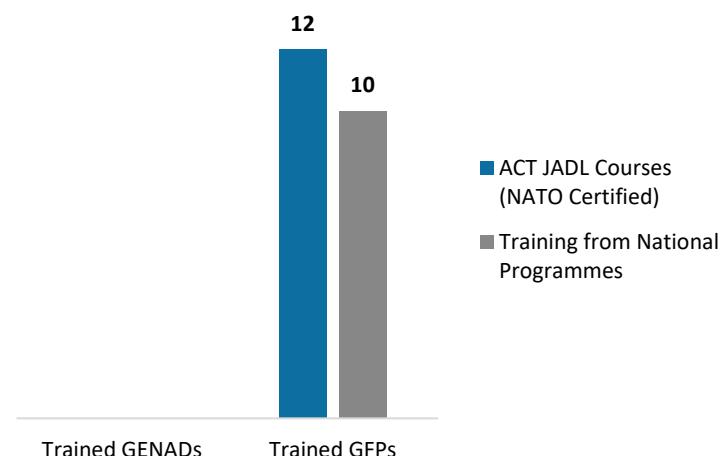


Figure 11.i. Trained personnel in the Hellenic Armed Forces in 2024.

Education and training on gender perspectives is also integrated into the curriculum at the Hellenic Air Force Academy, through the courses Applied Philosophy – Ethics, Philosophy of

War, Organizational Ethics – Leadership, Sociology, Armed Forces Law, Common Security and Defence Policy (International Aviation Semester). In December 2024, cadets also participated in the common module 'Gender Perspectives in Security and Defence', as part of the EMILYO Military Erasmus programme.

Gender Perspectives in Operations

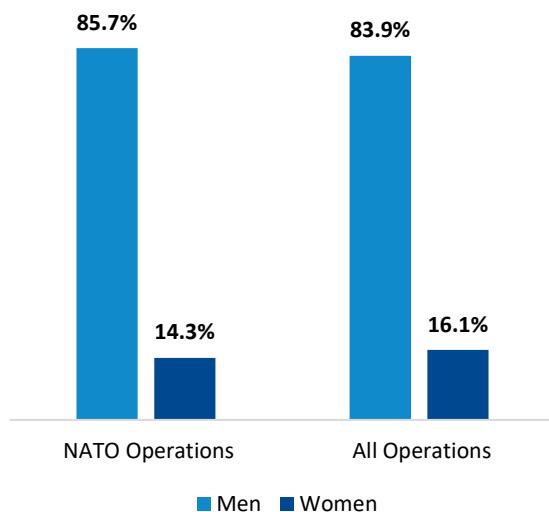


Figure 11.j. Distribution of women and men in operations in 2023.

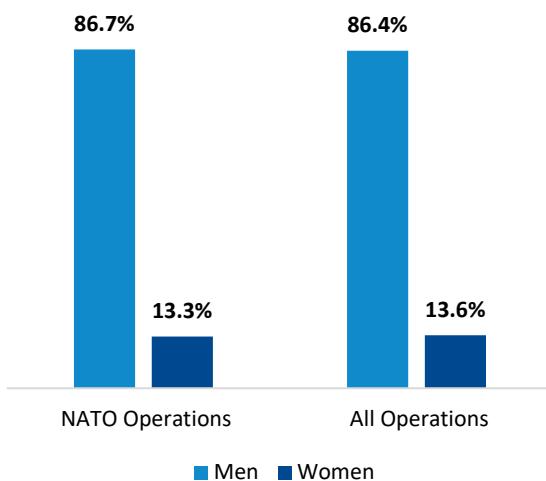


Figure 11.j.1. Distribution of women and men in operations in 2024.

As mandated by international frameworks and Hellenic military doctrine, gender perspectives are integrated into the operational planning, pre-deployment training, in-theatre training and exercises of the HAF.

In the operational planning stage, gender specific analysis of the mandate, operational environment and particular forces are incorporated. This involves acknowledging that civilians (particularly women and children) are among those most affected by conflict, including wording in the mission that encourages the force to adopt a gender perspective, provision for formal liaisons with national and international bodies representing local women, collecting gender-disaggregated data to better understand the area of operations, deploying GENADs and GFPs to advise on integrating gender perspectives, the use of female personnel in CIMIC roles to facilitate interaction with local women, and equal participation opportunities for women and men.

In pre-deployment, in-theatre training and exercises, key areas of interest are preventing and addressing sexual discrimination, harassment, bullying and abuse within the armed forces. This includes education on national and international laws concerning gender equality, gender issues in the workplace, institutional policies and directives concerning gender equality and gender issues, analysis of sex-disaggregated and other gender-related data on both personnel and military operations, and elaboration on how armed conflict affects women, men, girls and boys differently within the context of military operations, with the aim of building up a responding capability to these different experiences of violence.

Equipment, Infrastructure and Uniform Adaptation

Greece reports that no military equipment was adapted to suit both men and women during

2023-4. Service uniform and combat uniform come in sizes for men and women of various body compositions, but special occupational uniforms such as bomb suits and diving suits are unisex. While there is no maternity uniform for pregnant servicemembers, special adjustments are permitted to be made on an ad hoc basis.

Regarding infrastructure, the HAF typically have separate accommodation for men and women, particularly in training and deployment settings, in order to respect privacy and maintain discipline. In military academies, there are also separate bathrooms and sleeping quarters for male and female cadets. Similarly, within the Hellenic Navy there are separate facilities for male and female personnel.



HUNGARY

Success Stories

- 2023 marked a turning point with a more structured, long-term and data-driven approach to WPS within defence policy and practice. Initiated the development of a comprehensive WPS NAP with specific goals, indicators and statistical foundations.
- Secured internal endorsement of Hungary's first WPS NAP by the Ministry of Defence in 2024.

Key challenges

- Limited institutional understanding of gender perspectives beyond formal equality, especially regarding their strategic and operational value.
- Lack of dedicated personnel and structured coordination mechanisms; gender work often depends on individual initiative rather than systemic processes.
- Persistent cultural resistance and traditional views of gender roles in defence that hinder sustainable progress.

Overview

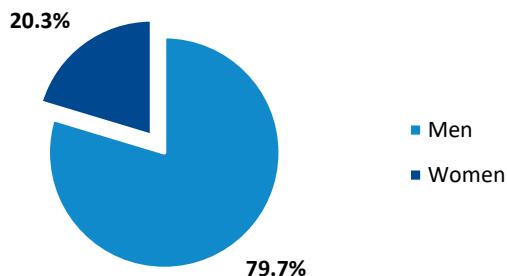


Figure 12.a. Percentage of women in the Hungarian Defence Forces in 2023.

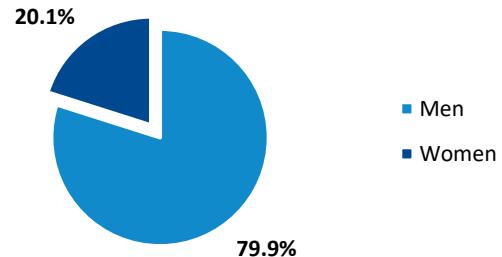


Figure 12.a.1. Percentage of women in the Hungarian Defence Forces in 2024.

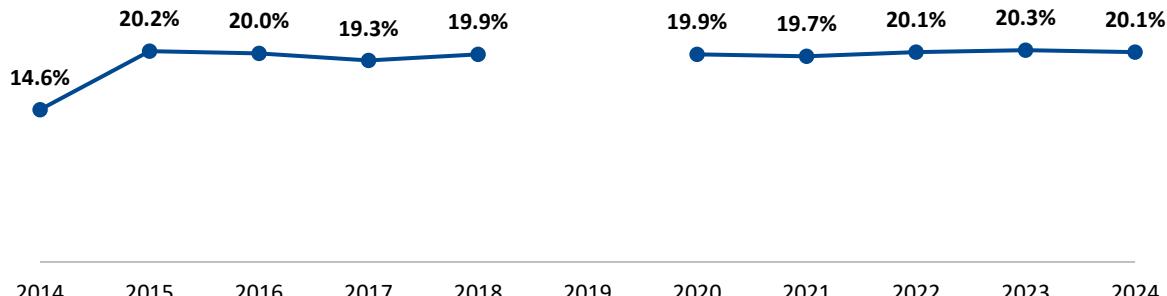


Figure 12.b. Percentage of women in the Hungarian Defence Forces over time.

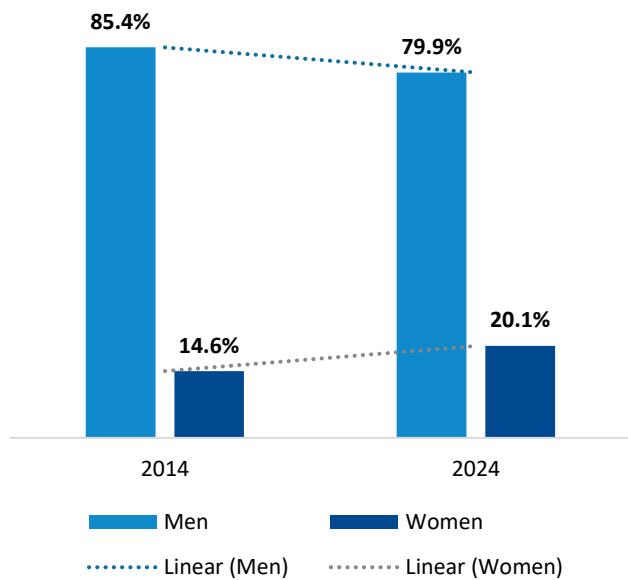


Figure 12.c. Trend in composition of the Hungarian Defence Forces between 2014 and 2024 reporting periods.

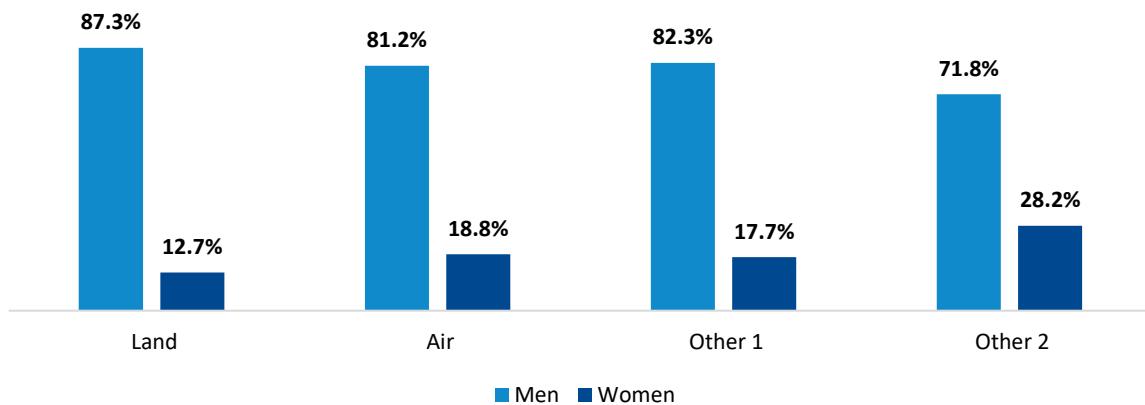


Figure 12.d. Distribution of women and men by branch of the Hungarian Defence Forces in 2023.

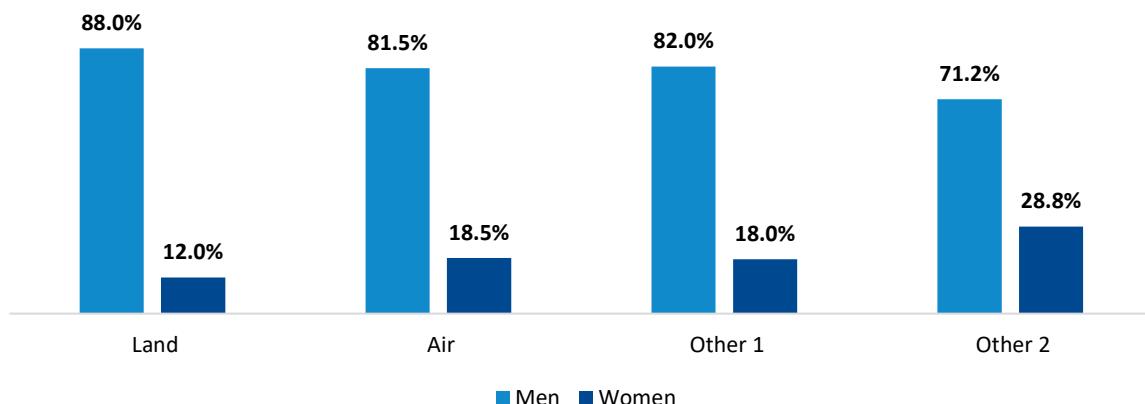


Figure 12.d.1. Distribution of women and men by branch of the Hungarian Defence Forces in 2024.

The Hungarian Defence Forces were composed of 20.3% women and 79.7% men in 2023 (Figure 12.a), marking an increase by +0.2 percentage points compared to 2022. In 2024, the percentage of women in the Hungarian Defence Forces decreased to 20.1% (Figure 12.a.1). In a 10 years timespan, women's participation in the Hungarian Defence Forces increased by +5.5 percentage point, from 14.6% to 20.1% (Figure 12.c).

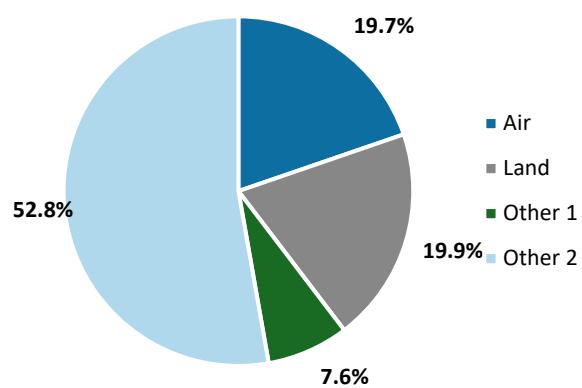


Figure 12.e. Distribution of women by branch of the Hungarian Defence Forces in 2023.

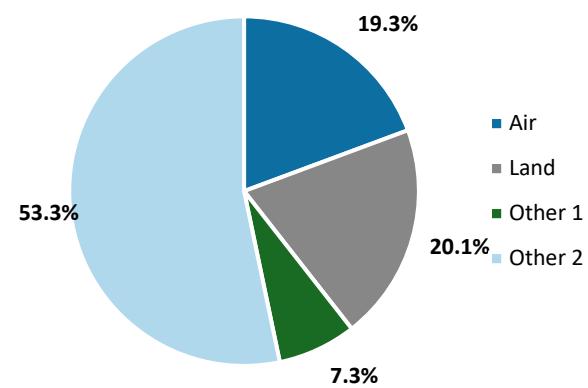


Figure 12.e.1. Distribution of women by branch of the Hungarian Defence Forces in 2024.

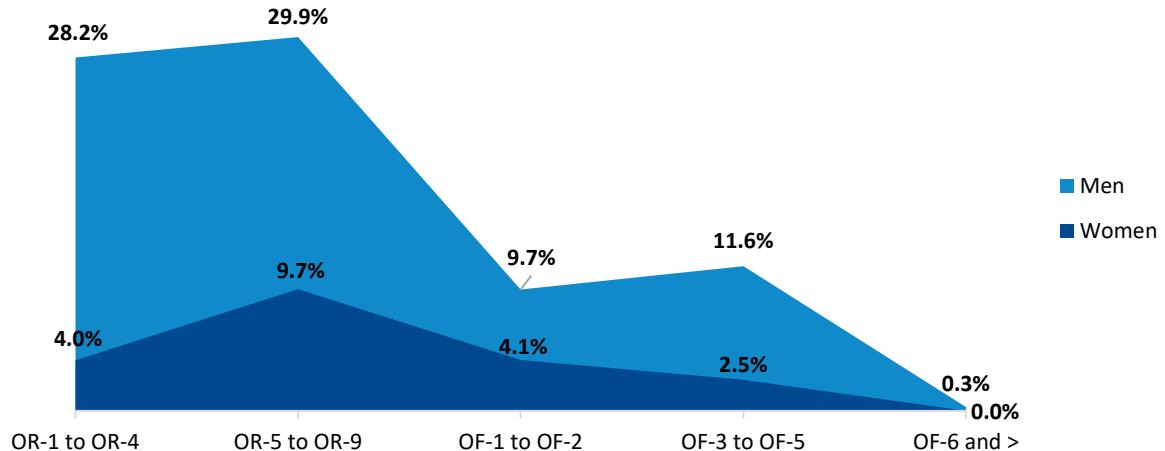


Figure 12.f. Distribution of women and men by rank in the Hungarian Defence Forces in 2023.

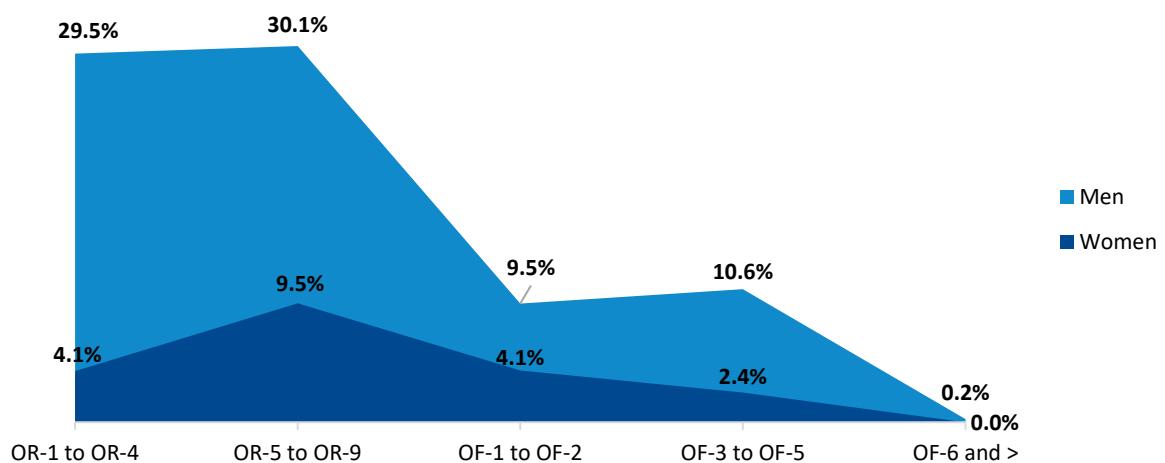


Figure 12.f.1. Distribution of women and men by rank in the Hungarian Defence Forces in 2024.

Reserve Forces

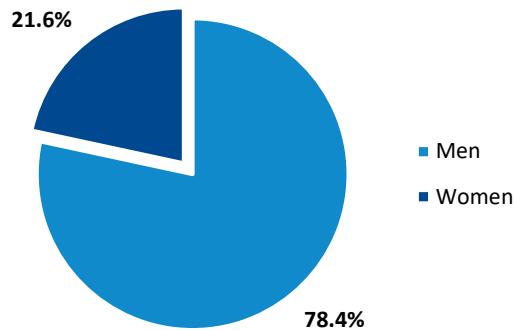


Figure 12.g. Percentage of women in the Hungarian military reserve forces in 2023.

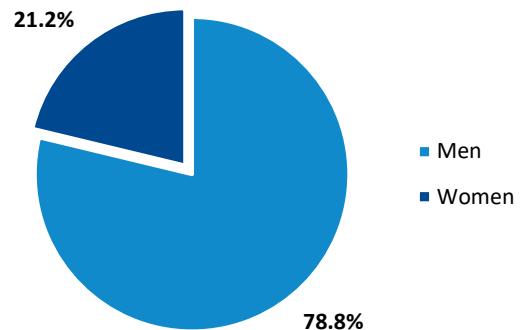


Figure 12.g.1. Percentage of women in the Hungarian military reserve forces in 2024.

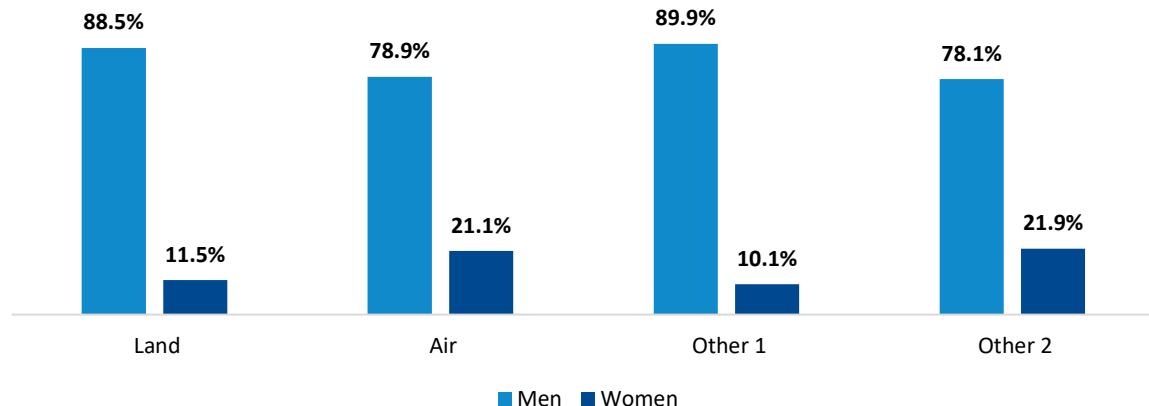


Figure 12.h. Distribution of women and men by branch of the Hungarian military reserve forces in 2023.

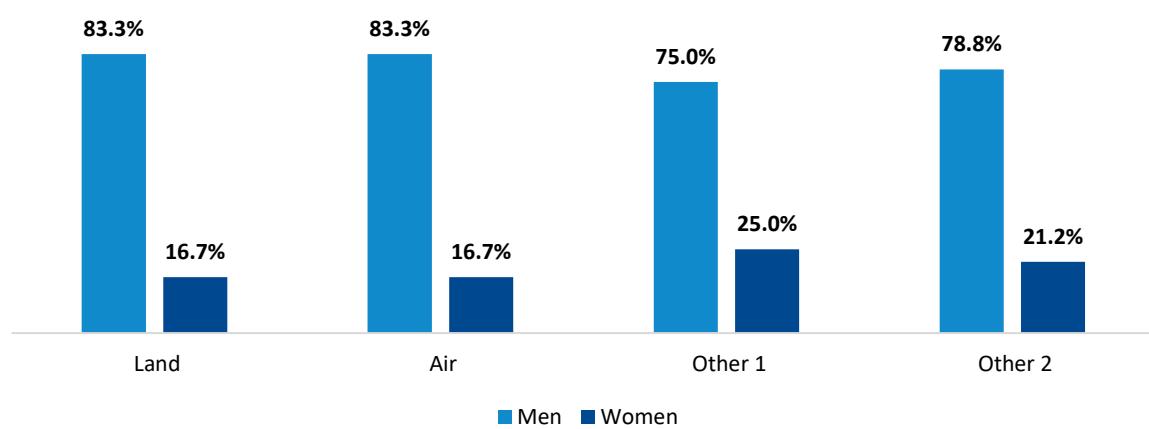


Figure 12.h.1. Distribution of women and men by branch of the Hungarian military reserve forces in 2024.

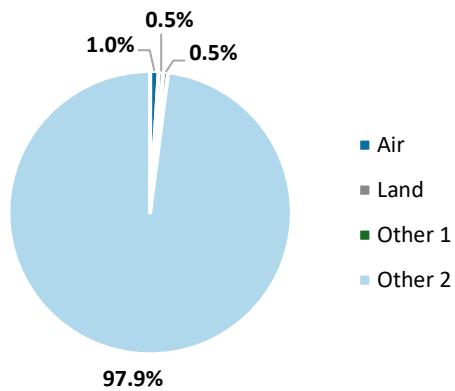


Figure 12.i. Distribution of women by branch of the Hungarian military reserve forces in 2023.

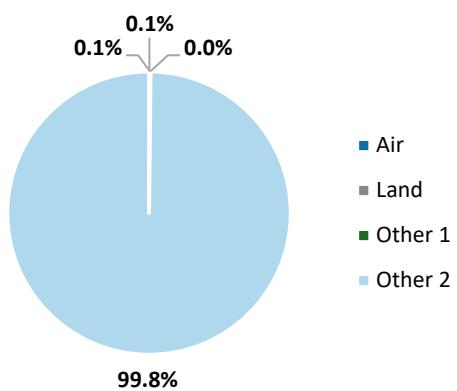


Figure 12.i.1. Distribution of women by branch of the Hungarian military reserve forces in 2024.

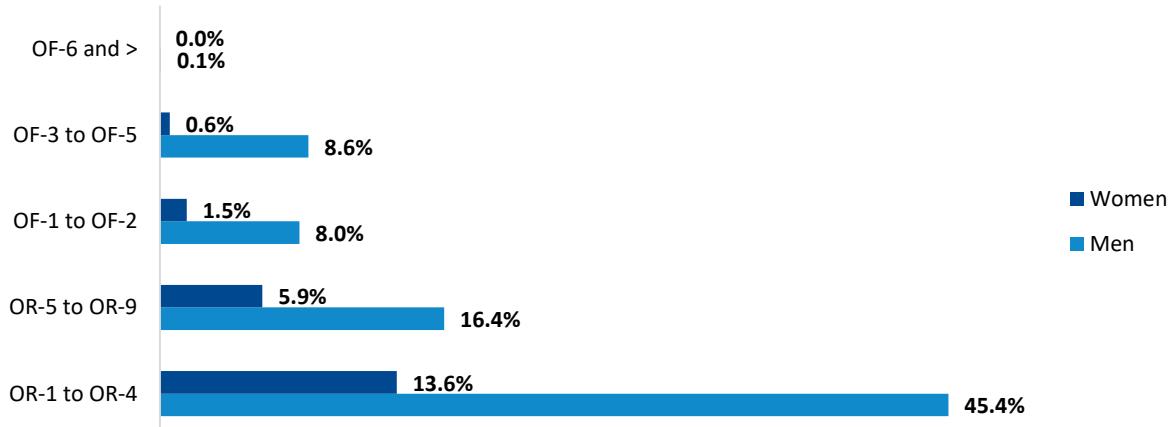


Figure 12.j. Distribution of women and men by rank in the Hungarian military reserve forces in 2023.

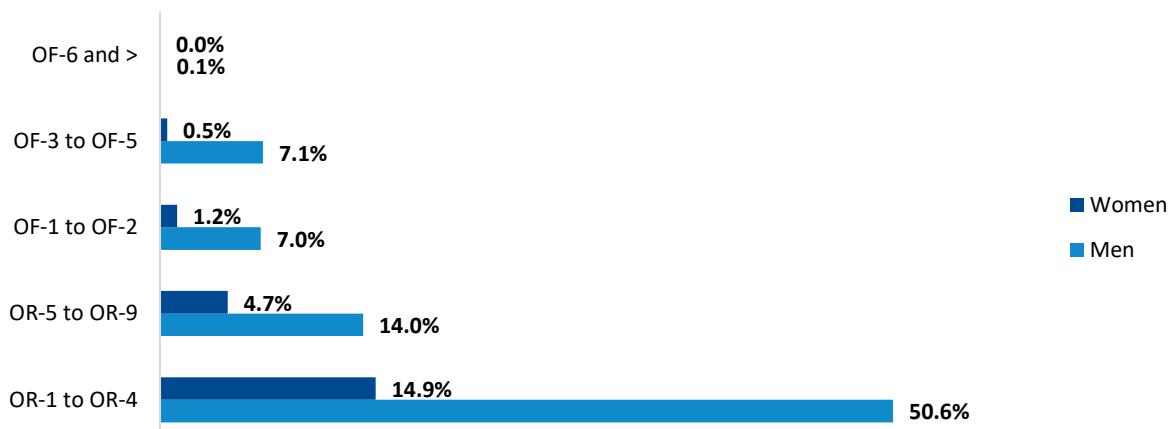


Figure 12.j.1. Distribution of women and men by rank in the Hungarian military reserve forces in 2024.

New Policies and Initiatives to Implement UNSCR 1325

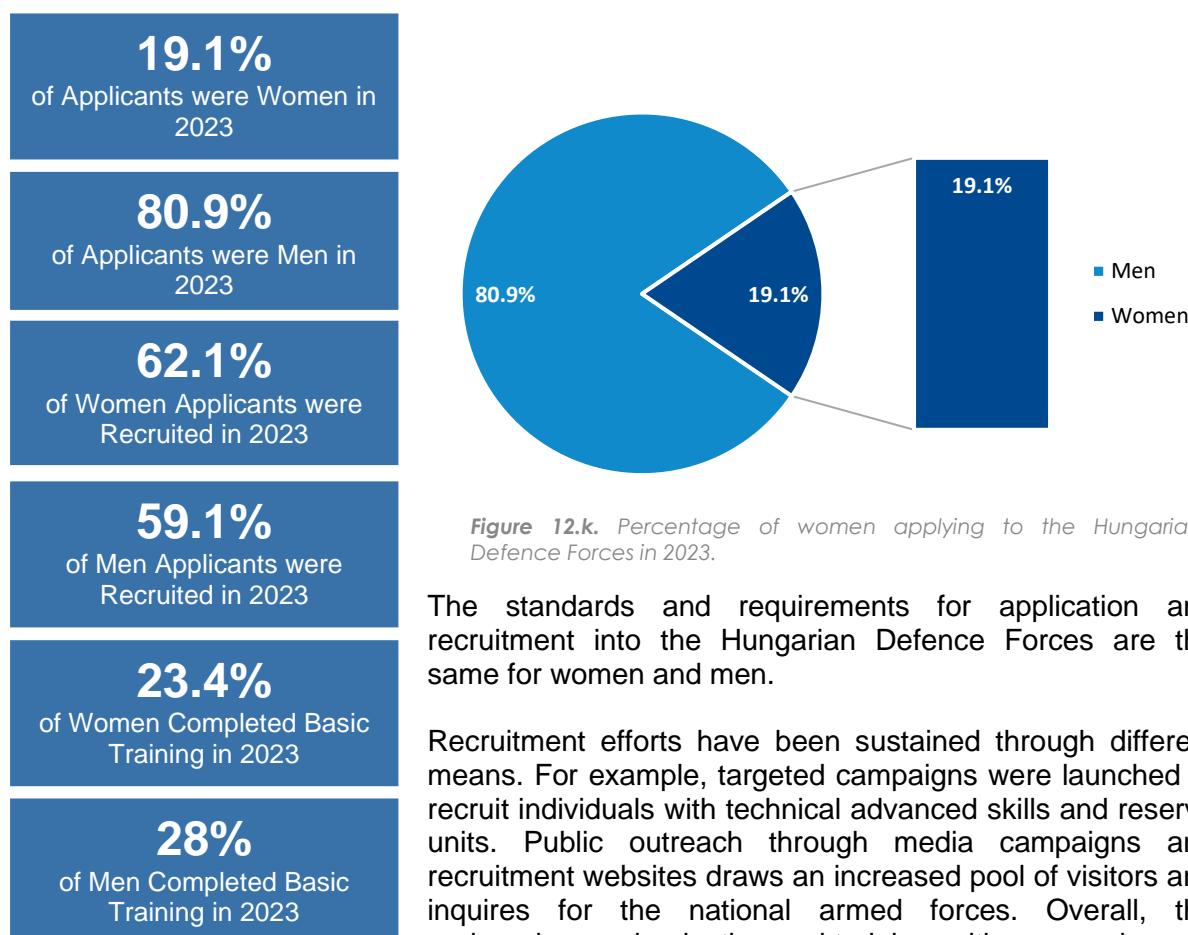
Hungary does not have a target or quota for the percentage of women and men in the national armed forces.

There are no restrictions for women in all active duty occupations in the Hungarian Defence Forces or when deployed in operations. Similarly, no statutory restrictions are in place in Hungary for women to reach all leadership positions in the national armed forces.

There is no formal military body solely responsible for the integration of gender perspectives into the Hungarian Defence Forces, however, key steps have been taken in 2023 and 2024. A WPS officer was appointed in 2023 within the MoD of Hungary to develop the first Hungarian NAP for WPS, which received ministerial endorsement in 2024. Hungary's NAP for WPS is yet to receive official adoption by the government.

Another military entity plays a major role in implementing WPS across the national armed forces- the Hungarian Defence Forces Training Centre (MH KTK) integrates gender perspectives into military education. It provides national and international peacekeeping trainings, including on WPS-related modules, such as CRSV, SEA, child protection, protection of civilians, cultural and social norms and roles. Leadership-level courses are also offered, and they also address WPS and CRSV in military context.

Recruitment and Retention



military service more appealing. Lastly, in 2023 and 2024, efforts were made to engage underrepresented groups, including the Roma community, through local partnership and inclusive messaging.

Retention measures have also been implemented. For example, wages were increased by an average 11% raise in 2024. The Territorial Defence Reserve system was also expanded to offer flexible service for civilians.

No recruitment and retentions policies or strategies were in place to specifically target women in 2023 and 2024.

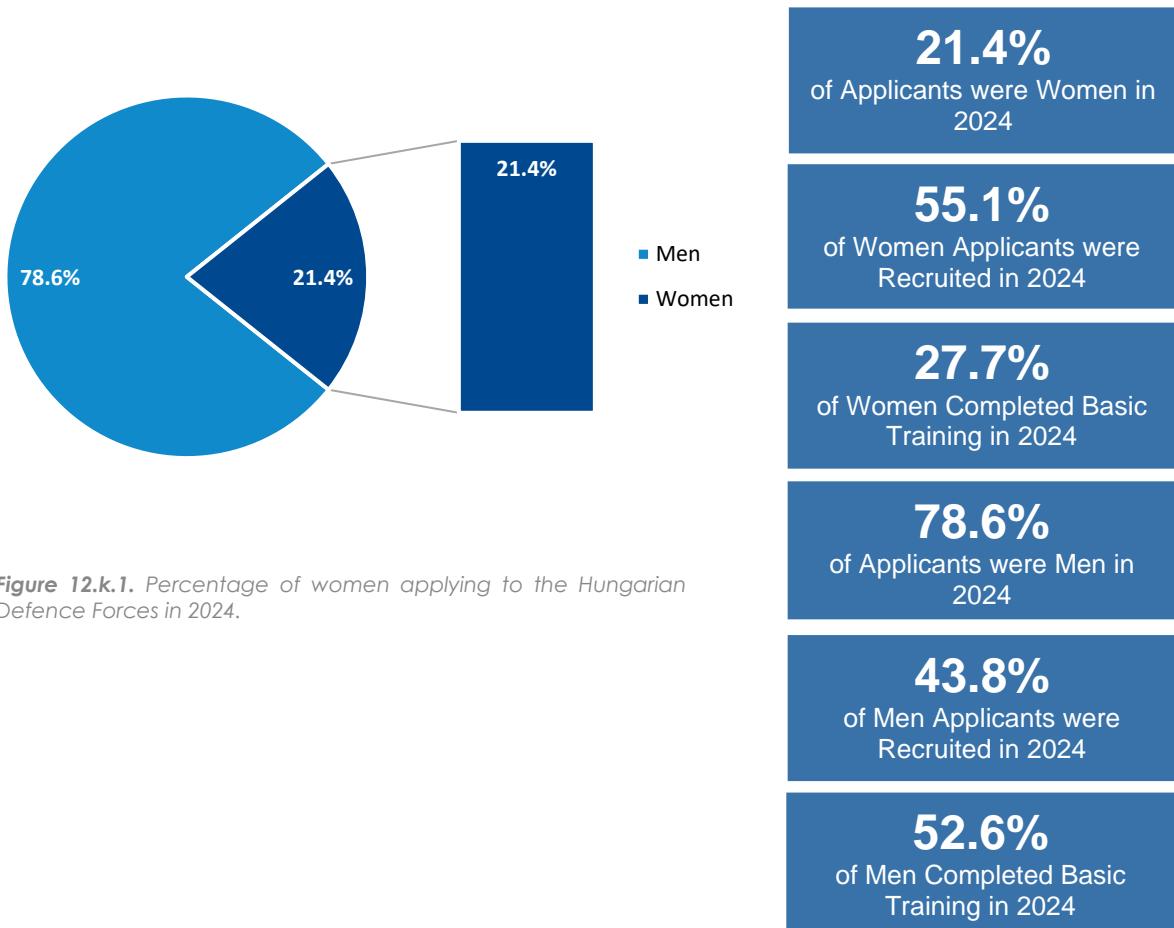


Figure 12.k.1. Percentage of women applying to the Hungarian Defence Forces in 2024.

As for monitoring the reasons for leaving the Hungarian Defence Forces in 2023 and 2024, an anonymous and non-mandatory exit survey is available for personnel terminating their military service. This questionnaire is designed to gather feedback on their service experience, including reasons for leaving, and may contributed to improving retention policies.



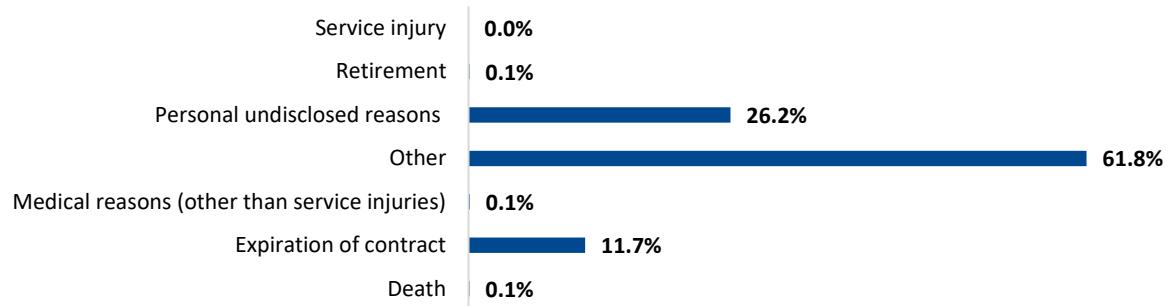


Figure 12.I. Distribution of female personnel who left the Hungarian Defence Forces in 2023.

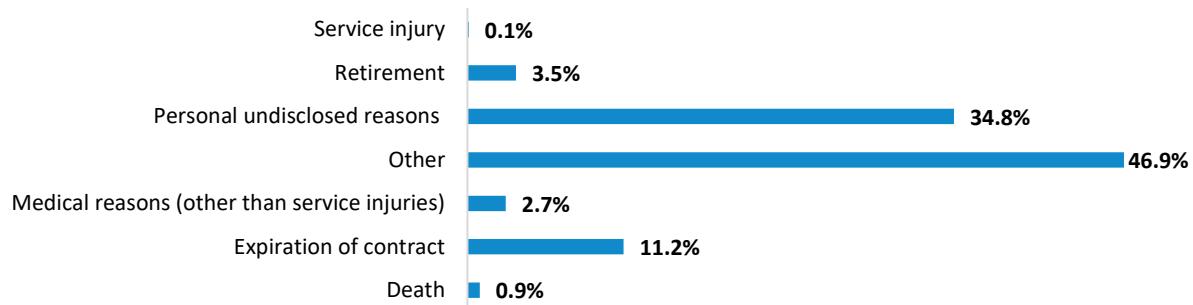


Figure 12.I.1. Distribution of male personnel who left the Hungarian Defence Forces in 2023.

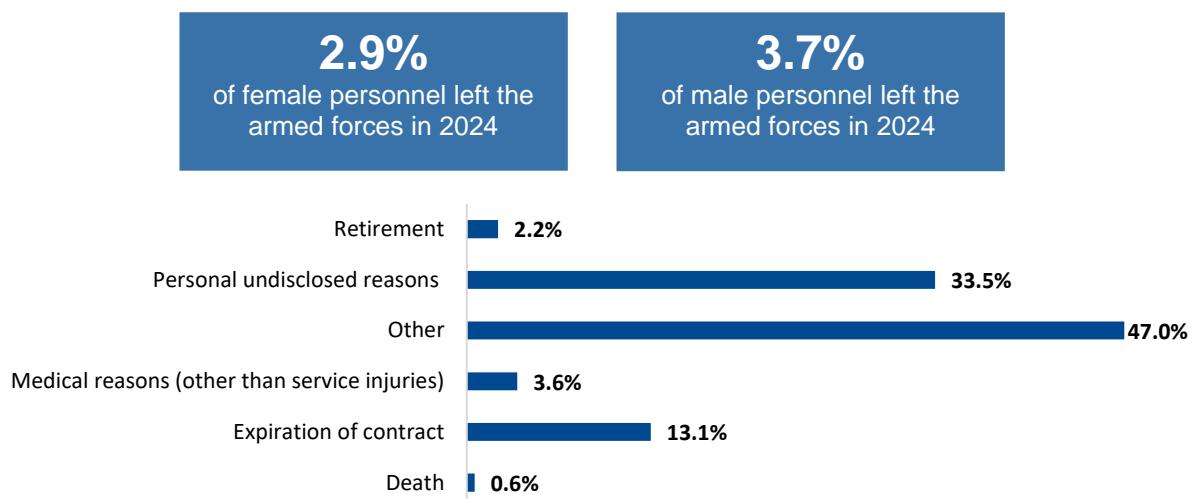


Figure 12.m. Distribution of female personnel who left the Hungarian Defence Forces in 2024.

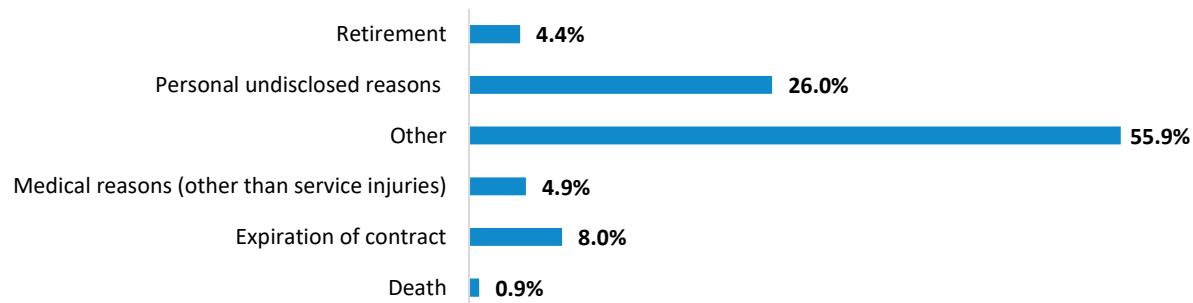


Figure 12.m.1. Distribution of male personnel who left the Hungarian Defence Forces in 2024.

defence organization, even if the act itself may not constitute a criminal offence. Thus, this is a ground for initiating an unworthiness procedure. In addition to termination of service without a period of suspension, the perpetrator is not entitled to wear the uniform, loses their rank and is deprived of any other benefits granted as a servicemember of the Hungarian Defence Forces.

The Hungarian Defence Forces' Military Training Centre organizes yearly gender trainings for leaders of the Hungarian Defence Staff and commanders of the armed forces. The training includes sexual violence and SEA taking into account the NATO ADL 168 and 169. Additionally, protection against sexual harassment, as well as gender at large, are topics part of the pre-deployment training for all Hungarian military leaders and soldiers before being deployed. Gender perspectives are also integrated into the CIMIC and Human Rights courses as part of trainings prior to deployment.

Education and Training

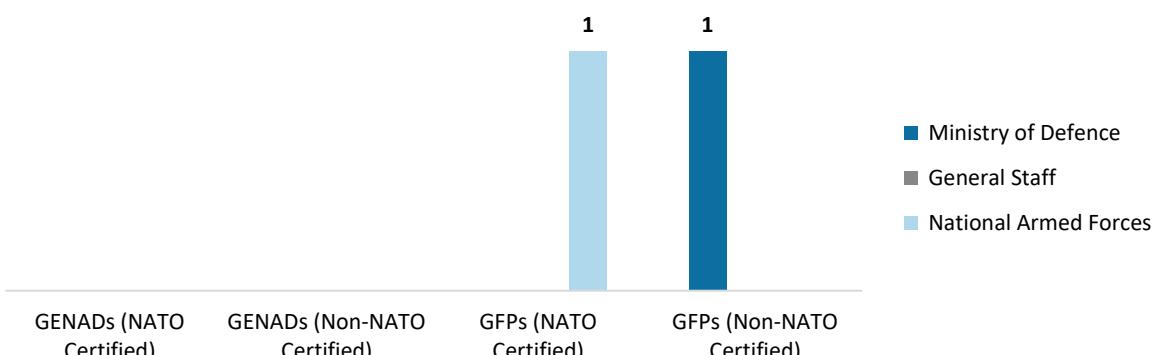


Figure 12.n. Hungary's national gender advisory structure in 2023.

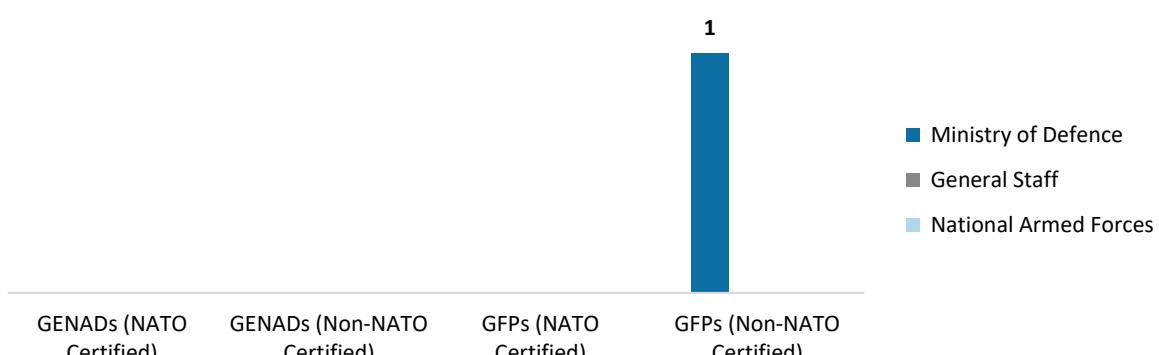


Figure 12.n.1. Hungary's national gender advisory structure in 2024.

Hungary reported that it does not use the *NATO Gender Education and Training Package for Nations*.

Gender Perspectives in Operations

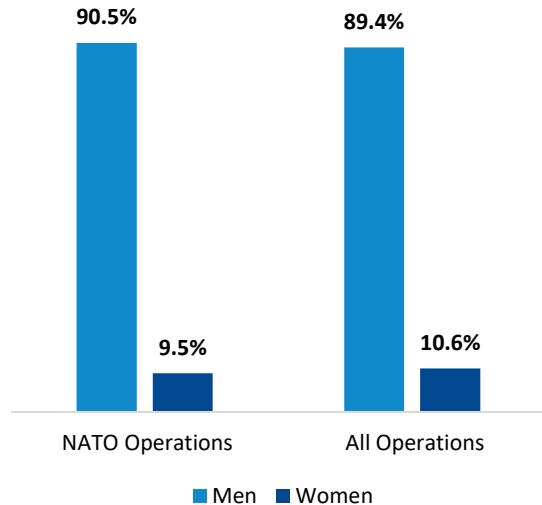


Figure 12.o. Distribution of women and men in operations in 2023.

Gender perspectives are not yet systematically integrated into operational planning processes. However, they are increasingly addressed through education, training activities and pre-deployment preparation, contributing to the gradual integration of gender perspectives in operational contexts.

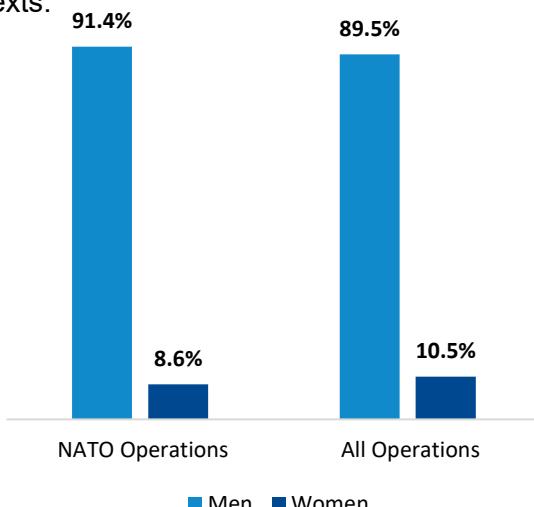


Figure 12.o.1. Distribution of women and men in operations in 2024.

Equipment, Infrastructure and Uniform Adaptation

Military facilities operated by the Hungarian Defence Forces are increasingly adapted to meet the needs of both women and men. New buildings and renovated infrastructure include separate sleeping quarters and sanitary facilities for female and male personnel. Whenever feasible, older facilities are being upgraded to improve privacy and functionality, such as through the installation of individual, lockable bathrooms and flexible accommodation options. Hungary reported that "the Hungarian Defence Forces remain committed to providing inclusive and gender-sensitive infrastructure across all operating environments." Hungary has also designed the service uniform to women's body composition.

Success Stories

- Used events, seminars, and workshops to promote gender perspectives among both military and civilian personnel, as well as external stakeholders.
- Increased participation in gender-related courses abroad and sustained national GENAD and GFP training.
- Established GENAD/GFP networks in each service branch to support commanders in implementing WPS and human security agendas.
- Promoted a woman to the rank of Colonel in the Air Force for the first time.

Key challenges

- Slow cultural change within a predominantly male military environment.
- Persistent public perception that military careers are not suitable for women, despite formal equality in recruitment and progression.

Overview

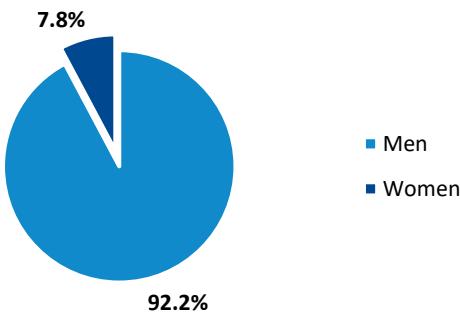


Figure 13.a. Percentage of women in the Italian Armed Forces in 2023.

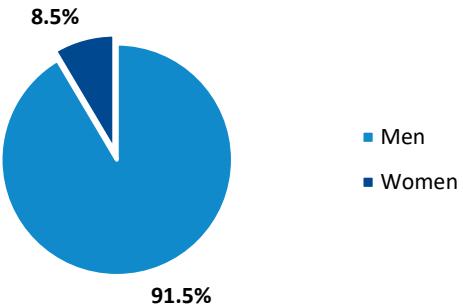


Figure 13.a.1. Percentage of women in the Italian Armed Forces in 2024.

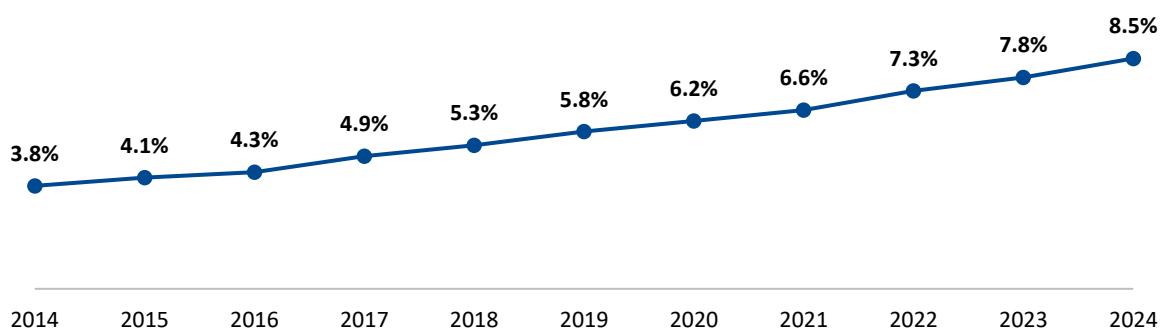


Figure 13.b. Percentage of women in the Italian Armed Forces over time.

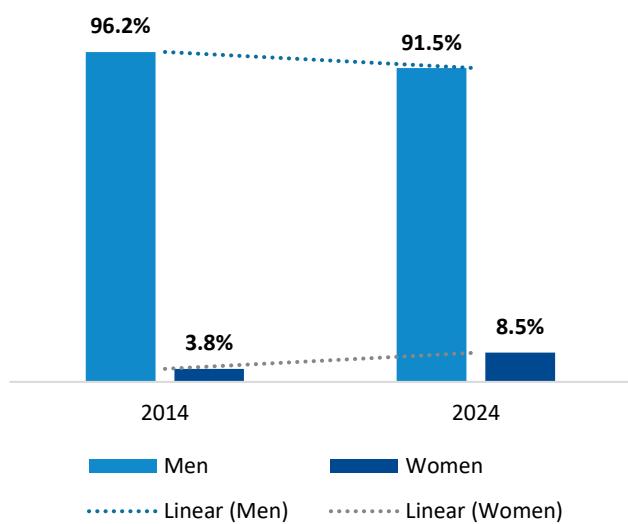


Figure 13.c. Trend in composition of the Italian Armed Forces between 2014 and 2024 reporting periods.

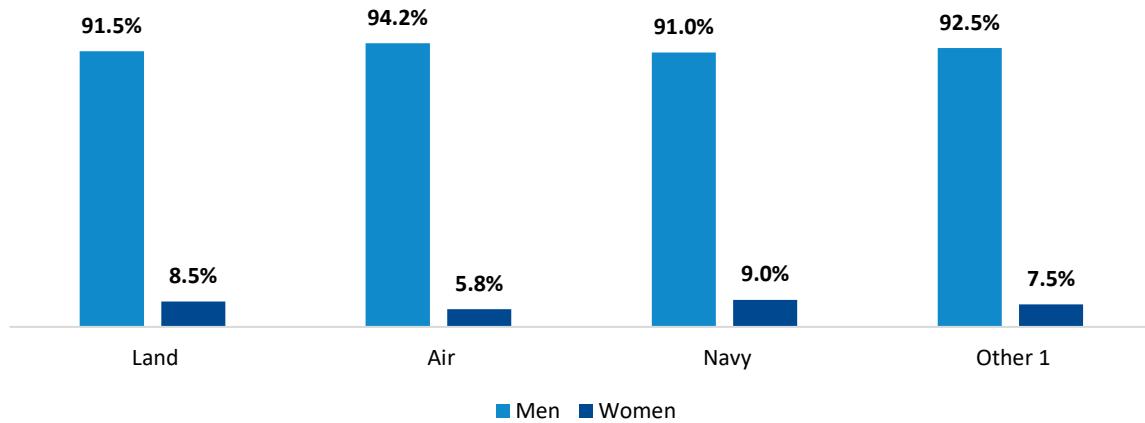


Figure 13.d. Distribution of women and men by branch of the Italian Armed Forces in 2023.

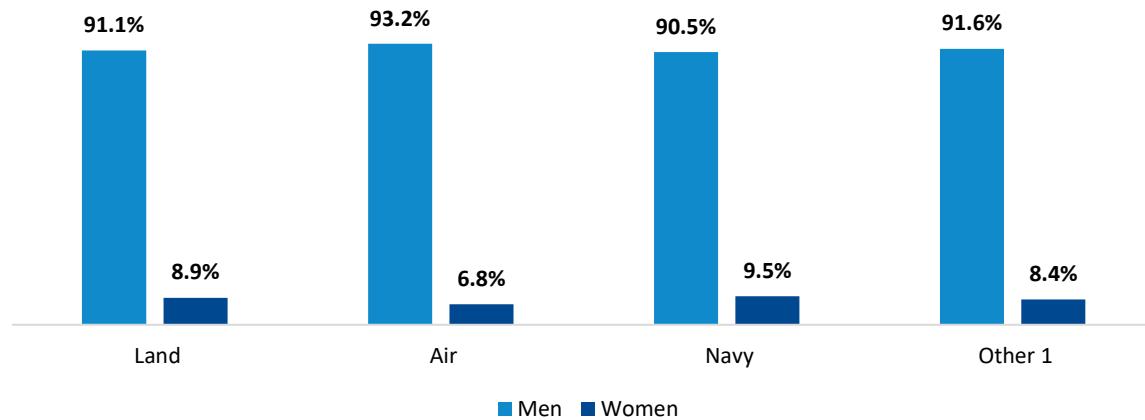


Figure 13.d.1. Distribution of women and men by branch of the Italian Armed Forces in 2024.

In 2023, the Italian Armed Forces were composed of 7.8% women and 92.2% men (Figure 13.a). This marks a 0.5 percentage points increase compared to 2022. The percentage of women in the Italian Armed Forces further rose to 8.5% in 2024, a 0.7 percentage points increase compared to the 2023 reporting period (Figure 13.a.1). In between 2014 and 2024, female personnel in active military service increased by 4.7 percentage points (Figure 13.c).

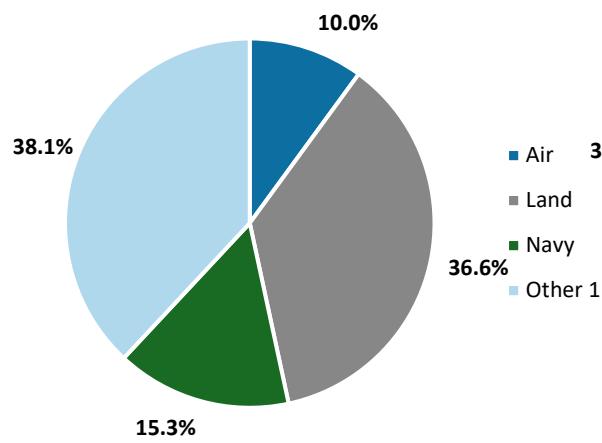


Figure 13.e. Distribution of women by branch of the Italian Armed Forces in 2023.

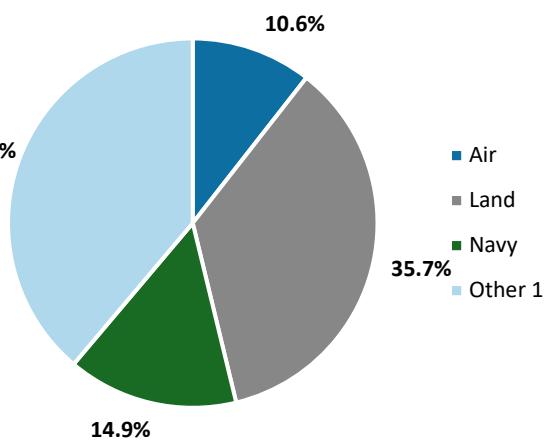


Figure 13.e.1. Distribution of women by branch of the Italian Armed Forces in 2024.

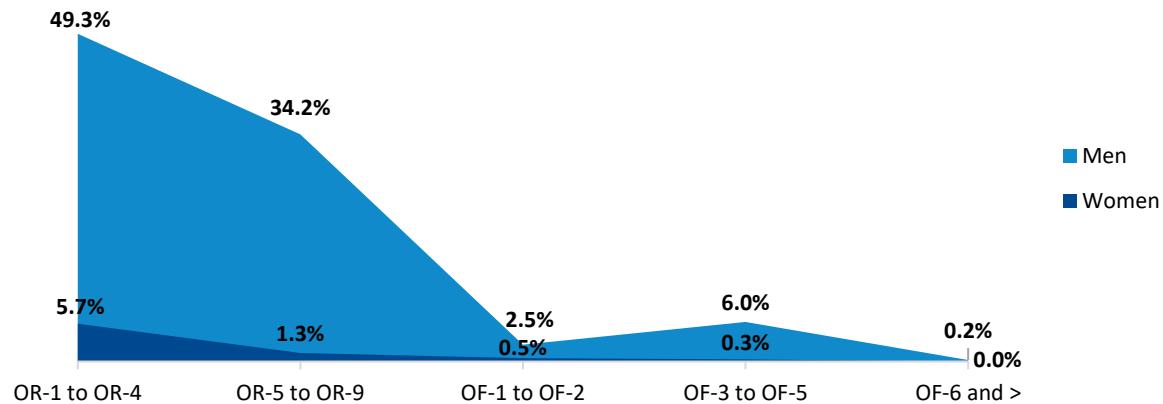


Figure 13.f. Distribution of women and men by rank in the Italian Armed Forces in 2023.

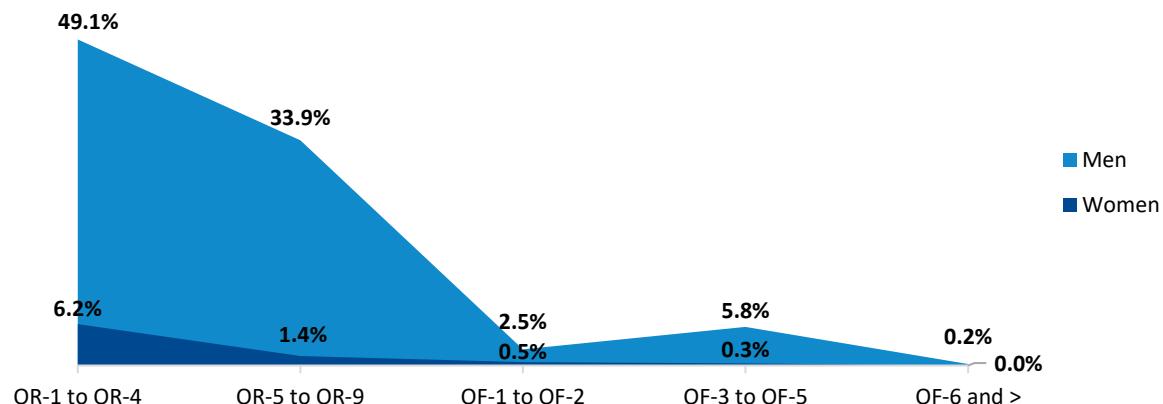


Figure 13.f.1. Distribution of women and men by rank in the Italian Armed Forces in 2024.

Reserve Forces

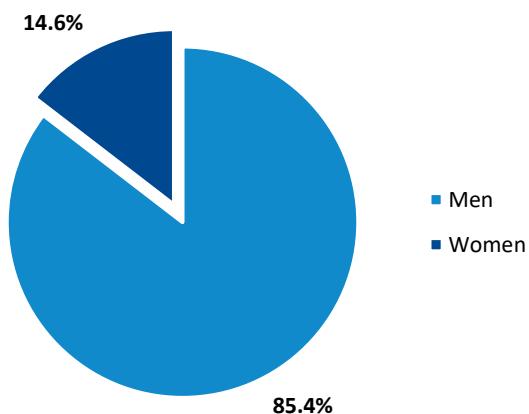


Figure 13.g. Percentage of women in the Italian military reserve forces in 2023.

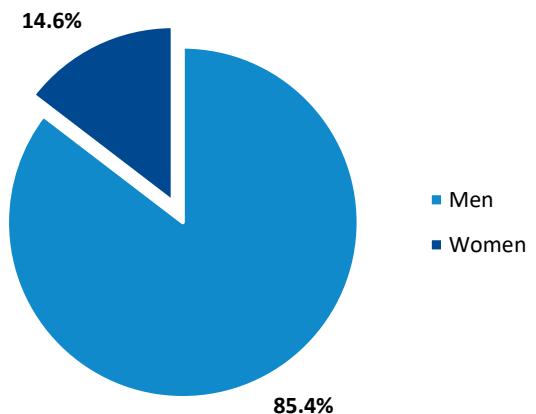


Figure 13.g.1. Percentage of women in the Italian military reserve forces in 2024.

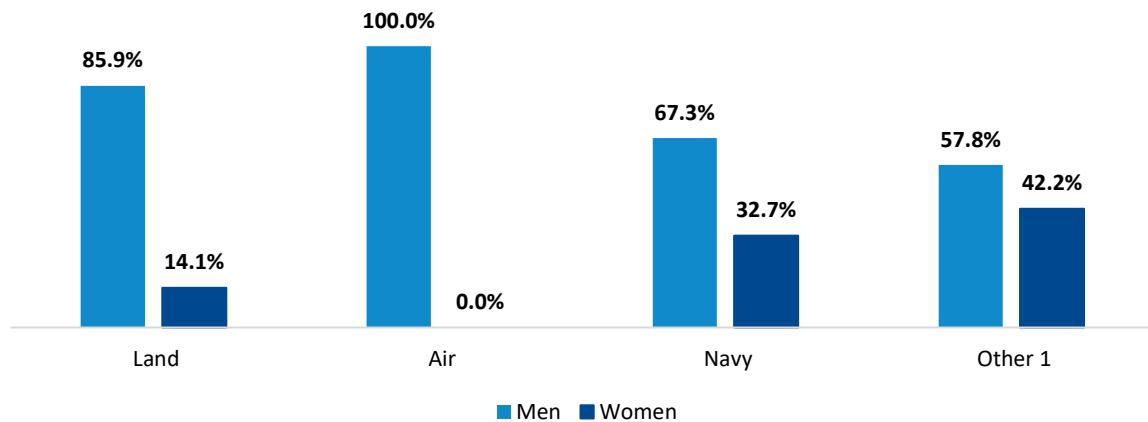


Figure 13.h. Distribution of women and men by branch of the Italian military reserve forces in 2023.

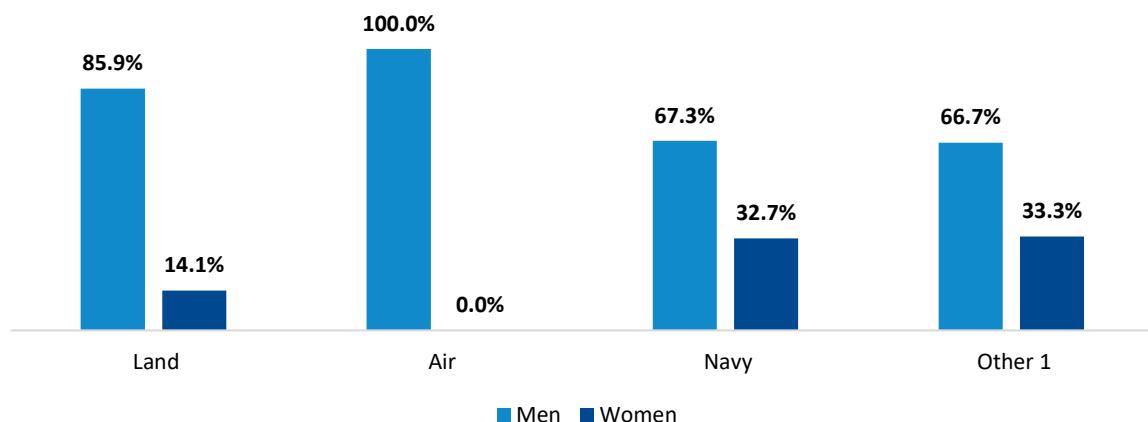


Figure 13.h.1. Distribution of women and men by branch of the Italian military reserve forces in 2024.

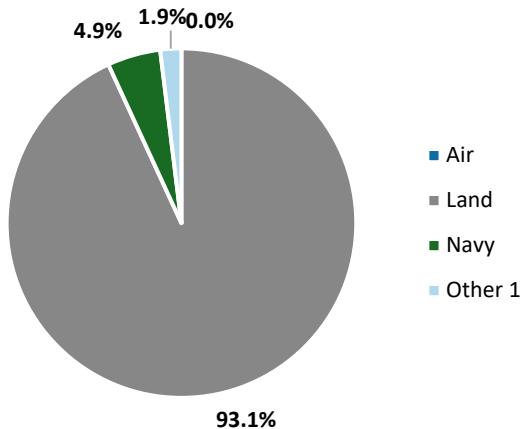


Figure 13.i. Distribution of women by branch of the Italian military reserve forces in 2023.

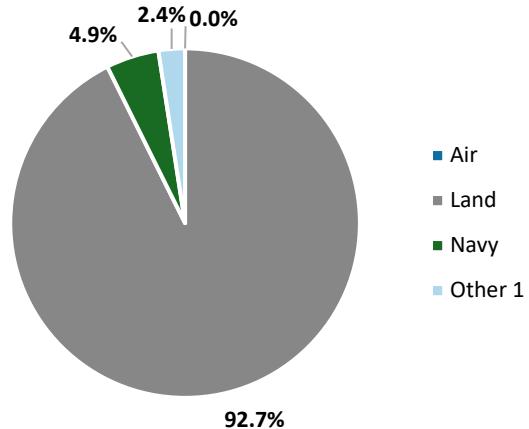


Figure 13.i.1. Distribution of women by branch of the Italian military reserve forces in 2024.

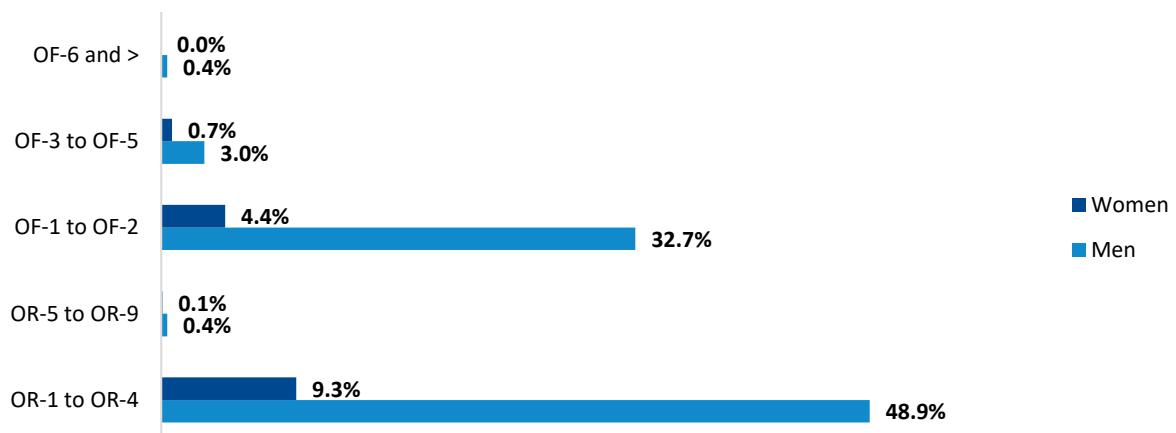


Figure 13.j. Distribution of women and men by rank in the Italian military reserve forces in 2023.

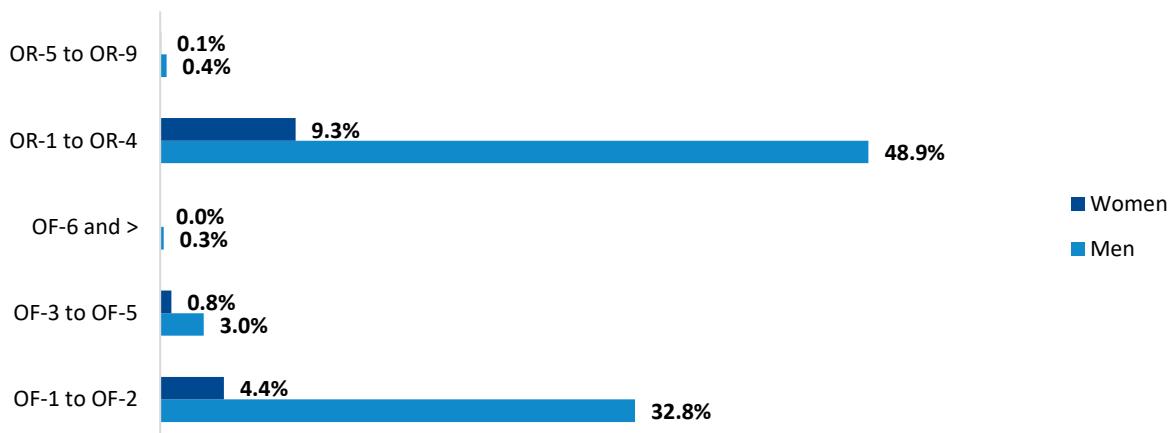


Figure 13.j.1. Distribution of women and men by rank in the Italian military reserve forces in 2024.

New Policies and Initiatives to Implement UNSCR 1325

Italy had a NAP covering both 2023 and 2024. The fourth Italian NAP for WPS was developed with an inter-agency and holistic approach. Drafted by the Ministry of Foreign Affairs and International Cooperation, the NAP approaches the implementation of the WPS Agenda both domestically and internationally. The Italian NAP also ensures that gender perspectives are mainstreamed into every policy area supporting peace efforts, as well as supporting their integration in all practical measures aimed at promoting and protecting women. The current NAP renews, deepens and strengthens the actions already set out in previous iteration of Italian NAPs, calling for more synergies and synchronized efforts of all the stakeholders involved in its implementation, including the Italian MoD.

The NAP is divided in four objectives which contain actions that are meant to be implemented. The NAP pursues objectives in line with the 2030 UN Sustainable Development Agenda, specifically it aims at strengthening and promoting:

1. The role of women in peace and in all decision-making processes;
2. The implementation of gender perspectives in peace operations;
3. The empowerment of women, gender equality and the protection of women and girls' human rights in conflict and post-conflict settings;
4. Communication, advocacy and training activities at all levels related to the WPS Agenda, while increasing synergies with civil society organizations to effectively implement UNSCR 1325 and related Resolutions.

No new policies or legislation concerning the integration of gender perspectives were enforced in the Italian Armed Forces during 2023 and 2024.

Italy does not have a target or quota for the percentage of women and men in their national armed forces.

No restrictions are foreseen for women in active-duty occupations in the Italian Armed Forces or when deployed in operations. Similarly, no restrictions are in place for women in leadership position, signaling that servicewomen in the Italian Armed Forces have the possibility of covering all posts in their military career. However, no mentoring, training or professional development activities to foster women's military career advancement is currently in place in Italy.

The Gender Policies Unit of the Italian Defence general staff is the entity responsible to oversee the integration of gender perspectives and to develop gender-related policies within the Italian Defence. The responsibilities of the gender policies unit also include supervising programmes and plans regarding the integration of gender perspectives in courses, exercises and training involving military personnel, as well as the overall implementation of the WPS Agenda within the military. Further, this entity organizes national GENADs and GFPs for military and civilian personnel of the Italian Defence. It also conducts statistical studies, organizes and participates to relevant engagements aimed at increasing gender awareness. The gender policies unit has an advisory role concerning gender mainstreaming in all activities involving military leadership. The Italian Defence also established the Joint Council on Gender Perspectives to advise the CHOD on integrating gender perspectives in all the activities of the Italian Defence and the Italian Armed Forces. The Council is composed of representatives from across the Defence and all branches of the armed forces.

Recruitment and Retention

Despite physical tests and trials being the same for women and men applying to the Italian Armed Forces, the requirements remain different. For example, time and repetitions requirements for each exercise differ based on the sex of the applicant.

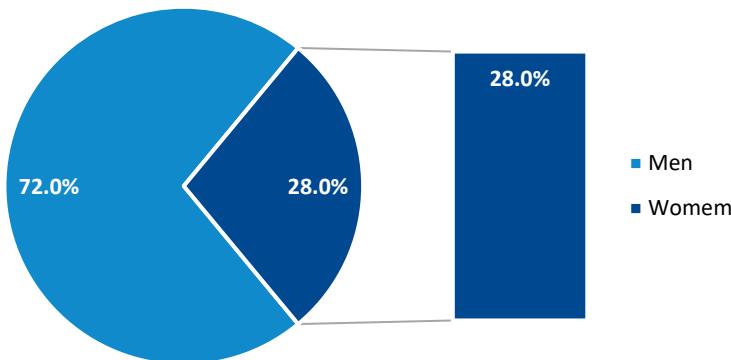
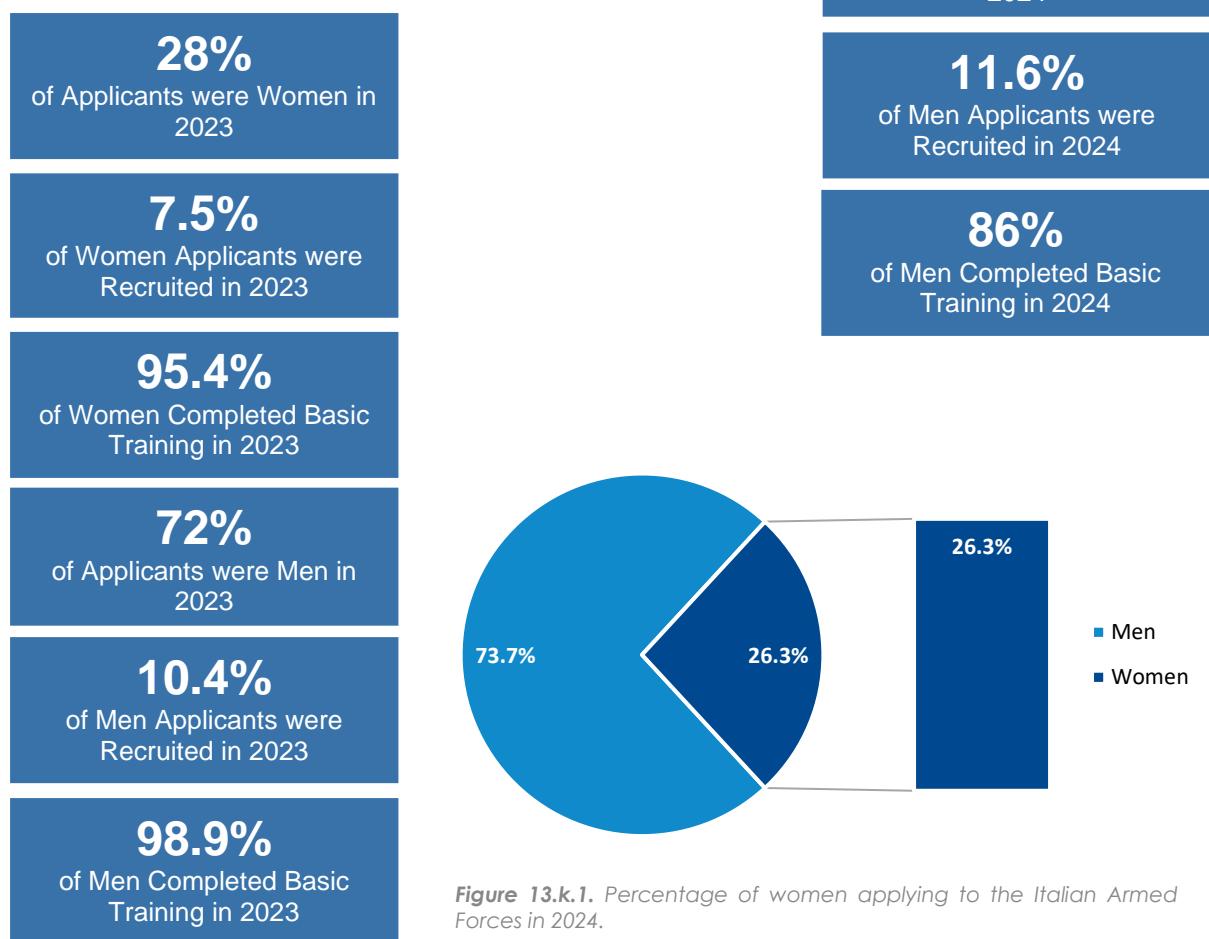


Figure 13.k. Percentage of women applying to the Italian Armed Forces in 2023.



There are no specific policies or campaigns specifically designed to promote the recruitment of women in the military. However, the Italian Defence organizes advertising campaigns to promote enlistment in the armed forces. Often, military personnel attend conferences, social events and public celebrations to integrate in the lives of the population and participate to the public life of the country. The armed forces are also critically important as first responders in cases of public calamities and major disasters. Thus, synergies between women and men in uniform is always highlighted in campaigns.

In particular, the Carabinieri Corps, who are close to the population on a daily basis, have established media initiatives to highlight the role of women within the organization using institutional platforms, social medias, and tv programmes.

Concerning retention, Italy has policies in place to promote retention of personnel in its armed forces. For instance, military personnel who have acquired a specific skill set are required to sign contracts for a specific number of years without the possibility of leaving active-duty military occupation before the end of the contractual obligations. At the end of the obligation, the Italian Defence grants incentives, specifically better pay, to these specialized personnel to retain them in the armed forces.

The Italian Armed Forces did not report having a network to support women in the military over 2023 and 2024. Italy also did not report having any specific policies or campaigns to promote retention of women serving in its armed forces.

Before leaving their active-duty occupations, Italian military personnel are required to fill in a questionnaire describing the reason for leaving the armed forces. Monitoring surveys for resignation are also in place at military schools.

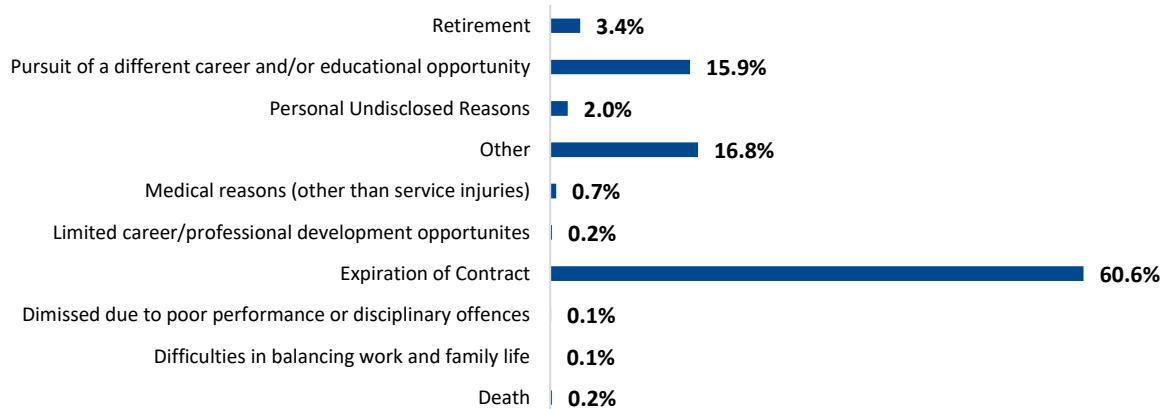


Figure 13.I. Distribution of female personnel who left the Italian Armed Forces by reasons in 2023.

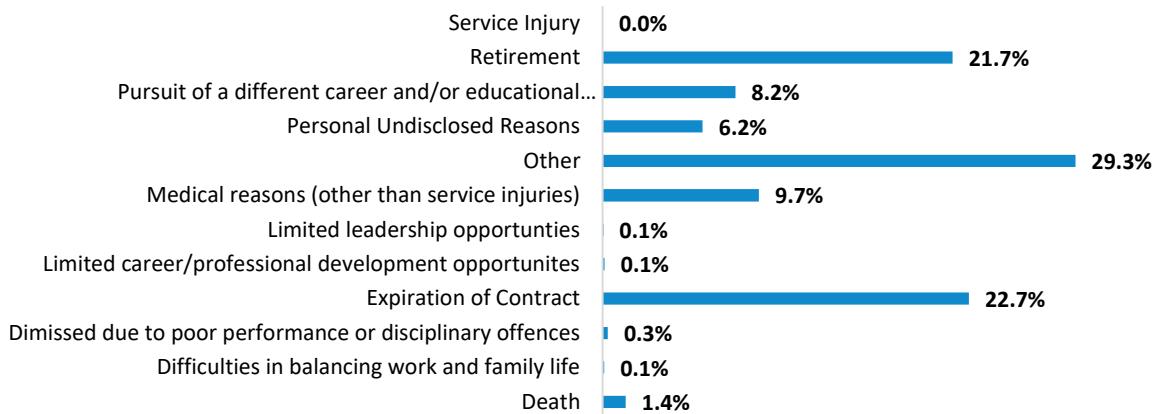


Figure 13.I.1. Distribution of male personnel who left the Italian Armed Forces by reasons in 2023.

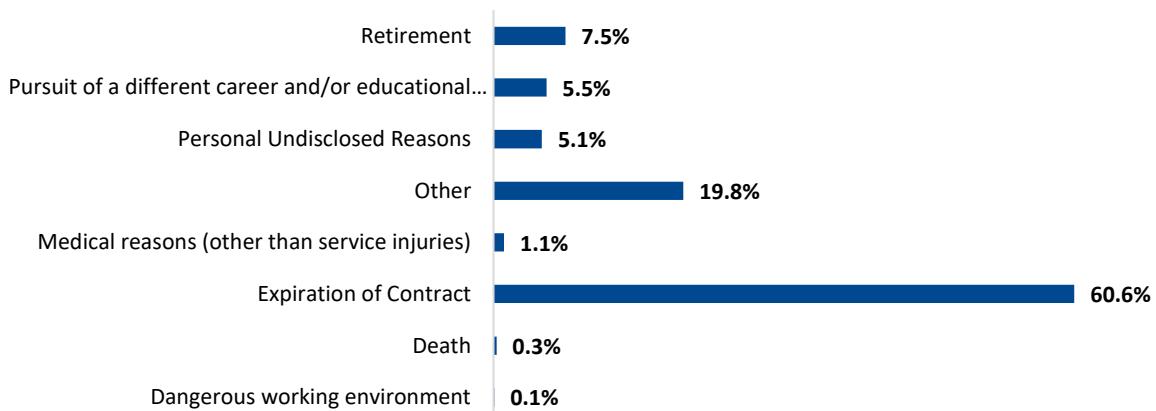


Figure 13.m. Distribution of female personnel who left the Italian Armed Forces by reasons in 2024.

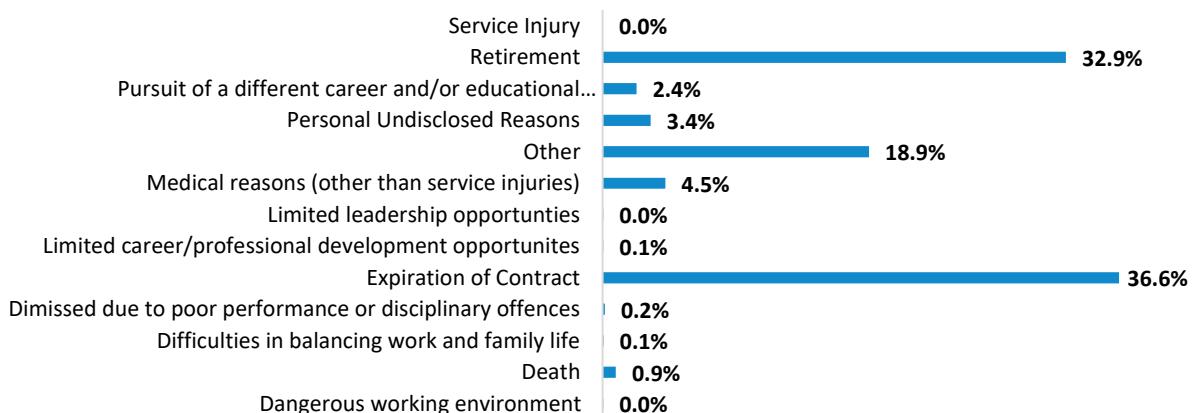


Figure 13.m.1. Distribution of male personnel who left the Italian Armed Forces by reasons in 2024.

Work-Life Balance

Maternity leave in Italy amounts to 20 weeks, normally 8 weeks prior to childbirth and 12 weeks after it. Fathers are entitled to one week and 3 days of leave for childbirth. Parental leave is not transferable in Italy.

There are specific work-life balance provisions for military personnel. For instance, service members who are mothers, and have children in their first year of age, have two one-hour breaks per day for breastfeeding. In some military barracks, kindergartens have been set up dedicated to children of military personnel. The Italian Armed Forces also grants physical activity breaks of two hours twice a week to its personnel. Regarding educational opportunities, online courses on defence e-learning platform are available and military personnel can ask for permission to attend them. Permission can also be sought to attend school and university courses. Lastly, the Italian Armed Forces have arrangements with various commercial establishments which grants special rates for military personnel.

Flexible working hours and part-time employment are allowed in some circumstances for members of the armed forces.

Special measures are in place to support dual service couples. When both parents are in the military, and serving in different cities, applications for family reunification are facilitated, even when they serve in different branches of the armed forces. Dual service couples who have children up to three years of age can be assigned in the same province or region upon request, and if appropriate positions are available in the area. Further, dual service couples who have children up to three years of age cannot be deployed abroad simultaneously, cannot be sent on duty within national borders at the same time, and can be exempted from night shift duty.

Single, divorced or widowed parents are also granted support measures to facilitate their service duties and parental responsibilities. For instance, they are exempted from night shifts and 24h duties until their children reach the age of 12. Single male parents are granted the same leave and breaks usually given to mothers (e.g., breastfeeding breaks). Lastly, divorced parents without custody of their children have an easier access to military guesthouses.

The armed forces have childcare policies which include breastfeeding breaks, child sick leave, partial reimbursement of fees for nursery schools and summer camps for children of military personnel. Italy has also built more nursery schools and kindergarten across military barracks.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

The Italian army general staff approved the new edition of the *Sexual Harassment – Guidelines for the Commanders* to give guidance to commanders, and military personnel, in preventing, managing and contrasting deviant behaviours. The Italian MoD also adopted the *Code of Conduct for Preventing and Combating Discrimination and Protecting the Integrity and Dignity of Individuals*. The code defines the tools for preventing and combating all forms of discrimination and harassment by protecting workers from any risks arising from the violation of the principles spelled out in the code itself.

The equal opportunities section of the office of legal affairs and military conditions at the Carabinieri General HQ has the institutional responsibility to conduct analysis and monitoring activities for equal opportunity and gender perspectives. This allows to promote measures

aimed at preventing sexual harassment across the organization. The Carabinieri General HQ has also established the persecutory Acts Section within the Raggruppamento Carabinieri Investigazioni Scientifiche, which focuses on studying and developing strategies to prevent and combat violence. This Section has created a collection of best practices concerning this specific area of intervention. The Carabinieri Corps has also set up protected rooms in various military barracks to facilitate receiving complaints from vulnerable individuals, while safeguarding discretion and confidentiality.

Regarding SEA, the Italian Joint Operations Headquarters (JOHQ) updated its standing order in relation to UNSCR 2272 (2016) in 2021. In accordance with the provisions of UNSCR 2272, the document aims at raising awareness on preventing and responding to SEA for commanding officers, senior national representatives, national support elements, military and civilian personnel, and contractors who serve within national borders or in international missions and operations. Specifically, this standing order highlights the responsibilities of national authorities, such as mandatory trainings, consequences for perpetrators, support for victims/survivors and ultimately underlines the zero-tolerance approach to these types of offences.

Programmes and trainings are in place for the prevention and response of sexual harassment, as well as for SEA. Indeed, relevant lectures are included in all basic trainings at all levels of the Italian Armed Forces. During the Italian GENAD courses, as well as GFP courses, students receive lectures on the WPS Agenda, and UN, NATO and EU policies and directives on sexual harassment and SEA. The Carabinieri Corps organize specific courses and trainings for personnel who will be part of investigation units or in roles supporting vulnerable victims units. With specific regard to SEA, and in accordance with directives issued by the Italian defence legal department and the Italian JOHQ, trainings on the prevention and response to SEA is mandatory during pre-deployment activities for all personnel, with specific attention to Carabinieri personnel deployed as provost marshall. Newly deployed personnel in international operations and missions receive lectures on SEA during the induction training at their arrival and, if needed, during their tour of duty.

There is no specific person and/or team responsible for overseeing allegations of sexual harassment and SEA. In cases of sexual harassment, the victim/survivor can report to the commanding officer, who will in turn take appropriate actions, or can report to the judicial police for a formal complaint which triggers the start of investigations.

Concerning cases of SEA, the provost marshall in missions and operations abroad is in charge of overseeing allegations of SEA and conduct investigations as needed. All serving personnel abroad are subject to the Italian penal code. Upon receipt of a complaint regarding any incident or allegation of SEA, the Provost Marshall formally starts investigation and follow the procedures to eventually prosecute the perpetrator. If there is not provost marshall, these functions will fall under the remit of the chief of the legal office of the Italian JOHQ.

Education and Training

Italy has reported using all four modules of the *NATO Gender Education and Training Package for Nations*. As part of the national efforts to implement the WPS Agenda and the NAP, all personnel are provided with education and trainings on gender perspectives since their basic training. The aim is to raise awareness on gender-related topics, create a gender culture and facilitate cultural change. Further, the Italian Defence organizes a yearly GENAD course, as well as a GFP course. During these courses, military personnel are instructed on relevant UNSCRs and the WPS Agenda, human security, the Italian NAP and international

organizations' policies, procedures and directives on gender perspectives. CRSV, sexual-related offences, operational planning and best practices are also taught to improve operational effectiveness.

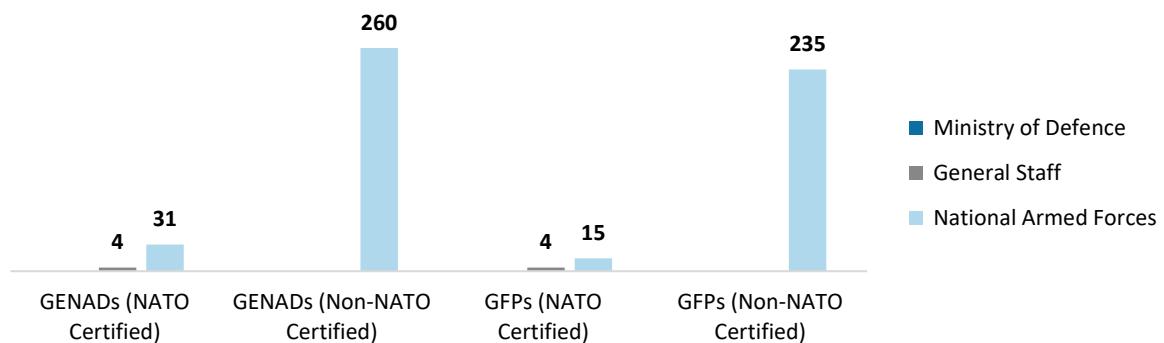


Figure 13.n. Italy's national gender advisory structure in 2023.

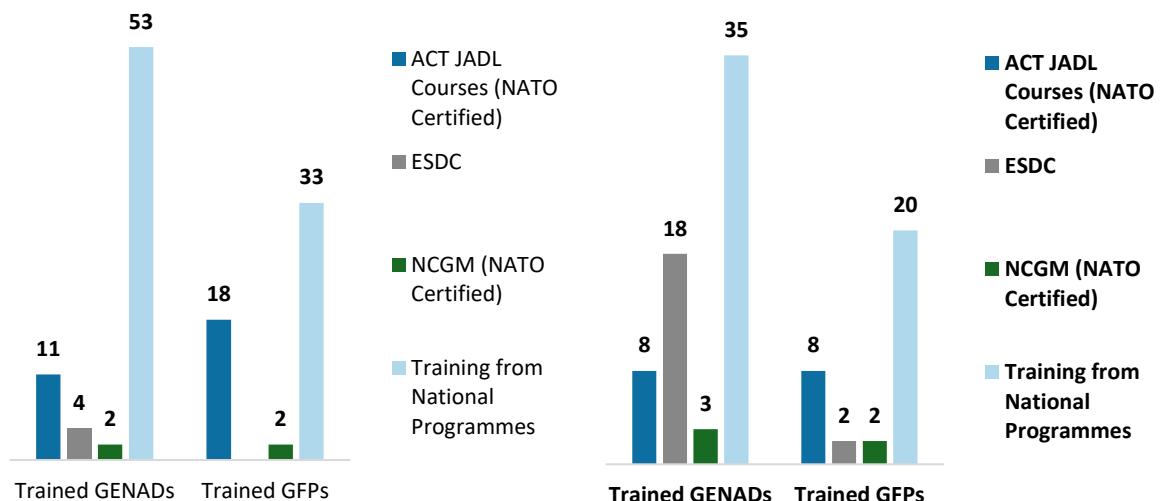


Figure 13.o. Trained personnel of the Italian Armed Forces in 2023.

Figure 13.o.1. Trained personnel of the Italian Armed Forces in 2024.

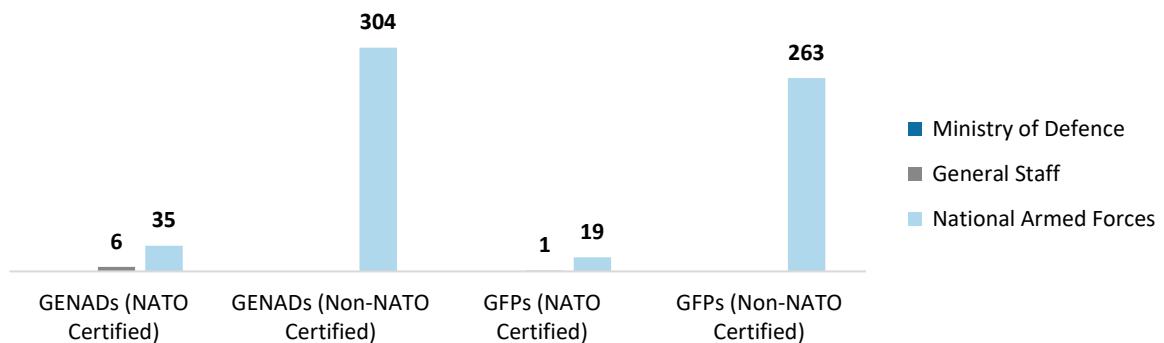


Figure 13.n.1. Italy's national gender advisory structure in 2024.

In 2023, the Italian Armed Forces updated the education programmes in their Military Schools on gender perspectives and the WPS Agenda. The Italian Navy expanded participation in national and international courses on gender issues, with a particular focus on increasing the number of female candidates. It also promoted involvement in exercises

and operations addressing gender considerations. Meanwhile, the Carabinieri Corps launched mobile awareness-raising seminars on gender equality and gender mainstreaming for personnel in peripheral units, aiming to ensure the consistent integration of gender perspectives across all operational levels.

Gender Perspectives in Operations

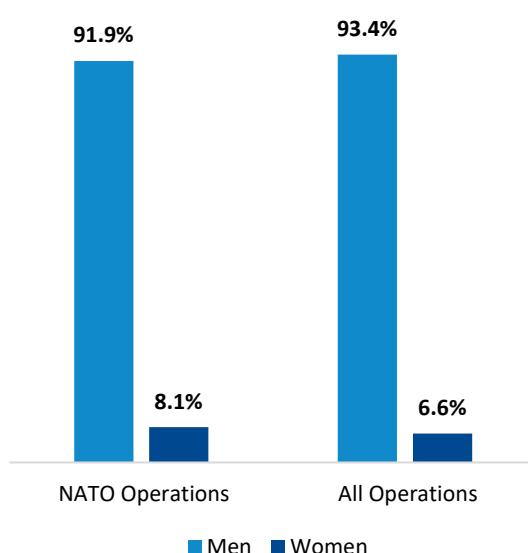


Figure 13.p. Distribution of women and men in operations in 2023.

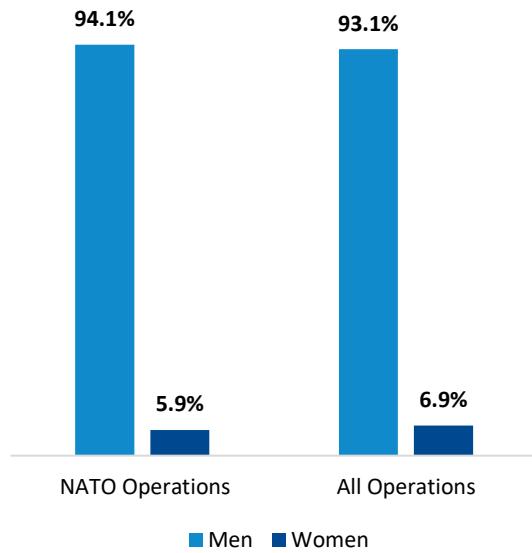


Figure 13.p.1. Distribution of women and men in operations in 2024.

The Italian Armed Forces reported integrating gender perspectives into operational planning. GENADs and GFPs are involved in the operational planning process from the initial study of the mission up to the drafting of the OPLAN/OPORDER and related gender annexes. Their role also includes preparing a mission analysis by examining the context-specific situation of the country and identifying gender-related implications and issues. They are also expected to make sure that all planners considered gender perspectives in the development of the operation planning process.

Gender perspectives are also integrated into pre-deployment trainings for deployed personnel. The Italian Defence delivers specific pre-deployment 'Gender Training Packages' tailored to different audiences and deployment areas.

Equipment, Infrastructure and Uniform Adaptation

No military equipment has been adapted to be suited for both women and men during 2023 and 2024. However, Italy reported having adapted military facilities for both women and men, such as sleeping quarters, bathrooms and offices. For example, male and female personnel are housed in separate and distinct areas and the use of shared dormitories, bathrooms, showers and changing rooms remains prohibited.

Italy indicated that their service, combat and special occupational uniforms have all been designed to accommodate both women and men's morphology. Specific adjustments have been made by widening the range of sizes for women and by adding adapted shoes, bags and skirts. Gender perspectives are also considered into the design, selection, testing and validation of the procurement process.



LATVIA

Success Stories

- Established a GENAD position in the National Armed Forces in 2024.
- Created two GFP posts within the MoD's Planning and Analysis Department and the Audit and Inspection Department.
- Launched work on guidelines and an implementation plan for gender perspectives and WPS competencies across the defence sector.

Key challenges

- Ongoing prejudice and skepticism towards gender topics within the armed forces.
- Limited resources constraining the scale and speed of implementation.

Overview

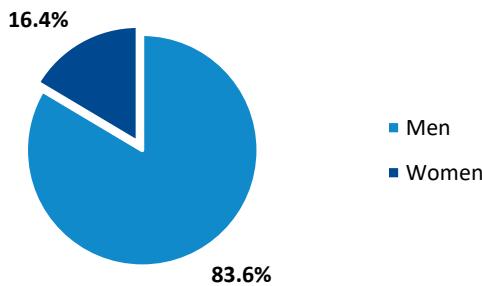


Figure 14.a. Percentage of women in the Latvian National Armed Forces in 2023.

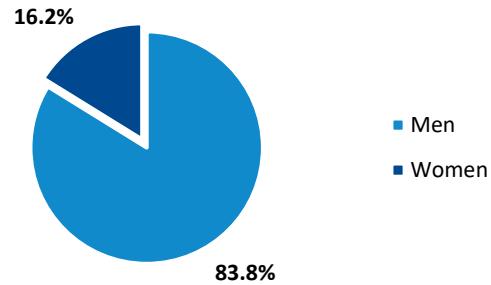


Figure 14.a.1. Percentage of women in the Latvian National Armed Forces in 2023.

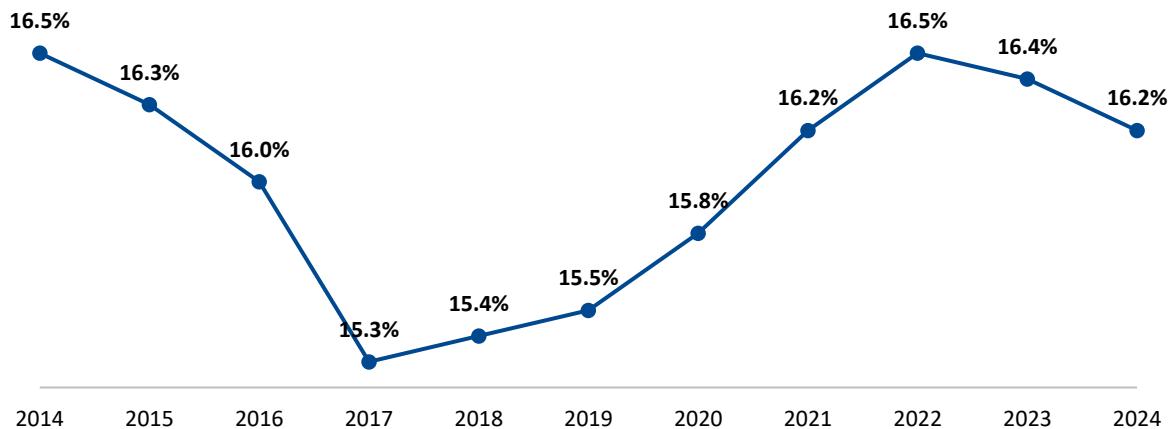
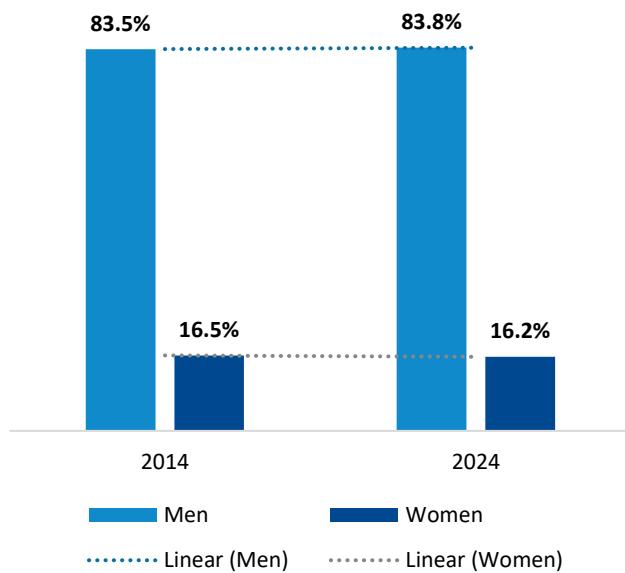


Figure 14.b. Percentage of women in the Latvian National Armed Forces in 2023.



In 2023, the Latvian National Armed Forces composed by 16.4% women and 83.6% men in 2023 (Figure 14.a). This marks a slight decrease by 0.1 percentage points compared to the 2022 reporting cycle. In 2024, the percentage of women in the Latvian National Armed Forces was 16.2%, thus registering a further decrease by 0.2 percentage points compared to 2023 (Figure 14.a.1).

Figure 14.c. Trend in composition of the Latvian National Armed Forces between 2014 and 2024 reporting periods.

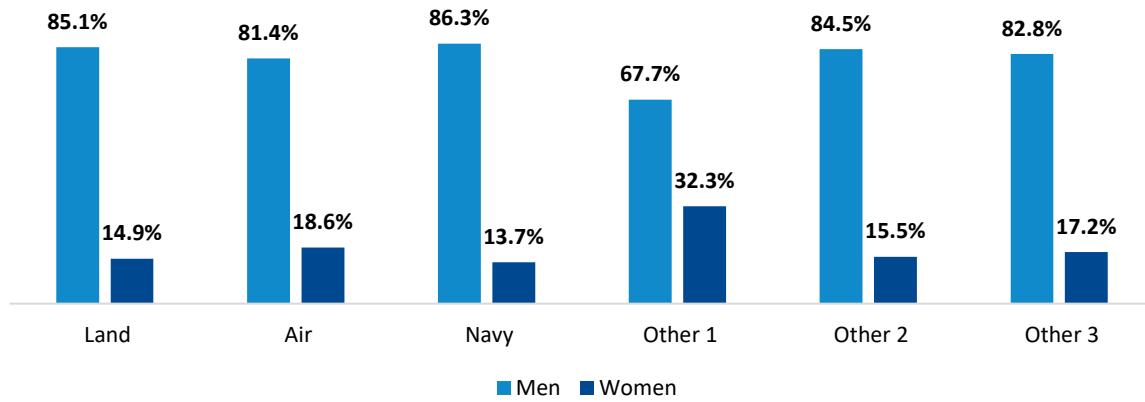


Figure 14.d. Distribution of women and men by branch of the Latvian National Armed Forces in 2023.

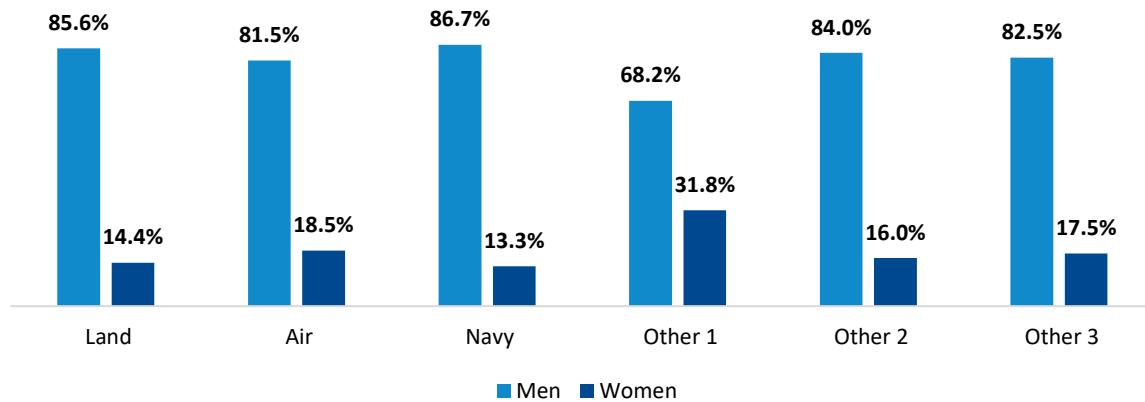


Figure 14.d.1. Distribution of women and men by branch of the Latvian National Armed Forces in 2024.

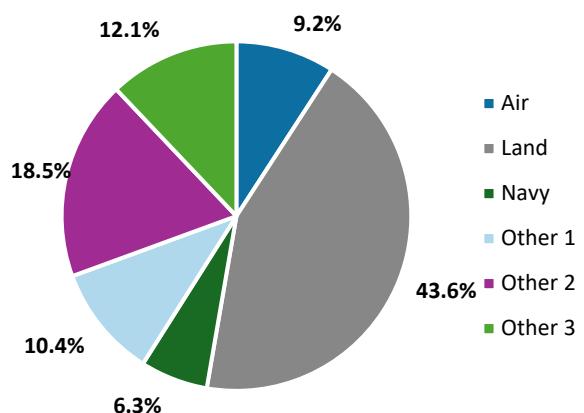


Figure 14.e. Distribution of women by branch of the Latvian National Armed Forces in 2023.

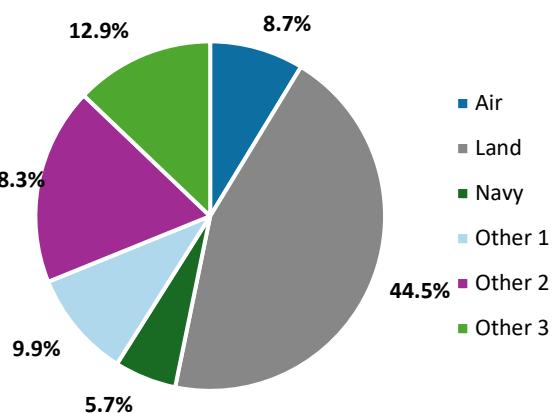


Figure 14.e.1. Distribution of women by branch of the Latvian National Armed Forces in 2024.

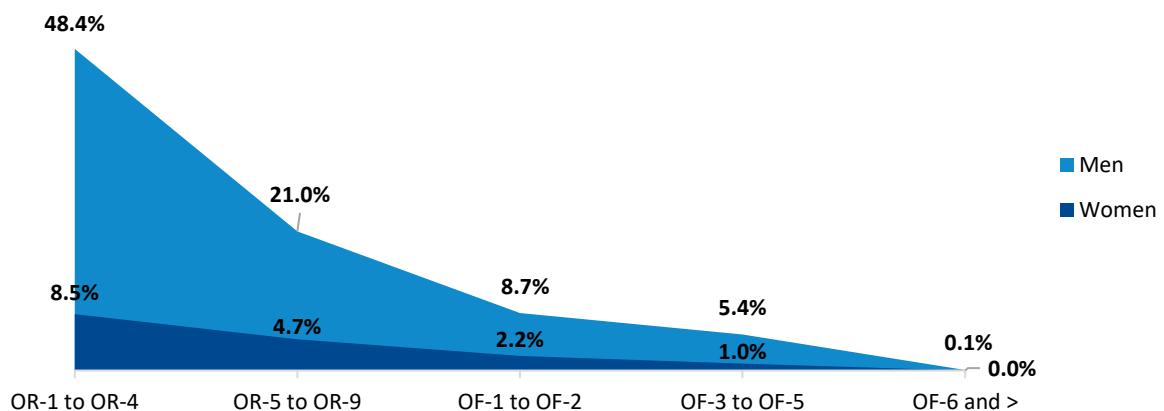


Figure 14.f. Distribution of women and men by rank in the Latvian National Armed Forces in 2023.

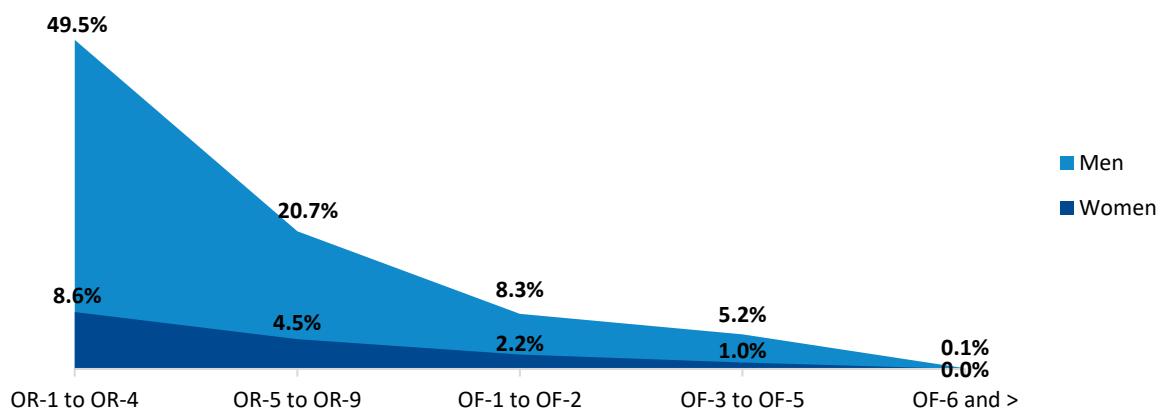


Figure 14.f.1. Distribution of women and men by rank in the Latvian National Armed Forces in 2024.

Reserve Forces

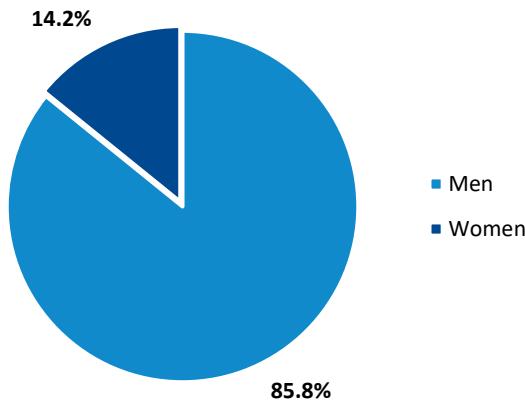


Figure 14.g. Percentage of women in the Latvian military reserve forces in 2023.

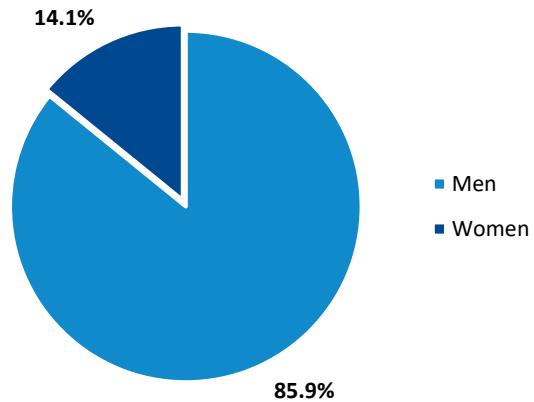


Figure 14.g.1. Percentage of women in the Latvian military reserve forces in 2024.

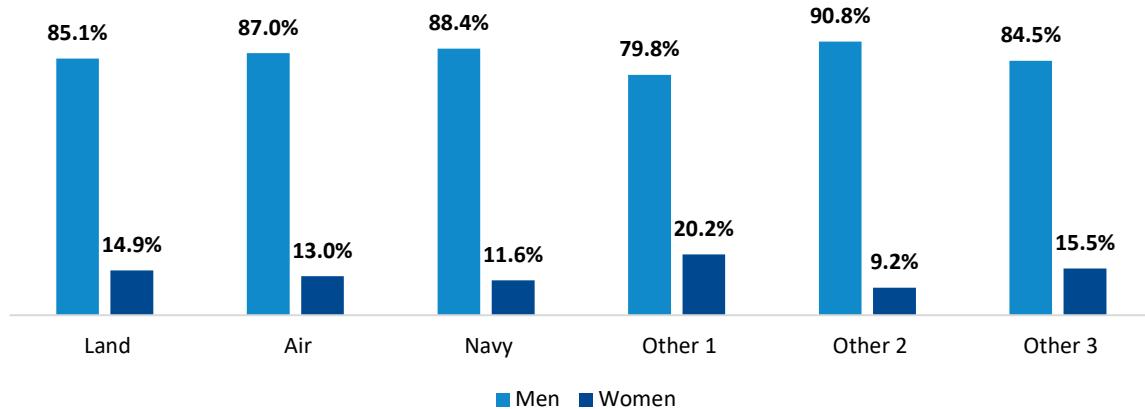


Figure 14.h. Distribution of women and men by branch of the Latvian military reserve forces in 2023.

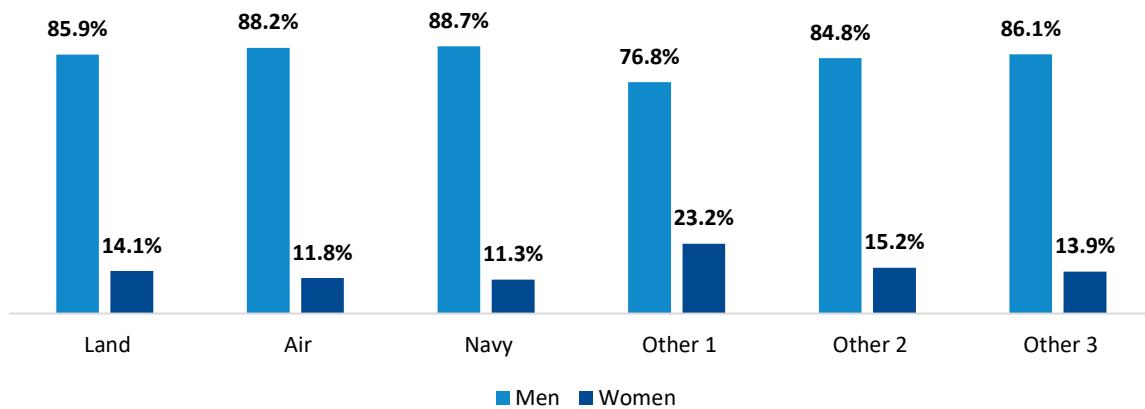


Figure 14.h.1. Distribution of women and men by branch of the Latvian military reserve forces in 2024.

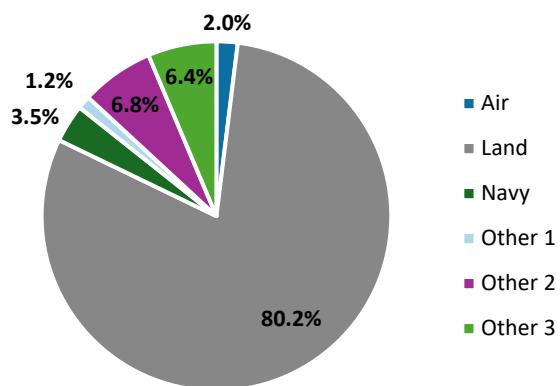


Figure 14.i. Distribution of women by branch of the Latvian military reserve forces in 2023.

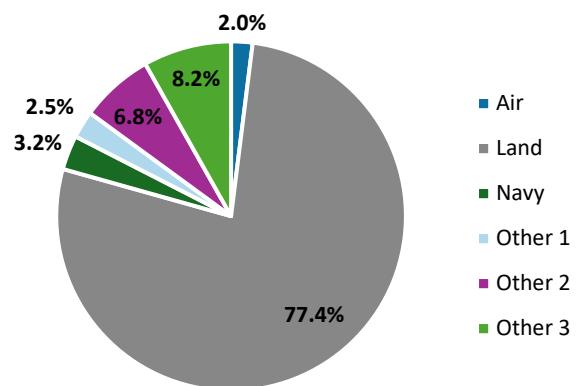


Figure 14.i.1. Distribution of women by branch of the Latvian military reserve forces in 2024.



Figure 14.j. Distribution of women and men by rank in the Latvian military reserve forces in 2023.



Figure 14.j.1. Distribution of women and men by rank in the Latvian military reserve forces in 2024.

New Policies and Initiatives to Implement UNSCR 1325

During 2023 and 2024, Latvia was implementing its first NAP for WPS. The NAP aims to promote general understanding of the principles of gender equality in the public administration and overall society. Further, Latvia's NAP identifies the youth as a critical target audience in terms of promoting timely understanding of issues related to gender equality and the prevention of GBV.

Latvia's NAP for WPS has three main action items:

1. Raising awareness and conveying knowledge on gender equality, especially in young generations;
2. training the defence and home affairs sectors, which includes the establishment of a gender equality consultant position
3. and transferring Latvia's experience and knowledge.

There has not been enforcement of a specific policy or legislation dedicated to the integration of gender perspectives into the national armed forces in 2023 and 2024.

Latvia also reported not having a target or quota for the percentage of women and men in the national armed forces during 2023 and 2024. There are no restrictions for women in all active duty occupations both in the Latvian National Armed Forces and when deployed in operations. Similarly, no statutory restrictions are in force for women to access leadership position in the national armed forces.

Latvia does not have a military entity overseeing the integration of gender perspectives across its armed forces in its current national institutional framework.

Recruitment and Retention

The standards for application and recruitment in the Latvian National Armed Forces are the same for women and men. However, physical fitness requirements remain different for applicants based on their sex.

There are no targeted campaigns to promote recruitment of women in the armed forces. However, Latvia reported that recruitment advertisements generally include both men and women in uniform.

Latvia's Parliament adopted the Law on the National Defence Service on 5 April 2023. This law obliges every Latvian male citizen to serve in the national defence within one year of reaching the age of 18 or, if the citizen continues his education, within one year of graduating from an educational institution, but not later than the age of 24. At the same time, this law stipulates that all Latvian citizens – men and women ranging from the age of 18 to 27 – may apply for the National Defence Service on a voluntary basis. Exemptions from conscription exists, and may include health reasons preventing the conscripted to carry out military service.

No networking groups or specific points of contacts are present to support women serving in the Latvian National Armed Forces as of 2024.

No policies or campaigns to specifically promote the retention of women in the Latvian National Armed Forces are currently in place. Nevertheless, to monitor retention, Latvia conducted its first exit survey in 2022 to identify reasons for personnel departures. There surveys are expected to be conducted regularly to inform Latvia's future retention policies.

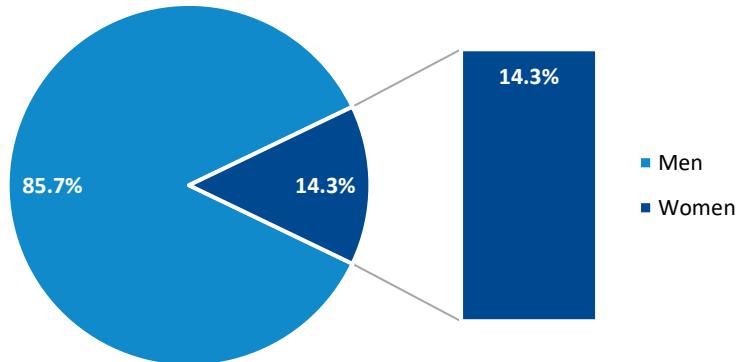


Figure 14.k. Percentage of women applying to the Latvian National Armed Forces in 2023.

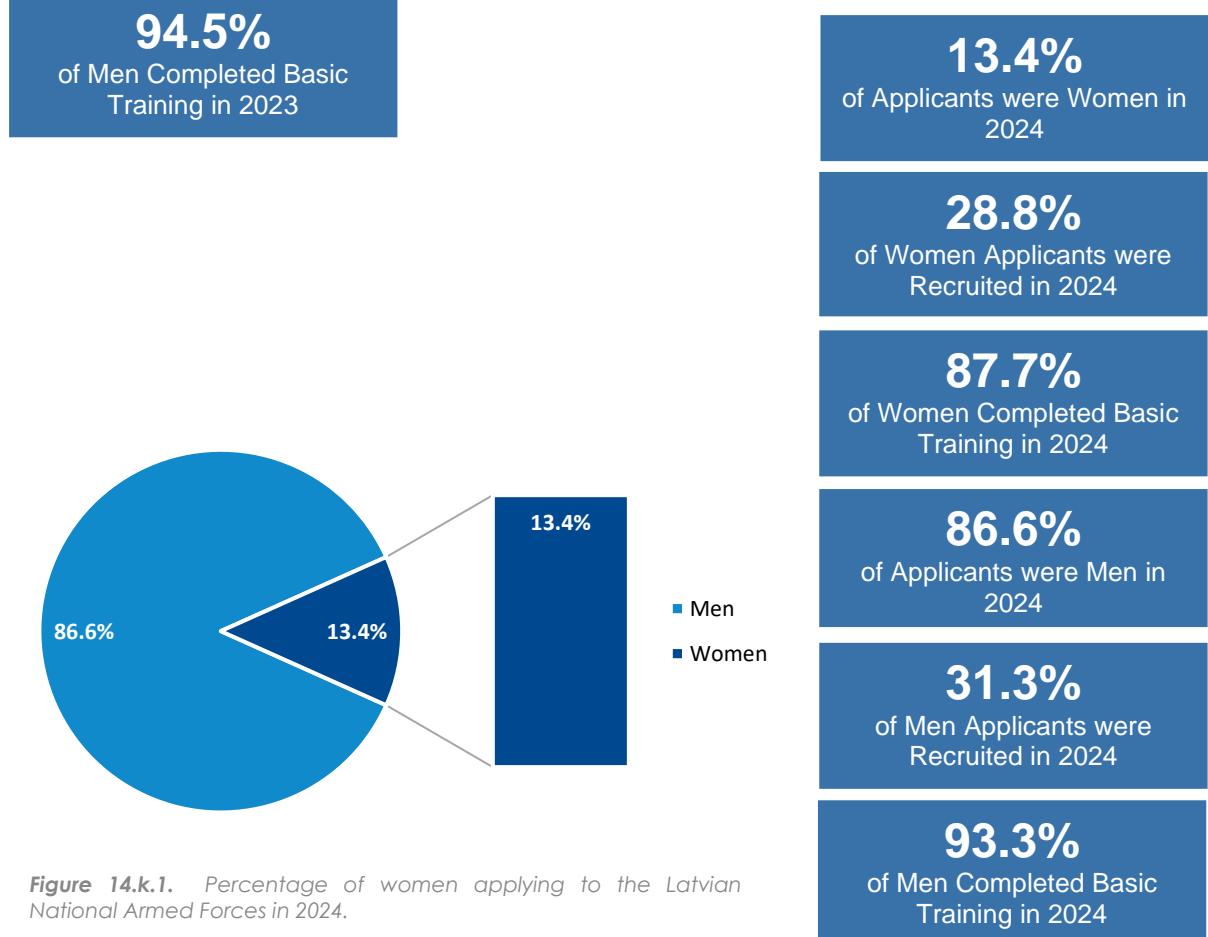


Figure 14.k.1. Percentage of women applying to the Latvian National Armed Forces in 2024.

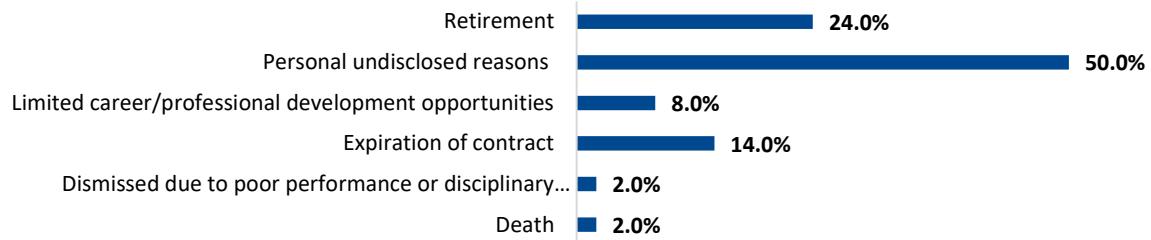
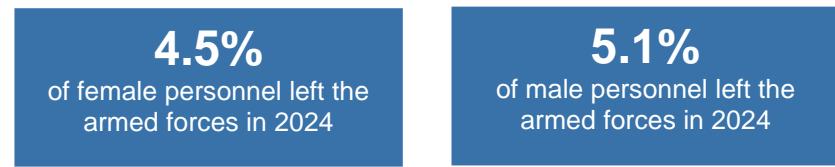


Figure 14.I. Distribution of female personnel who left the Latvian National Armed Forces by reasons in 2023.

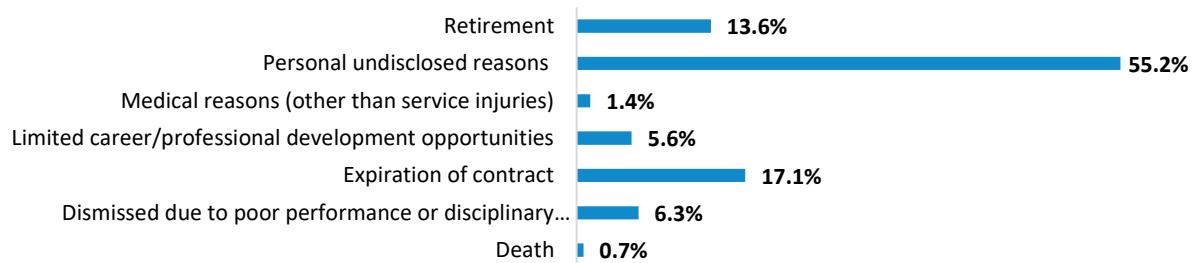


Figure 14.I.1. Distribution of male personnel who left the Latvian National Armed Forces by reasons in 2023.

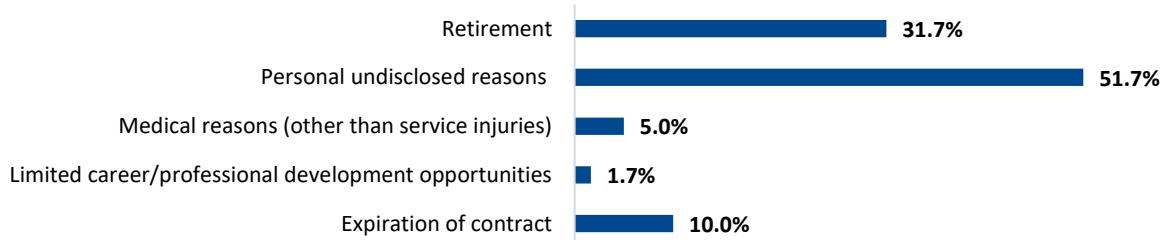


Figure 14.m. Distribution of female personnel who left the Latvian National Armed Forces by reasons in 2024.

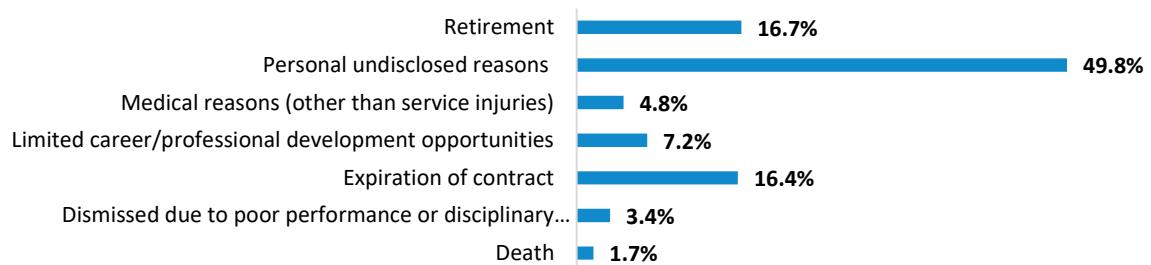


Figure 14.m.1. Distribution of male personnel who left the Latvian National Armed Forces by reasons in 2024.

Work-Life Balance

In accordance with the Labour Law of the Republic of Latvia, mothers are entitled to 112 calendar days of leave, divided into 56 calendar days of prenatal leave and 56 calendar days of maternity leave. An additional 14 days can be added to prenatal leave in case of pregnancy-related medical care initiated by the 12th week of pregnancy and continued for the whole prenatal period. Similarly, 14 days can be added to maternity leave in cases of complications in pregnancy, childbirth or postnatal period, as well as if two or more children are born.

Fathers have the right to leave of 10 working days. Paternity leave shall be granted immediately after birth of the child, but within six months from childbirth. Fathers are granted additional days of paternity leave in cases in which the mother cannot take care of the child following childbirth due to illness, injury or other health-related issues.

Parental leave is a right of every employee in connection with childbirth or adoption. This amounts to a maximum of 1.5 years and can be granted up to the day the child reaches the age of eight. Two months out of parental leave are non-transferable between parents. The Labour Law sanctions different modalities in which parental leave can be taken by parents for childbirth or adoption.

The Latvian National Armed Forces have a childcare policy which goes beyond parental leave provisions. Mothers are exempt from duties that may put them in harm for up to a year after childbirth, and are entitled to breastfeeding breaks. Additional annual leave days are also provided for each child. Concerning deployed personnel, the Latvian National Armed Forces support its personnel and their families with reimbursements for kindergarten and school expenses.

Latvia reported not having specific programmes or policies to support work-life balance for military personnel, such as teleworking, flexible working hours or part-time employment. However, personnel pursuing higher education are entitled to 20 days of study leave to fulfil educational requirements.

Special measures are in place to support dual service couples. These mostly relate to coordinating deployment abroad to accommodate their needs.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

Although the Latvian National Armed Forces do not have an appointed person or team overseeing allegations or incidents of sexual harassment and SEA, examination of such cases falls most often under the remit of responsibilities of army units LEGAD.

No separate mechanism for reporting incidents and allegations of SEA and sexual harassment are in place in Latvia. However, commanders are responsible to initiate a review of the violation or to conduct a service investigation in accordance with the Military Disciplinary Liability Law, if they have become aware of such a violation. If the constituent elements of a criminal offence are found during the service investigation, the case is handed over to the military police and examined in accordance with the Latvia's Criminal Law and Procedure.

Education and Training

Latvia reported not using the *NATO Gender and Education Training Package for Nations*.

No national gender perspectives-related trainings or educational programs are in place in Latvia as of 2024.

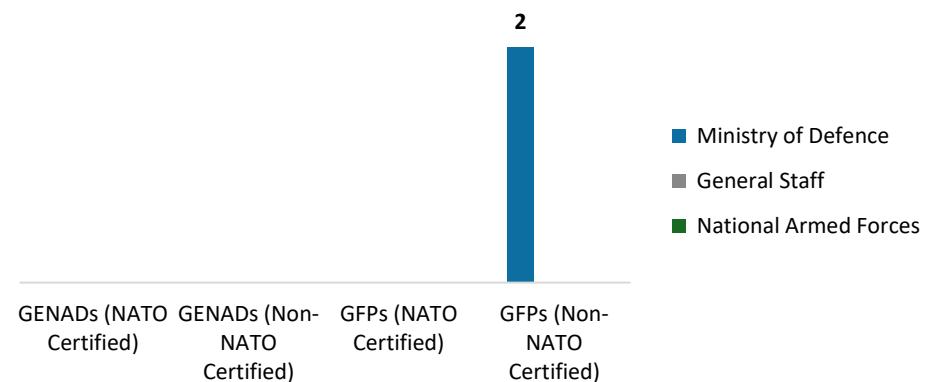


Figure 14.n. Latvia's national gender advisory structure in 2024.

Gender Perspectives in Operations

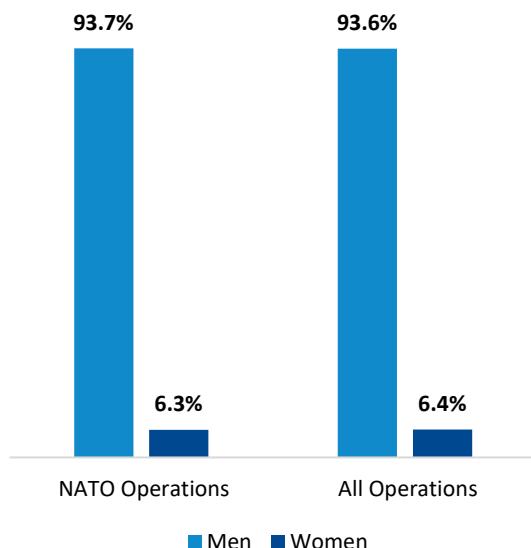


Figure 14.o. Distribution of women and men in operations in 2023.

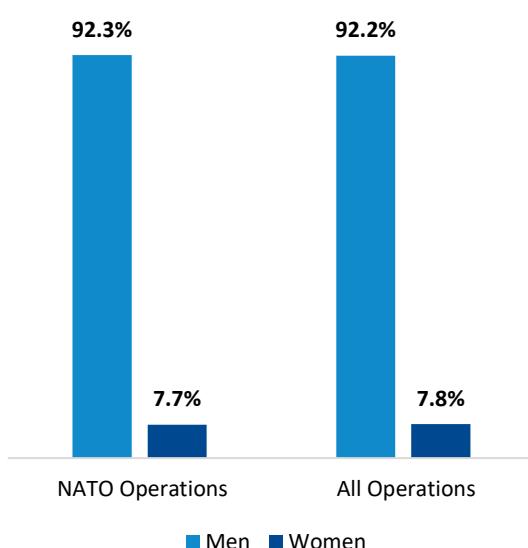


Figure 14.o.1. Distribution of women and men in operations in 2024.

Latvia has not integrated gender perspectives into operational planning as of the reporting cycle of this Report. Similarly, gender perspectives are yet to be integrated into pre-deployment training, in-theatre training and exercises.



LITHUANIA

Overview

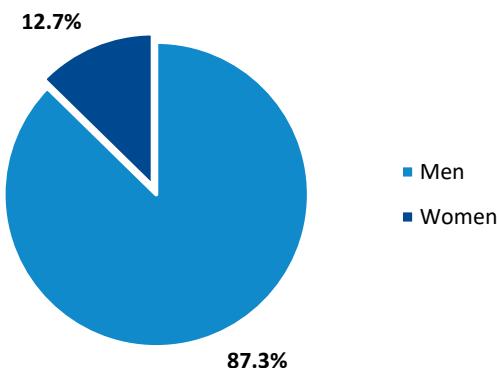


Figure 15.a. Percentage of women in Professional Military Service within the National Defence System of the Lithuania in 2023.

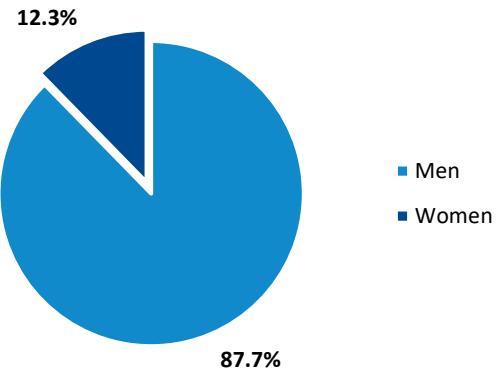


Figure 15.a.1. Percentage of women in Professional Military Service within the National Defence System of the Lithuania in 2024.

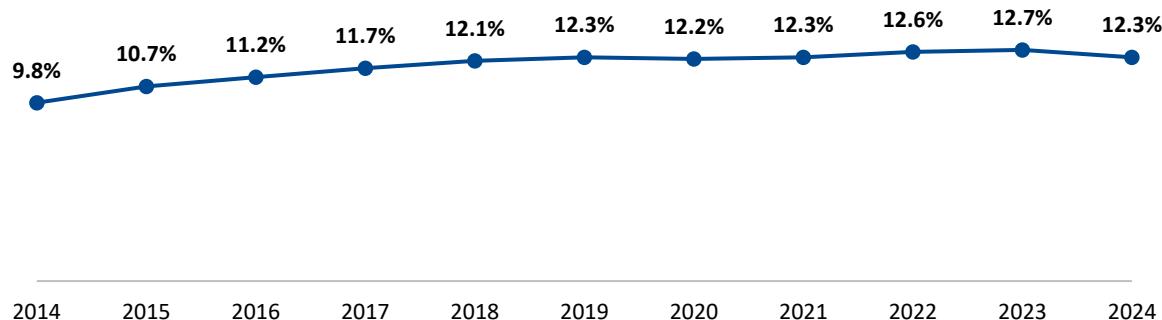


Figure 15.b. Percentage of women in Professional Military Service within the National Defence System of the Lithuania over time.

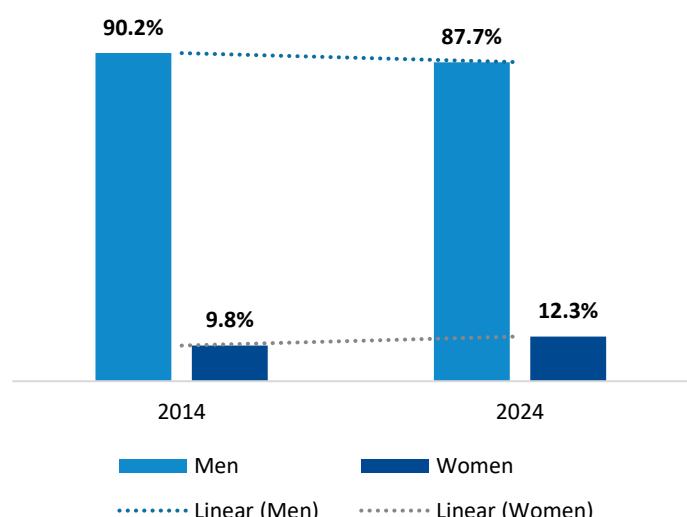


Figure 15.c. Trend in composition of the Professional Military Service within the National Defence System of Lithuania between 2014 and 2024 reporting periods.

In 2023, the Lithuanian Armed Forces were composed of 12.7% women and 87.3% men (Figure 15.a). This marks an increase by 0.1 percentage points compared to 2022 and the highest share of women in the national armed forces since 2014 (Figure 15.b). The percentage of women in the Lithuanian Armed Forces decreased by 0.4 percentage points in 2024, from 12.7% to 12.3% (Figure 15.a.1). Between 2014 and 2024, the Lithuanian Armed Forces recorded an increase by 2.5 percentage points (Figure 15.c).

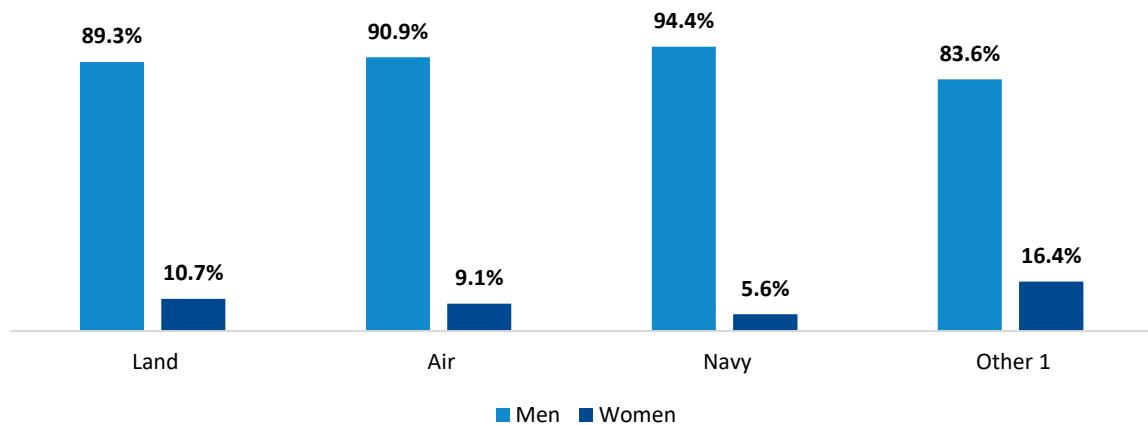


Figure 15.d. Distribution of women and men by branch of the Lithuanian Armed Forces in 2023.

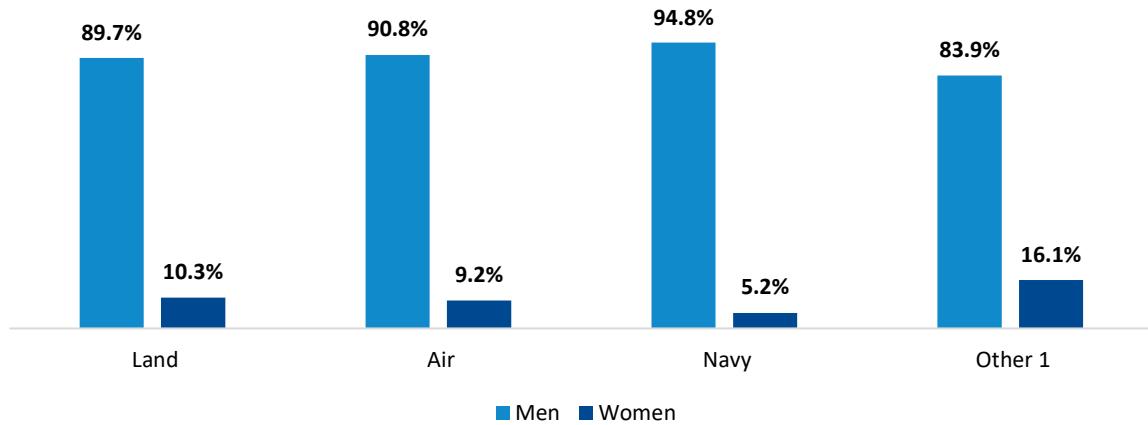


Figure 15.d.1. Distribution of women and men by branch of the Lithuanian Armed Forces in 2024.

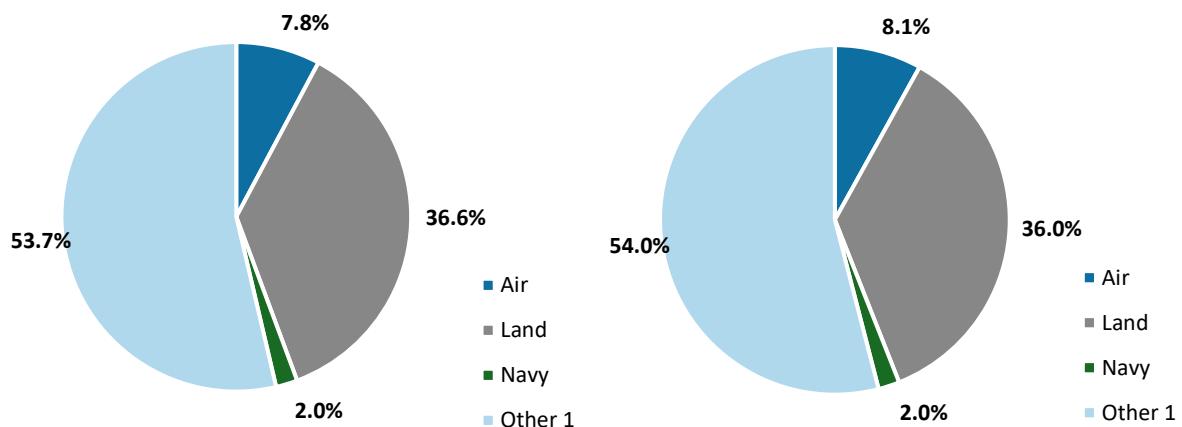


Figure 15.e. Distribution of women by branch of the Lithuanian Armed Forces in 2023.

Figure 15.e.1. Distribution of women by branch of the Lithuanian Armed Forces in 2024.

Reserve Forces

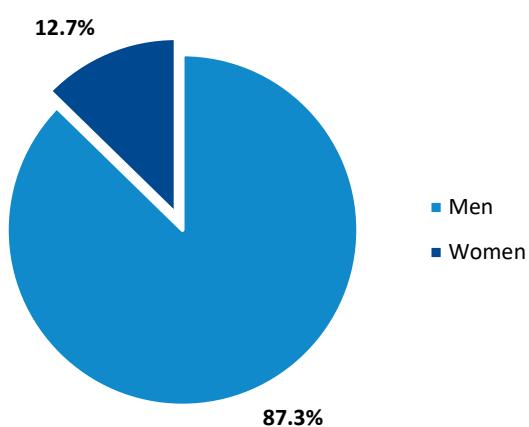


Figure 15.f. Percentage of women in the Lithuanian military reserve forces in 2023.

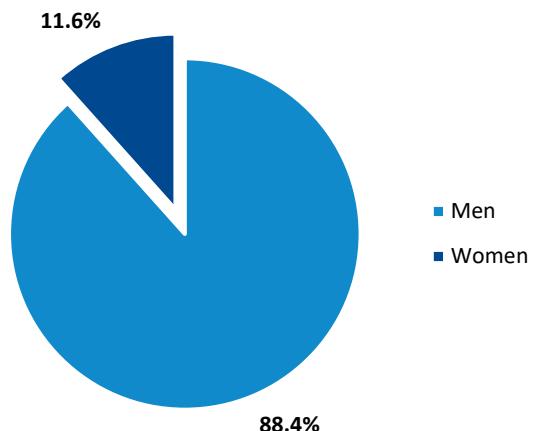


Figure 15.f.1. Percentage of women in the Lithuanian military reserve forces in 2024.

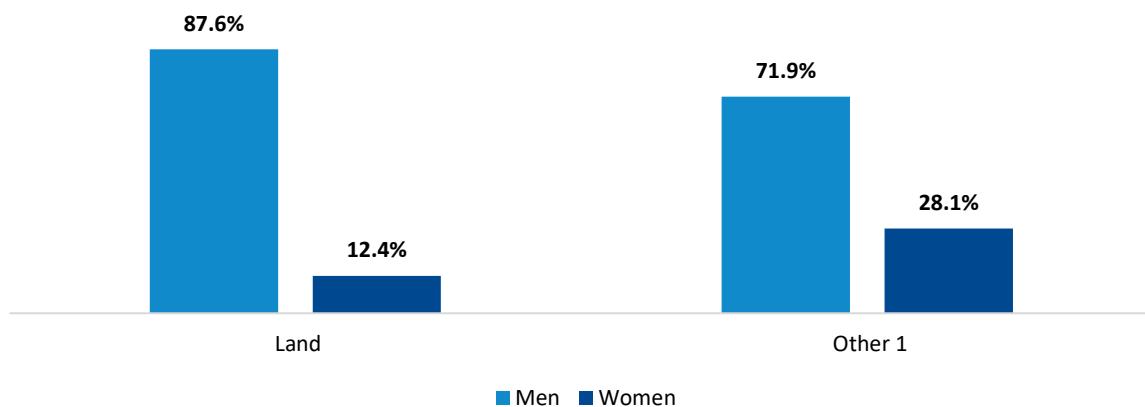


Figure 15.g. Distribution of women and men by branch of the Lithuanian military reserve forces in 2023.

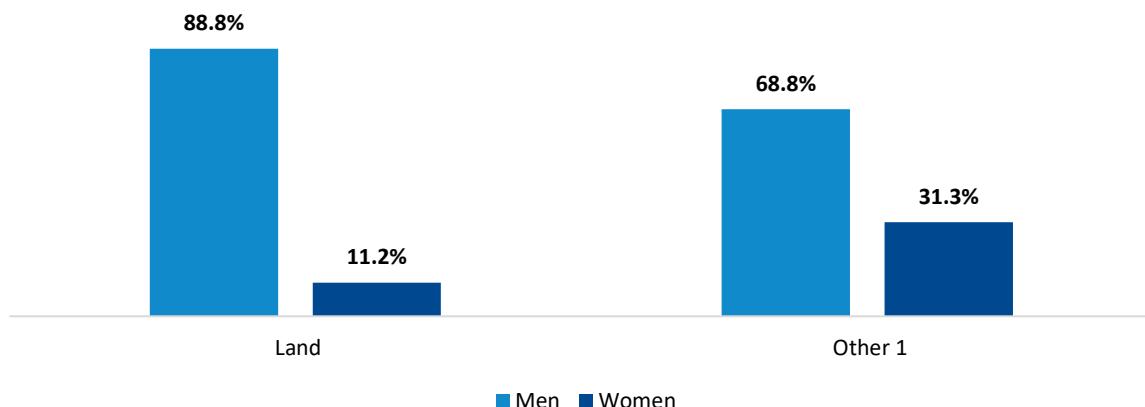


Figure 15.g.1. Distribution of women and men by branch of the Lithuanian military reserve forces in 2024.

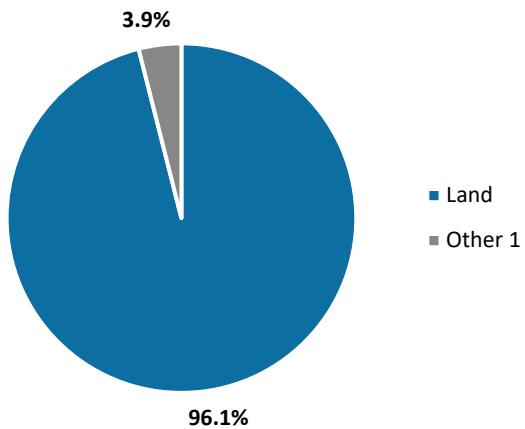


Figure 15.h. Distribution of women by branch of the Lithuanian military reserve forces in 2023.

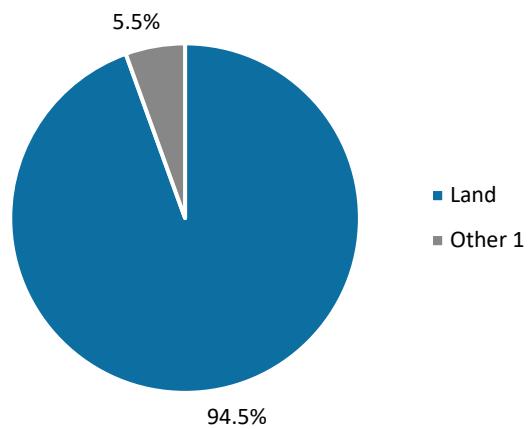


Figure 15.h.1. Distribution of women by branch of the Lithuanian military reserve forces in 2023.

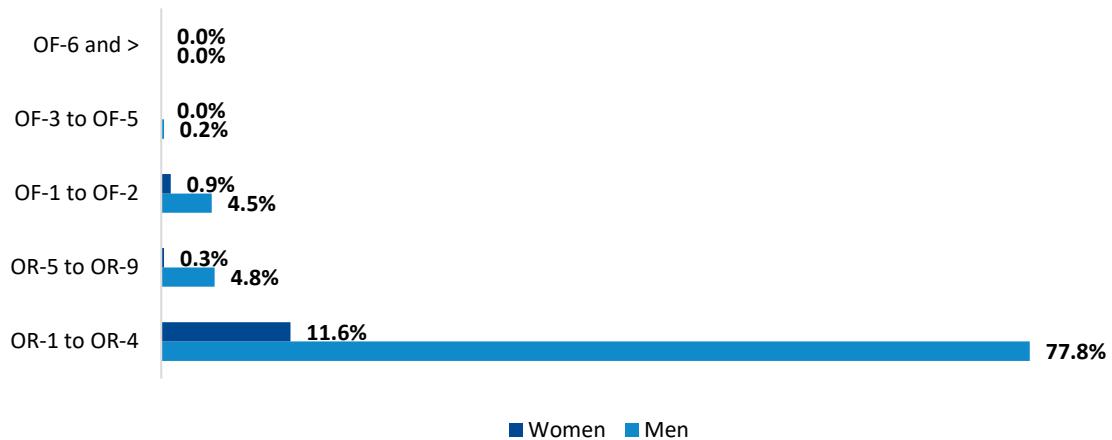


Figure 15.i. Distribution of women and men by rank in the Lithuanian military reserve forces in 2023.

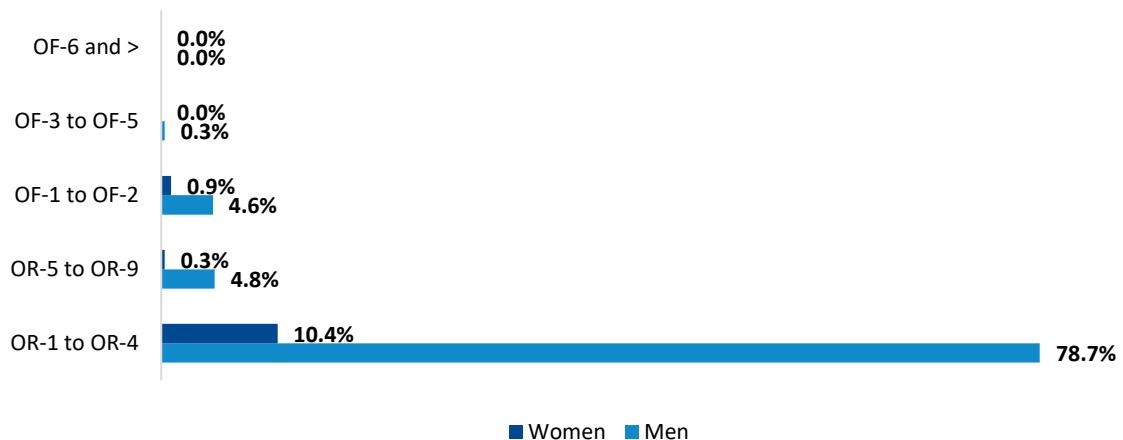


Figure 15.i.1. Distribution of women and men by rank in the Lithuanian military reserve forces in 2024.

New Policies and Initiatives to Implement UNSCR 1325

During 2023 and 2024, Lithuania had a valid NAP for WPS. This NAP is the second in Lithuania on the implementation of WPS.

Lithuania's NAP aims at addressing:

- Gender balance in decision-making;
- promotion women's participation in the full cycle of crisis management processes'
- protection from GBV;
- and integration of gender perspectives and gender mainstreaming across security-related policies.

The MoD of Lithuania has its own plan dedicated to the implementation of the NAP. Education on WPS remains a pivotal priority for the implementation of UNSCR 1325 within the national defence system for the nation. Concrete actions have been taken through training programs for various personnel group, and mostly focused on preventing violence and sexual harassment. The WPS Agenda has also been integrated into cadet and pre-deployment trainings. Additionally, the MoD has conducted surveys on issues such as violence and sexual abuse to support the zero-tolerance policy for sexual-related offences, as well as career opportunities and equal rights for servicewomen.

In 2024, Lithuania was in the process of drafting its third NAP to address its strategic goal of ensuring women's participation and gender mainstreaming in strengthening societal resilience.

Lithuania did not report any new specific policies or legislation related to integrating gender perspectives in its national armed forces over 2023 and 2024.

No restrictions were reported for women in all active-duty occupations in the Lithuanian Armed Forces or in operations, as well as no restrictions concerning women's access to leadership positions.

Lithuania did not have a target or a quota for the percentage of women and men in the national armed forces for the reporting cycles covering this report.

The integration of gender perspectives in the Lithuanian Armed Forces is overseen by the MoD and the Defence Staff CIMIC division. The Defence Staff CIMIC division carries out this task as a supplementary one, and works to integrate gender perspectives into military operation planning. At the MoD level, gender perspectives integration is coordinated by the military service and personnel development.

Recruitment and Retention

The standards for application and recruitment into the Lithuanian Armed Forces are not the same for women and men. Specifically, the requirements for physical fitness readiness are less stringent for women candidates.

Lithuania has military conscription only for men. During 2023 and 2024, Article 3 of the Military Service Law lists individuals who are exempted from military conscription. Among these individuals, there are women, except for those who have expressed in writing their desire to become subject to military service and/or have completed higher education studies in medical, nursing, and midwifery programs.

No policies or campaigns to promote the recruitment of women in the military were reported by Lithuania for the present reporting cycle, as well as no support network specifically designated for servicewomen.

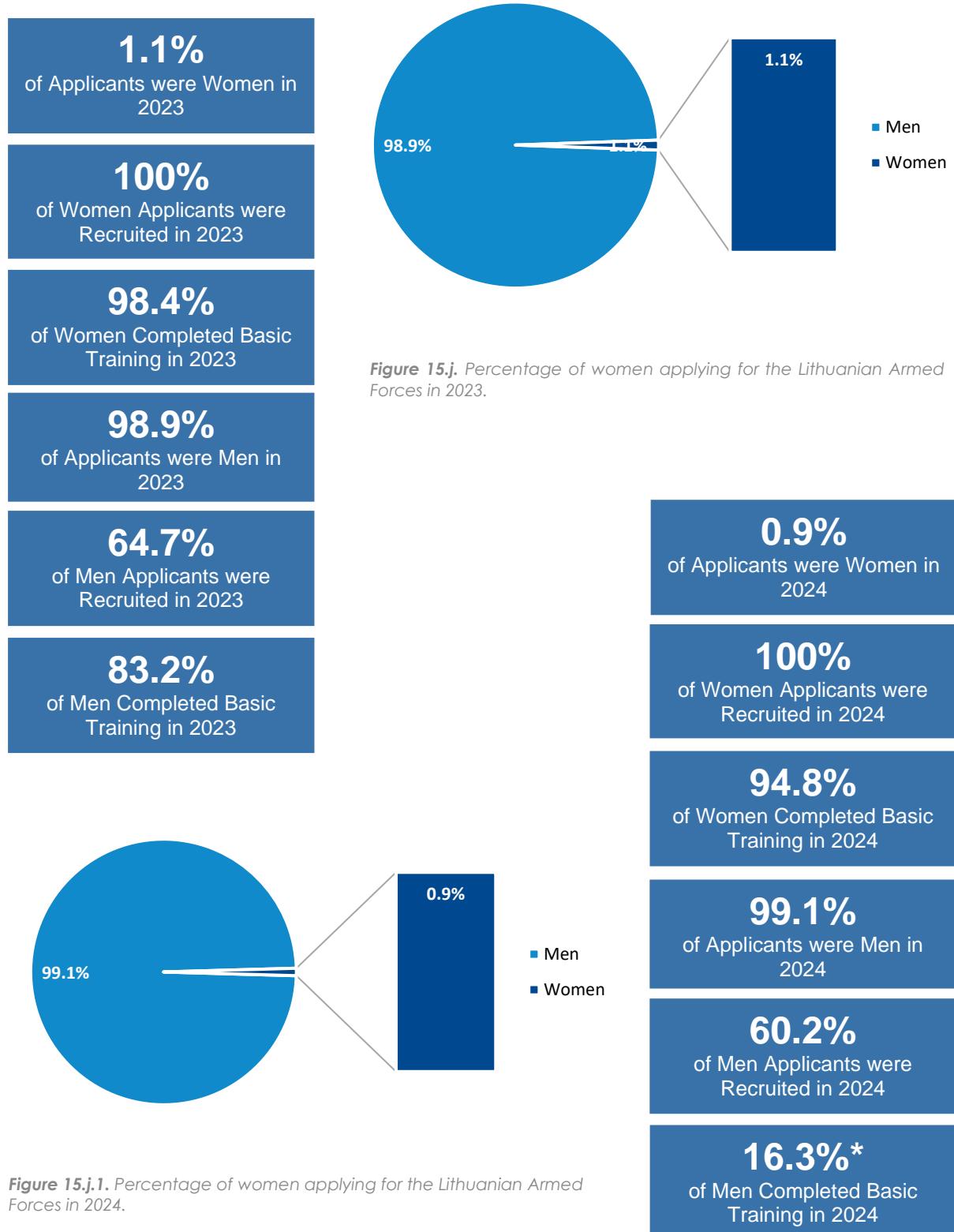


Figure 15.j.1. Percentage of women applying for the Lithuanian Armed Forces in 2024.

*Individuals who started mandatory initial military service are still serving at the moment of submission of this data. The final accurate data will be available once the last soldiers assigned to serve in 2024 will complete their service on December 10, 2025.

Concerning retention, Lithuania has several policies to retain talents in its armed forces. For instance, servicemembers are granted different social guarantees and incentives, such as incentive payments, as part of the retention provisions of Lithuania.

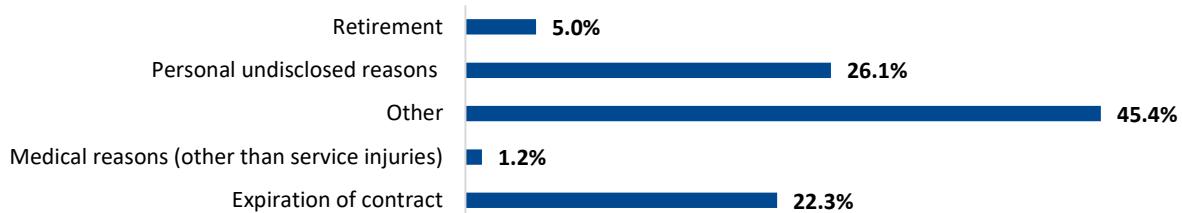


Figure 15.k. Distribution of female personnel who left the Lithuanian Armed Forces by reasons in 2023.

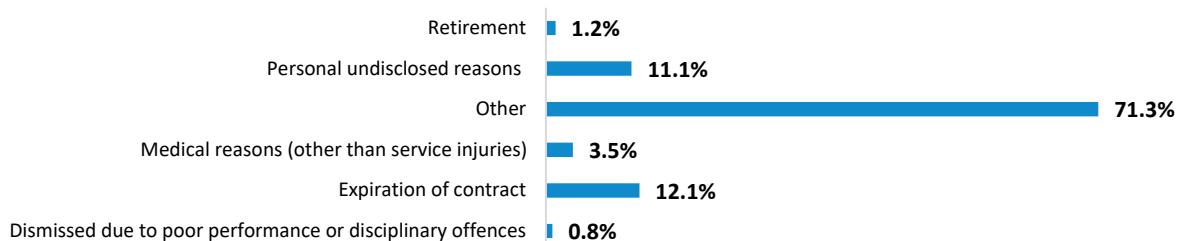


Figure 15.k.1. Distribution of male personnel who left the Lithuanian Armed Forces by reasons in 2023.

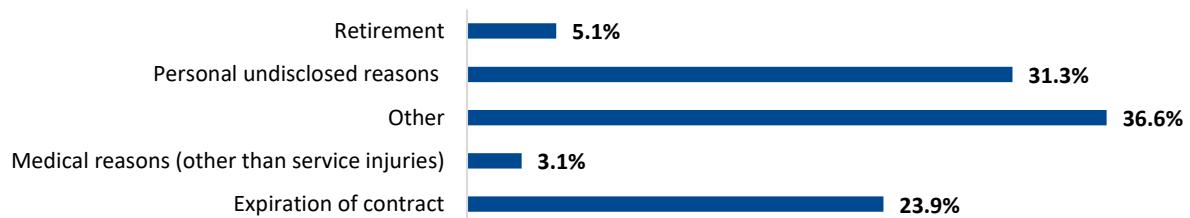


Figure 15.l. Distribution of female personnel who left the Lithuanian Armed Forces by reasons in 2024.

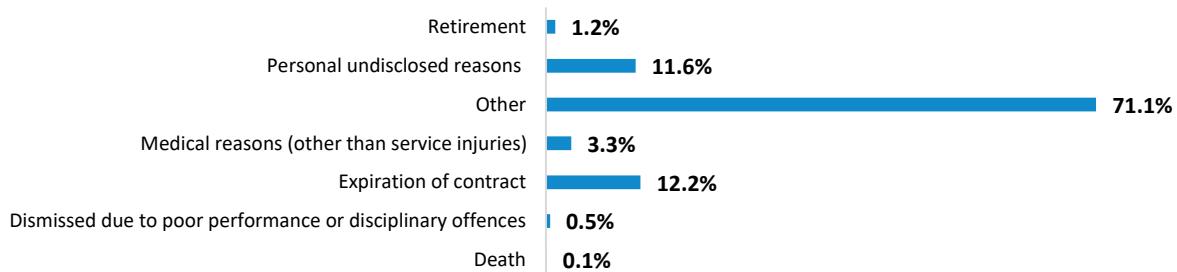


Figure 15.l.1. Distribution of male personnel who left the Lithuanian Armed Forces by reasons in 2024.

Work-Life Balance

Maternity leave in Lithuania is composed of 70 days before childbirth and 56 days after childbirth. Until the child reaches the age of one, fathers are entitled to one month of paternity leave. Further, parents are granted childcare leave until the child turns 3 years old. Social insurance benefits during childcare leave are paid only for 2 years, which means that during the third year of age, childcare leave is not subjected to benefits. Childcare leave is transferable between parents, but 2 months remain non-transferable, meaning that each parent must take 2 months of childcare leave in order to receive social security benefits during this period of absence.

Members of the Lithuanian Armed Forces are covered by specific policies to support work-life balance, specifically teleworking and flexible working hours. As such, Lithuania's childcare policy includes extra rest days, flexible working and service hours or variable start/finish times of working days.

Single parents who serve in the Lithuanian Armed Forces are protected by specific provisions in the Military Service Statute. Indeed, single parents with a child under 14 years of age may be exempted from duty upon their request.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

Lithuania reported having policies and strategies to prevent and respond sexual-related offences. Legislation governing military service, as well as legislation regulating industrial relations of employees and public servants, embed the principle of equal treatment and highlight that workforce relations are to be based on respect, equality, tolerance and discretion. These legislations also prohibit discrimination and harassment based on sex, sexual orientation, marital or family status, disability, age, race, ethnicity, nationality, religion, faith, language, origin, social status and beliefs. Any failure to comply with these provisions entails moral as well as disciplinary responsibilities for all member of the armed forces.

In the event of sexual-related offences which violates the code of ethics, discipline or other legal regulations, military and civilian personnel can refer to their higher chain of command, the MoD Inspectorate General, the Lithuanian Armed Forces Military Police, as well as other institutions available to them. These appointed entities have different responsibilities. For example, the Inspectorate General's functions include the protection of military personnel rights and investigation of complaints presented by military service members, as well as assessment of cases reported anonymously. Furthermore, the Inspectorate General is obliged to investigate reports and take measures to rectify the violations immediately. On the other hand, the military police is mandated with investigating criminal and administrative cases, as well as implementing preventive measures for military units. To report incidents and allegations of sexual-related offences, civilian and military personnel can seek consultations with military psychologists. Individuals in service with or employed by the MoD can also write to a dedicated e-mail address, which guarantees confidentiality to all correspondents.

Overall, harassment for filing a complaint is prohibited in the Lithuanian Armed Forces. Commanders are prohibited from forwarding the complaint to the commander whose actions are being complained about. It is obligatory, indeed, to ensure confidentiality and protection of the provided information by the complainer.

Investigations and pursuit of appropriate proceedings related to sexual exploitation and abuse allegedly perpetrated by military personnel of the Lithuanian Armed Forces can be

carried out under disciplinary law or under criminal law. Investigations of offences under disciplinary law are carried out by officers of the NDS, while investigations under criminal law are carried out by the military police and/or civilian law enforcement institutions.

Lithuania has set up trainings and educational activities specifically concerning sexual-related offences. Military psychology experts organize training courses on psychological GBV, prevention of family conflict and violence, workplace bullying, violence, and mobbing on an annual basis. The Inspectorate General staff routinely conduct educational and training events for the armed force units aiming at raising awareness among military personnel on the legal framework and measures in place to address sexual-related misbehaviour, as well as to ensure prevention of violence, including GBV and sexual harassment. Commanders and other superiors are instructed and trained about the laws and policies which set out their responsibilities concerning these kinds of offences and prevention of abuse.

Education and Training

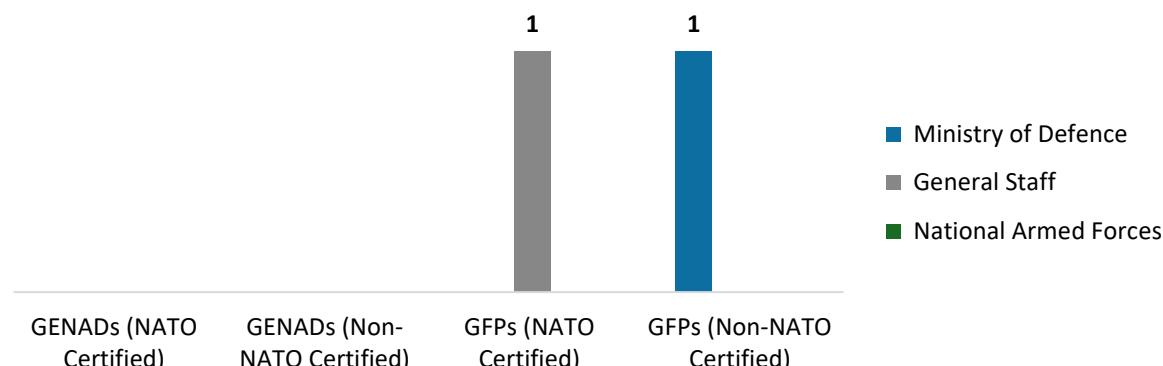


Figure 15.m. Lithuania's national gender advisory structure in 2023 and 2024.

Lithuania reported having used three out of four modules of the *NATO Gender Education and Training Package for Nations*.



Figure 15.n. Trained personnel in 2023.

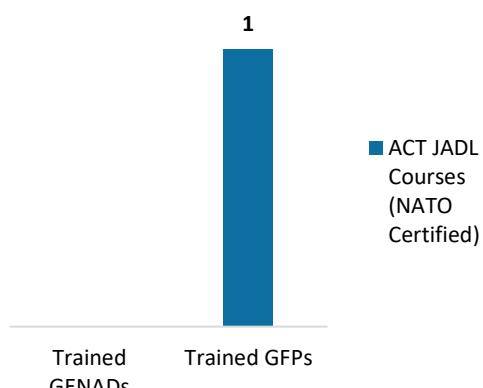


Figure 15.n.1. Trained personnel in 2024.

Gender equality is integrated into study syllabus at the General Jonas Žemaitis Military Academy of Lithuania, the Division General Stasys Raštikis Lithuanian Armed Forces School and the General Adolfas Ramanauskas Warfare Training Centre. The curricula at the

General Jonas Žemaitis Military Academy of Lithuania include this subject-matter in different study programs. For example, all officer cadets have a course on ethics which includes the responsibility and ability to respect the principles of equal gender rights in their work. English courses are also focused on teaching gender-neutral terminology over the course of the cadets' studies. Further, bachelor study programs include International Humanitarian Law as an integral part of education, in which students familiarize with the wide spectrum of gender-related legal issues, including the effects of contemporary combat methods, responsibilities of military officers to the civilian population of occupied territories, as well as to civilians in detention and prisoners of war.

Gender Perspectives in Operations

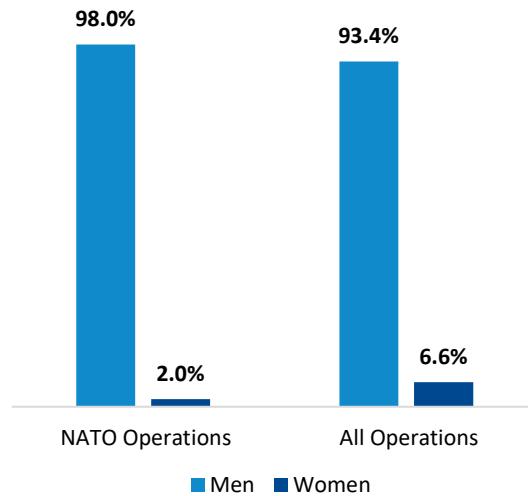


Figure 15.o. Distribution of women and men in operations in 2023.

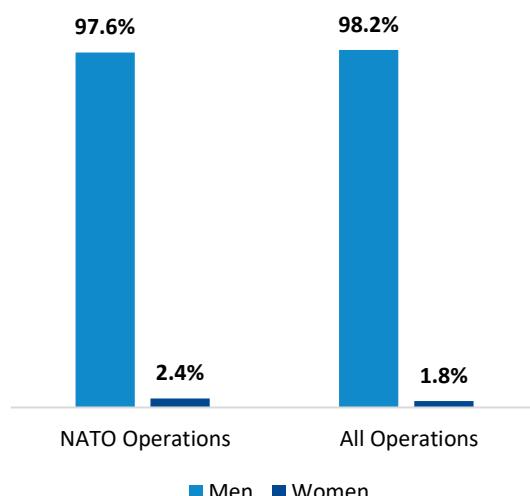


Figure 15.o.1. Distribution of women and men in operations in 2024.

Gender perspectives are integrated into operational planning in Lithuania. Specifically, gender considerations are included in CIMIC and PoC Annexes, as well as in the Area Assessment chapter of all operation plans. In CIMIC assessment reports, gender is included and treated as an integral part of civilian life, which impacts the conduct of the mission/operations.

All military commanders are introduced to NATO Bi-SC Directive 040-001 on “Integrating Gender Perspective into the NATO Command Structure”.

Representatives of the Defence Staff of the Lithuanian Armed Forces annually deliver lectures on UNSCR 1325, and related resolutions, to soldiers and military units, who are being deployed in international operations and missions at the Lithuanian Armed Forces General Adolfas Ramanauskas Warfare Training Centre. The lectures tackle the main differences in cultural, social and economic expectations for women, men, girls and boys, as well as the importance of gender aspects in international operations. Soldiers are also familiarized with the correct terminology and definitions, the specific situation of women and children in the human terrain in the operating environment, as well as the roles and responsibilities of peacekeepers in the area. Specific focus on topics such as sexual harassment, SEA, CRSV and the zero-tolerance policy are included. Soldiers are made aware that in accordance with the zero-tolerance policy, sexual-related offences might be

subjected to dismissal from the military.

Equipment, Infrastructure and Uniform Adaptation

Lithuania's military equipment has been reported as suitable for both women and men, despite no specific adaptation was performed for women specifically. Similarly, military facilities for the Lithuanian Armed Forces are fit for both sexes.

Regarding uniforms, Lithuania reported that service and combat uniforms are designed to accommodate women's morphology.



LUXEMBOURG

Success Stories

- Saw its first female officer graduate from the General Staff Course and be appointed Head of Department within the General Staff, a significant step for women's leadership representation.

Key challenges

- The most pressing challenge is recruitment – specifically, making the armed forces appealing to women and reinforcing the message that they have an equal and rightful place within the military.

Overview

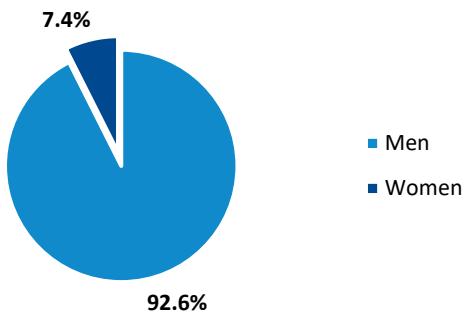


Figure 16.a. Percentage of women in the Luxembourg Armed Forces in 2023.

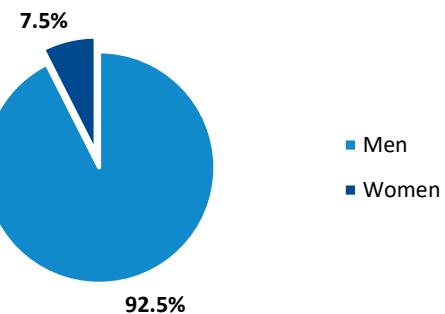


Figure 16.a.1. Percentage of women in the Luxembourg Armed Forces in 2024.

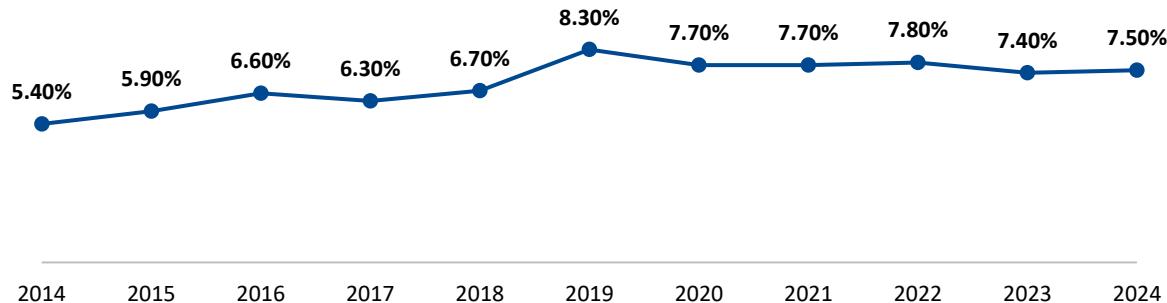
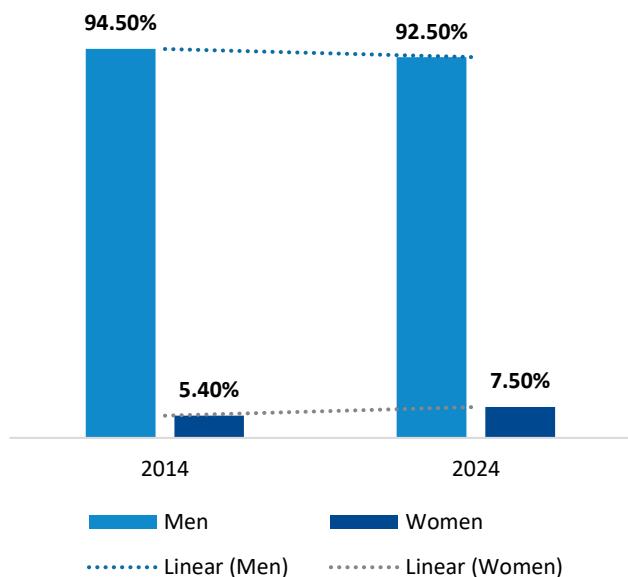


Figure 16.b. Percentage of women in the Luxembourg Armed Forces over time.



The Luxembourg Armed Forces were composed by 7.4% women and 92.6% men in 2023 (Figure 16.a). This data shows a decrease by 0.4 percentage points compared to 2022. In 2024, the percentage of women in the Luxembourg Armed Forces rose to 7.5%, which is an increase by 0.1 percentage points compared to 2023 (Figure 16.a.1). In between the 2014 and 2024 reporting periods, the share of women in the armed forces rose by 2.1 percentage points (Figure 16.c).

Figure 16.c. Trend in composition of the Luxembourg Armed Forces between 2014 and 2024 reporting periods.

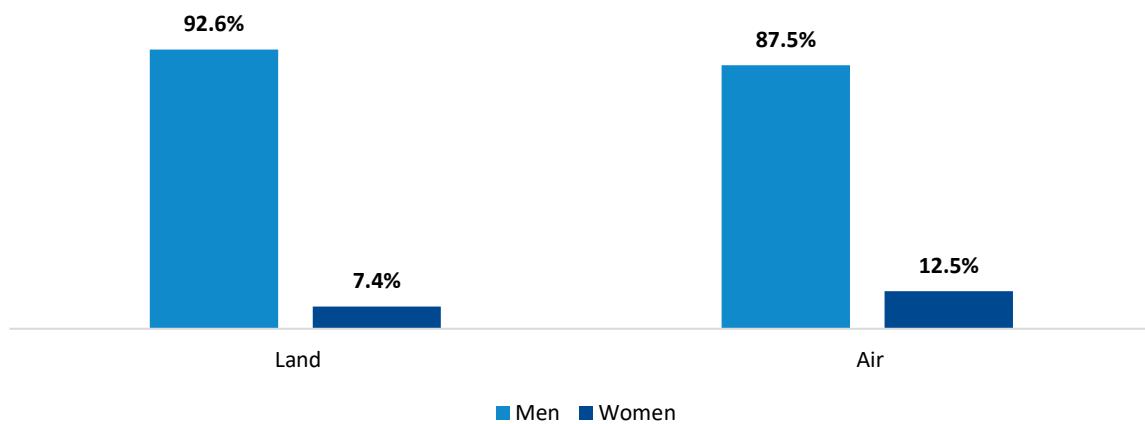


Figure 16.d. Distribution of women and men by branch of the Luxembourg Armed Forces in 2023.

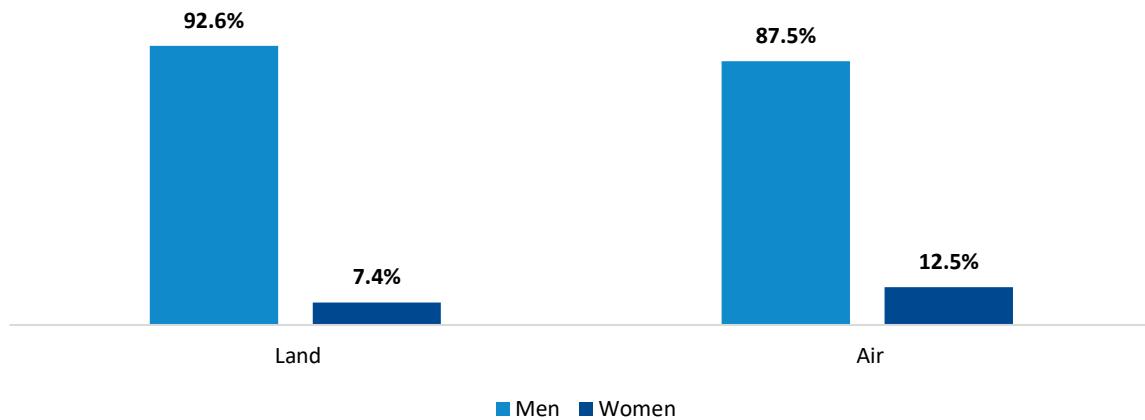


Figure 16.d.1. Distribution of women and men by branch of the Luxembourg Armed Forces in 2024.

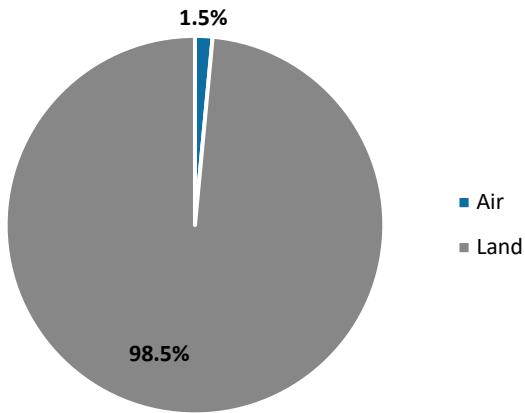


Figure 16.e. Distribution of women by branch of the Luxembourg Armed Forces in 2023.

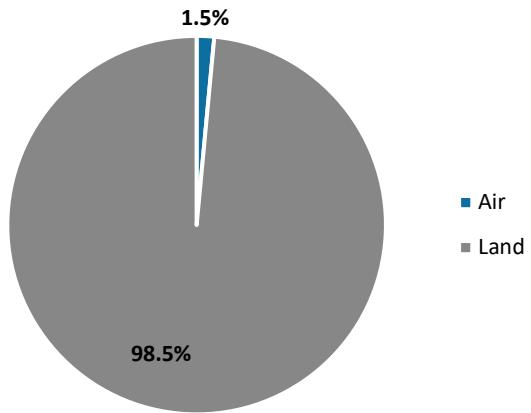


Figure 16.e.1. Distribution of women by branch of the Luxembourg Armed Forces in 2024.

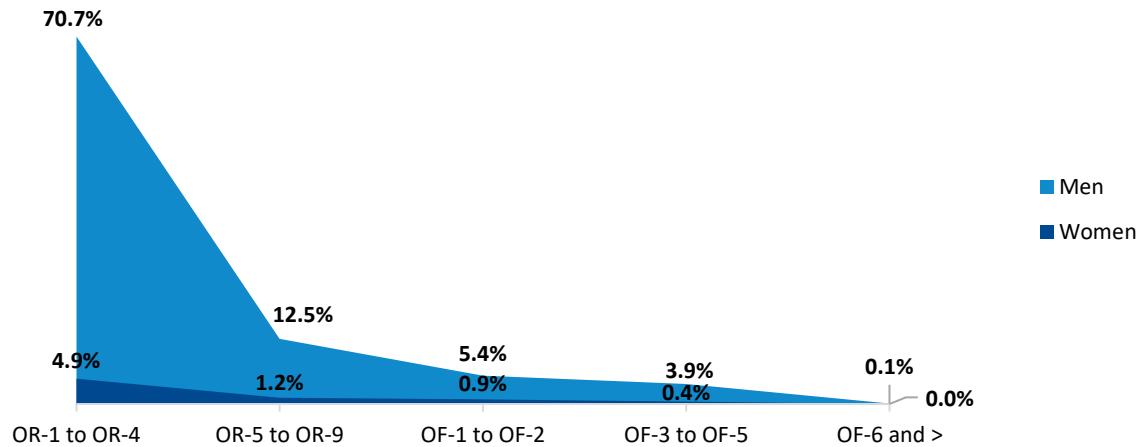


Figure 16.f. Distribution of women and men by rank in the Luxembourg Armed Forces in 2023.

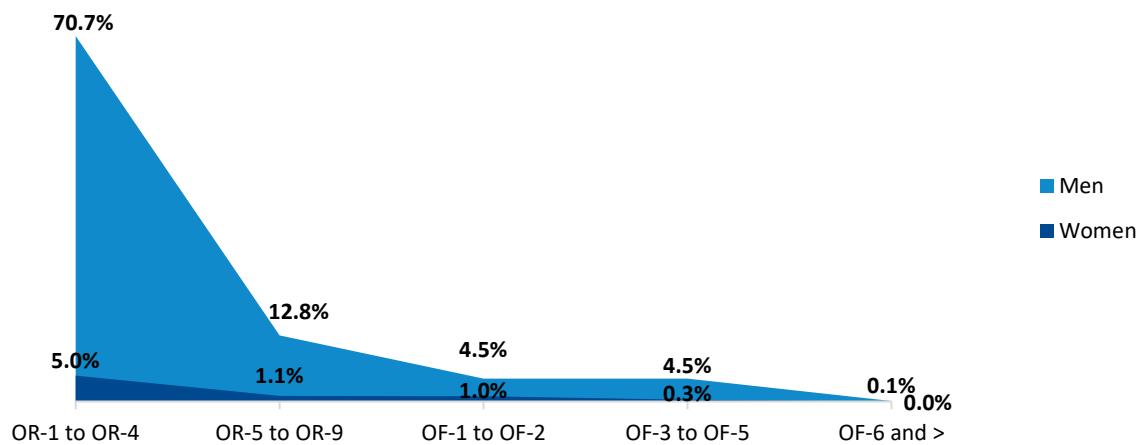


Figure 16.f.1. Distribution of women and men by rank in the Luxembourg Armed Forces in 2024.

New Policies and Initiative to Implement UNSCR 1325

During 2023 and 2024, Luxembourg was implementing its first NAP for WPS. This NAP revolved around the following objectives:

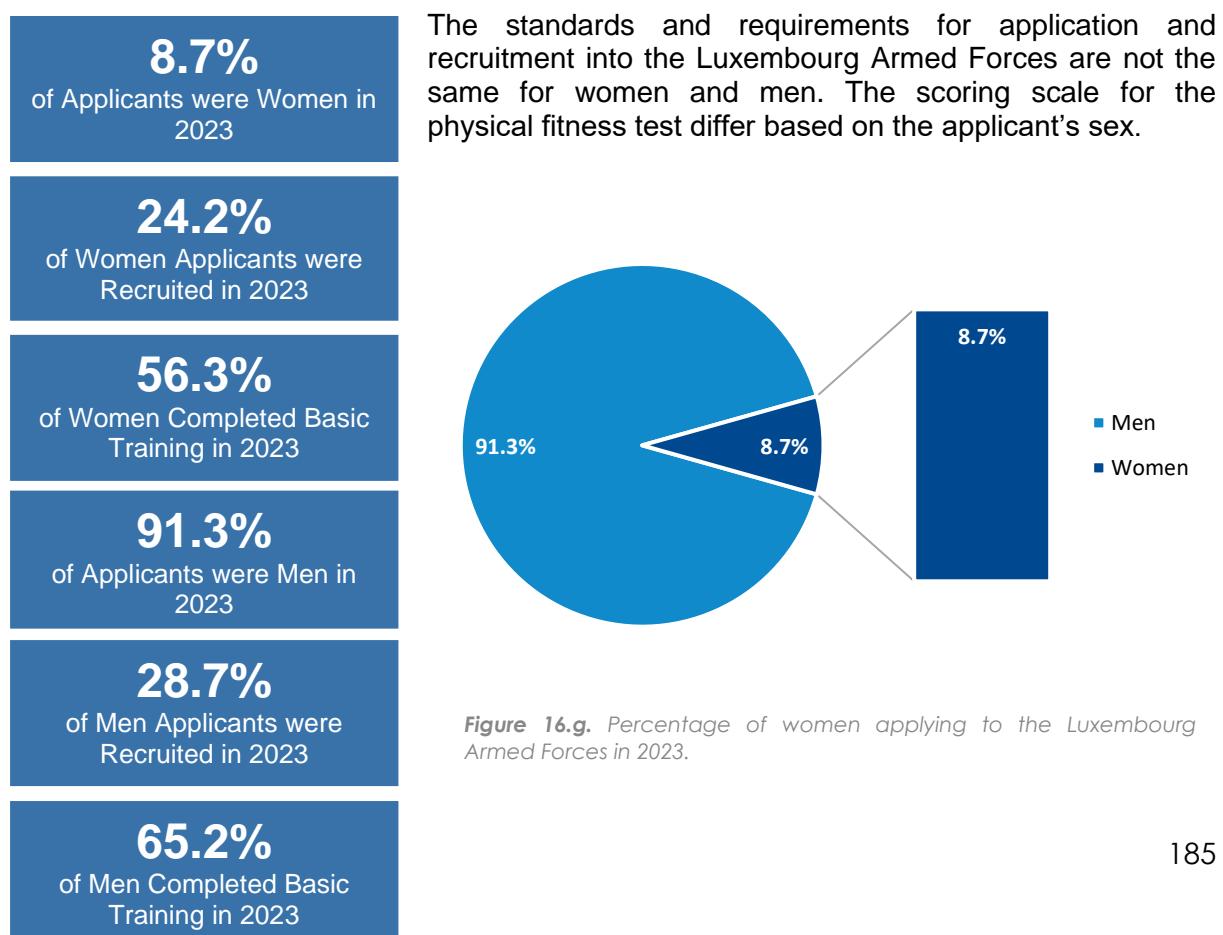
- Full, equal and inclusive participation;
- prevention to eliminate all forms of violence, especially SGBV
- protection, relief and recovery as enhanced access to justice, medical and psychological care
- and promotion and dissemination of the WPS Agenda at the national and international levels.

Luxembourg also has a NAP for Gender Equality (*PAN Égalité*). This document delineates national prerogatives and aims at raising awareness, information and communication on equality and diversity, reduce gender stereotypes and sexism, standardize training on equality and diversity, create a balanced environment with increased representation of underrepresented genders, as well as collection and use of accurate data to inform decision-making and active support for initiatives promoting equality, both through resources and appropriate legislative framework.

Luxembourg did not have a target or quota for the percentage of women and men in the national armed forces during 2023 and 2024.

There are no restrictions for women in active duty occupations both in the military as well as in operations. Similarly, no statutory restrictions are in place for women for all leadership positions in the national armed forces.

Recruitment and Retention



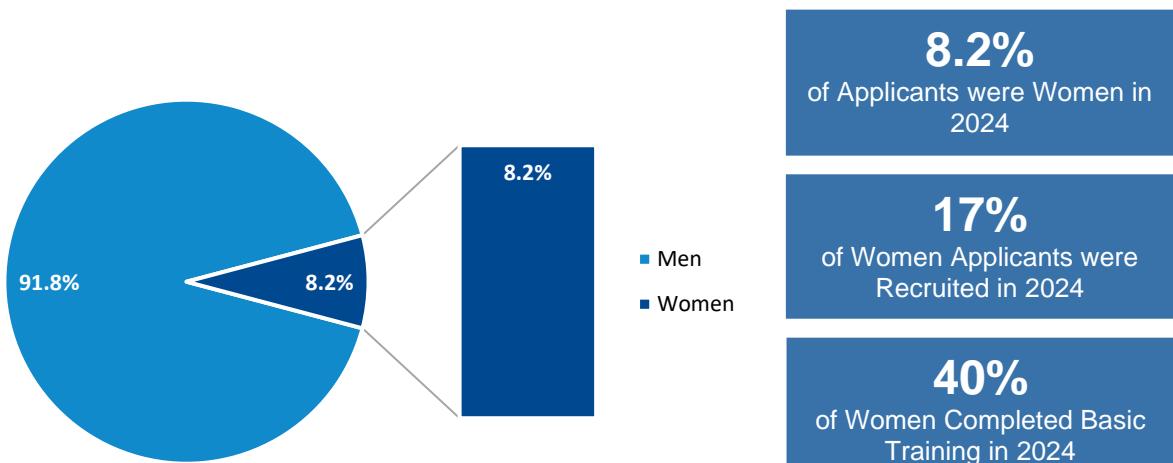


Figure 16.g.1. Percentage of women applying to the Luxembourg Armed Forces in 2024.

No specific campaigns are currently in place to specifically promote recruitment of women in the military. Luxembourg has reported that all recruitment campaigns for its national armed forces are aimed at both women and men.

A specific committee for female personnel was introduced in 2021 and serves as a support network for women in the Luxembourg Armed Forces.

Further, in 2024, an exit questionnaire was introduced by the organizational psychology service to monitor why servicemembers are leaving the armed forces.



Figure 16.h. Distribution of female personnel who left the Luxembourg Armed Forces by reasons in 2023.

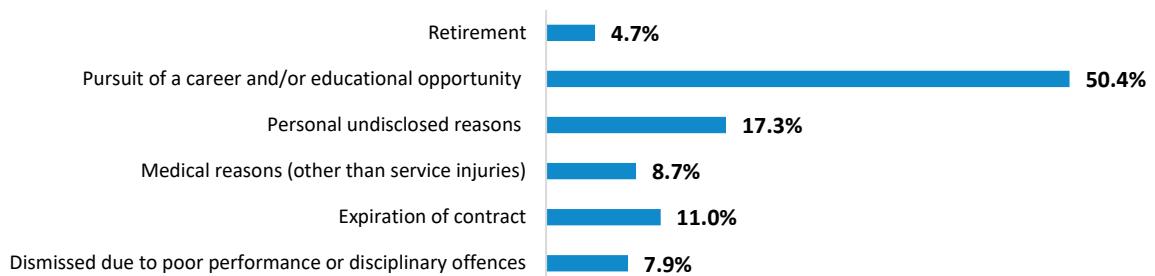


Figure 16.h.1. Distribution of male personnel who left the Luxembourg Armed Forces by reasons in 2023.

10.7%
of female personnel left the armed forces in 2024

12.5%
of male personnel left the armed forces in 2024



Figure 16.i. Distribution of female personnel who left the Luxembourg Armed Forces by reasons in 2024.

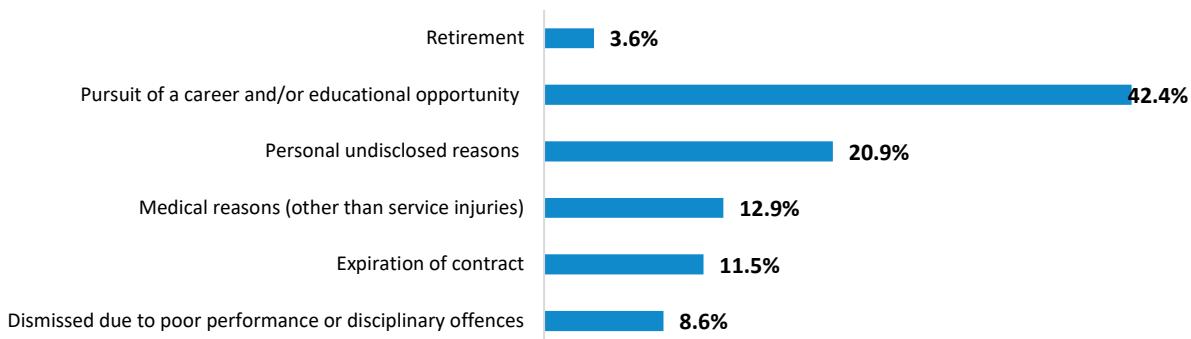


Figure 16.i.1. Distribution of male personnel who left the Luxembourg Armed Forces by reasons in 2024.

Work-Life Balance

Maternity leave in Luxembourg amounts to 12 weeks, while fathers are entitled to 2 weeks of paternity leave per child birth. Combined parental leave is set at 52 weeks.

Work-life balance of the personnel of the Luxembourg Armed Forces are supported with teleworking measures. Further, part-time employment and flexible working hours arrangements are available for child care, care for the elderly or the sick, as well as for educational studies. Luxembourg's child care policy also includes childcare subsidies and sick child leave, besides the measures above mentioned.

No special measures or programs to support dual service couples, as well as single, divorced or widowed parents, were reported for the purpose of this product.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

In Luxembourg, procedures are in place within the civil service – including the military – to prevent and address cases of sexual harassment. Staff members can report incidents to their superiors, HR or a designated point of contact. Confidential internal investigations are launched promptly, along with protective measures for the victim. The military also

implements awareness campaigns and trainings, as well as disciplinary actions that are actively used to combat such behavior.

Measures also exist within the public sector and the military to prevent and address SEA. Personnel, especially those deployed on international missions, receive specific trainings and are bound to strict codes of conduct. Confidential reporting channels are available, and violations may lead to disciplinary or criminal sanctions. The Luxembourg Armed Forces applies a zero-tolerance policy and aligns with international standards, such as those of the UN and the EU on such matters.

The team responsible overseeing for allegations of sexual-related offences is the HR department of the General Staff that manages all files relating to sexual abuse and any type of harassment.

Sexual-related offences are part of different training courses for soldiers, NCOs, officers as well as civilian personnel. These trainings are organized on a yearly basis.

Education and Training

Luxembourg reported using three out of the four modules of the *NATO Gender Education and Training Package for Nations*.

Further, Luxembourg has national gender-related trainings. These include basic definitions related to gender, gender perspectives in military operations, sexual violence in operations as well as gender situational awareness in the areas of operations.

Gender Perspectives in Operations

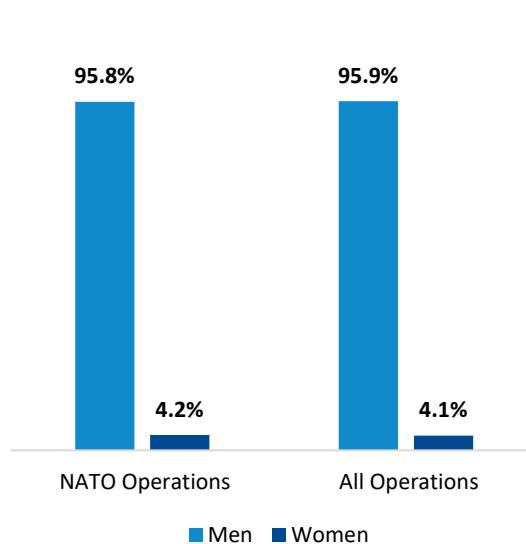


Figure 16.j. Distribution of women and men in operations in 2023.

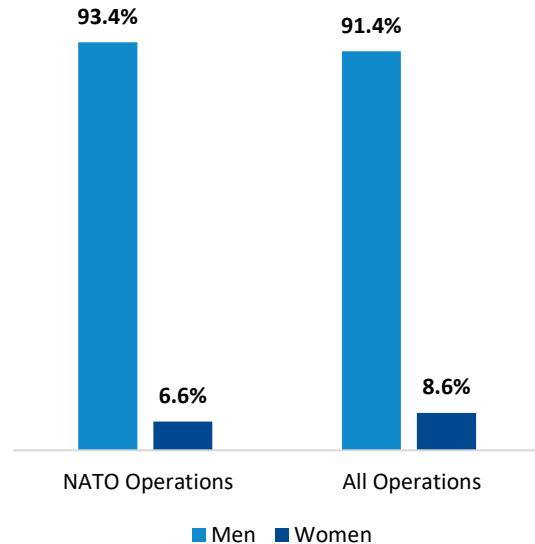


Figure 16.j.1. Distribution of women and men in operations in 2024.

Despite gender awareness being an integral part of pre-deployment trainings, gender perspectives are yet to be integrated into operational planning of Luxembourg.

Equipment, Infrastructure and Uniform Adaptation

Military facilities have been adapted for both women and men in the Luxembourg Armed Forces. Men and women have separate sleeping quarters and sanitary facilities. Women's toilets are also stocked with hygiene products as part of the adaptation efforts undertaken by Luxembourg.

Lastly, service uniforms have been designed to accommodate the body composition of both women and men in the Luxembourg Armed Forces.



MONTENEGRO

Success Stories

- Increased numbers of women applying and being accepted as contract soldiers and officer candidates at foreign military academies.
- Strong interest by young women in MoD projects, including a notable share of female participants in summer military camps.
- Conducted promotional activities showcasing successful female military careers and women's participation in humanitarian and peacekeeping missions.
- Established a working group to connect internal mechanisms and jointly address gender-related challenges.
- Initiated cooperation with academia on UNSCR 1325 and reinforced regional cooperation among Western Balkans defence institutions.

Key challenges

- Need for a holistic, comprehensive approach to implementing UNSCR 1325 across all aspects of the WPS agenda.
- Requirement for broader inclusion of men and civil society in decision-making on peace and security.
- Necessity to sustain and resource institutional mechanisms, training and capacity-building.
- Need to update policies regularly in line with international frameworks and to enforce zero-tolerance for discrimination.
- Integrating gender perspectives into emerging security challenges while aligning with human security policy.
- Importance of strengthening regional and international cooperation and harmonising NAPs to support a consolidated WPS effort.

Overview

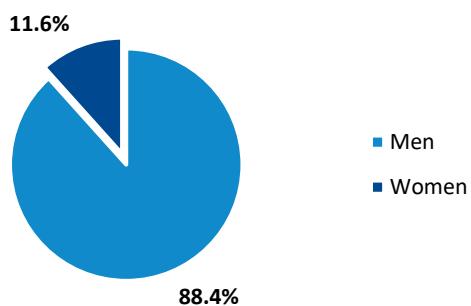


Figure 17.a. Percentage of women in the Armed Forces of Montenegro in 2023.

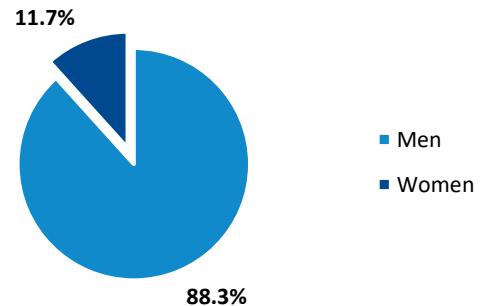


Figure 17.a.1. Percentage of women in the Armed Forces of Montenegro in 2024.

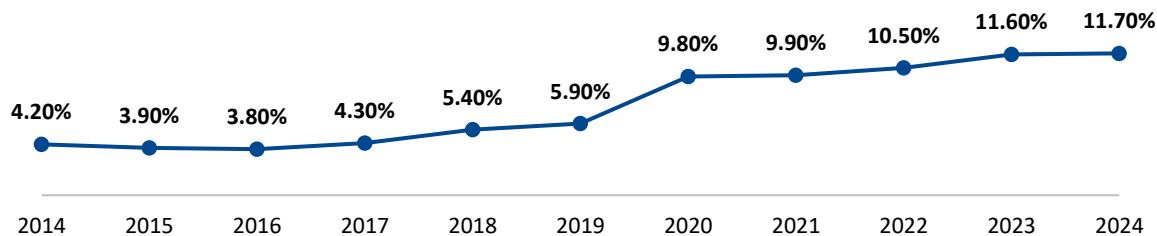
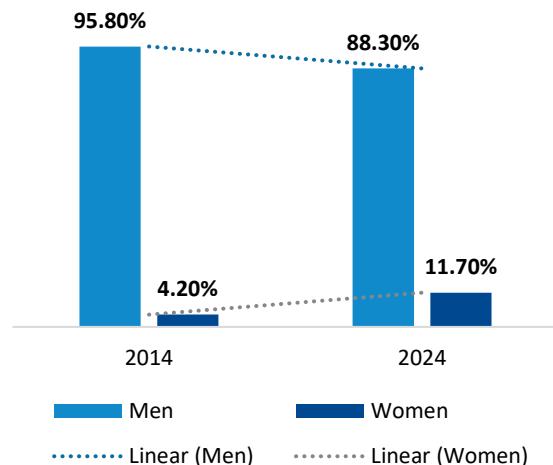


Figure 17.b. Percentage of women in the Armed Forces of Montenegro over time.



The Montenegrin Armed Forces were composed of 11.6% women and 88.4% men in 2023 (Figure 17.a). This data shows an increase by 1.1 percentage points compared to 2022. In 2024, the percentage of women in the Montenegrin Armed Forces rose to 11.7%, an increase of 0.1 percentage points since 2023 (Figure 17.a.1). In between the 2014 and 2024 reporting periods, the proportion of women in the armed forces rose by 7.5 percentage points (Figure 17.c).

Figure 17.c. Trend in the composition of the Armed Forces of Montenegro between 2014 and 2024 reporting periods.

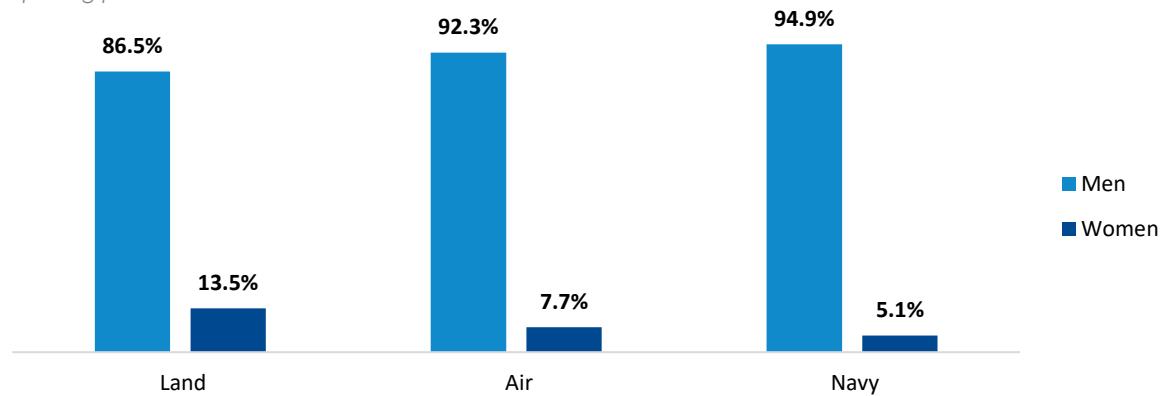


Figure 17.d. Distribution of women and men by branch of the Armed Forces of Montenegro in 2023.

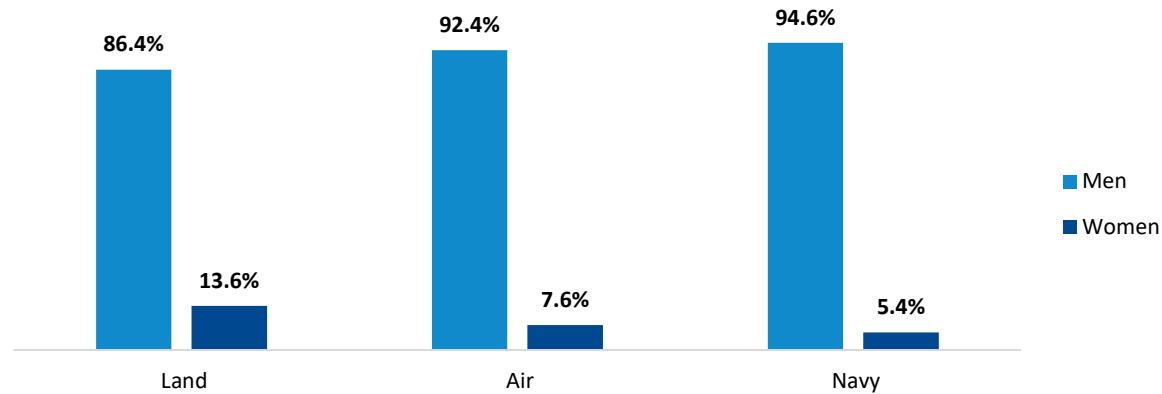


Figure 17.d.1. Distribution of women and men by branch of the Armed Forces of Montenegro in 2024.

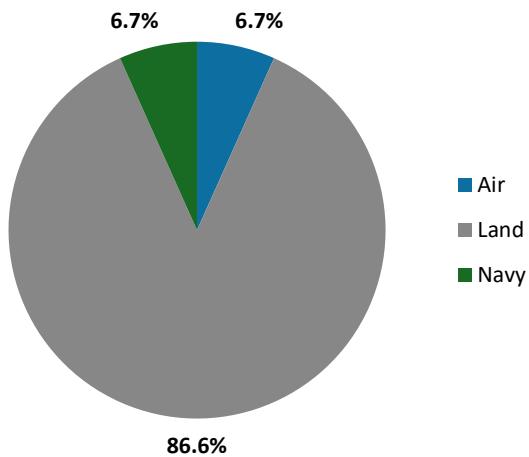


Figure 17.e. Distribution of women by branch of the Armed Forces of Montenegro in 2023.

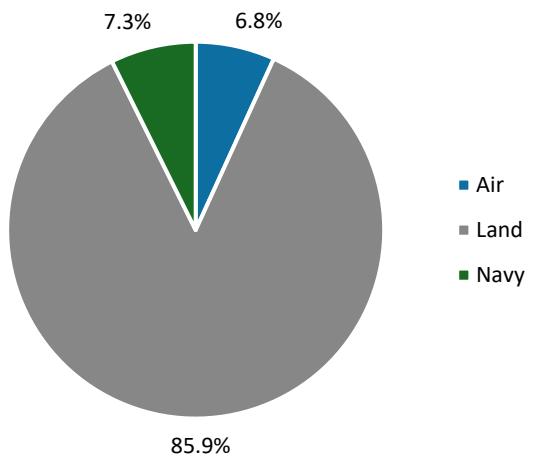


Figure 17.e.1. Distribution of women by branch of the Armed Forces of Montenegro in 2024.

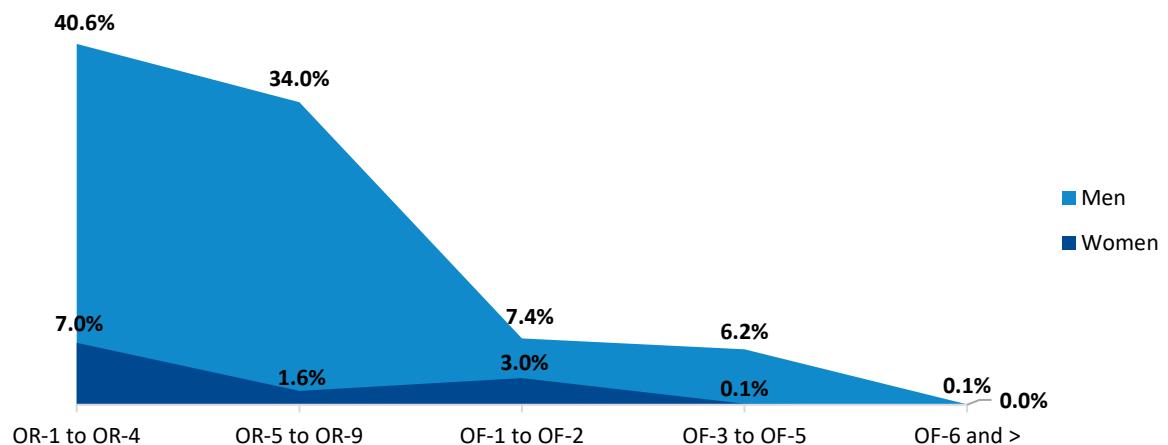


Figure 17.f. Distribution of women and men by rank in the Armed Forces of Montenegro in 2023.

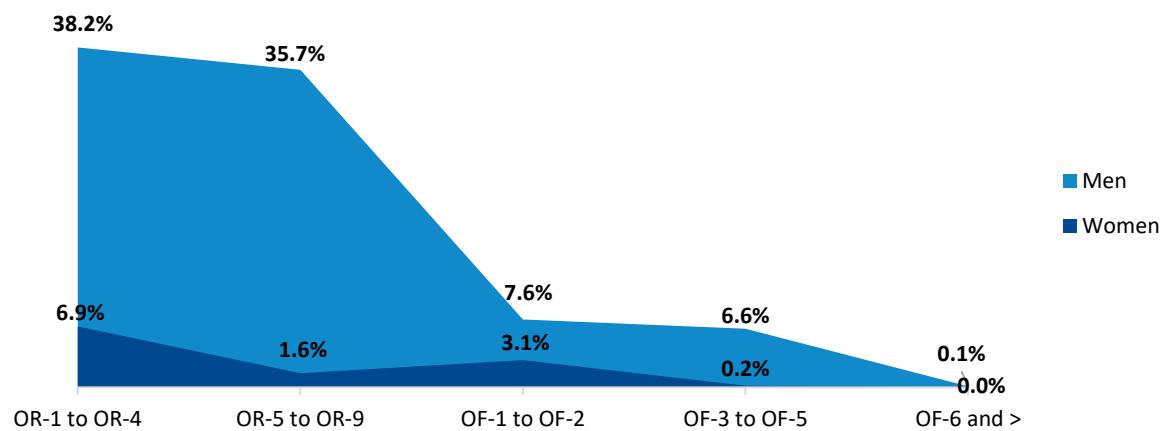


Figure 17.f.1. Distribution of women and men by rank in the Armed Forces of Montenegro in 2024.

New Policies and Initiatives to Implement UNSCR 1325

In 2023, Montenegro was implementing its second NAP for WPS. In November 2023, the Strategy for Implementation of UNSCR 1325 and its accompanying resolutions were adopted by the Government of Montenegro. In 2024, the action plan for the strategy for implementation of UNSCR 1325 and accompanying resolutions were implemented, marking the adoption of the third NAP for Montenegro. The main strategic goal to be achieved with its implementation is to improve the position of women and girls in all processes that lead to the maintenance and promotion of peace and security.

In 2023, Montenegro also planned activities for the implementation of the Gender Equality Policy in the MoD and the Armed Forces of Montenegro which contained measures for better integration of strategic guidelines towards gender equality. In the same year, another important document was adopted: the new HR Management Strategy in the MoD and the national armed forces which underpins efforts for gender equality integration in defence institutions.

The HR Management Strategy of 2023 contains indicators related to the increase of women as professional military personnel, as well as the percentage of female officers and NCOs who are planned to be promoted into higher ranks. These indicators allow to follow progress related to the percentage of women in the national armed forces for Montenegro. Dedicated gender-responsive budget processes in the MoD also permitted to set up indicators related to increasing the number of women on missions and in education and training efforts.

Montenegro does not have any restrictions for women in all active-duty occupations either in the national armed forces or in operations. Similarly, no statutory restrictions are in place for women in leadership positions. Women advancement into military leadership positions is supported with mentorship programs for gender equality, trainings and professional activities, as well as courses abroad.

Montenegro has institutionalized different military entities to oversee the integration of gender perspectives across its defence institutions. The gender coordinator reports on gender equality policy implementation, as well as initiate and participate in activities that aim at furthering the objectives of gender equality policies, both in the MoD and in the Armed Forces of Montenegro. They also participate in budget planning and in gender-responsive budget. The gender coordinator is supported by civil servants. Further, the GENAD to the CHOD is mandated with advising and reporting to the CHOD, conducting trainings and raising awareness regarding gender-related mechanisms in the Armed Forces of Montenegro. Montenegro also incorporated gender trainers across its institutions who are in charge of educating personnel in accordance to the NAP on WPS and national trainings instructions. Lastly, a GFP network gives support to the overall gender advisory structure across the Armed Forces of Montenegro.

A series of analyses were carried out to assess the current situation and to provide recommendations for strengthening the position of women within the Mo and the AF. These included:

- Gender Analysis in Human Resources Management
- Handbook on the Standardization of Training in the field of gender and gender equality in the Armed Forces of Montenegro
- Analysis of Exit Survey Responses from individuals voluntarily leaving the military organization, with particular attention to gender differences
- Study of Average Time in Rank for women and men in the Armed Forces of

Montenegro

- Assessment of Training Needs in the field of gender equality in the Armed Forces of Montenegro

Recruitment and Retention

The requirements for application and recruitment for the Armed Forces of Montenegro are the same for women and men. The physical fitness grading scale is adapted to the different sexes in terms of time and repetition requirements for different exercises.

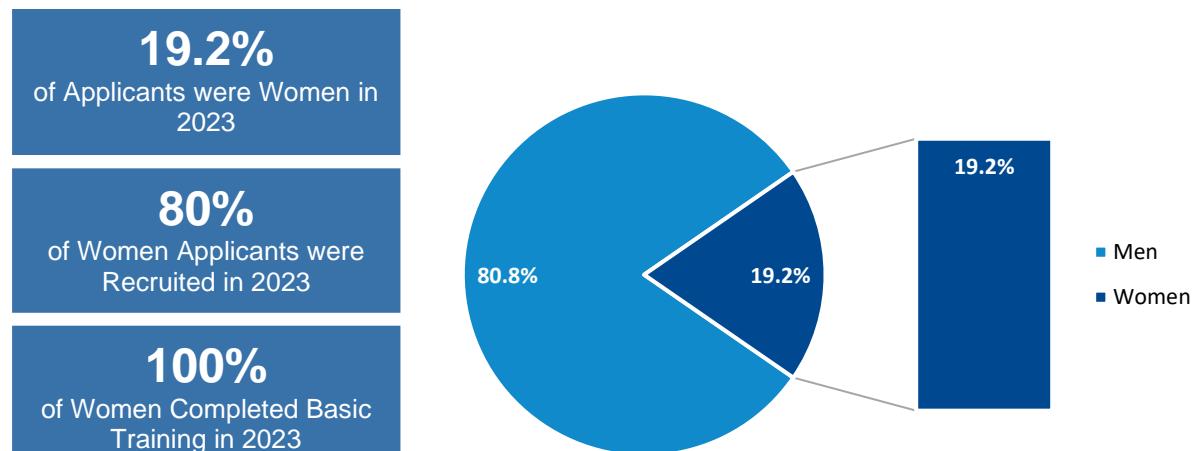


Figure 17.g. Percentage of women applying to the Armed Forces of Montenegro in 2023.

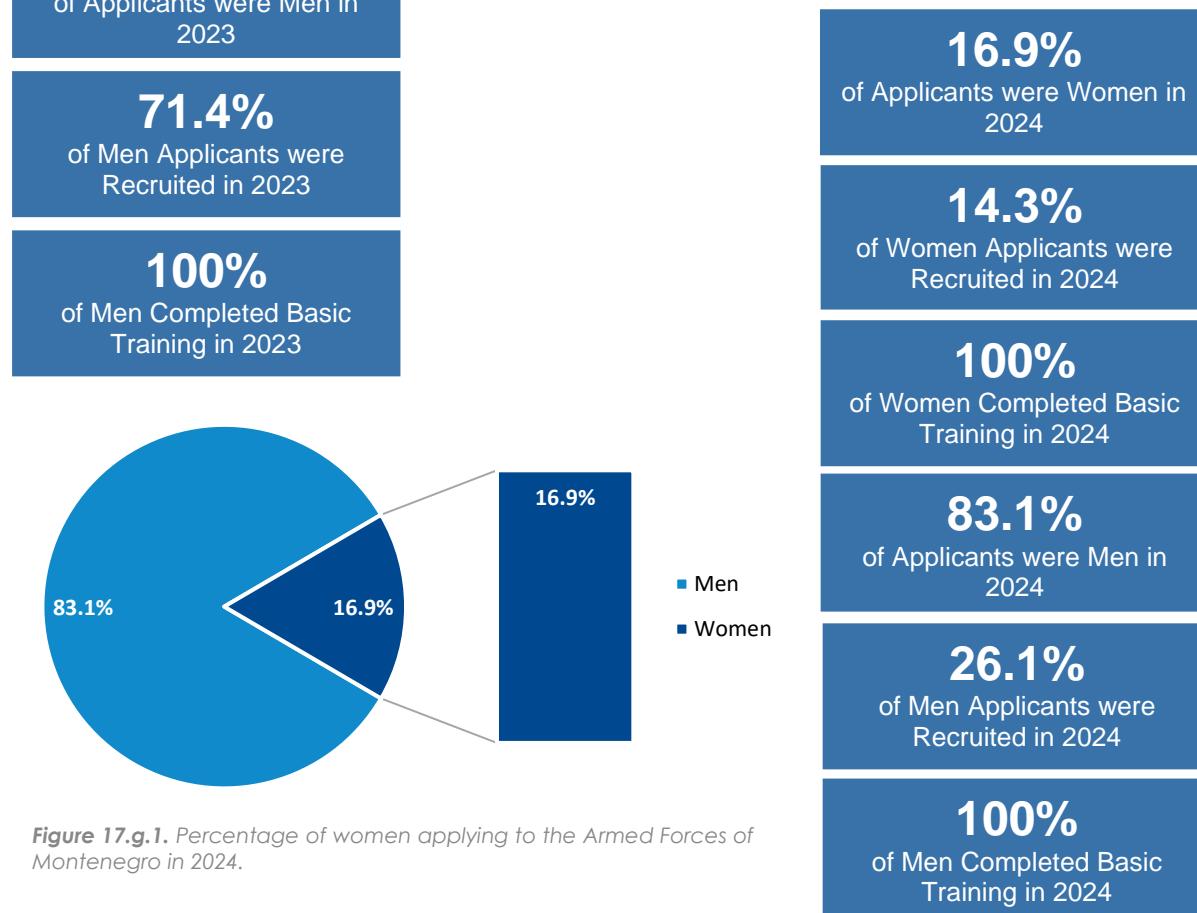


Figure 17.g.I. Percentage of women applying to the Armed Forces of Montenegro in 2024.

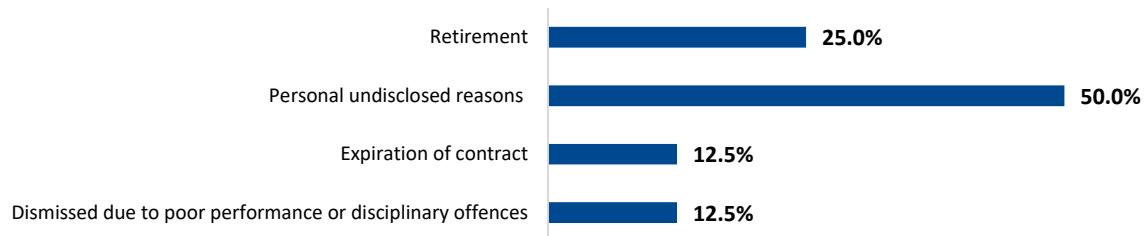


Figure 17.h. Distribution of female personnel who left the Armed Forces of Montenegro by reasons in 2023.

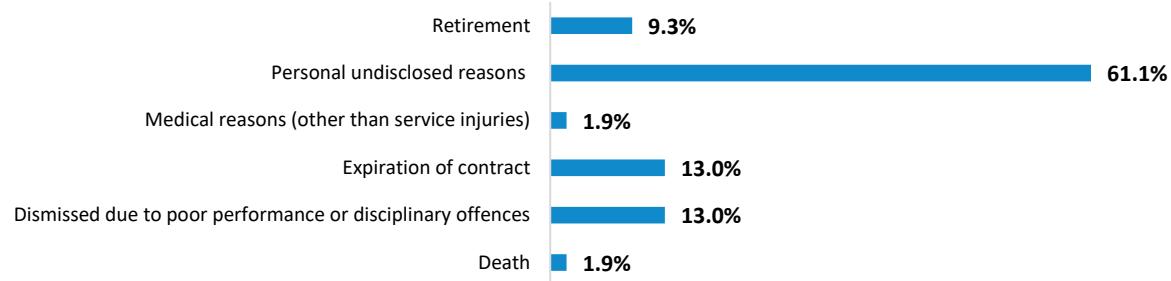


Figure 17.h.1. Distribution of male personnel who left the Armed Forces of Montenegro by reasons in 2023.

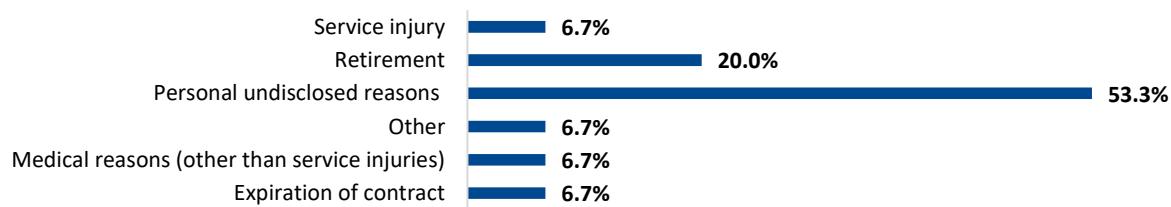


Figure 17.i. Distribution of female personnel who left the Armed Forces of Montenegro by reasons in 2024.

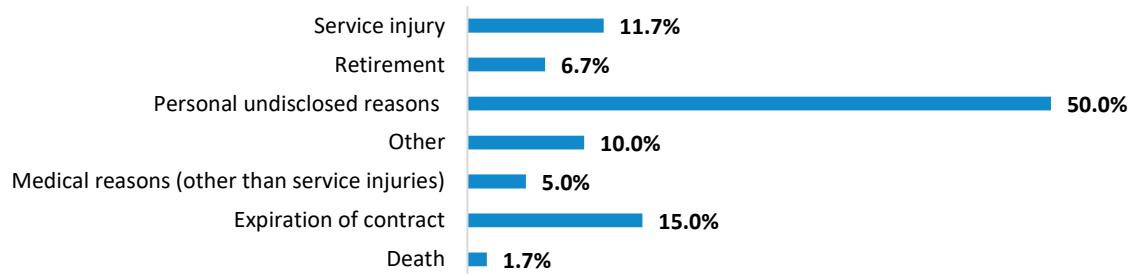


Figure 17.i.1 Distribution of male personnel who left the Armed Forces of Montenegro by reasons in 2024.

Montenegro has implemented promotional activities for recruitment in the armed forces with a focus on the female population, and specifically with specific measures and messages towards this target group. These include campaigns to attract female candidates in military academies, as well as a youth project organized by the MoD. The MoD has also launched short video forms and promotion materials with a messaging destined to women. Servicewomen from the Armed Forces of Montenegro have been directly engaged in media communications with the public to increase their visibility. In 2024, a new webpage was launched to attract talents for military service, and this contains a link promoting WPS in the Armed Forces of Montenegro.

Regarding retention, Montenegro adopted a new HR Management Strategy in June 2023. One of the operational objectives of this strategy is the retention of personnel through the implementation of effective support policies and programs. Additionally, in 2024, the development of a retention policy for military personnel was initiated. As for retention strategies tailored to servicewomen, Montenegro's MoD adopts annual plans on personnel support in defence institutions, and initiated cooperation with allied nations in order to improve working conditions for women in the Armed Forces of Montenegro.

The Armed Forces of Montenegro also monitor reasons for leaving military service via exit surveys on a voluntary basis.

Work-Life Balance

Maternity leave in Montenegro amounts to 56 weeks, while fathers are granted 52 weeks of paternity leave. The Law on Labour outlines that every woman is entitled to up to 365 days of leave when giving birth, which can be transferred to the father in case the mother does not use it.

Montenegro reported having programmes and policies to support work-life balance of military personnel, such as part-time employment in cases of childcare. There are also policies to support single, divorced or widowed parents with the provision of specific childcare regulations. For instance, part-time employment is granted to single parents that have a child under the age of 7, as well as two additional annual leave days for single parents with a child younger than 15 years of age. Overall, according to the Service Ordinance of the Armed Forces of Montenegro, women cannot be put on night duty during their pregnancy and until the child reaches the age of 3. In the case of a single parent, the latter cannot perform night shifts until the child is 7 years old.

The Armed Forces of Montenegro's childcare policy includes breastfeeding breaks, provisions on duties assignments, night duties and/or overtime work, as well as regulations on protecting parents from deployment.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse⁷

A guide for preventing discrimination, sexual harassment and abuse in the Armed Forces of

⁷ There is difference between national terminology used by Montenegro and the one used by NATO when it comes to SEA. As a result, there is a difference in answers provided in the previous report where Montenegro explained exploitation and abuse in accordance with national documents compared to the NATO terminology in the scope of harassment. When it comes to harassment, Montenegro has a set of internally defined procedures, guidelines and personnel dealing with it.

Montenegro collects methods of addressing and procedures for reporting unwanted behaviour in the national armed forces. The MoD and the Armed Forces of Montenegro, jointly with UN Development Programme South Eastern and Eastern Europe Clearinghouse for the Control of Small Armed and Light Weapons (UNDP SEESAC), developed an handbook on standardizing trainings in the area of gender equality, which includes GBV, CRSV and SEA. This handbook also serves as a tool to raise awareness among all personnel as its distribution has been institutionally widespread. Additionally, in cooperation with UNDP SEESAC, a regional handbook on preventing and responding to gender-based discrimination, sexual harassment and abuse was been developed and published.

Based on the applicable legal framework, the MoD has appointed two persons to deal with incidents or allegations of sexual harassment at work. These appointed figures have the obligation of dealing with submitted claims of incidents and allegations of sexual harassment as well as starting and concluding the process of mediation between the affected parties.

The Law on the Armed Forces of Montenegro governs the procedure for determining responsibilities concerning disciplinary offences. These offences include, among others, any conduct that offends the dignity of persons serving in the armed forces, in particular sexual abuse and sexual harassment, or any conduct that is discriminatory on the grounds of sex, race, skin colour, religion, nationality or other personal characteristics. In cases of incidents or allegations of SEA, after the repatriation of the person or persons who allegedly committed it, the Military Police will conduct a procedure within the scope of their authority. If the military police established that there is a reasonable doubt that the criminal act occurred, they inform the State Prosecutor who initiate formal procedure in front of a court.

There are also other paths that can be followed. For instance, the Military Disciplinary Commission serves to solve serious violation of military discipline; the Inspection Supervision has the responsibility for monitoring measures taken in cases of mobbing and gender-based discrimination; the Protector of Human Rights and Freedom has the authority to solve submitted discrimination complaints, while national Courts of Law are responsible for solving lawsuits brought up by the State Prosecutor.

Montenegro offers trainings to both NCOs and officers in its training centre. These courses include gender-related topics, such as anti-discriminatory laws of Montenegro, prevention of sexual harassment, and GBV, as well as the overall UNSCR 1325 and accompanying resolutions.

Further, all deployed personnel have mandatory pre-deployment trainings on gender-related topics. Every servicemember is familiarized with types of prohibited behaviours and their obligation to report if they are victims or witnesses of sexual-related offences. Terminology concerning different forms of sexual violence is explained during these trainings, which enhances the capacity of personnel to recognize misconduct. For cases of SEA, servicemember are made aware that the person(s) who is alleged to have committed it will be held accountable in accordance with national legislation, in this case the Criminal Code of Montenegro.

Education and Training

The Armed Forces of Montenegro have significantly advanced education and training on gender equality. It reported not using the *NATO Gender Education and Training Package for Nations*. However, this NATO package served as a guideline when developing Podgorica's National Handbook on Standardization of Gender Training in the MoD and the Armed Forces of Montenegro. This Handbook was published in 2023, and consists of relevant topics for the

personnel of defence institutions of Montenegro, including SEA and CRSV that are especially relevant in pre-deployment trainings. The number of gender equality instructors also increased to 16 in 2023, and to 18 in 2024, strengthening institutional capacity. Senior leadership engagement was promoted through the participation of two high-ranking officers from the MoD and Armed Forces of Montenegro in the UNDP SEESAC “Mentorship for Gender Equality” programme. Additionally, in 2024, training on “Gender-Responsible Leadership” was conducted for 19 senior leaders and command staff of security institutions.

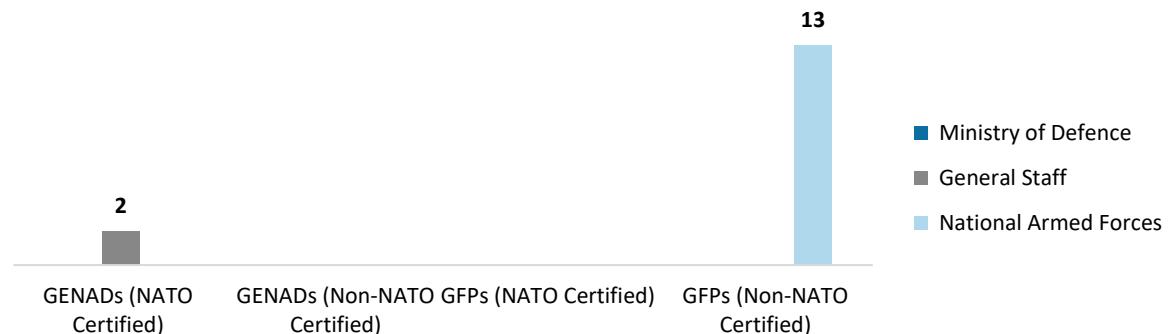


Figure 17.j. Montenegro's national gender advisory structure in 2023 and 2024.

Awareness materials were also expanded with a bilingual brochure promoting the UNSCR 1325 Implementation Strategy at national, international and regional levels, alongside smart cards outlining tasks for integrating gender perspectives into operational planning. Furthermore, the MoD and Armed Forces of Montenegro conducted three internal training sessions in November 2024, covering the standardization of gender training, the protection of women and girls in conflict and post-conflict zones, and the application of UNSCR 1325.

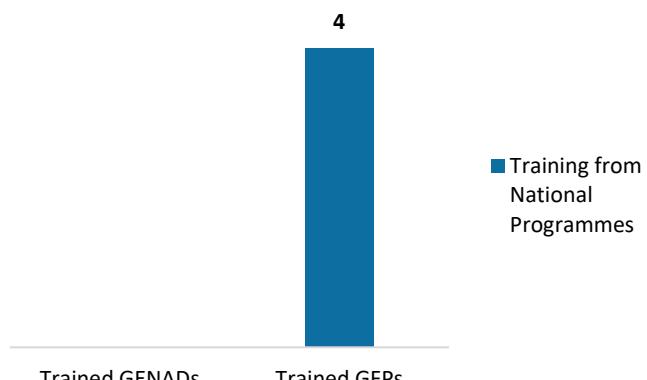


Figure 17.k. Trained personnel in 2023.

Gender Perspectives in Operations

Montenegro has integrated gender perspectives into some segments of operational planning, specifically smart cards with gender-related tasks have been designed for each organizational unit of the General Staff.

Furthermore, all personnel deployed undergo mandatory pre-deployment training regarding WPS and gender perspectives.

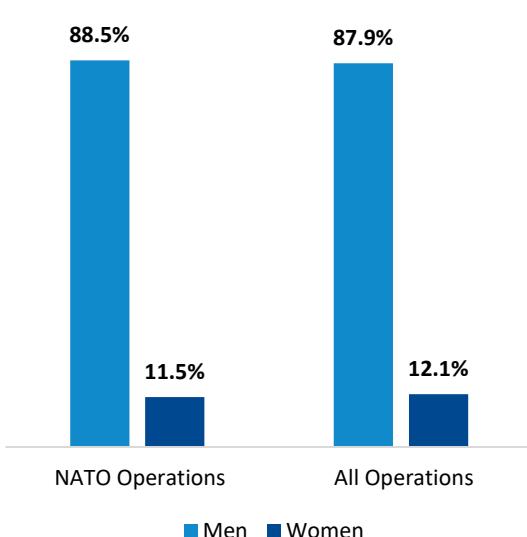


Figure 17.I. Distribution of women and men in operations in 2023.

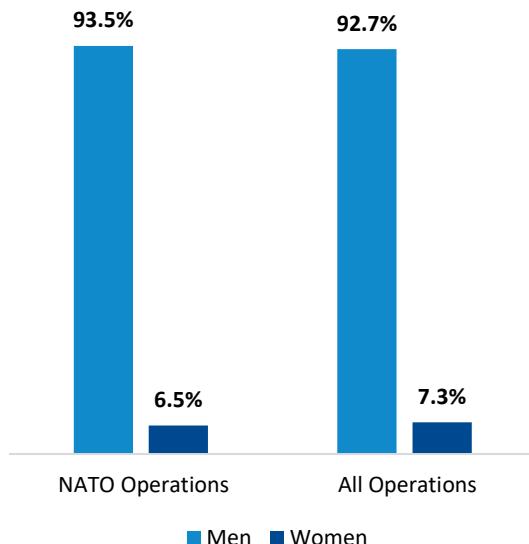


Figure 17.I.1. Distribution of women and men in operations in 2024.

Equipment, Infrastructure and Uniform Adaptation

The Armed Forces of Montenegro have not adapted any military equipment to be suited for both women and men during 2023 and 2024.

On the contrary, an ordinance on accommodation – applying to both permanent and temporary military installations – states that military facilities should have separate dormitories and changing rooms, as well as sanitary facilities and other rooms for personal hygiene for women.

Lastly, Montenegro has so far designed the service uniform to women's body composition.



THE NETHERLANDS

Success Stories

- Contributed to the NCGP Executive Committee (2021-2023) and collaborated with the NATO PMV.
- Worked with national School for Peace Missions to include gender modules in curriculum and pre-deployment training.
- Systematically integrated gender perspectives into operational planning documents and processes.
- Co-organised, alongside Spain, the ESDC course on gender in operations in 2023 and 2024, training participants from multiple countries.
- The Netherlands Armed Forces offered a gender advisor to the United Nations Command in South Korea and delivered gender training for the Palestinian Authority Security Forces.

Key challenges

- Need to repeatedly re-establish support for gender issues when leadership or governments change.
- Limited understanding across parts of the armed forces of what WPS and gender mainstreaming entail and what operational value they bring.
- Ongoing challenge of raising gender awareness across the organization, requiring targeted efforts including senior leadership participation in WPS activities.
- Gender and WPS still too often treated as an “extra” or checkbox issue rather than an integral operational theme.

Overview

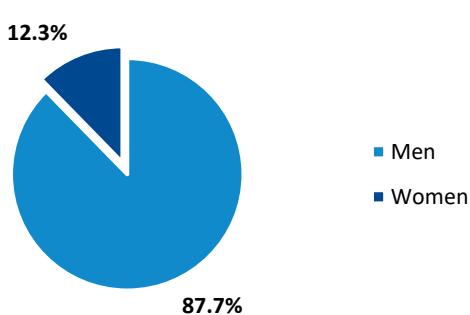


Figure 18.a. Percentage of women in the Netherlands Armed Forces in 2023.

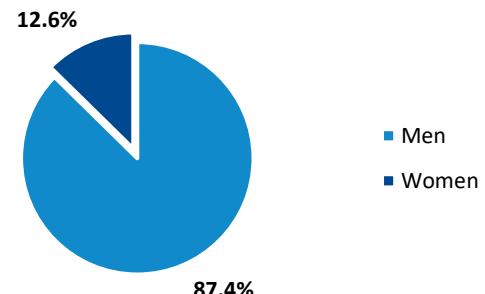


Figure 18.a.1. Percentage of women in the Netherlands Armed Forces in 2024.

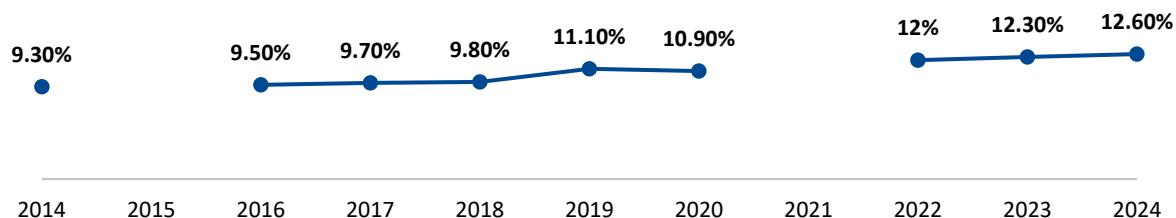
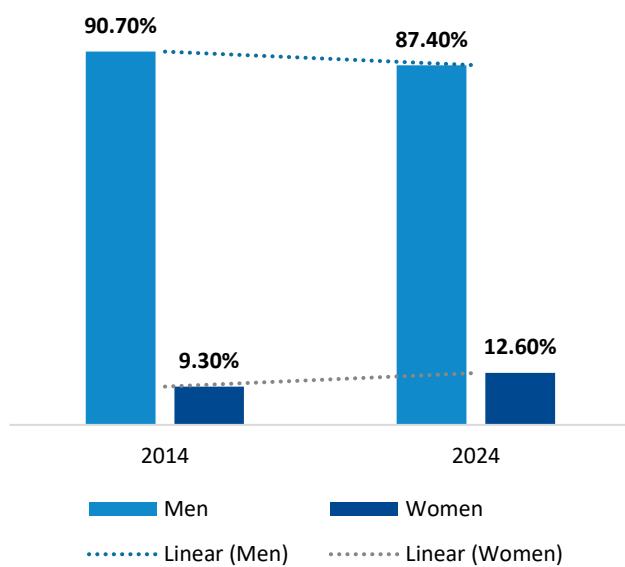


Figure 18.b. Percentage of women in the Netherlands Armed Forces over time.



The Netherlands Armed Forces were composed of 12.3% women and 87.7% men in 2023 (Figure 18.a). This data shows an increase by 0.3 percentage points compared to 2022. In 2024, the percentage of women in the Netherlands Armed Forces rose to 12.6%, an increase of 0.3 percentage points since 2023 (Figure 18.a.1). In between the 2014 and 2024 reporting periods, the proportion of women in the armed forces rose by 3.3 percentage points (Figure 18.c).

Figure 18.c. Trend in composition of the Netherlands Armed Forces between 2014 and 2024 reporting periods.

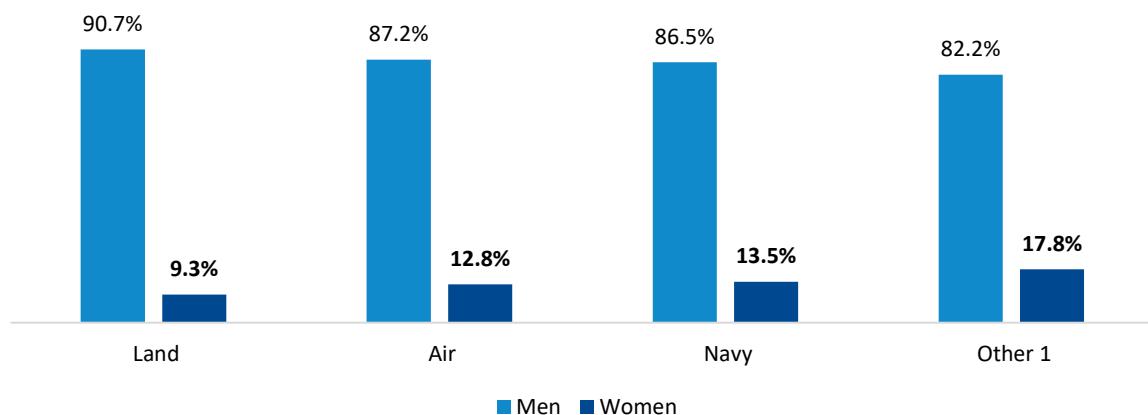


Figure 18.d. Distribution of women and men by branch of the Netherlands Armed Forces in 2023.

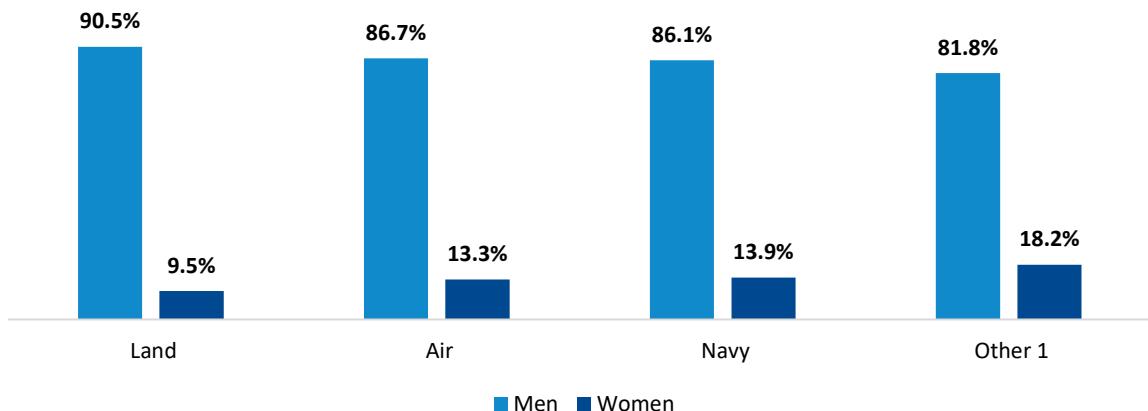


Figure 18.d. Distribution of women and men by branch of the Netherlands Armed Forces in 2024.

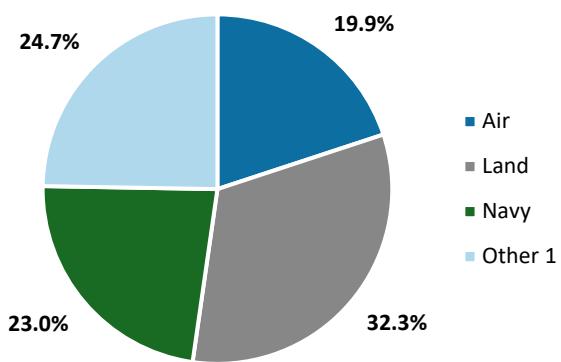


Figure 18.e. Distribution of women by branch of the Netherlands Armed Forces in 2023.

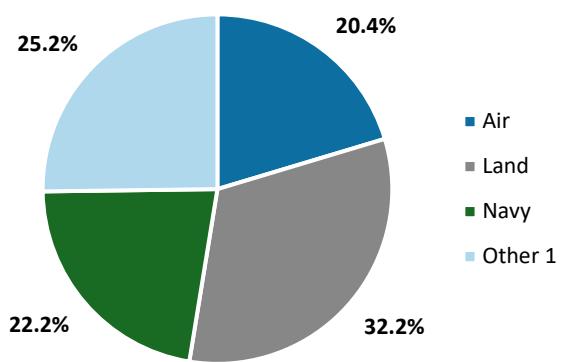


Figure 18.e.1. Distribution of women by branch of the Netherlands Armed Forces in 2024.

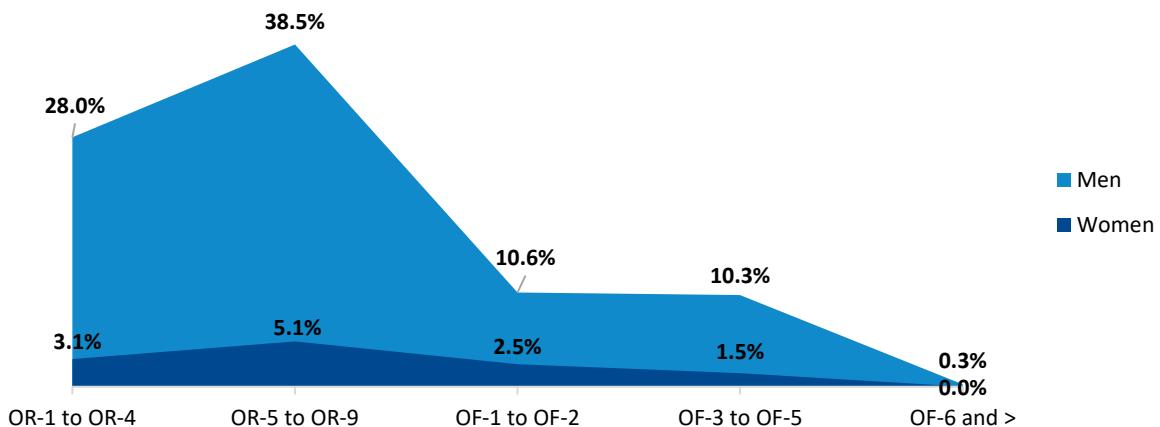


Figure 18.f. Distribution of women and men by rank in the Netherlands Armed Forces in 2023.

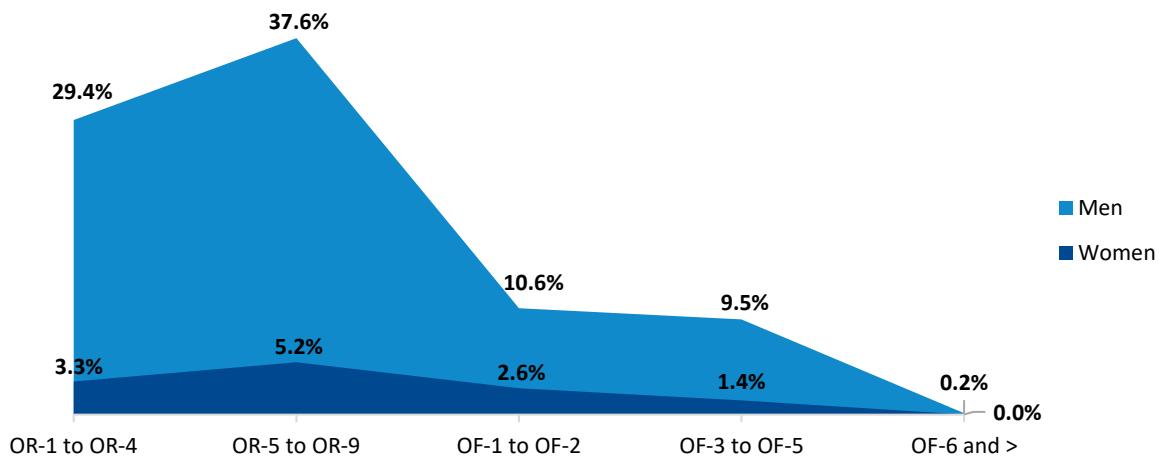


Figure 18.f.1. Distribution of women and men by rank in the Netherlands Armed Forces in 2024.

Reserve Forces

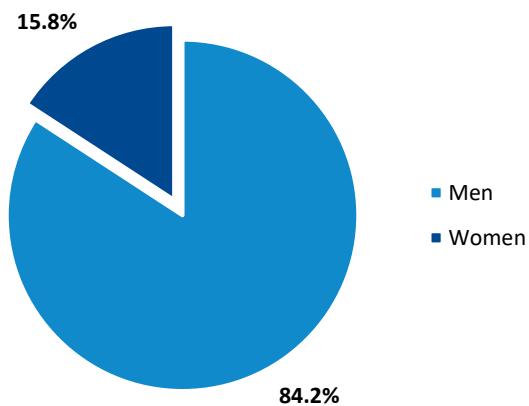


Figure 18.g. Percentage of women in the Netherlands military reserve forces in 2023.

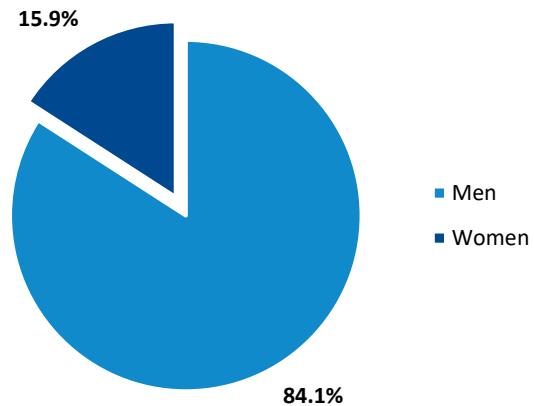


Figure 18.g.1. Percentage of women in the Netherlands military reserve forces in 2024.

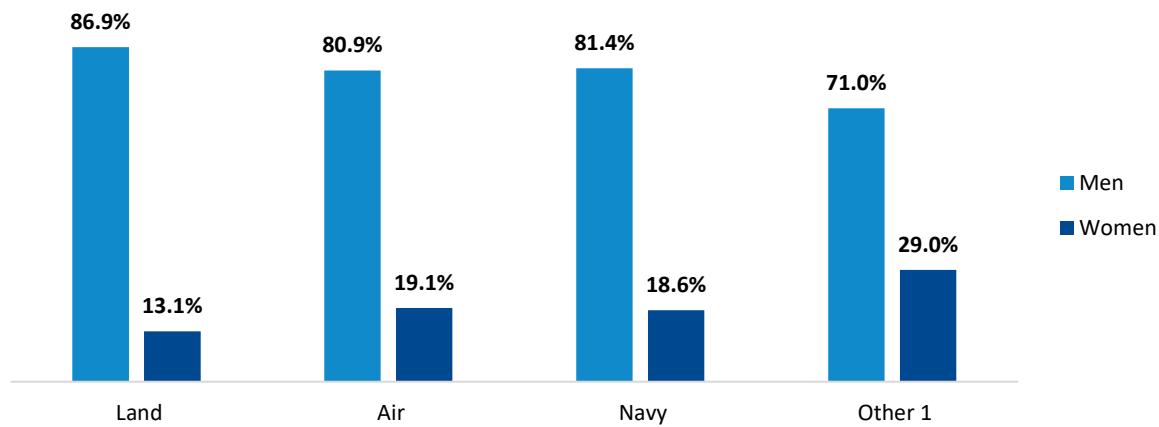


Figure 18.h. Distribution of women and men by branch of the Netherlands military reserve forces in 2023.

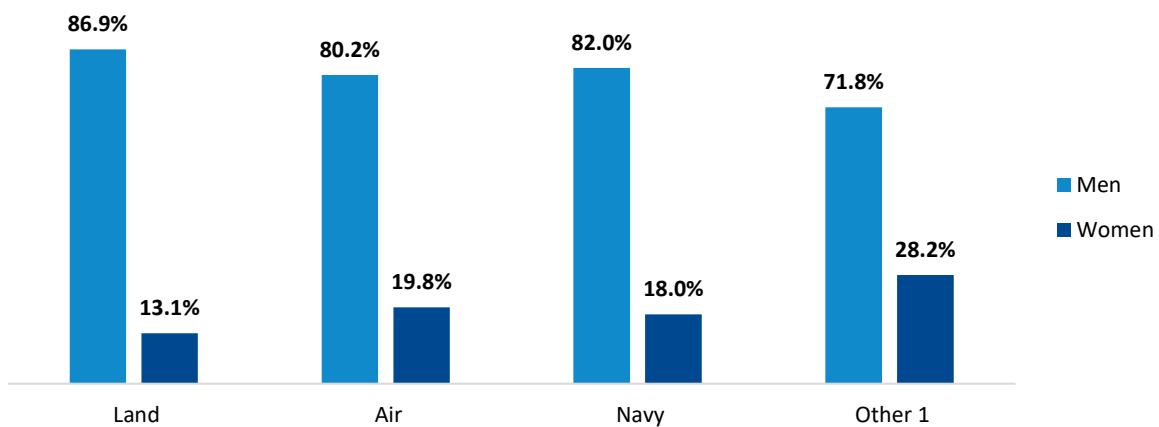


Figure 18.h.1. Distribution of women and men by branch of the Netherlands military reserve forces in 2024.

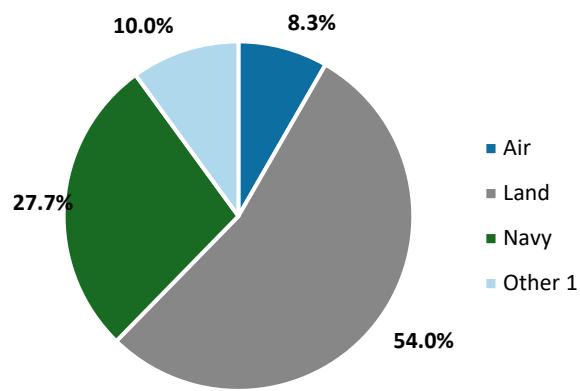


Figure 18.i. Distribution of women by branch of the Netherlands military reserve forces in 2023.

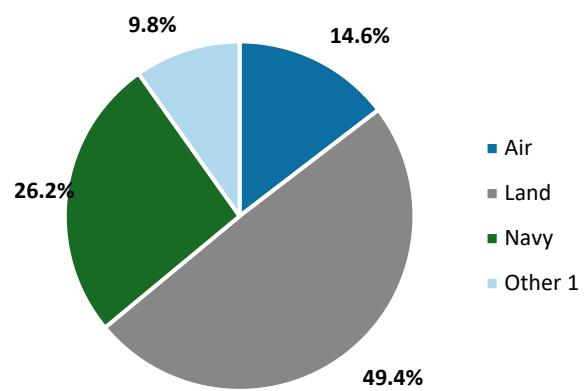


Figure 18.i.1. Distribution of women by branch of the Netherlands military reserve forces in 2024.

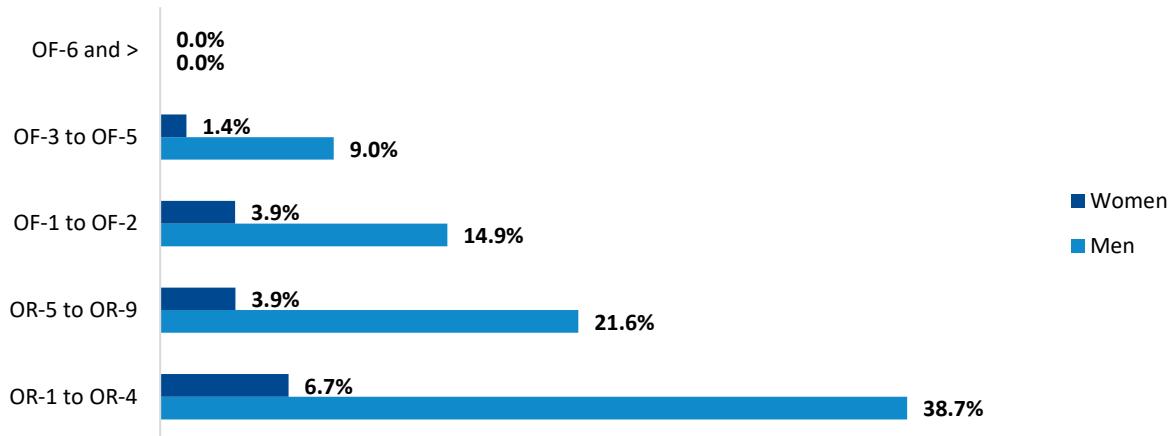


Figure 18.j. Distribution of women and men by rank in the Netherlands military reserve forces in 2023.

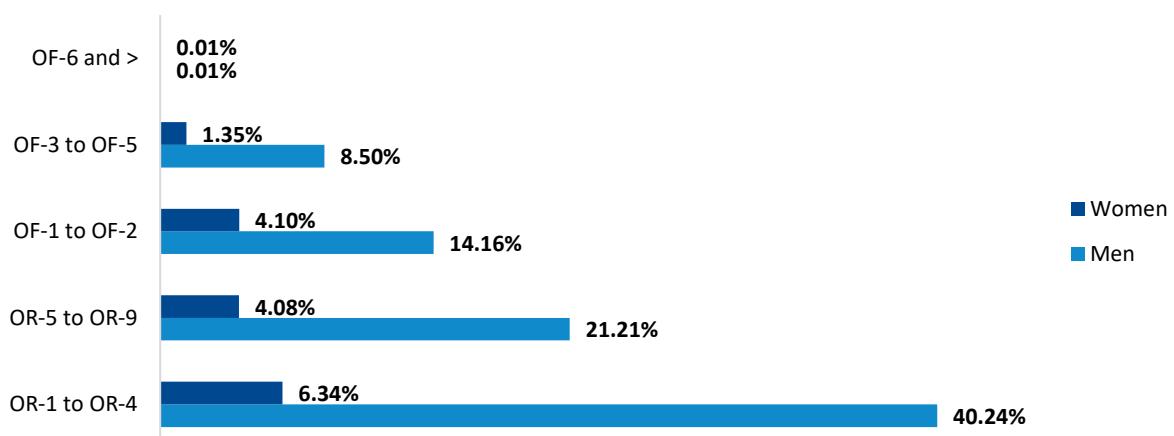


Figure 18.j.1. Distribution of women and men by rank in the Netherlands military reserve forces in 2024.

New Policies and Initiatives to Implement UNSCR 1325

During 2023 and 2024, the Netherlands was implementing its fourth NAP for WPS (NAP 1325-IV). The Dutch NAP for WPS is shaped through close cooperation between the government and civil society, both sharing a vision for lasting peace, security and development, in which equal participation of women and men becomes the norm. In accordance with the pillars of the global WPS Agenda, NAP 1325-IV envisages five strategic outcomes: participation, prevention, protection, reconstruction and recovery, and WPS mainstreaming. The Netherlands have both a national and international focus on furthering the WPS Agenda, as well as a monitoring and evaluation framework which enhances its ability to learn and continue to improve in order to achieve the strategic outcomes set out in NAP 1325-IV.

The Dutch MoD adopted an ambitious set of measures to further increase diversity and inclusion, which include the establishment of a target of 30% of female staff across its personnel by 2030. As part of the implementation of these measures, the MoD is currently developing a dashboard to provide a more accurate overview of the number of women serving and/or deployed in both military and civilian positions. This is expected to allow the command structure to more effectively steer towards reaching this target by 2030, as well as contribute to have a greater insight on an ongoing basis into the number of women serving in deployments abroad.

There are no restrictions for women in all active-duty occupations across the national armed forces or in operations as of 2024. Similarly, no statutory restrictions are in place for women's access to leadership positions.

Within the Dutch MoD, there is no distinction between mentoring programs for women and men. Mentoring, trainings and professional development activities are in place and available for all personnel serving in the Netherlands Armed Forces.

The Dutch MoD has set up a DAP 1325 Steering Committee, consisting of the Deputy CHOD, Deputy Director of Policy, Deputy Director of Personnel and Deputy Director of Operational Readiness. This Committee convenes once a year with the DAP coordinators of the Armed Forces to discuss and monitor progress on WPS.

Furthermore, WPS is also discussed once a year in the Armed Forces Council with all commanders of Netherlands Armed Forces.

The Netherlands Armed Forces has dedicated GENADs that form a Gender Unit. The head of the Gender Unit is also the GENAD to the CHOD. Additionally, each of the operational branch – Army, Air Force, Navy and Royal Marechaussee – have appointed a 1325-Coordinator.

Recruitment and Retention

The standards and requirements for application and recruitment into the Netherlands Armed Forces is the same for women and men.

No specific campaigns specifically targeting women is currently in place in the Netherlands. Indeed, it was reported that campaigns equally target both women and men. However, the Recruitment Department of the Dutch MoD organizes special information days several times a year that are destined to women only.

Both the Personnel Directorate at the MoD and the personnel departments across the various branches of the Netherlands Armed Forces are working on strengthening retention policies, especially for women. For instance, new measures have been implemented to meet the needs of female soldiers after their pregnancy as well as to protect young mothers and fathers from deployment if they are the sole caretakers of their child.

The Women and Defence Network provides a platform for women across all branches of the Netherlands Armed Forces to exchange knowledge, support each other and share experiences. The Netherlands recognizes that women in defence face different challenges than those in civilian roles, and through this network, they can find guidance from others who have encountered similar situations. The network aims to inspire, connect and empower women in defence, helping them to thrive and stay engaged throughout their careers.

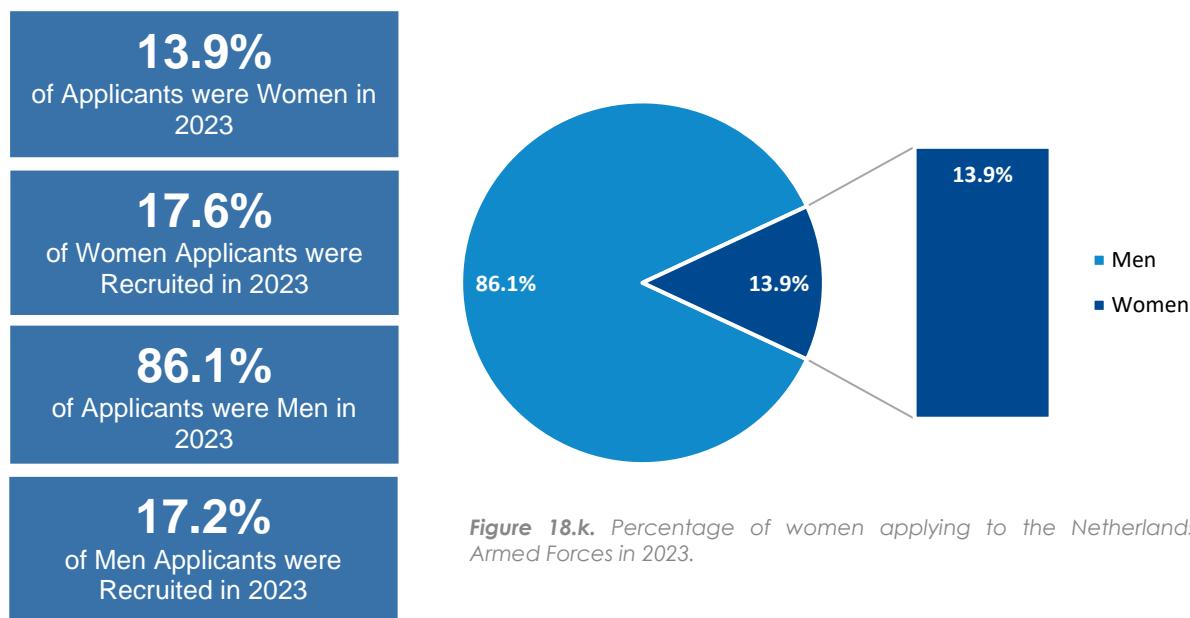


Figure 18.k. Percentage of women applying to the Netherlands Armed Forces in 2023.

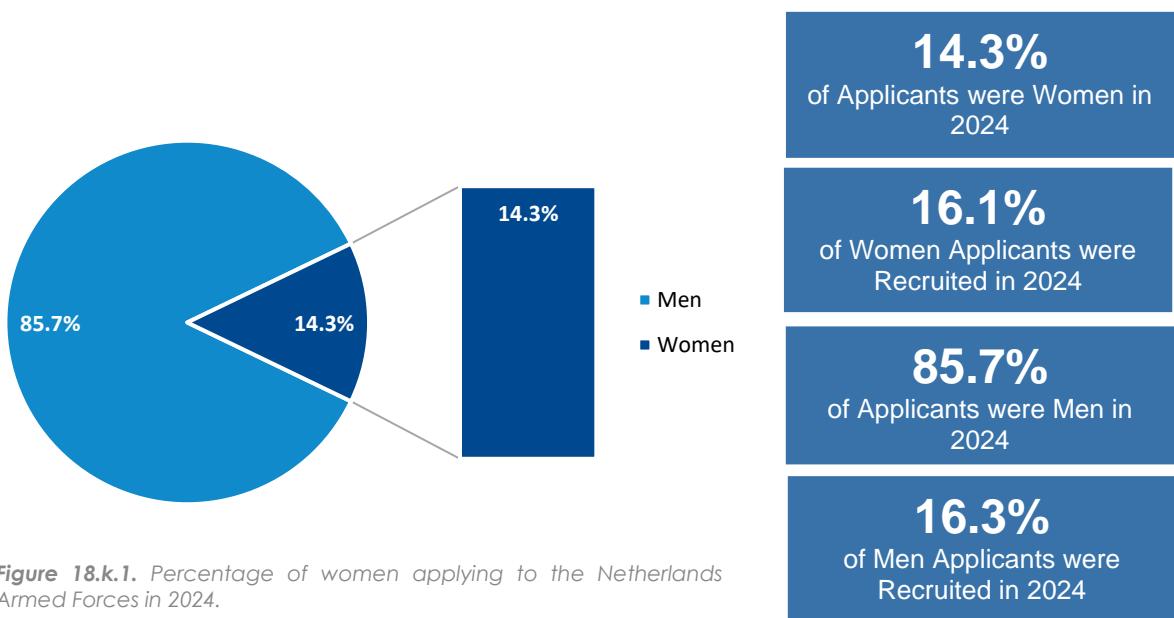
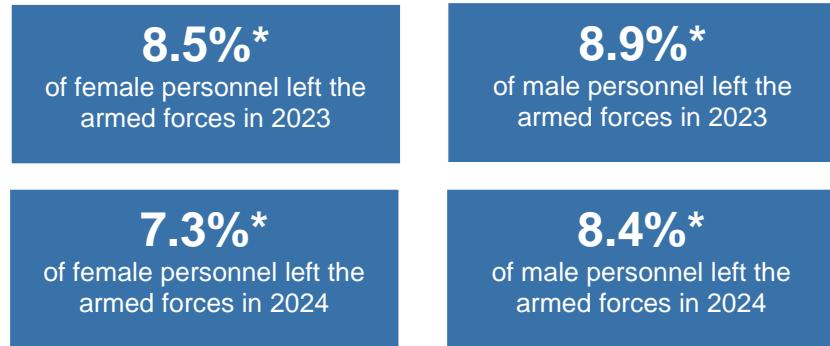


Figure 18.k.1. Percentage of women applying to the Netherlands Armed Forces in 2024.



Work-Life Balance

Maternity leave in the Netherlands amount to 10 weeks, while fathers are entitled to 1 week of paternity leave. Parental leave is non-transferable and amounts to 13 weeks for each parent to be taken prior to the child eighth birthday.

The Netherlands also has a childcare policy which includes provisions protecting parent from deployment, extra weeks of subsidized maternity or paternity leave, breastfeeding breaks, as well as flexible working and service hours or variable start-finish times of working days.

Besides childcare, policies to support work-life balance for military personnel include part-time employment and flexible working hours also for care for the elderly and the sick, and educational studies purposes. The Netherlands Armed Forces also grant the possibility to work from home as part of its measures to foster flexibility to its personnel.

Military dual service couples who are caring for children can never be deployed at the same time. Further, single parents with children under the age of 5 may request to postpone deployment on mission, as well as receive allowances to partly compensate for the extra expenses when deployed.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

Prevention of sexual harassment is regulated by the Dutch MoD Code of Conduct, accompanied by several trainings and educational programs that focus on preventing misconduct. As for SEA, all Dutch troops follow the mission-specific policies and strategies. Further, every Operation/Mission Order state that sexual contact with the local population is prohibited.

The Central Organization for Integrity Defense (COID) is the expert organization within the Dutch MoD which deals with ethics and integrity, including prevention of and response to sexual harassment. The COID supports the chain of command in responding to reports and concerns, conducts investigations of misconducts and of workplace culture, provides support in the implementation of the MoD's integrity management system through assessing risks and vulnerabilities, as well as develops trainings, workshops and other activities. The Inspector General of the Netherlands Armed Forces is also another body where employees may be counselled. There is a specific committee within the MoD which specifically address formal complaints of behavioral misconducts. Throughout the organization, confidential counsellors are appointed to listen to complaints and direct the affected person to the correct internal or external social service agencies. These counsellors may also mediate between parties.

*This data includes both personnel in active-duty military service and in military reserve forces.

Reports can be made through various channels within the Dutch MoD. All personnel can report incidents and allegations to their management or through the Defense Integrity Disclosure Channel. The report is then forwarded to the COID for further advice and follow up. COID advisors will then establish a line of communication with the victim and/or manager to discuss how the matter can be best addressed, including the necessary steps for formal investigation. All reports are monitored and registered by the COID through a confidential reporting system.

For cases of SEA, every Operation Order clearly state that SEA and any sexual contact with the local population are prohibited. The commander of the mission is responsible for ensuring compliance, and might be assisted by a GFP. Within the Royal Marechaussee, there is dedicated personnel who investigates statement of personnel concerning behavior constituting a potential crime.

The Gender Module of the pre-deployment training is also adapted to the specific risk factors of the operating environment so that mitigation measures can be tailored to the context and area. This pre-deployment training on SEA is mandatory for all deployed personnel. This testifies the Netherlands Armed Forces' commitment to integrate gender perspectives into operational planning.

Education and Training

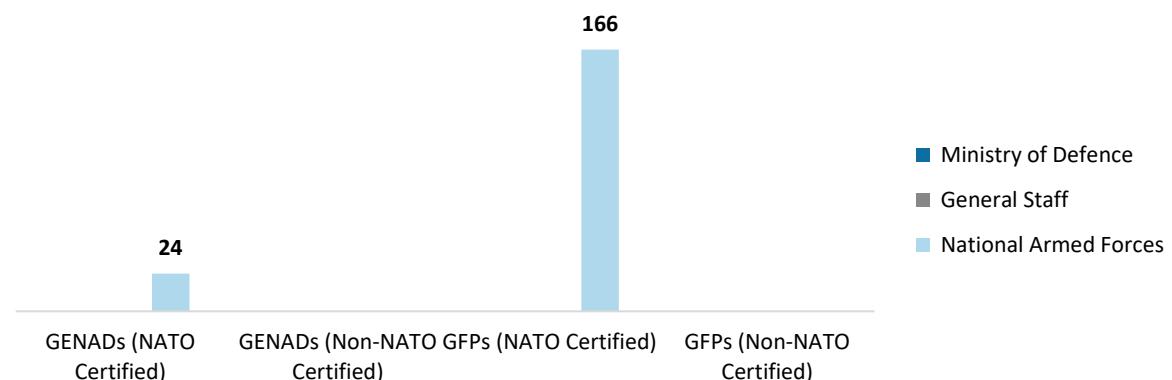


Figure 18.I. The Netherlands' national gender advisory structure in 2023.

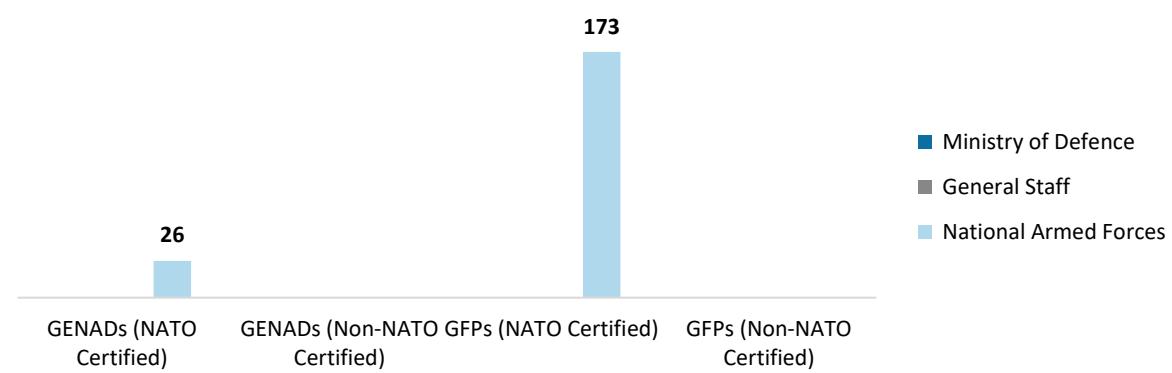


Figure 18.I.1. The Netherlands' national gender advisory structure in 2024.

The Netherlands reported not using the *NATO Gender Education and Training Package for Nations*, as it is not suitable for the specific needs of the Netherlands Armed Forces.

National gender perspectives-related trainings are in place in the Netherlands. Indeed, basic

knowledge of gender-related matters are mandatory for all defense staff.

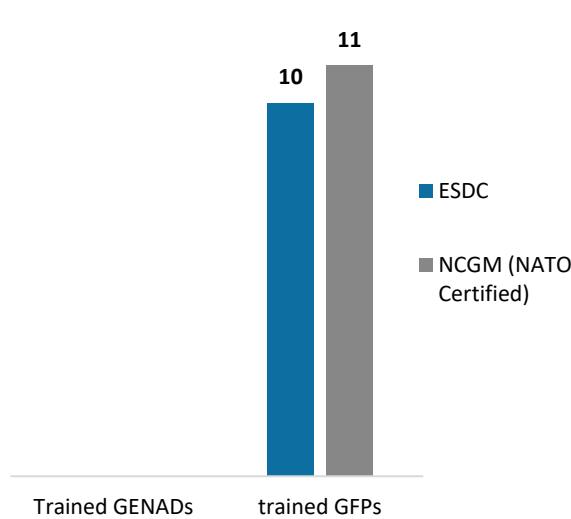


Figure 18.m. Trained personnel in 2023.

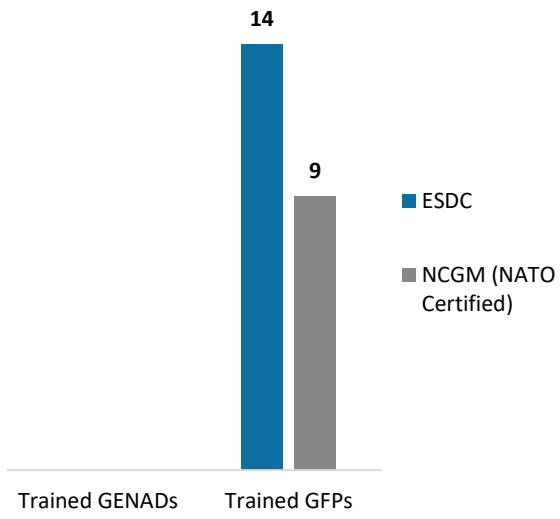


Figure 18.m.1. Trained personnel in 2024.

Gender Perspectives in Operations

The Netherlands has developed a Gender in Operations Planning Guide which provides insights on how to integrate gender perspectives in operations planning processes as well as setting out how gender and planning experts cooperate in such processes. Further, the GENAD participates to all operational planning meetings as well as support planners in the development of all the products that contribute to the operations planning process. Building and training a GFP network has also been critical for the Netherlands Armed Forces, as this aids to integrate gender perspectives across different functional areas in the operations planning process.

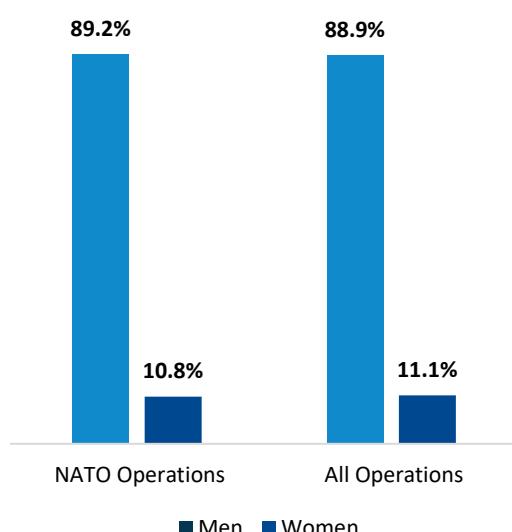


Figure 18.n. Distribution of women and men in operations in 2023.

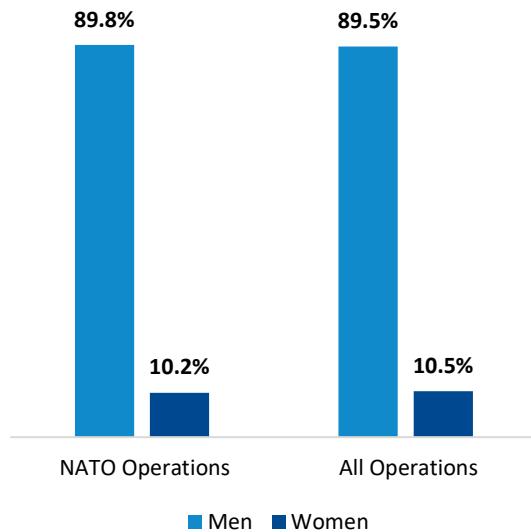


Figure 18.n.1. Distribution of women and men in operations in 2024.

All troops receive a pre-deployment training which includes a module on gender in military operations. This enhances deployed personnel's ability to integrate gender perspectives during their missions and operations while executing their roles.

Equipment, Infrastructure and Uniform Adaptation

Military facilities across the Netherlands Armed Forces are separated for women and men. Service uniforms have been adapted to women's body composition in the national armed forces. Further, two projects are currently foreseen to adapt uniforms and equipment to female morphology. These projects will aim at adapting daily uniforms and protection vests.



NORTH MACEDONIA

Success Stories

- Conducted a comprehensive gender self-assessment (2022–2024) of the Ministry of Defence and Army, with support from DCAF, examining institutional culture, policies and practices.
- Used the assessment findings to prepare an Action Plan for Gender Equality (2024–2028) with concrete measures to embed gender perspectives in defence structures.

Key challenges

- Low representation of women in army structures and in international missions, NATO command structures, and diplomatic or international posts.
- Need to raise gender awareness among all staff in the security and international relations sector and better incorporate gender perspectives into policy and operational work.

Overview

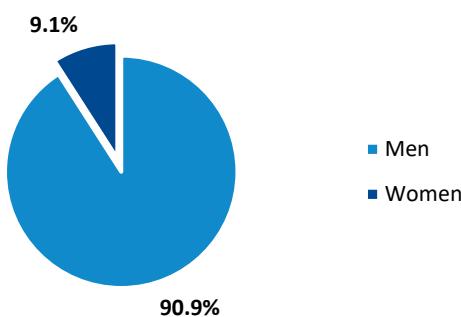


Figure 19.a. Percentage of women in the Army of the Republic of North Macedonia in 2023.

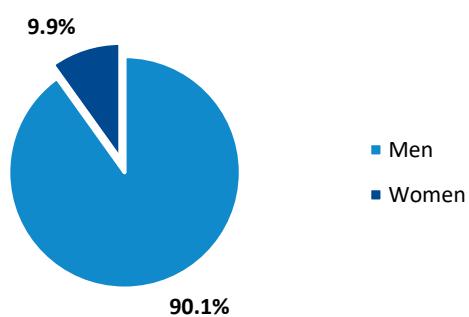


Figure 19.a.1. Percentage of women in the Army of the Republic of North Macedonia in 2024.

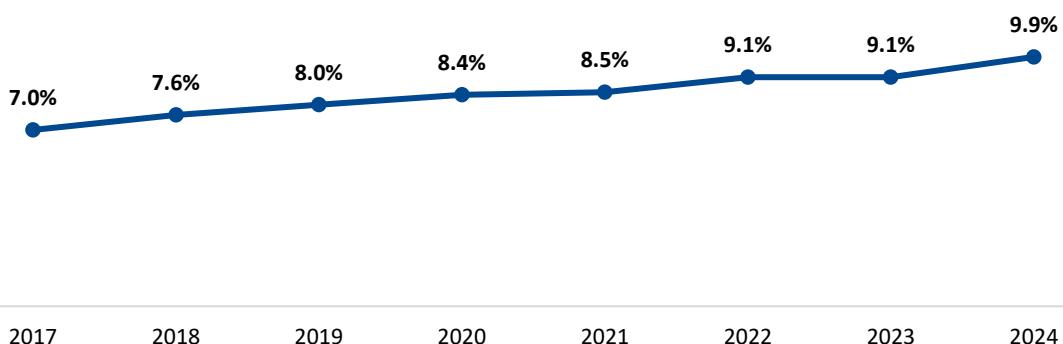


Figure 19.b. Percentage of women in the Army of the Republic of North Macedonia over time.

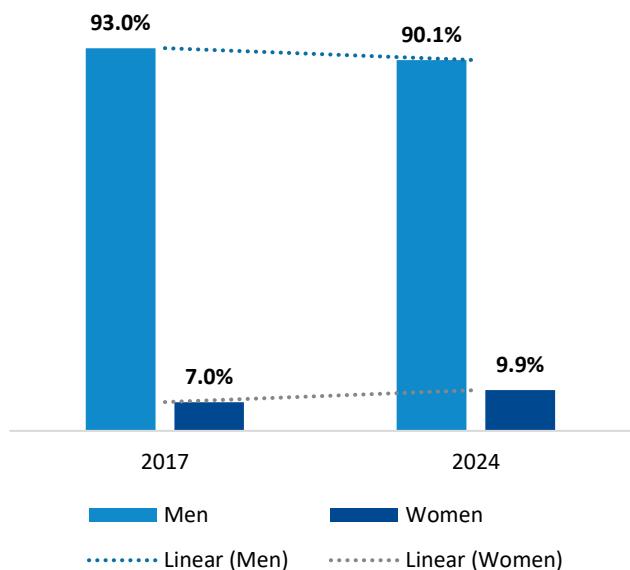


Figure 19.c. Trend in composition of the Army of the Republic of North Macedonia between 2017 and 2024 reporting periods.

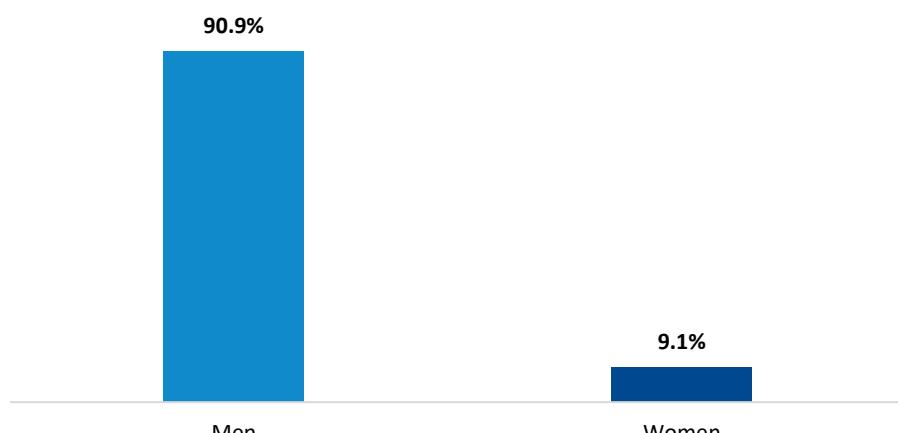


Figure 19.d. Distribution of women and men in the Land Forces of the Army of the Republic of North Macedonia in 2023.

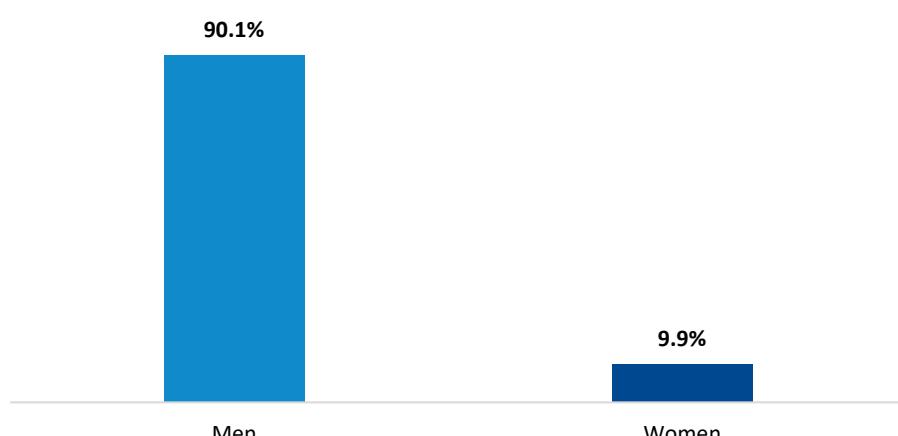


Figure 19.d.1. Distribution of women and men in the Land Forces of the Army of the Republic of North Macedonia in 2024.

The Army of the Republic of North Macedonia was composed of 9.1% women and 90.9% men in 2023 (Figure 19.a), reflecting no change compared to 2022. In 2024, the percentage of women in the Army of the Republic of North Macedonia rose to 9.9%, an increase of 0.8 percentage points since 2023 (Figure 19.a.1). In between the 2017 and 2024 reporting periods, the proportion of women in the armed forces rose by 2.9 percentage points (Figure 19.c).

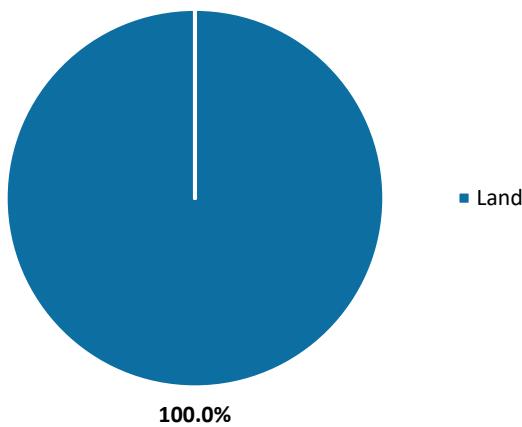


Figure 19.e. Distribution of women by branch of the Army of the Republic of North Macedonia in 2023.

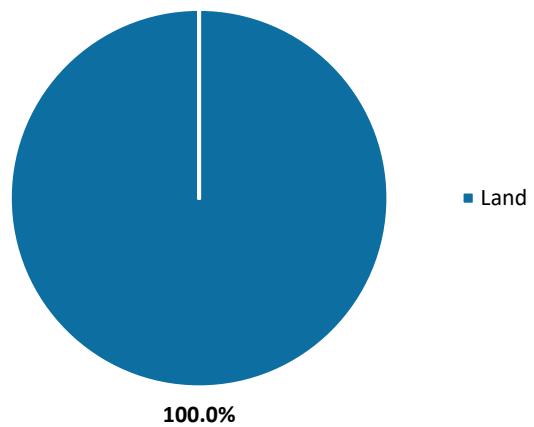


Figure 19.e.1. Distribution of women by branch of the Army of the Republic of North Macedonia in 2024.

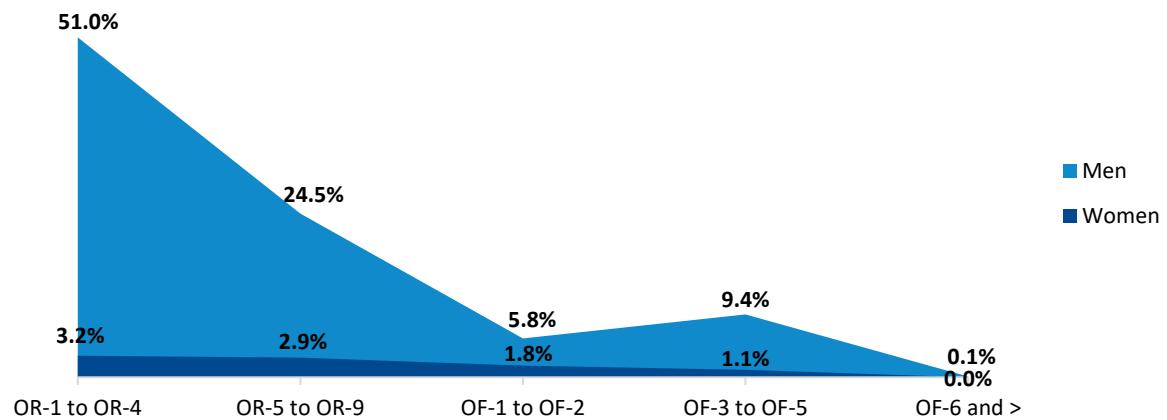


Figure 19.f. Distribution of women and men by rank in the Army of the Republic of North Macedonia in 2023.

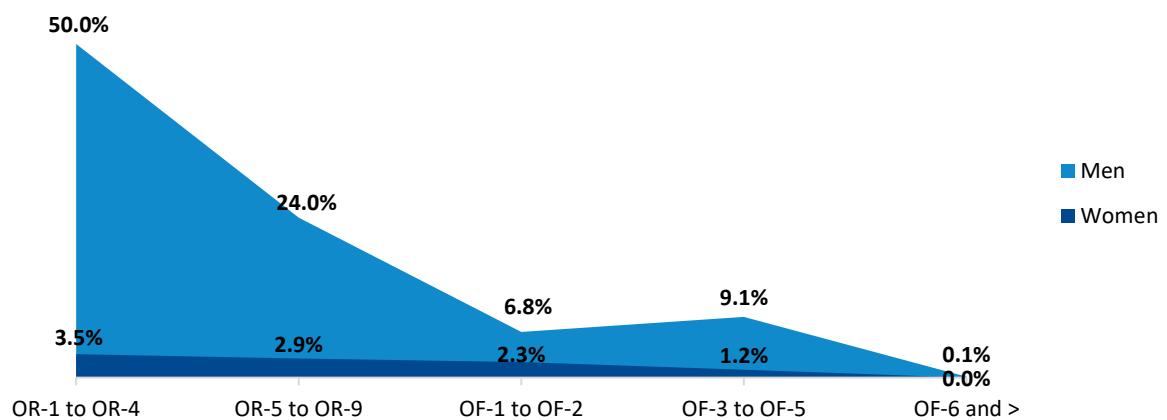


Figure 19.f.1. Distribution of women and men by rank in the Army of the Republic of North Macedonia in 2024.

New Policies and Initiatives to Implement UNSCR 1325

Between 2022 and 2024, MoD and the Army of the Republic of North Macedonia undertook a comprehensive gender self-assessment survey to strengthen institutional commitment to gender equality. Supported by DCAF within the framework of the Intelligence and Security Sector Reform Program (2021–2026), the assessment examined how organizational culture, policies, practices, infrastructure and equipment contribute to the integration of gender perspectives in daily work processes. A dedicated working group, established by the Minister of Defence, coordinated and monitored the process to ensure its effectiveness. The findings were consolidated into a final report containing targeted recommendations, which now serve as the foundation for the MoD and Armed Forces' Action Plan for Gender Equality (2024–2028). This plan outlines concrete measures and activities designed to embed gender equality across all levels of defence and military structures, marking a significant step forward in institutional reform and inclusive security.

During 2023 and 2024, North Macedonia kept on implementing its 2nd NAP for WPS adopted by the Government of the Republic of North Macedonia in 2020. The *NAP 2020-2025 Strategic Framework* focuses on five strategic goals:

1. Leadership: aiming to increase transparency in the selection, retention and promotion of leadership positions, respecting the principle of equal opportunities for women and men.
2. Inclusion: aiming to increase transparency and inclusion following a whole-of-society approach with a gender equality lens.
3. Facilitation: aiming to creating sustainable and effective conditions in support of the diverse needs of women and men.
4. Protection: aiming to ensure comprehensive and effective protection for women and men.
5. Communication, Training and Education: aiming to implement an effective and comprehensive communication, and education and training on the WPS Agenda.

The *NAP 2020-2025 Strategic Framework* mandated relevant state institutions to develop Individual Operational Plans, specifying activities and resources to implement the NAP in a five years timespan.

North Macedonia reported not having targets or quota for percentage of women and men in its national armed forces. There are no restrictions for women in all active-duty occupations either across the Army of the Republic of North Macedonia or in operations. Similarly, no statutory restrictions are in place for leadership position across the national armed forces in North Macedonia.

There is no formally appointed person in the MoD of North Macedonia overseeing the integration of gender perspectives in the MoD or the national armed forces. Since 2019, a Gender Equality Officer has been appointed in the Office of the Chief of General Staff, who has an advisory role to the Chief of General Staff in the area of gender equality and protection from harassment in the Army of the Republic of North Macedonia. Further, by an act of the MoD dated 2021, a working group was established with representatives from the MoD and the Army of the Republic of North Macedonia to coordinate, monitor and evaluate the implementation of the 2nd NAP for WPS. Since 2017, in accordance with the Law on Equal Opportunities, the MoD has also appointed a Coordinator and Deputy Coordinator for Equal Opportunities.

Recruitment and Retention

The standards and requirements for application and recruitment into the Army of the Republic of North Macedonia are not the same for women and men. Indeed, the Physical Fitness Grading Scale remains different in terms of time and repetition requirements for female and male applicants.

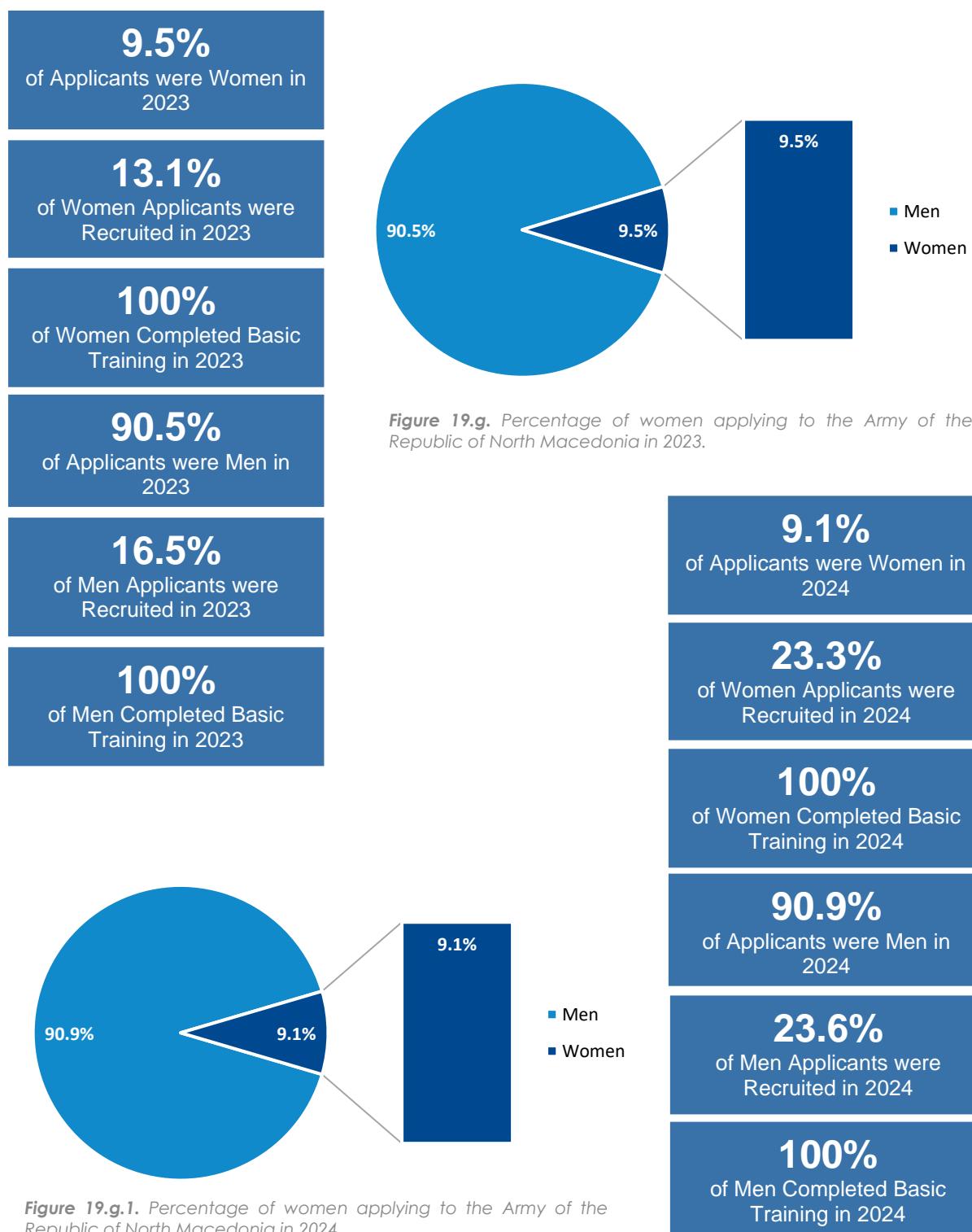


Figure 19.g.1. Percentage of women applying to the Army of the Republic of North Macedonia in 2024.

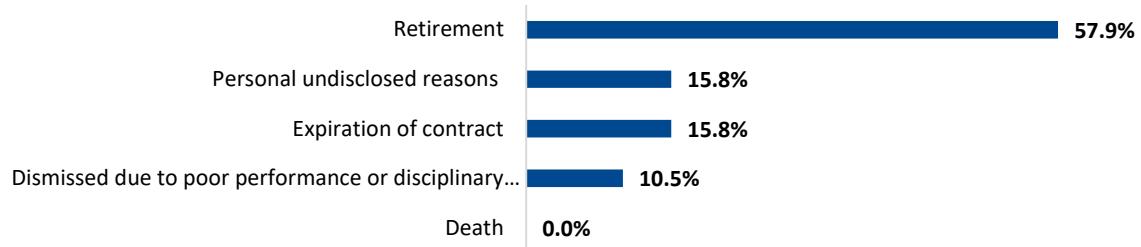


Figure 19.h. Distribution of female personnel who left the Army of the Republic of North Macedonia by reasons in 2023.

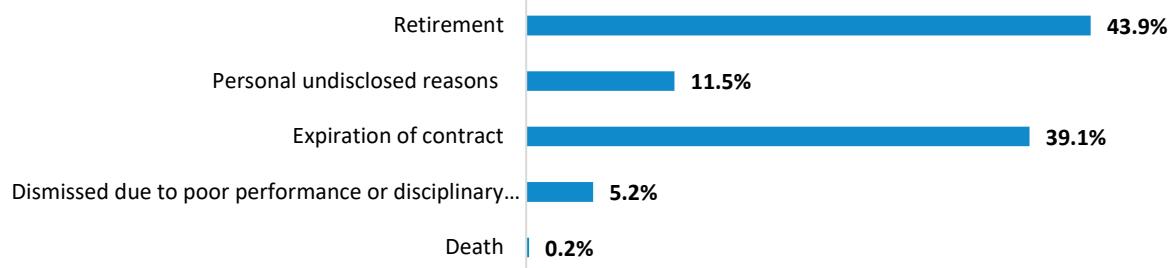


Figure 19.h.1. Distribution of male personnel who left the Army of the Republic of North Macedonia by reasons in 2023.

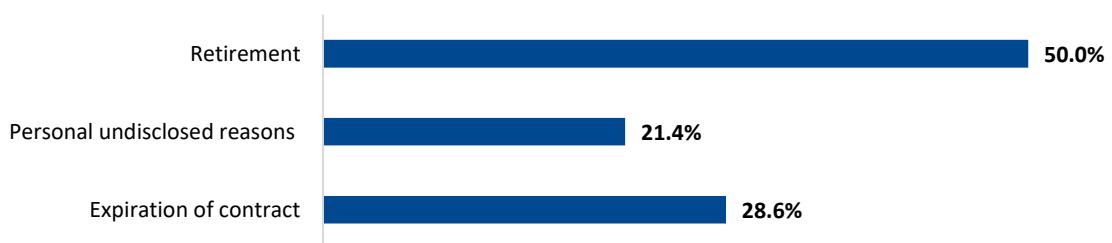


Figure 19.i. Distribution of female personnel who left the Army of the Republic of North Macedonia by reasons in 2024.

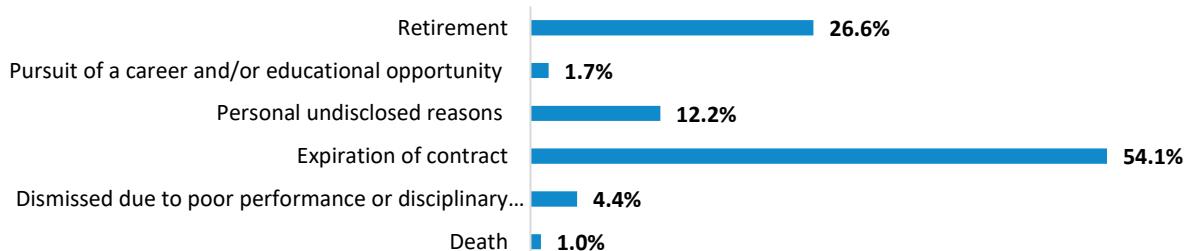


Figure 19.i.1. Distribution of male personnel who left the Army of the Republic of North Macedonia by reasons in 2024.

Recruitment campaigns start yearly during the second semester of high school, when the MoD and the Army lead the process of popularizing military professions across schools with the aim of attracting new personnel among the youth. No specific recruitment policies or campaigns targeting women were reported by North Macedonia for this reporting cycle.

The Policy for Retention of Personnel in Defence is part as the overall Strategy for Management of Human Resources in Defence. This Policy defines the principles, measures and activities for the establishment of salaries system, rewards and penalties. The Policy aims to compensate for the efforts made by personnel encouraging their motivation to stay in the armed forces. No specific retention strategy targeting women was reported. Indeed, North Macedonia specified that the abovementioned Policy applies to all staff, regardless of their sex.

Exit surveys are conducted on personnel that leaves the Army of the Republic of North Macedonia. The national armed forces review the numbers and reasons of personnel who left, which, however, remains unprecise and without detailed explanation. Among the general reasons recorded are termination of contracts per personnel request, disciplinary violations, unjustified absence, as well as the most commonly selected such as retirement, contract expiration and death.

Work-Life Balance

The right to maternity leave is regulated by the Law on Labor Relations in North Macedonia. Women have the right to paid leave from work for a period of 9 months continuously during pregnancy, childbirth and parenthood. If the mother gives birth to multiple children at once, she has the right to leave for 15 months. If mothers do not use their leave from work under the Law on Labor Relations, the right to parental leave from work shall be used by the father. However, this leave cannot be granted at the same time for both parents.

Part-time employment is granted for childcare. According to the Law on Labor Relations, mothers are entitled to breastfeeding breaks. North Macedonia's Policy on Duties Assignment, Night Duties and/or Overtime Work, and according to Military Service Law, military personnel must not be ordered to work overtime or during night shifts in case they have children up to three years of age. Exceptions are permitted only in cases of prior written consent given by the employee themselves.

According to the Law on Labor Relations and the Military Service Law, and in line with the Policy on Duties Assignment, Night Duties and/or Overtime Work, single parents caring for children younger than seven years old or a child with a serious illness, as well as affected by physical or mental disability, cannot be ordered to perform overtime or night shifts without its written prior consent.

Military personnel are also granted the possibility of flexible working hours in case they are pursuing educational studies.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

North Macedonia reported having policies and strategies to prevent and respond to sexual-related offences. Indeed, the Guidelines for Protection from Harassment in the Workplace in the MoD and the Army of the Republic of North Macedonia was approved in 2019 and establishes formal procedures for reporting incidents of harassment, as well as regulates the appointment of personnel who monitor allegations. It emphasizes that the employer is obliged to inform all employees and candidates for employment across the MoD and the

national armed forces, of the measures and procedures regarding protection from harassment, and the rights, obligations and responsibilities of the employer and the employee during employment and worktime. To this end, the website of the MoD of North Macedonia has a special section with relevant information on the procedure to report harassment, including a designated telephone line and email address. The Guideline is harmonized with national legislation, and specifically with the Law on Protection from Harassment in the Workplace.

In accordance with the Law on Protection from Harassment in the Workplace, and by act of the MoD, appointed authorized person and deputy authorized person oversee the allegations of sexual harassment and SEA. These persons are responsible to provide professional assistance and advice to employees of the MoD and the national armed forces on measures and procedures related to protection from harassment. Upon an employee's complaint, the appointed authorized person acts in accordance with the legal framework, and directly inform the Minister of Defence about the incident(s). These appointed persons are also tasked to raise awareness about the mechanism for protection from harassment among personnel, as well as act as mediators in the internal procedure related to incidents within the scope of legal regulations. The formal procedure to report incidents and allegations of sexual-related offences to the MoD include a dedicated phone line and email address, as well as submission of a written report directly to the MoD. North Macedonia allows third parties to submit a report with prior consent of the victim or survivor of the offence.

In accordance with NATO SEA Policy, North Macedonia has procedures to conduct investigation and pursue proceedings related to SEA concerning its military personnel. Indeed, SEA is included as a criminal offence in the Criminal Code of North Macedonia and covers all citizens of the Republic of North Macedonia. Investigations and proceedings are conducted in accordance with the national Law on Criminal Procedure.

Further, prevention of sexual harassment and SEA has been integrated into pre-deployment trainings for personnel to be deployed on missions. North Macedonia's gender-related trainings are provided by certified trainers with competencies and expertise in the field.

Education and Training

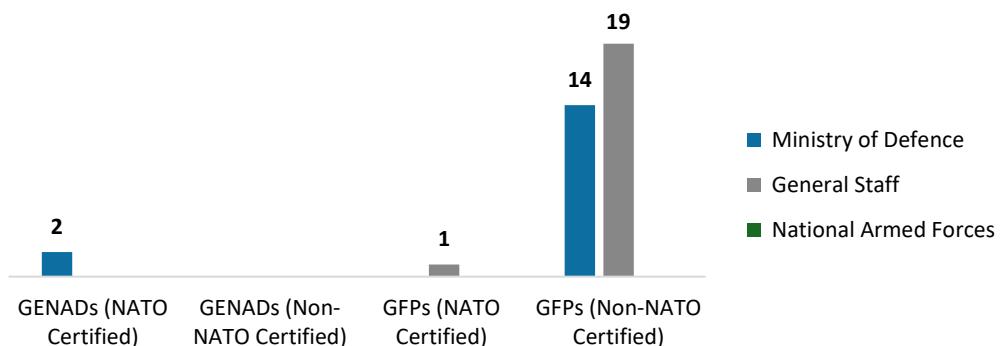


Figure 19.j. North Macedonia's national gender advisory structure in 2023 and 2024.

North Macedonia reported not using the *NATO Gender Education and Training Package For Nations* during 2023 and 2024.

However, gender perspectives are integrated into the trainings planned and delivered before the deployment of staff on missions. The main topics covered during these trainings are:

1. Implementation of UNSCR 1325 and other related UN Resolutions, as well as relevant NATO policies and guidelines;
2. Introduction to the NAP for Implementation of UNSCR 1325;
3. Familiarization with the relevant legal framework and mechanisms for action, as well as international obligations;
4. Prevention of harassment and SEA;
5. Awareness of gender perspectives in military operations;
6. Gender representation and overall gender-related terms and definitions.

Gender Perspectives in Operations

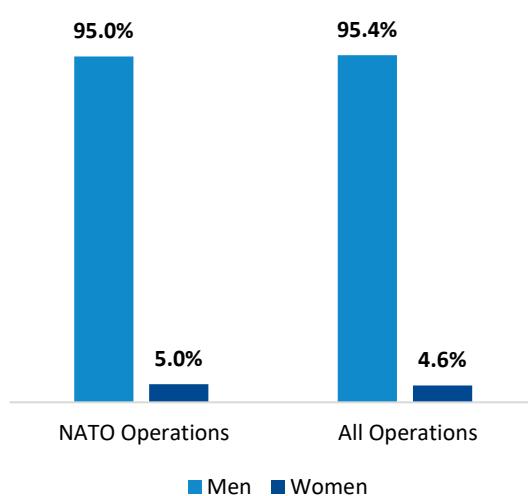


Figure 19.k. Distribution of women and men on operations in 2023.

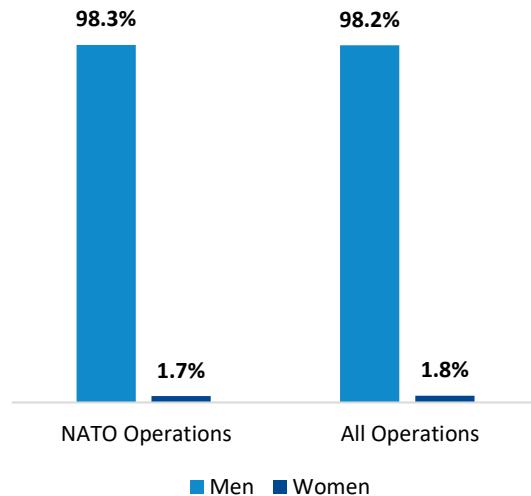


Figure 19.k.1. Distribution of women and men on operations in 2024.

North Macedonia reported integrating gender perspectives into operational planning. Further, gender perspectives are integrated into pre-deployment trainings with specific attention on how to implement UNSCR 1325 and relevant NATO policies in education, training and exercises.

Equipment, Infrastructure and Uniform Adaptation

During 2023 and 2024, no military equipment was adapted for women and men in North Macedonia.

However, military facilities have been adjusted to accommodate the needs of both sexes, including sleeping quarters, bathrooms and lavatories.

In terms of uniform adaptation, the service and maternity uniform are specifically designed for women serving in the Army of the Republic of North Macedonia.

Success Stories

- Developed and disseminated the fifth governmental policy on WPS in 2023.
- Produced a Gender in Military Operations Action Plan in 2024, distributed across the armed forces.

Key challenges

- In a relatively gender-equal society, it can be difficult to convey the added relevance and operational benefit of gender analysis.
- Ensuring gender perspectives receive sufficient priority among competing operational and strategic issues, especially when their greatest relevance is perceived in deployments and crises abroad.

Overview

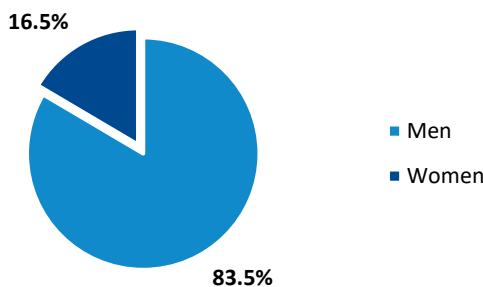


Figure 20.a. Percentage of women in the Norwegian Armed Forces in 2023.

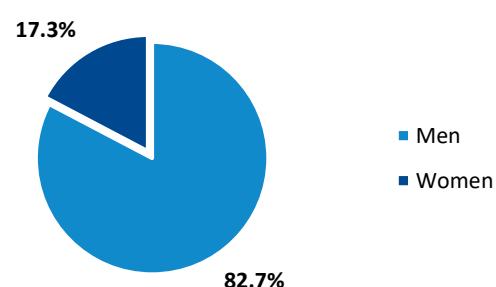


Figure 20.a.1. Percentage of women in the Norwegian Armed Forces in 2024.

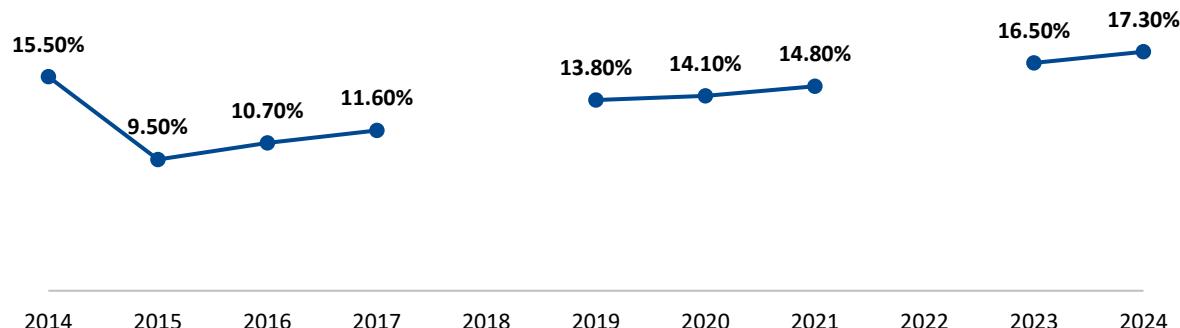


Figure 20.b. Percentage of women in the Norwegian Armed Forces over time.

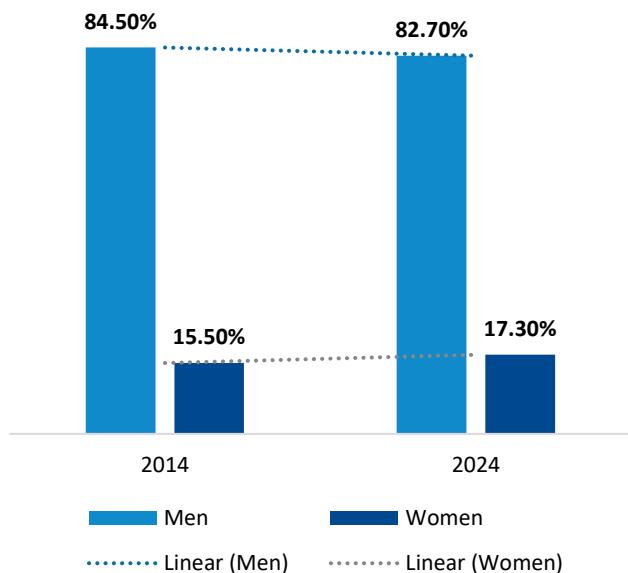


Figure 20.c. Trend in composition of the Norwegian Armed Forces between 2014 and 2024 reporting periods.

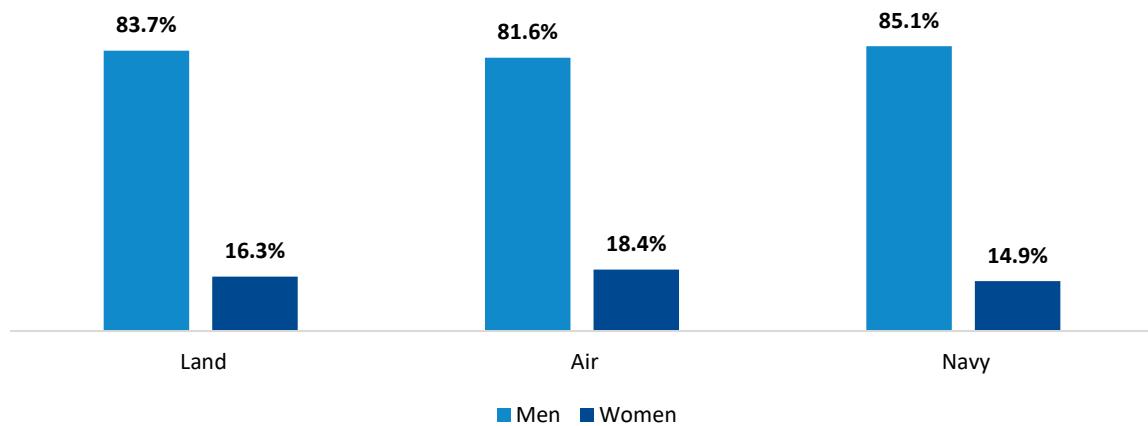


Figure 20.d. Distribution of women and men by branch of the Norwegian Armed Forces in 2023.

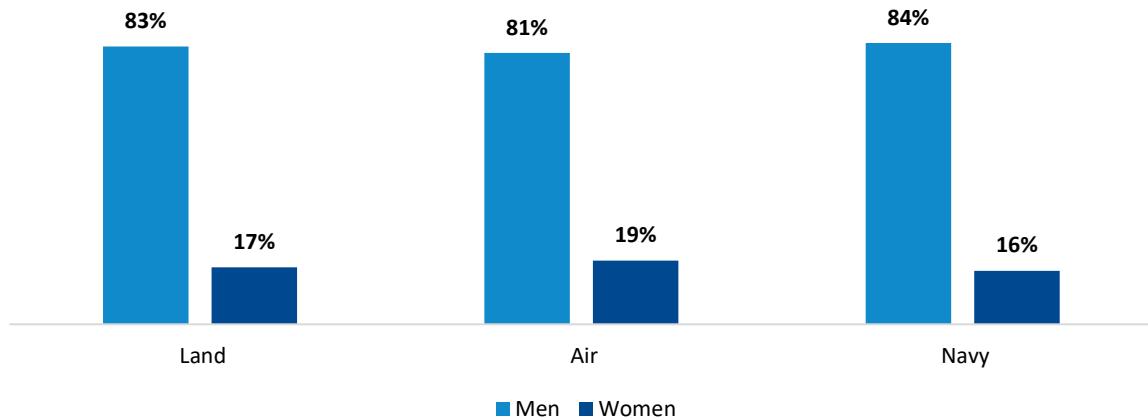


Figure 20.d.1. Distribution of women and men by branch of the Norwegian Armed Forces in 2024.

The Norwegian Armed Forces were composed of 16.5% women and 83.5% men in 2023 (Figure 20.a). This data shows an increase by 1.7 percentage points compared to 2021. In 2024, the percentage of women in the Norwegian Armed Forces rose to 17.3%, an increase of 0.8 percentage points since 2023 (Figure 20.a.1). In between the 2014 and 2024 reporting periods, the proportion of women in the armed forces rose by 1.8 percentage points (Figure 20.c).

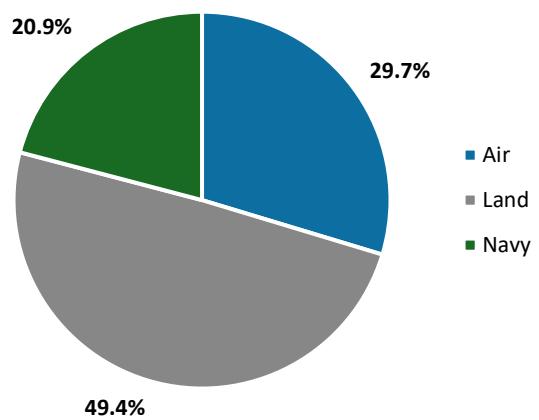


Figure 20.e. Distribution of women by branch of the Norwegian Armed Forces in 2023.

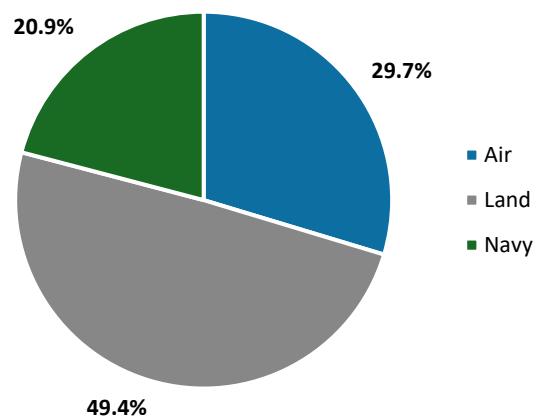


Figure 20.e.1. Distribution of women by branch of the Norwegian Armed Forces in 2024.

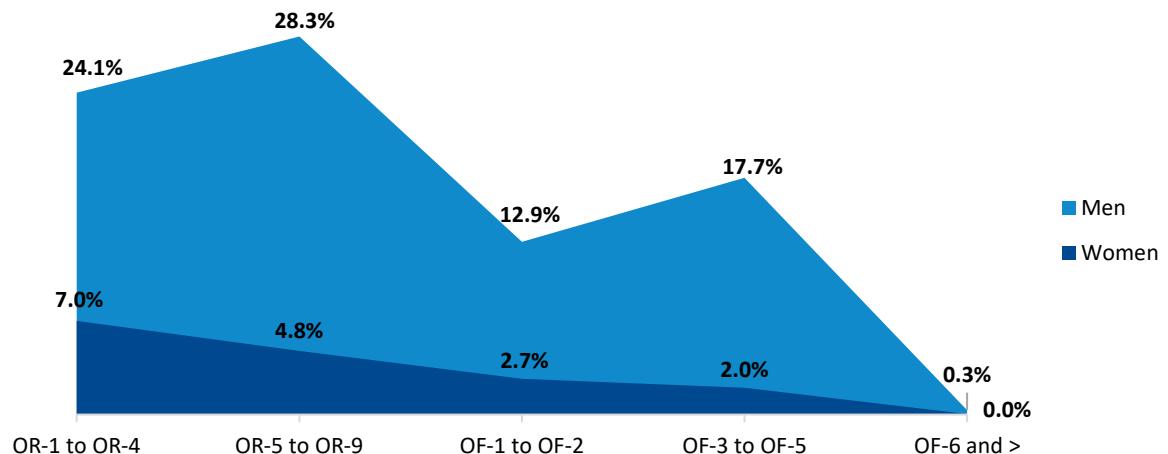


Figure 20.f. Distribution of women and men by rank in the Norwegian Armed Forces in 2023.

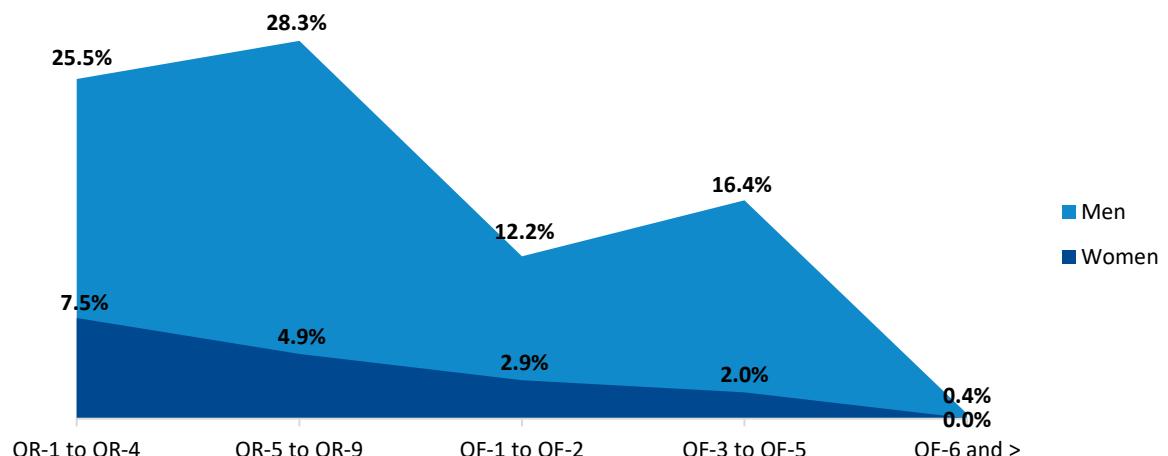


Figure 20.f.1. Distribution of women and men by rank in the Norwegian Armed Forces in 2024.

Reserve Forces

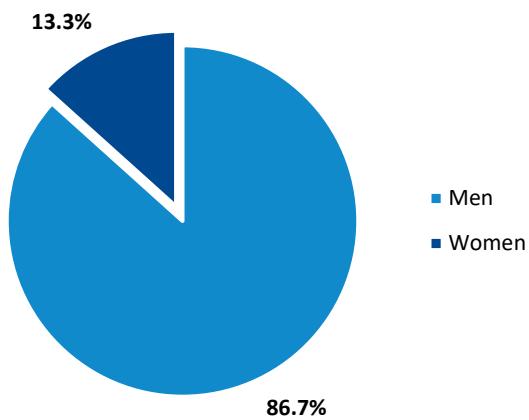


Figure 20.g. Percentage of women in the Norwegian military reserve forces in 2023.

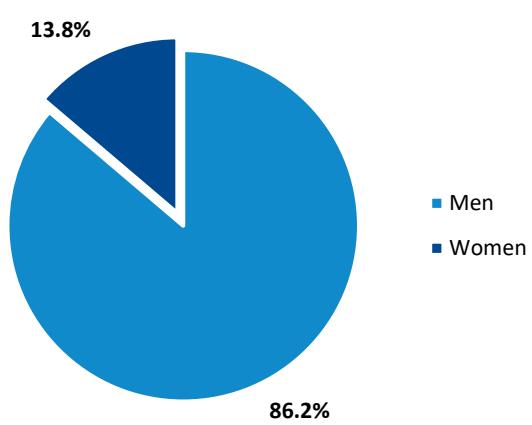


Figure 20.g.1. Percentage of women in the Norwegian military reserve forces in 2021.

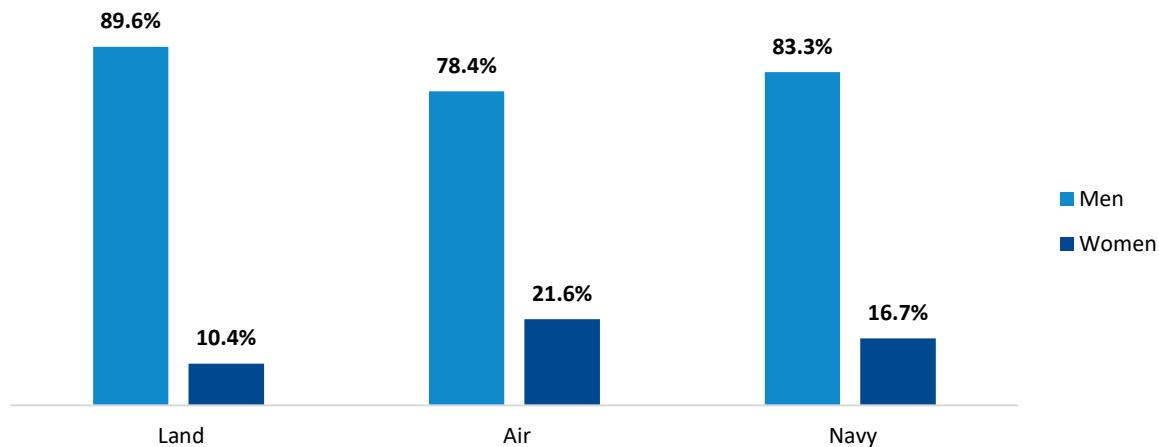


Figure 20.h. Distribution of women and men by branch of the Norwegian military reserve forces in 2023.

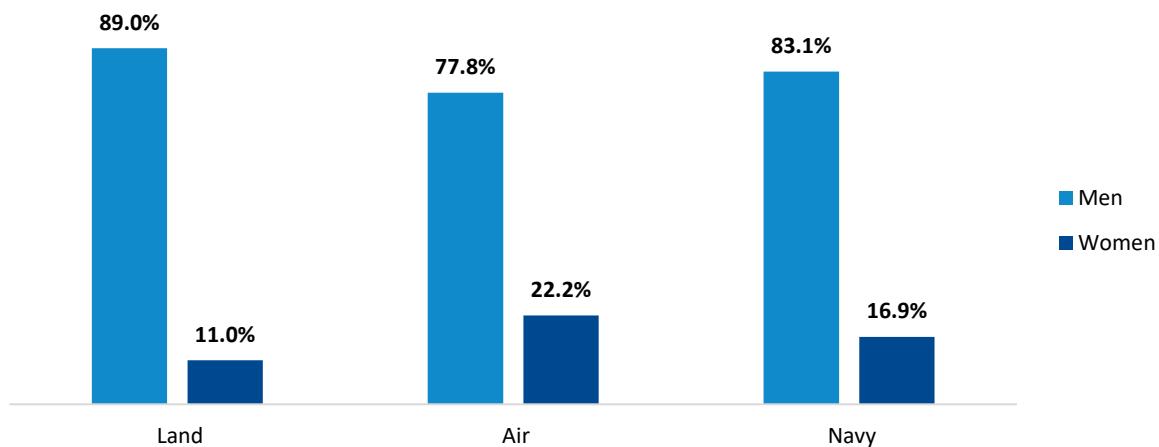


Figure 20.h.1. Distribution of women and men by branch of the Norwegian military reserve forces in 2024.

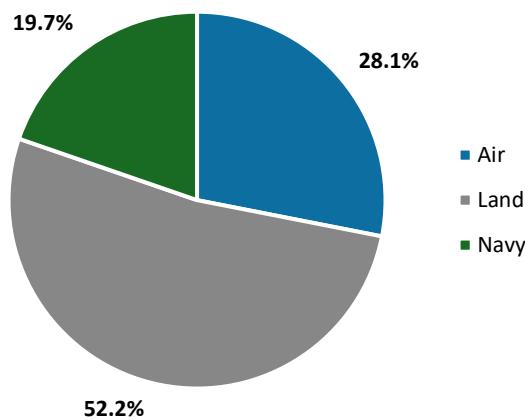


Figure 20.i. Distribution of women by branch of the Norwegian military reserve forces in 2023.

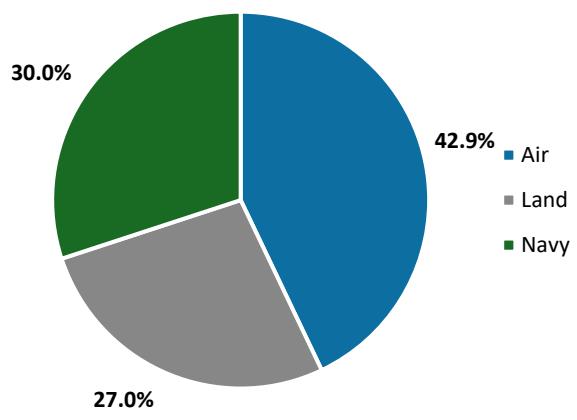


Figure 20.i.1. Distribution of women by branch of the Norwegian military reserve forces in 2023.



Figure 20.j. Distribution of women and men by rank in the Norwegian military reserve forces in 2023.



Figure 20.j.1. Distribution of women and men by rank in the Norwegian military reserve forces in 2023.

New Policies and Initiatives to Implement UNSCR 1325

In 2023 and 2024, Norway was implementing its 5th NAP for WPS. The NAP builds on experiences from previous action plans and reiterates the commitment to the WPS Agenda as a key element of Norway's efforts to promote peace and security. The 5th NAP retains earlier thematic priorities in the area of promoting the WPS Agenda internationally, but it also reflects the growing importance of the national implementation of WPS in the field of civil protection and security.

In 2023, the Government of Norway approved and endorsed the new Norwegian Governmental Policy for WPS. As such, Norway has set different quotas and targets for the percentage of women in the national armed forces, as well as for promotion and recruitment of new personnel. The Norwegian Armed Forces aim at increasing gender equity and women's representation across all institutional levels. By 2025, at least 40% of both sexes should be called up for initial military service. Starting in 2024, all new recruited personnel should include a minimum of 30% for each gender. Additionally, gender representation in military education programs at the Norwegian Defence University College should reach a minimum of 30% for each gender by 2024. Further, concerning women's representation across all levels, Norway has set a target of 25% for women among the promoted personnel to senior ranks and positions, starting in 2024. This overall plan also focuses on identifying and addressing systematic barriers to service, improving work-life balance, as well as ensuring equitable conditions for all members of the Norwegian Armed Forces.

Norway has no restrictions for women in all active-duty occupations in its armed forces or when deployed in operations. Norway does not have any statutory restrictions for women's access to any leadership position across the national armed forces. The Norwegian Armed Forces have also taken active commitment to foster the advancement of women into military leadership positions by participating in AFF's Leadership Development Program for Women since its inception in 2017. This program provides tailored career development activities to strengthen female leadership. Norway continues to send its servicewomen to AFF to support their career progression and diversity its leadership, thus aligning with the Nation's commitment to gender balance and inclusion.

Lastly, the Defence Staff/Operations is the military entity overseeing the integration of gender perspectives in the Norwegian Armed Forces. The entity's function is equivalent to the military strategic staff function J3, and has the responsibility to implement the gender in military operations (GMO) action plan.

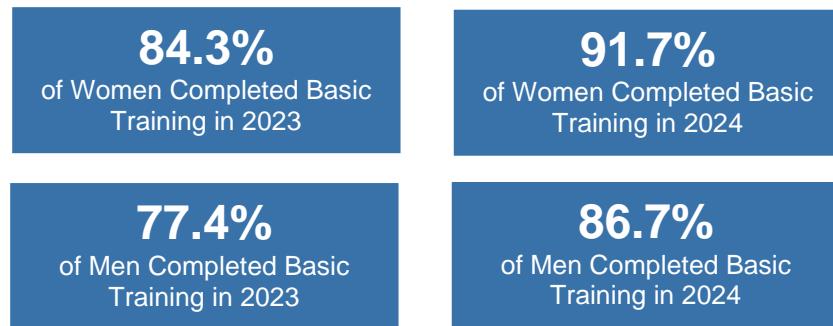
Recruitment and Retention

The requirements for application and recruitment into the Norwegian Armed Forces are not the same for women and men. During conscription sessions, candidates undergo physical assessments and performance is graded on a scale from 1- 9. The benchmarks for each assessment differ between men and women to account for inherent physiological difference as well as to ensure fair evaluation.

In 2023 and 2024, Norway had gender-equal military conscription. Exemptions do exist, including disabilities, illnesses, citizenship, parents coming from countries without a security clearance exchange agreement, as well as general mental ability and personal convictions. These exempted individuals are still evaluated for civil service.

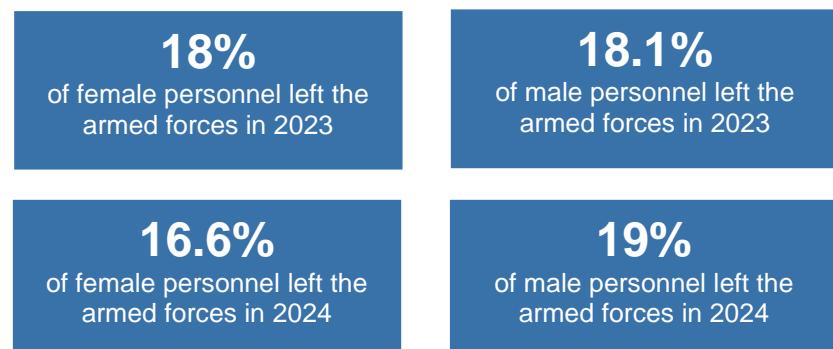
Recruitment of women is promoted in a different way within the Norwegian Armed Forces. As previously mentioned, moderate gender quotas have set gender representation targets at

a reasonable, achievable level, ensuring that both women and men are proportionally represented across sectors and positions within the organization. These quotas aim at promoting gender balance while allowing flexibility based on operational requirements and the availability of qualified candidates.



Servicewomen have a support network called the Military Women's Network. Norway described it as an inclusive platform for all female military personnel in the Norwegian Armed Forces. Membership is automatic upon joining the armed forces unless a decision is made to opt out. The network receives support from the Defence Staff for operations and activities, and provides a forum for professional development and experience-sharing among servicewomen, as well as strengthening women's roles in military leadership and operational environments.

The Norwegian Armed Forces monitor women and men leaving through the Norwegian Defence Research Establishment, which conducts studies on the reasons why personnel leave the military on a regular basis.



Work-Life Balance

Maternity and paternity leave equally amount to 15 weeks in Norway. Parental leave also corresponds to 15 weeks and is partially transferable between parents, but with some important restrictions. The majority of the parental leave period is flexible and remains sharable between parents according to their preference, as long as they both meet the eligibility criteria. However, maternity and paternity leave are non-transferable quotas which is reserved for use by the mother and father respectively. In case one of the parents does not use it, those weeks are forfeited. Combined parental leave is called the shared period and can be taken simultaneously or consecutively, depending on the unique situation of the parents and agreement with the employer or the armed forces.

Norway has specific policies and provisions to support work-life balance for military personnel, such as teleworking, off-site work and flexible working hours. More specifically, part-time employment and flexible working hours are granted for childcare, and care for the

elderly and the sick, as well as for educational studies purposes.

To support dual-service parents, the Norwegian Armed Forces grant the possibility to one parent to not be registered as force-assigned, in order to prioritize childcare. This ensures operational readiness while allowing families to balance between service commitments and caregiving responsibilities, as well as supporting both military effectiveness and personnel well-being.

The Norwegian Armed Forces offer several family-friendly policies to support childcare. First, the armed forces provide paid gender-equal parental leave to ensure gender balance in caregiving responsibilities. The Norwegian Armed Forces also offer access to public and private childcare options with subsidized daycare services for children aged 1-6. For military personnel, breastfeeding breaks for mothers returning to work are granted to ensure they have allocated time to nurse their infants. Further, welfare leave is available for servicemembers to care for sick children or address family emergencies. These policies are designed to ensure that military personnel can fulfil both their professional and family responsibilities, while maintaining a healthy balance between work and life obligations.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

The Norwegian Armed Forces base the prevention of sexual-related offences on a strategy for cultural development. Norway reported that it understands sexual harassment and SEA as “symptoms of a negative culture”. Sexual harassment is anchored in the following policies and instructions in hierarchical order: the Working Environment Act, Guidelines for Whistleblowing in the Defence Sector, and Procedure for Whistleblowing in the Norwegian Armed Forces. Concerning SEA, offences are regulated by Norwegian law, disciplinary regulations, the Armed Forces Personnel Act, UN/NATO policies for personnel serving within the respective institutions, the Geneva Conventions, as well as mission-specific rules and regulations, including host nation laws and regulations.

Concerning sexual harassment, the Norwegian Armed Forces use the whistleblowing organization for overseeing allegations. The set up of the whistleblowing is organized directly under the CHOD with a separate department with the sole responsibility of handling subjects under whistleblowing. Each branch of the defence in Norway has its own separate unit answering to the main whistleblowing unit. The main unit has all the authority granted by the CHOD to investigate and conclude on the allegations and incidents of sexual harassment. The conclusions are then further followed up either by the Norwegian Defence as employer or by the Advocate General. Investigating the allegations or incidents of sexual harassment is a responsibility shared among the military police, commanders, the Norwegian Armed Forces HR and conscription service and the Norwegian Armed Forces whistleblowing unit. Victims and survivors of sexual harassment can report complaints/incidents through different channels, for instance, orally through the chain of command, in a military app, online on restricted or unrestricted military networks, as well as via email. The procedure for whistleblowing in the Norwegian Armed Forces dated 2021 is currently under revision.

As for SEA, overseeing cases is always the commander's responsibility. Investigations for these types of sexual offences, falls under the remit of responsibility of the military police, as violations of national/host nation laws. For deployed personnel, depending on the SOFA/MOU with the host nation, and whether it is a UN or NATO setting, more investigative units might be involved. Any crime in violation of national laws, such as rape, will be transferred to and investigated by Norway's national police. As for cases of SEA, employees can report complaints/incidents orally through the chain of command, in a military app, online on restricted or unrestricted military networks or via email. Reports can also be made to the

military or local police, or to conduct and discipline teams in UN/NATO deployments.

Education and Training

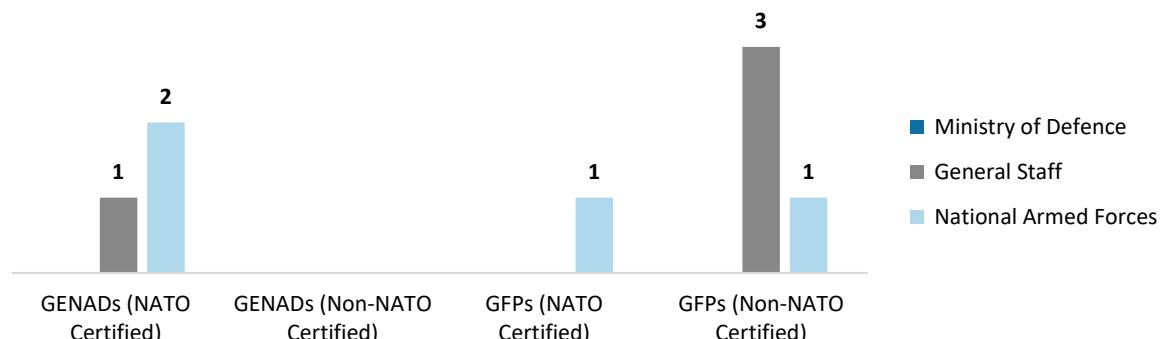


Figure 20.k. Norway's national gender advisory structure in 2023.

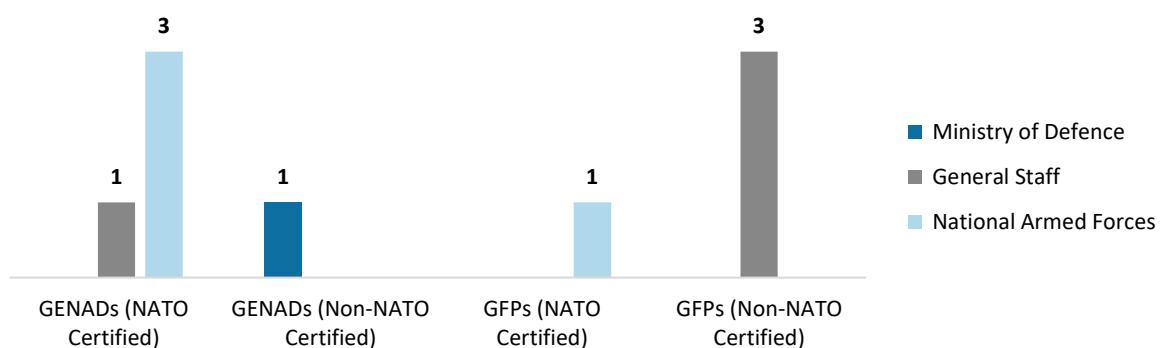


Figure 20.k.1. Norway's national gender advisory structure in 2024.

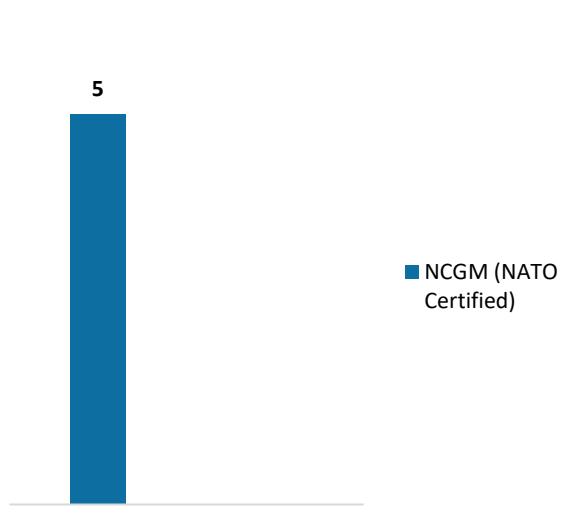


Figure 20.l. Trained personnel in 2023.

Norway reported not using the *NATO Gender Education and Training Package for Nations*.

Norway has integrated gender perspectives across its national education programs. Indeed, all personnel are required to complete preparatory training, where the objective is to meet operational readiness requirements. The curriculum must at a minimum include behavioural standards, cultural awareness, ethics as well as an understanding of UNSCR 1325 and the MoD's action plan on WPS.

Gender Perspectives in Operations

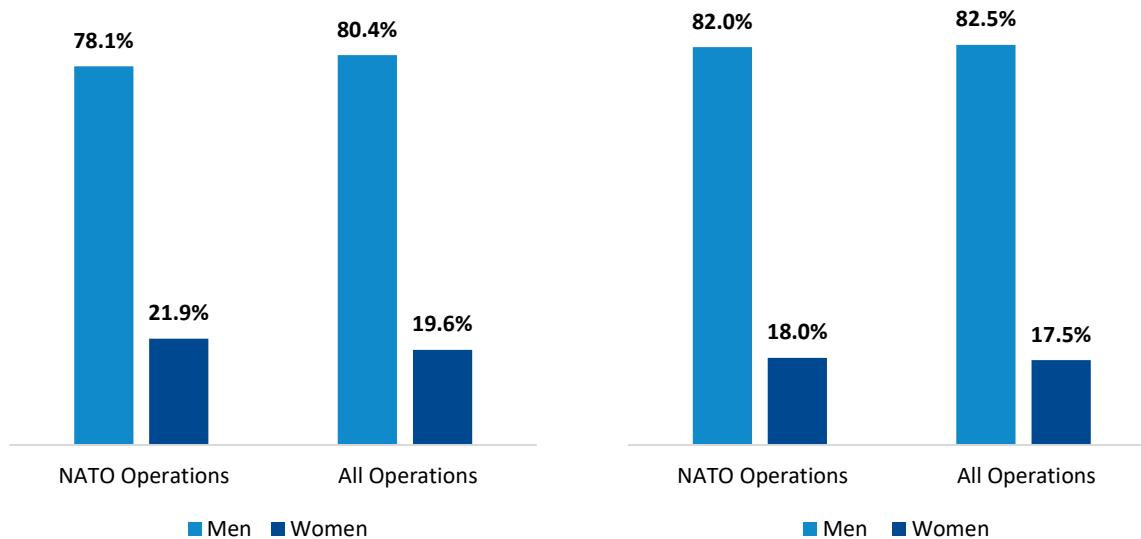


Figure 20.m. Distribution of women and men in operations in 2023.

Gender is a requirement described in Norway's national military operational plans and orders, in accordance with UN and NATO policies and guidance. A gender annex is also included in Military Strategic Defence Plan.

Gender-related lectures are mandatory in pre-deployment trainings for personnel of the Norwegian Armed Forces.

Equipment, Infrastructure and Uniform Adaptation

The Norwegian Armed Forces continuously adapt barracks and living facilities to accommodate the increasing number of female conscripts. This includes dedicated showers and toilets, as well as other improvements to ensure a comfortable and inclusive living environment. These adjustments support equal conditions for all personnel during their service.

Military uniforms are now standardized, whereas they were previously adapted for women and men. Norway also reported that not all variations of each uniform type are available at all times, as demand and supply varies quite a lot. Norway stated that service, combat and maternity uniforms have been designed to accommodate both women and men's morphologies.

Figure 20.m.1. Distribution of women and men in operations in 2024.

POLAND

Success Stories

- Steadily increased the number of women in professional military service.
- Established a Military Psychological Support Hotline in 2024 to assist potential victims of violence, including sexual violence.

Key challenges

- Need to adjust armed forces structures to include specialists responsible for gender perspectives, aligning more closely with NATO standards.

Overview

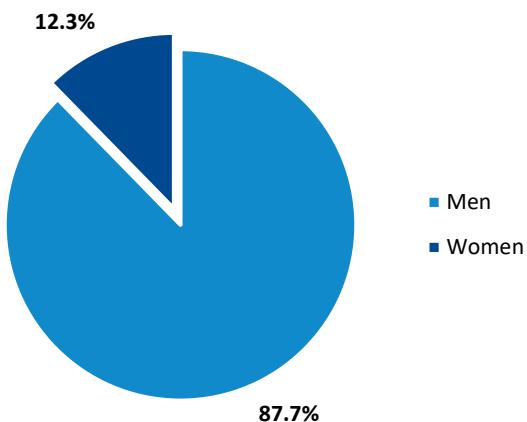


Figure 21.a. Percentage of women in the Polish Armed Forces in 2023.

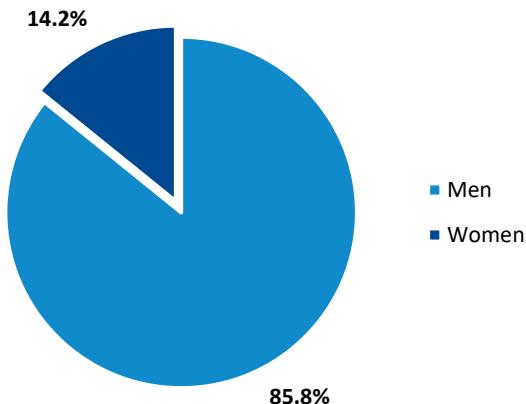


Figure 21.a.1. Percentage of women in the Polish Armed Forces in 2024.

The Polish Armed Forces were composed of 12.3% women and 87.7% men in 2023 (Figure 21.a). In 2024, the percentage of women rose to 14.2%, reflecting an increase of 1.9 percentage points (Figure 21.a.1).

New Policies and Initiatives to Implement UNSCR 1325

Poland had adopted one NAP on WPS spanning from 2018 to 2021. While a new one is currently being developed, the first NAP was extended for subsequent years. The main goals of the Polish NAP are:

1. **Participation of women in conflict prevention and peacekeeping.** Poland aims to strengthen the role of women by increasing the participation of female military personnel in command and control structures, including in leadership positions, as well as

enhancing their participation to missions and operations abroad. The NAP also aims to enhance women's role in diplomacy, for example by increasing the number of women heading diplomatic missions abroad. Poland supports the role of women in mediation as well as implementing the WPS agenda as a support element for peace processes and security sector reform (SSR) in missions and operations abroad.

2. **WPS Agenda in Polish Humanitarian and Development Aid.** Poland works towards implementing the UN Sustainable Development Goals in relation to the WPS Agenda, including preventing violence as well as protecting and supporting the victims of CRSV and SGBV.
3. **Protection and Support of the Victims of CRSV and SGBV.** The Polish Government committed to addressing impunity for perpetrators of CRSV and SGBV, as well as combating impunity of peacekeepers and other employees in missions and operations abroad who were involved in acts of SEA. Further, Poland aims at training personnel deployed in peacekeeping missions and operations on sexual-related offences as part of their pre-deployment training. Lastly, Poland has worked to support the victims of CRSV who apply for international protection in the country.
4. **Promotion and Development of the WPS Agenda in Poland and through International Cooperation.** Poland aims to actively promote and push forward the WPS Agenda within international organizations and to foster cooperation by exchanging lessons learned relating to the implementation of UNSCR 1325. Poland also aims to include information on WPS in national reports on compliance with international conventions on human rights and equal treatment. Lastly, Poland aims at involving researchers, experts, students, NGOs and think-tanks in activities destined to implementing its NAP.

Poland did not report any new policies or initiatives adopted or approved during 2023 or 2024 concerning the implementation of UNSCR 1325 and the integration of gender perspectives in the Polish Armed Forces.

The Polish Armed Forces do not have a target or quota for their percentage of women for the two reporting cycles at stake. Poland also reported that there are no restrictions for women in all active-duty professions in its armed forces, as well as no restrictions for women in all leadership positions for the Polish Armed Forces.

The Polish Armed Forces do not have a military entity overseeing the integration of gender perspectives. In past years, the primary focus of the Polish Armed Forces remained integrating women into military service, which fell under the remit of the Council for Women's Military Service. The Chairwoman of this council was the main coordinator for the implementation of the NAP on WPS. However, Poland has a specialist dealing with the equal treatment of women and men, employees and soldiers, people after gender reassignment, people of different faiths, and other relevant categories called Coordinator for Equal Treatment. The coordinator is responsible for the implementation of the National Action Program for Equal Treatment, which is a document not integrated with the NAP on WPS. Currently, Poland is working to streamline national efforts on gender-related policies and the structures responsible for their implementation. These changes will lead to adaptations of the military structures with subsequent reassignment of duties and responsibilities concerning the integration of gender perspectives.

Recruitment and Retention

The standards and requirements for application and recruitment into the Polish Armed Forces are not the same for women and men. The military recruitment process includes an

interview, medical and psychological examinations, and a physical fitness test. The standards for the latter remain different, with the requirements being slightly lower for women than for men.

There are no designated policies or campaigns in the Polish Armed Forces specifically designed to increase the recruitment of women. However, the Polish Armed Forces have a council for women's military service which acts a support

92.2%
of Women Completed Basic Training in 2023

88%
of Women Completed Basic Training in 2024

90.1%
of Men Completed Basic Training in 2023

86.7%
of Men Completed Basic Training in 2024

network across the military. Women select members of this council among themselves, which in turn has the responsibility to raise concerns and challenges directly to the minister of national defence. Further, women select a plenipotentiary for

women's affairs in each military unit who is responsible for supporting women in military service in case they encounter problems.

The Polish Armed Forces promotes retention by offering financial incentives increasing after 15 and 30 years of military service. No specific policies or campaigns to promote retention of women in the Polish Armed Forces are currently in place.

2.9%
of female personnel left the armed forces in 2023

7.4%
of male personnel left the armed forces in 2023

3.2%
of female personnel left the armed forces in 2024

7%
of male personnel left the armed forces in 2024

Additionally, Poland reported that its armed forces does not carry out exit survey or other monitoring methods for servicewomen and servicemen who decide to leave the military.

Work-Life Balance

Poland grants 20 weeks of maternity leave, 6 weeks of paternity leave and 41 weeks of combined parental leave. Parental leave is transferable between parents, and both parents can use it at the same time. However, each of them is entitled to exclusive leave for 9 weeks and cannot transfer it to the other parent. Specific policies for work-life balance for military personnel include breastfeeding breaks (two 30-minutes break per 8-hour workday), as well as specific provisions regarding postings. Indeed, a professional soldier caring for a child under the age of 4, who is married to another soldier or raising a child alone, is not to be posted outside their place of duty without their prior consent. Soldiers of the Polish Armed Forces are also entitled to leave in case they are raising a child, which differs from their foreseen parental leave.

The Polish Armed Forces have a flexible working hours policy for childcare, care for the elderly and the sick, and educational studies. In exceptional cases, the commander may individually agree on duty hours with the soldiers, but the general regulations do not specify this.

As stated above, a specific provision for dual service couples is in place, with the prohibition to be posted outside their duty station when raising a child up to 4 years of age. This provision also applies for single, divorces or widows/widowers parents with childcare responsibilities.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

Poland did not report having any policies or strategies to prevent and respond to sexual-related offences, such as sexual harassment and SEA.

However, sexual violence, mobbing and discrimination are included in trainings designed by the equal treatment coordinator. These topics are repeated every few years, each time emphasizing different issues related to such topics, e.g., definitions, recognizing symptoms of pathology, psychological effects on victims and legal consequences for perpetrators, as well as complaint mechanisms in place, institutional frameworks and supporting persons. Such trainings are provided to all personnel of the Polish Armed Forces on an annual basis. Despite reporting that Poland does not have an appointed person/team who oversees allegations of sexual-related offences, Poland has formal procedure in place for personnel to report incidents and allegations for these kinds of offences. The grievance procedure is outlined in the general regulations for soldiers of the Polish Army. In cases of sexual-related incidents, it is possible to bypass the official channels and submit a complaint directly to higher-level leadership.

Poland has procedures to conduct investigation and pursue appropriate proceedings related to SEA concerning its military personnel. These procedures are spelled out and follow the Polish Criminal Code and Polish Code of Criminal Proceedings, as well as the attorney general's guidelines.

Lastly, Poland includes identification of risk factors and mitigation efforts of SEA as a component of pre-deployment training, in accordance with the NATO SEA Policy.

Gender Perspectives in Operations

Poland has reported that gender perspectives are not integrated into operational planning. However, elements of WPS have been implemented in pre-deployment training. Specifically, “*Principles of Counteracting Sexual Crimes*” and “*International Humanitarian Law of Armed Conflicts*” are provided to personnel to be deployed in missions or operations.

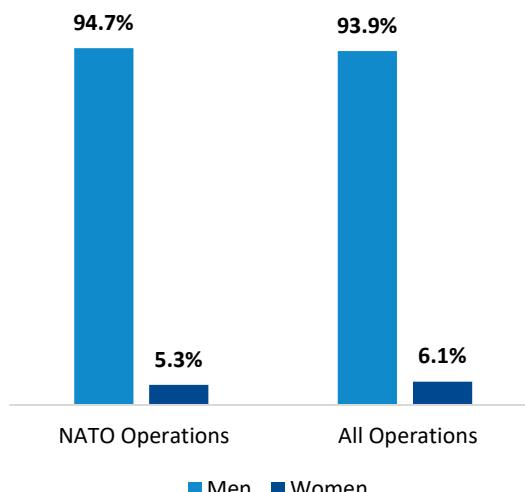


Figure 21.b. Distribution of women and men in operations in 2023.

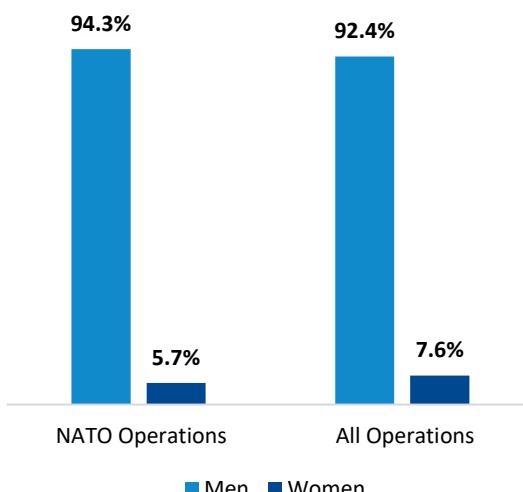


Figure 21.b.1. Distribution of women and men in operations in 2024.

Equipment, Infrastructure and Uniform Adaptation

No new military equipment has been adapted to be suited for both women and men during 2023 and 2024. Nevertheless, the increasing number of women in the Polish Armed Forces has pushed for adaptation of military facilities. Poland is currently adapting social and living conditions to the needs of women, e.g., bathrooms, rest rooms and changing rooms, as well as introducing, as possible, separate social and living rooms for female personnel.



PORTUGAL

Success Stories

- Consolidated a more inclusive organizational culture and promoted gender equality across the National Defence sector through structural measures at national and operational levels.
- Established Gender Perspective Offices in each service branch to support, monitor and promote gender mainstreaming.
- Ensured GFPs in each entity to promote training and integrate gender dimensions in operational planning and mission preparation.
- Received an Honorable Mention in the 2024 edition of the United Nations Public Service Awards (UNPSA), in the category 'Gender Responsive Public Services for the National Defence Sector Plan for Equality 2022–2025'
- Further operationalized gender considerations in national and international exercises and missions.

Key challenges

- Making military careers more attractive and accessible to women by overcoming traditional perceptions and structural barriers.
- Ensuring gender perspectives are treated as a continuous, cross-cutting priority rather than a one-off topic.
- Maintaining evidence-based dialogue on gender across all sectors of the armed forces to embed it in organizational culture.

Overview

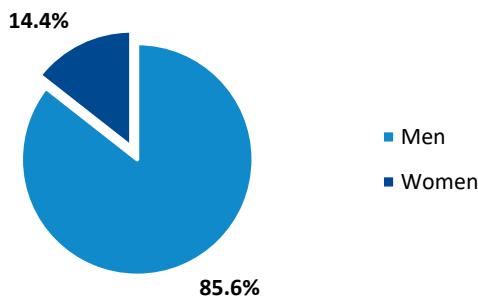


Figure 22.a. Percentage of women in the Portuguese Armed Forces in 2023.

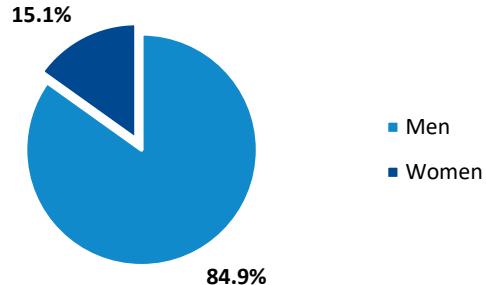


Figure 22.a.1. Percentage of women in the Portuguese Armed Forces in 2024.

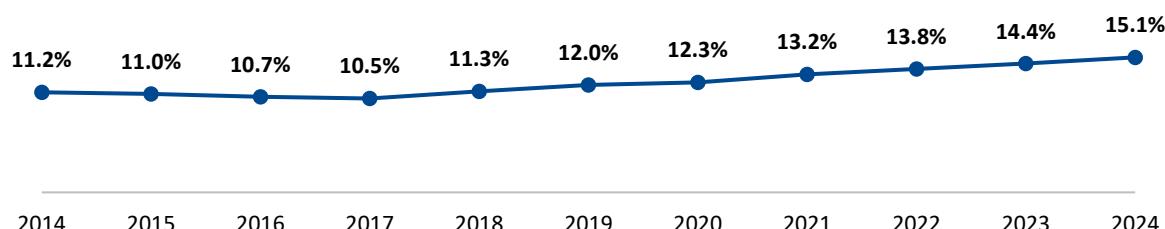
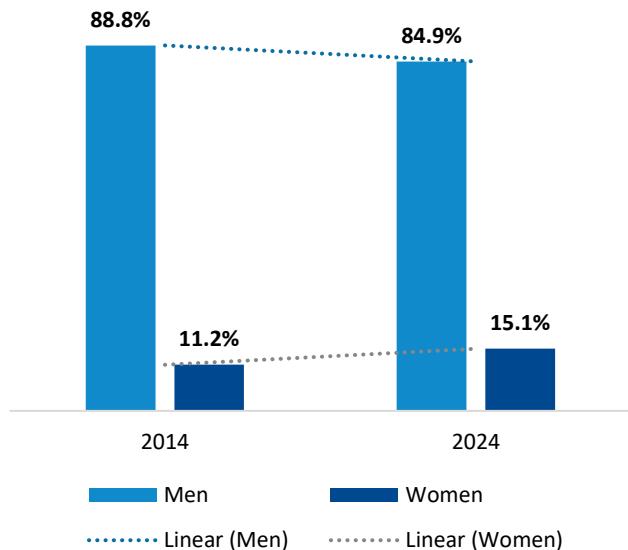


Figure 22.b. Percentage of women in the Portuguese Armed Forces over time.



The Portuguese Armed Forces were composed of 14.4% women and 85.6% men in 2023 (Figure 22.a). In 2024, the percentage of women rose to 15.1%, reflecting an increase of 0.7 percentage points since 2023 (Figure 22.a.1). In between the 2014 and 2024 reporting periods, the proportion of women in the Portuguese Armed Forces rose by 3.9 percentage points (Figure 22.c).

Figure 22.c. Composition of the Portuguese Armed Forces between 2014 and 2024 reporting periods.

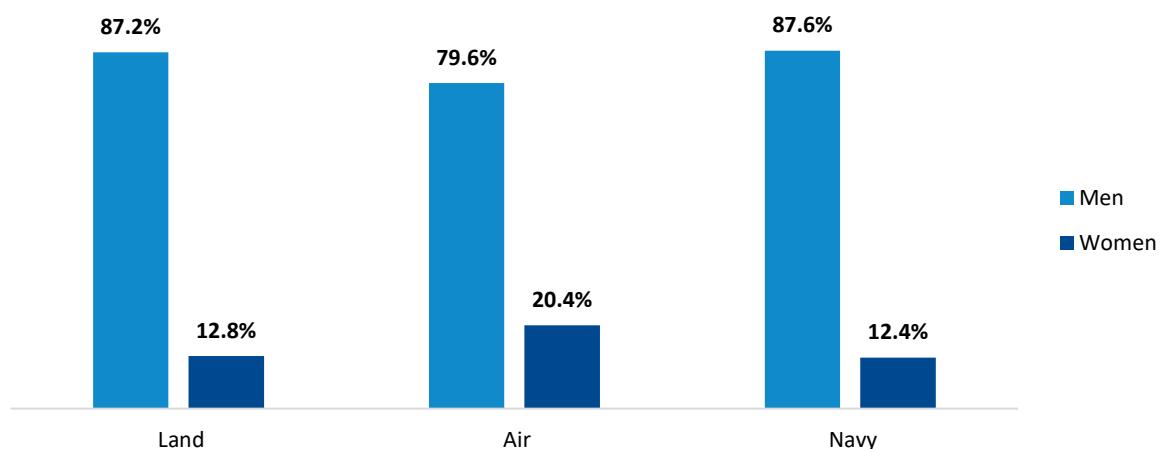


Figure 22.d. Distribution of women and men by branch of the Portuguese Armed Forces in 2023.

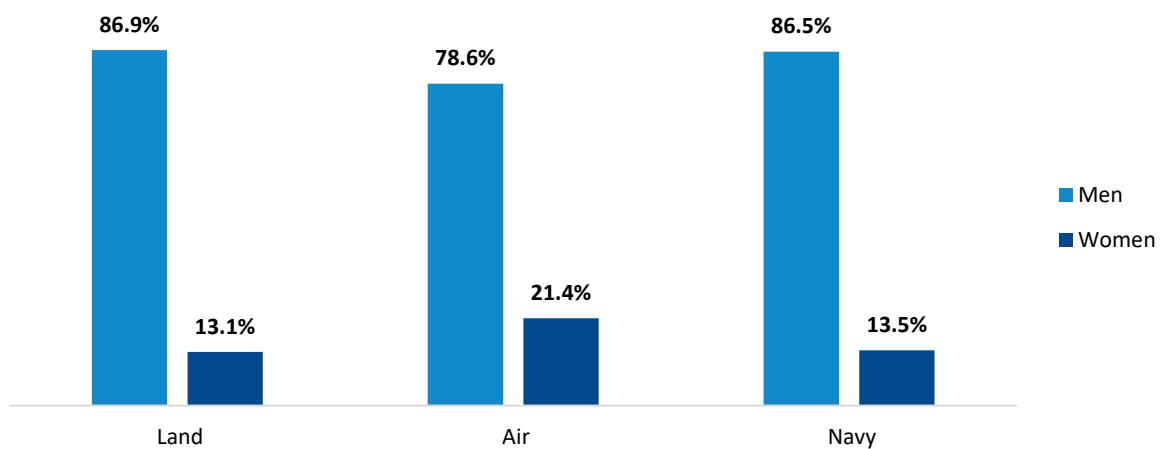


Figure 22.d.1. Distribution of women and men by branch of the Portuguese Armed Forces in 2024.

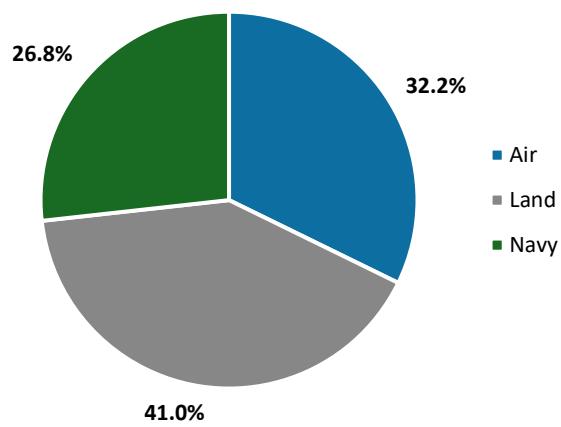


Figure 22.e. Distribution of women by branch of the Portuguese Armed Forces in 2023.

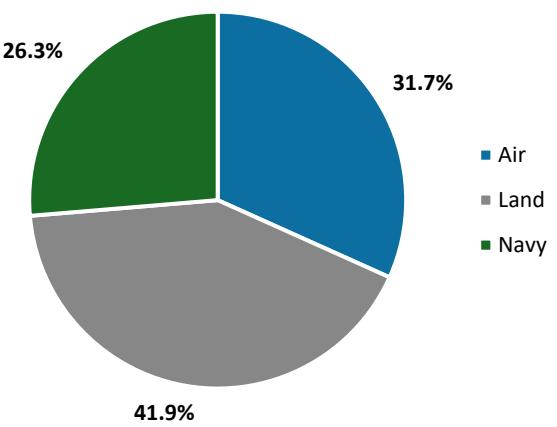


Figure 22.e.1. Distribution of women by branch of the Portuguese Armed Forces in 2024.

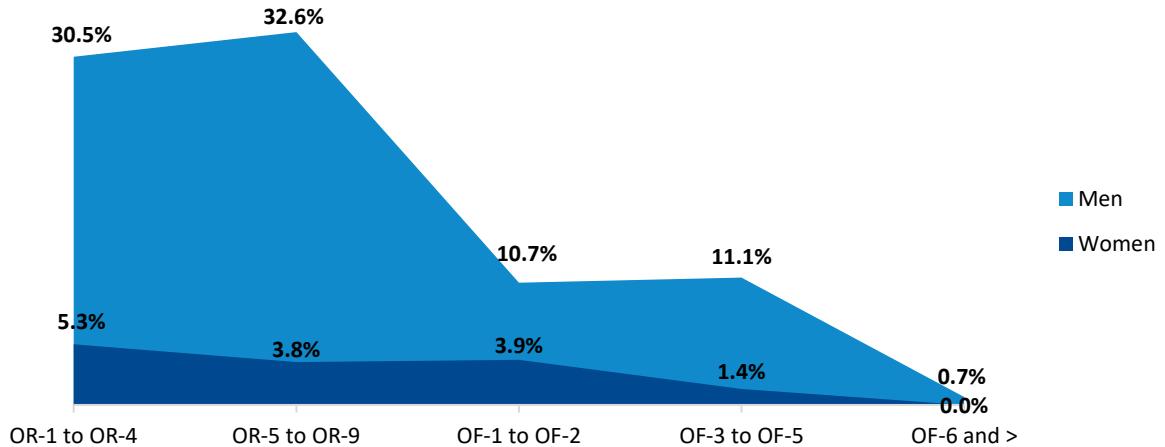


Figure 22.f. Distribution of women and men by rank in the Portuguese Armed Forces in 2023.

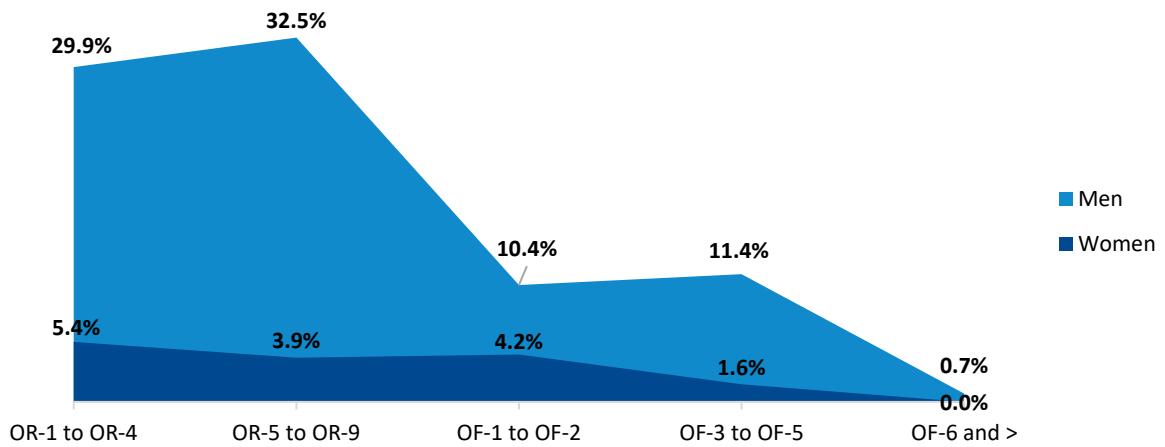


Figure 22.f.1. Distribution of women and men by rank in the Portuguese Armed Forces in 2024.

New Policies and Initiatives on Implementing UNSCR 1325

Portugal's most recent NAP for the WPS agenda covered the period 2019–2022, being the country's third NAP in this field. The fourth NAP is currently under development.

National Defence implemented its first Action Plan for Equality in 2019, which was in place until 2021, followed by the current plan covering the period 2022–2025. These plans include the Women, Peace and Security agenda as one of their key pillars and have significantly contributed to the implementation of UNSCR 1325 at the national level within National Defence.

In this context, it is important to highlight the main achievements in this area in the period concerning the years 2023 and 2024:

- Mainstreaming of the WPS agenda into all bilateral and multilateral dialogues;
- Continuous participation in national and international events related to the WPS agenda, including meetings of the European Union Task Force 1325, seminars and exchange programs;
- Provision of training on the WPS agenda and conflict-related sexual violence to all deployed military, militarized and civilian personnel;
- Strengthening and empowerment of gender specialists, namely through Gender Advisors and Gender Focal Points;
- Integration of the WPS agenda and gender perspectives into Operational Plans and Orders, Readiness Directives and internal plans or directives approved for equality across all National Defence bodies. It is noteworthy that, in 2023, all readiness and exercise documents already incorporated the WPS agenda as well as gender perspectives, representing a significant advancement for more informed decision-making in various operational theaters;
- Promotion of women's participation through the organization of experience-sharing sessions with female military personnel who have participated in international missions, as well as the hosting of WPS focused initiatives within National Defence, such as the "Empower Defence: Participate Today to Integrate Tomorrow" seminar held in 2024.

Recruitment and Retention

With the aim of strengthening its personnel and ensuring the sustainability of its force structure, the Portuguese Armed Forces have been implementing a wide range of initiatives in the field of recruitment and retention based on principle of modernization, career valorization and geographical balance.

Portugal has been implementing different strategies to enhance **recruitment** of women in the armed forces. Indeed, strategic communications have been adapted with inclusive gender-sensitive language whenever possible, while visual materials include footage of service women to reinforce visibility of women in the armed forces. It is also ensured that the representation and promotion of mixed-gender team is included in recruitment and advertising campaigns, whenever feasible.

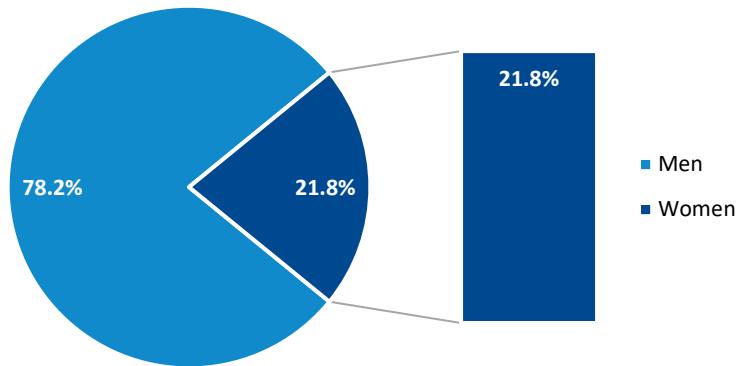


Figure 22.g. Percentage of women applying to the Portuguese Armed Forces in 2023.

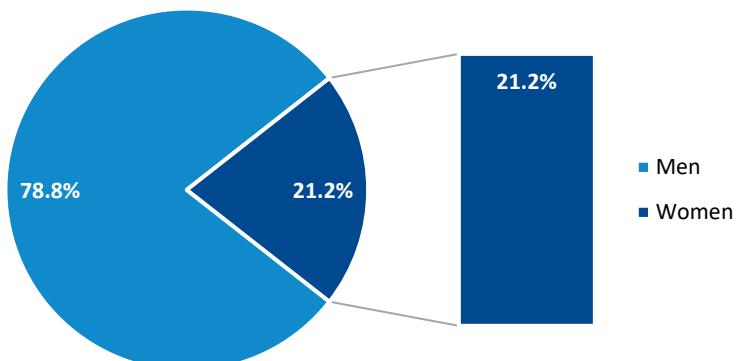


Figure 22.g.1. Percentage of women applying to the Portuguese Armed Forces in 2024.



Physical fitness requirements for recruitment in the Portuguese Armed Forces are different and adapted to the respective physiology and capacity of women and men. This means that the minimum times/repetitions required are different. The only exemption in recruitment is for the marine and driver roles, where physical fitness tests are the same for both women and men. Further, minimum height standards for application and recruitment in the armed forces are also different for women and men, both to apply for categories on a contract basis as well as for the Military Academy.

Among **retention measures**, the Portuguese Armed Forces implemented the transfers between units from the third year of service, facilitating the possibility for military personnel to serve closer to their area of residence and offers reclassification in other specialties with available vacancies, enabling better alignment between individual profiles and organizational needs. Continuous professional and educational growth has been fostered thanks to the promotion of nationally certified professional training, which enhances qualifications and future reintegration into the civilian job market.

Portugal also has a Regulation of Incentives for the Provision of Military Service. Legislation concerning retention include provisions on parental rights and benefits, work-life balance, gendered health care services, as well as prevention of sexual harassment, sexual abuse and sexual assault.

The Portuguese Armed Forces monitor personnel exiting military service under different circumstances, according to the branches.

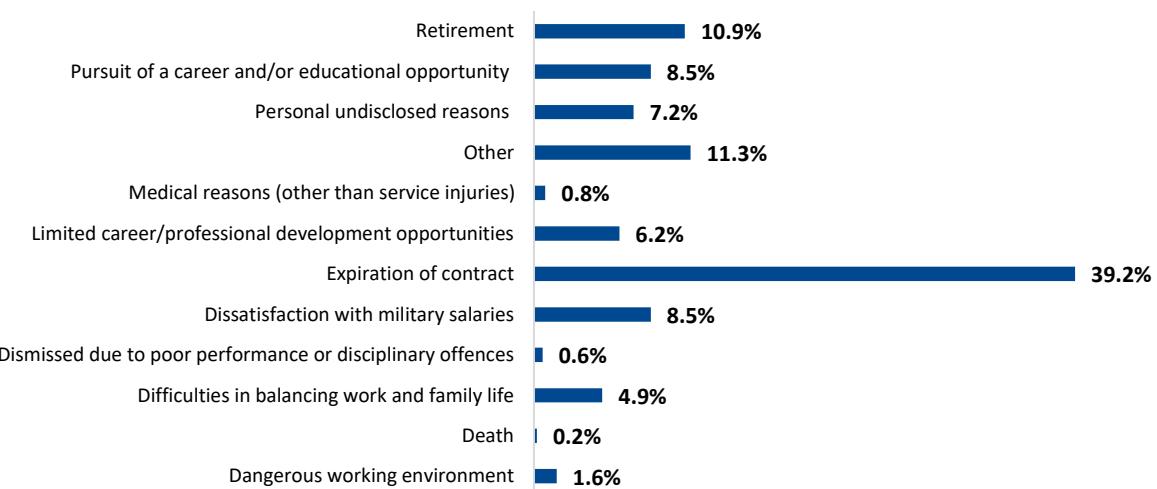


Figure 22.h. Distribution of female personnel who left the Portuguese Armed Forces by reasons in 2023.

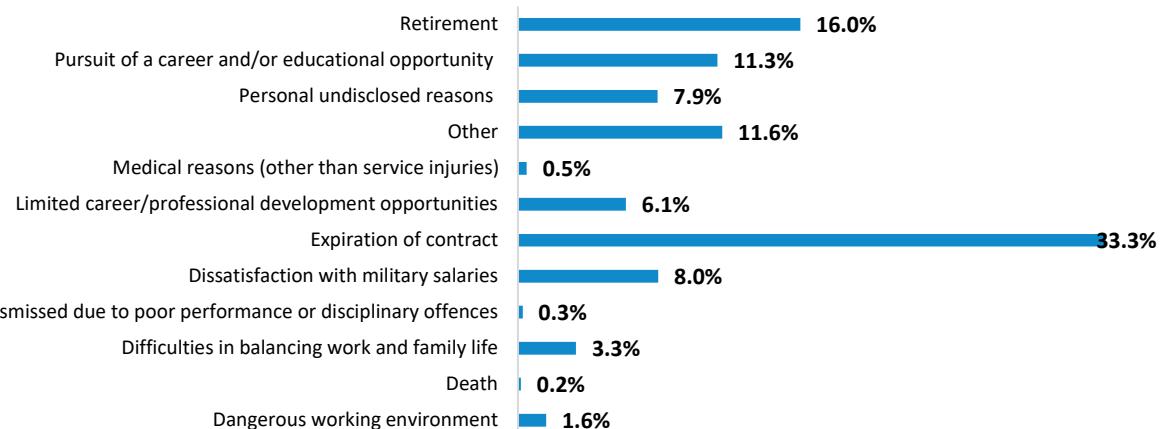


Figure 22.h.1. Distribution of male personnel who left the Portuguese Armed Forces by reasons in 2023.

The Portuguese Armed Forces have different structures and specific elements to support female military personnel. At the strategic level, the work carried out by Office for Equality within the Minister of National Defence provides a support structure on these matters across the entire National Defence. It encompasses all three branches of the Armed Forces and entities under the Ministry of National Defence, promoting the exchanges of best practices, supports trainings and strengthens interinstitutional relations. Within the Armed Forces, each branch currently has a Gender Integration Office, as well as teams responsible for the prevention and combat of harassment.

Similarly, National Defence has established the Harassment Prevention and Combat Unit, an independent reporting channel available to all military, militarized and civilian personnel allowing the reporting of any type of situation. There is also a network of Gender Focal Points across all National Defence bodies. Some branches already started appointing focal points at the level of units, regiments, and command structures. The personnel appointed to these duties – being military, militarized, or civilian – receive specific training and are responsible for raising awareness of gender and equality issues, acting as points of contact and providing support to personnel facing situations of discrimination.

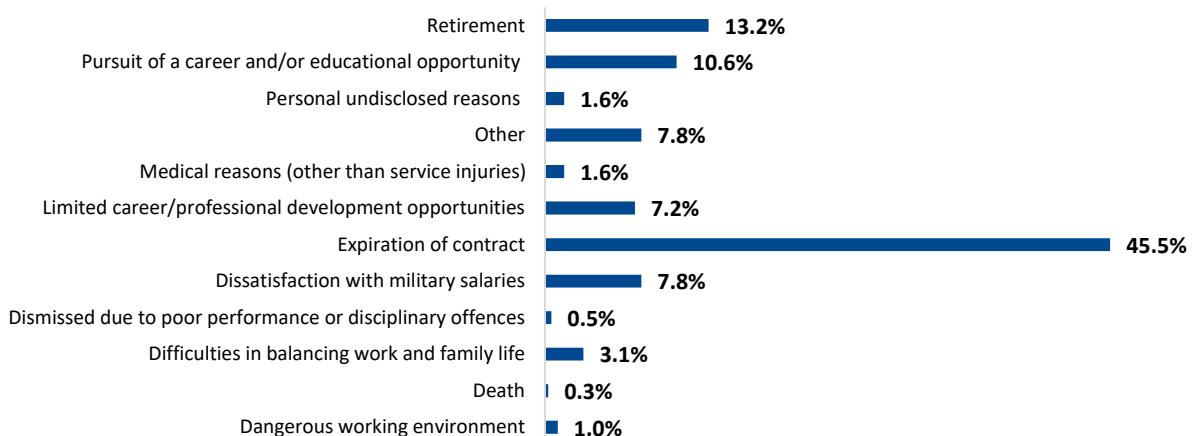


Figure 22.i. Distribution of female personnel who left the Portuguese Armed Forces by reasons in 2024.

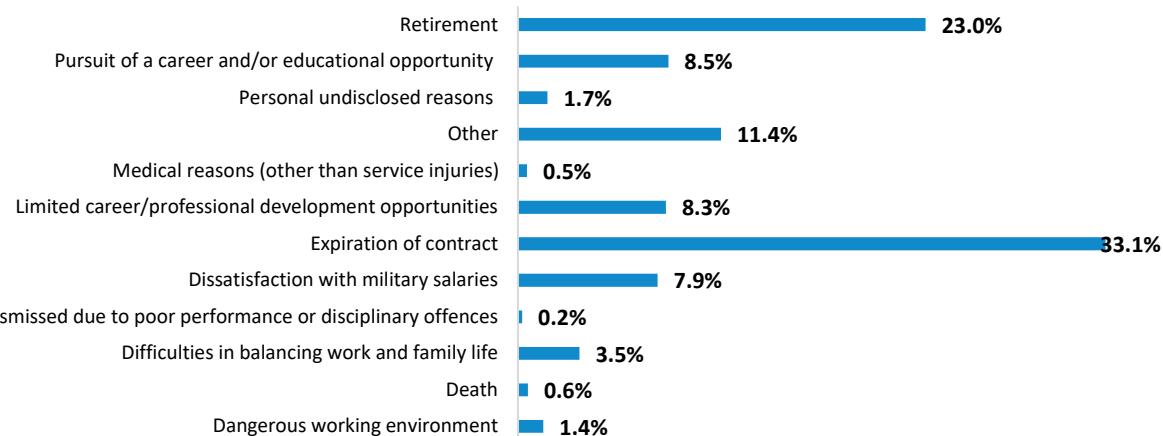


Figure 22.i.1. Distribution of male personnel who left the Portuguese Armed Forces by reasons in 2024.

Work-Life Balance

The Portuguese Armed Forces has flexible working hours to support military personnel work-life balance. Specifically, this measure is allowed for childcare, care for the elderly and the sick, as well as for educational studies. Portugal reported that these ad-hoc adjustments to service schedules are to be arranged with the chain of command and are envisioned to allow soldiers in meeting personal and family commitments.

Special measures are in place to support dual service couples. For example, in the Portuguese Navy, internal regulations address specific needs regarding parental matters. Boarding scale, exemption of duty service, and exclusion from deployments or missions abroad are part of the actions taken in support of this category. The Portuguese Army also has specific measures and programmes to support military personnel in situations of parenthood, with particular attention to couples in which both members serve the military. One of the key instruments in this regard is Order no. 167/CEME/2017, which established a set of protective measures. Lastly, the Air Force has internal directives that prevent both members of a dual service couple with children from being on duty on the same day as well as from being assigned to missions in the same period.

Regarding single, divorced or widowed parents, all branches of the Portuguese Armed Forces have specific measures to support them, specifically until the child is 12 years old, or in cases of chronic diseases of the child, this kind of personnel are dismissed from boarding scale (for the Navy), as well as from duty service.

Portugal has an overall childcare policy for military personnel. Based on the implementation of the Defence Sector Equality Plan (PSDI), measures to support parenthood and military families are granted to servicemembers. These include breastfeeding breaks, extra weeks of subsidized maternity and paternity leave, regulations on duties assignments, night duties and overtime work, as well as provisions to protect parent from deployment. The Portuguese Armed Forces have created partnerships with nurseries and kindergartens for servicemembers' children, and some military units have established their own facilities as well as free time activities during school breaks at no additional costs. Specifically, in 2024, a policy was approved for the construction of spaces dedicated to receive children of Air Force military and civilian personnel during school holidays or scheduled school breaks.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

Prevention and response to sexual harassment is regulated by the Code of Good Conduct for Preventing and Combating Harassment in all branches of the Portuguese Armed Forces. As for SEA, the Ministry of National Defence has a National Defence Action Plan for Equality 2022-2025 that established actions regarding prevention and response to SEA, namely through training and communication campaigns. The Portuguese Armed Forces consider SEA as a relevant matter for operational settings, and have taken preventing measures, some of which are already in force. Among these, there are provisions of comprehensive education and training to all personnel, especially prior to deployment, on the importance of respect, dignity and appropriate behaviour. Further, all operational directives include specific regulations declaring a zero-tolerance policy towards SEA. Across and within the Portuguese Armed Forces, awareness campaigns about SEA have been conducted to promote a culture of respect and encourage reporting.

The Defence Harassment Prevention Unit monitors all sexual harassment, sexual violence and discrimination complaints when perpetrated by military, militarized and civilians working in the defence institutions. Instead, different services (Air Force, Army and Navy) Legal Departments oversee all allegations and incidents of sexual abuse.

All branches of the Portuguese Armed Forces have formal procedures in place for all types of offences and complaints, including SEA, normally through the chain of command or through internal independent channels. The MoD established the Defence Harassment Prevention Unit in 2021. This Unit is an independent mechanism, apart from the chain of command, which reports directly to the Minister of National Defence. Military and civilian personnel can report incidents of sexual harassment and sexual violence, including sexual abuse, directly to this unit.

Starting from 2023, the Portuguese Army provides an internal reporting channel accessible through the army's Internet and Intranet sites, which is properly regulated and confidential. This reporting channel collects communication of irregular practices by military and civilian personnel of the army.

The Portuguese Armed Forces don't have a specific training on the prevention and response to SEA. However, this topic is usually addressed in the WPS session of the pre-deployment training. All units deployed are obliged to follow WPS trainings prior to deployment.

Education and Training

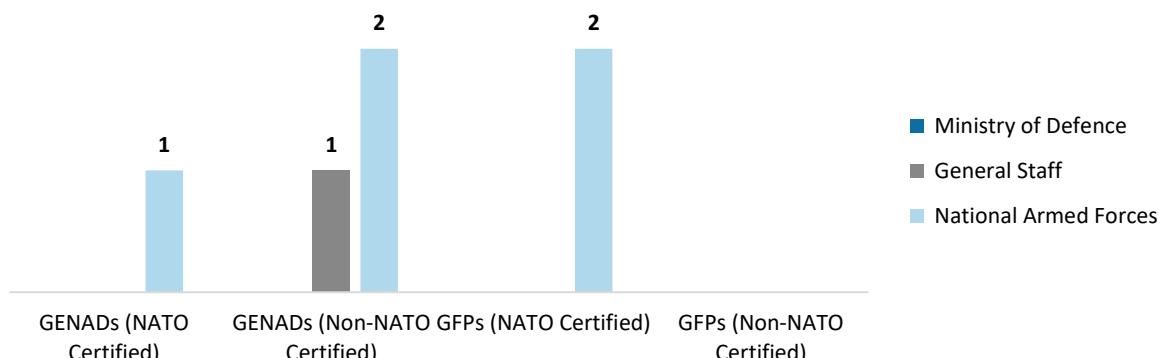


Figure 22.j. Portugal's national gender advisory structure in 2023.

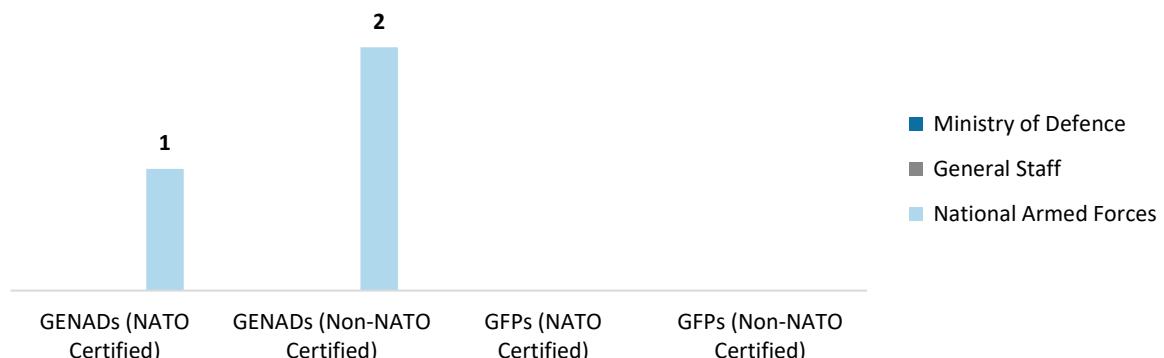


Figure 22.j.1. Portugal's national gender advisory structure in 2024.

Portugal reported using all four modules of the *NATO Gender Education and Training Package for Nations*, and stated that the package offers a structured and recognized training based for GENADs and GFPs to effectively carrying out their roles in planning and executing operations, as well as aligning national doctrine with NATO standards, promoting interoperability and shared values in international missions.

All training and promotion courses across the Portuguese Armed Forces include modules on gender equality and the WPS Agenda. It is ensured that all military personnel throughout their career is educated on these themes. The course “Training of Trainers for the Integration of the Gender Perspectives in Operations” is available to all branches of the national armed forces as part of the Army’s annual training plan. This course addresses the international legal framework, including human rights and international humanitarian law within the scope of gender. Portugal also conducted targeted training and awareness-raising sessions for deployed national forces and personnel.

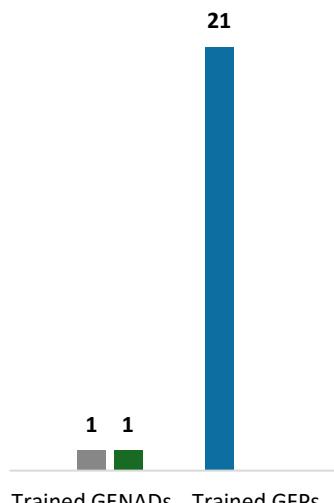


Figure 22.k. Trained personnel in 2023.

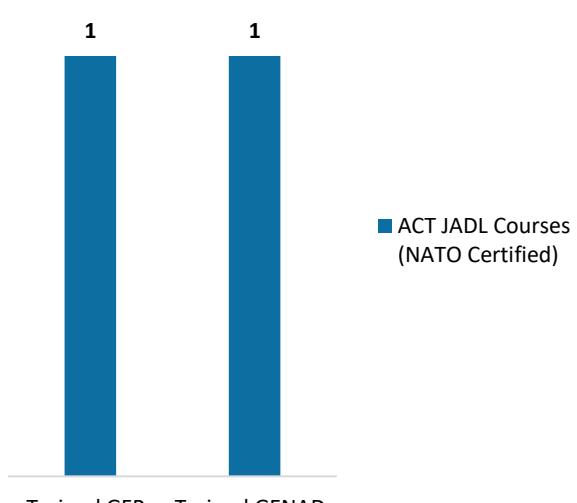


Figure 22.k.1. Trained personnel in 2024.

Gender Perspectives in Operations

Particular emphasis was placed on integrating gender perspectives into the planning and execution of both national and international exercises and missions. The appointment of GFPs across all operations ensured a systematic and consistent application of these perspectives throughout the planning cycle. Moreover, gender considerations were incorporated into large-scale exercises that included realistic scenarios involving civilian populations and the protection of vulnerable groups, thereby enhancing operational readiness and aligning training with Portugal's national and international commitments.

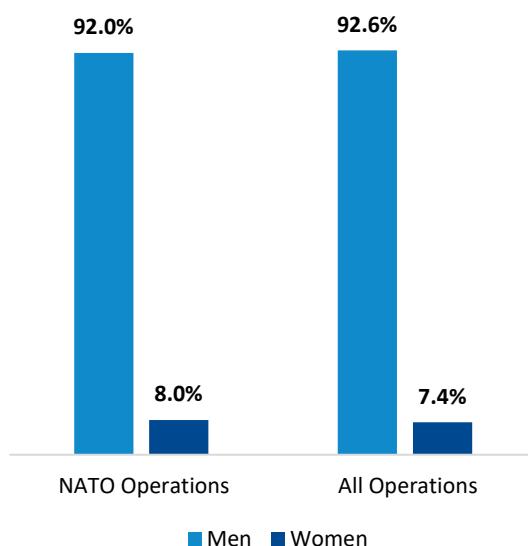


Figure 22.I. Distribution of women and men on operations in 2023.

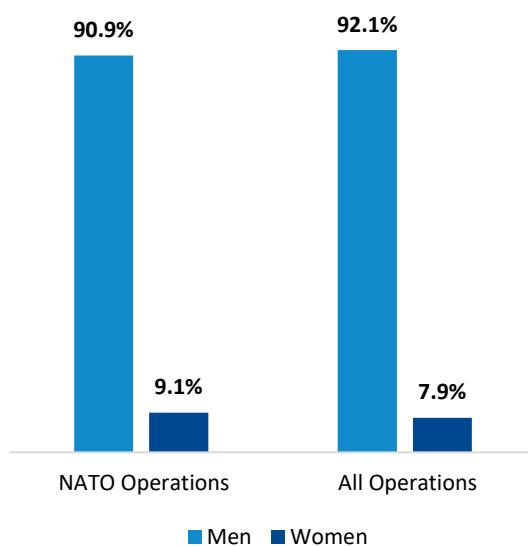


Figure 22.I.1. Distribution of women and men on operations in 2024.

Equipment, Infrastructure and Uniform Adaptation

No military equipment was specifically adapted for women and men in 2023 and 2024.

On the other hand, the Portuguese Armed Forces have been progressively adapting their military facilities and spaces to meet the needs of both sexes, promoting gender equality and respect for all military personnel. These efforts have mainly focused on the creation of separate and adequate dormitories and sanitary facilities, distinct bathrooms and showers, as well as equitable and appropriate access to changing rooms and other support facilities.

Additionally, spaces dedicated to supporting parenthood have been created, including the implementation, in 2024, of Breast Milk Expression Rooms in several units of the Portuguese Air Force. These private and properly equipped rooms provide military and civilian mothers with a suitable environment for breastfeeding and returning to work, featuring amenities such as refrigerators and sinks, ensuring privacy, hygiene, and safety. Plans are underway to expand these facilities to all units, following best practices adopted by other institutions that support breastfeeding.

Regarding uniforms, Portugal has developed service and maternity uniforms tailored to the female morphology, ensuring greater comfort and functionality for women in the Armed Forces.



ROMANIA

Success Stories

- Acted as a reliable partner to the United States in co-chairing the UN WPS Focal Points Network in 2023, hosting and contributing to high-level WPS meetings and conferences.
- Helped articulate recommendations on the role and expectations of National Focal Points within the WPS agenda.
- Continued co-chairship of the WPS Focal Points Network in 2024 alongside multiple partners.
- Adopted a second National Strategy and National Action Plan on WPS in August 2024.
- At Defence Staff level, established a GENAD/GFP network and an online sharing platform for this network, implemented gender-sensitive pre-deployment training, and participated in international WPS initiatives.

Key challenges

- Ensuring that the strong external WPS engagement and strategic frameworks are fully translated into sustained, system-wide practice and culture within the armed forces.

Overview

In accordance with national legal provisions in force, Romania did not report quantitative data concerning the composition of its national armed forces as this information constitute classified information.

New Policies and Initiatives to Implement UNSCR 1325

During 2023 and 2024, Romania was implementing its first NAP for WPS, approved in 2014 for the period 2014-2024.

In 2023 Romania also had in place a National Strategy for the 2023-2023 period with the objectives to integrate gender perspectives in security and defence policies, increase the representation and significant participation of women in peace negotiations, mediation processes and within peacekeeping missions, as well as preventing and combating all forms of gender-based discrimination, harassment and sexual violence. Cooperation with civil society in the process of implementing the WPS Agenda is also one of the main goals.

In 2024, Romania had in place a National Strategy for the period 2024-2028. The key objectives of the 2024-2028 strategy include mainstreaming gender in security and defence policies, increasing the representation and significant participation of women in the national defence, public order and national security system in peace negotiations, mediation processes and peacekeeping missions, preventing and combating all forms of SGBV and

harassment, as well as relief and recovery.

Romania did not have a target or quota for the percentage of women and men in the national armed forces during 2023 and 2024.

There are no restrictions for women in terms of all active-duty occupations both in the military as well as in operations. Similarly, no restrictions are in place for women in leadership positions across the Romanian Armed Forces.

Romania has in place mentoring and training opportunities to foster the advancement of both women and men into military leadership positions. Since 2021, a mentoring program has been developed and operated in the Romanian land forces. From 2024, the 'Future Leaders' programme was implemented to address both women and men at OF-1 to OF-2 ranks in leading positions to foster their career progression.

There is a military entity overseeing the implementation of WPS and the integration of gender perspectives in the Romanian Armed Forces. The Defence Staff has a full-time GENAD, and starting in 2024, a dedicated post was created in the Task Organization.

Recruitment and Retention

The standards and requirements for application and recruitment in the Romanian Armed Forces are the same for women and men.

No recruitment policies or campaigns specifically designed or destined to promote the recruitment of women in the national armed forces were reported by Romania for 2023 and 2024. The same applies for retention policies or strategies.

Servicemembers of the Romanian Armed Forces can voluntarily fill in a questionnaire upon their decision to leave the military. These serve as a basis for the Romanian MoD to conduct a yearly study on reasons why personnel decide to leave the armed forces.

Work-Life Balance

Maternity leave amounts to 96 weeks, or 148 weeks for a child with disability. Fathers are granted 8 weeks of paternity leave per child birth. Parental leave is granted for a maximum period of two years (104 weeks) from the birth of the child, or three years (156 weeks) in cases of children with disabilities. Either one of the parents can benefit from this type of leave at their discretion.

To support work-life balance of military personnel, Romania grants flexible working hours to mothers for both breastfeeding and/or overall child care.

Besides provisions on parental leave and flexible working hours for mothers, the childcare policy of Romania also includes dedicated kindergartens for children of military personnel at the MoD level.

Military personnel on active duty are required by the Romanian MoD to take part in missions abroad, in line with Romania's obligations under international treaties and conventions. The rules governing exemptions from this requirement remained unchanged in 2023 and 2024. Exemptions may be granted upon request in two specific cases: when a service member is facing serious family difficulties, or when both spouses in a dual-service couple are scheduled for deployment at the same time.

Romania also offers support to single, divorced and widowed parents in their service duties. The type of support was not specified for the purpose of this report, however the military personnel at stake has to forward a request to access these supportive measures.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

Sexual harassment and SEA are offences stipulated by the Penal Code of Romania. In the Romanian Armed Forces, the Military Police Directorate manages allegations and/or cases of sexual-related offences. The Military Police Directorate is also tasked with the responsibilities that include preventing and investigating the facts associated with allegations or incidents of sexual harassment or SEA.

Romania has formal procedures to report incidents or allegations sexual-related offences are in place. Reporting can be made to the police, the National Council for Combating Discrimination, through internal procedures in place at the Defence Staff, as well as within educational institutions in cases occurring across the military educational institutions.

Sexual harassment and SEA are also included in pre-deployment trainings prior to military operations and missions conducted by the Romanian Armed Forces. These trainings are carried out before any individual and/or collective deployment of personnel. For the Romanian Armed Forces, sexual-related offences are part of the annual training curriculum.

Education and Training

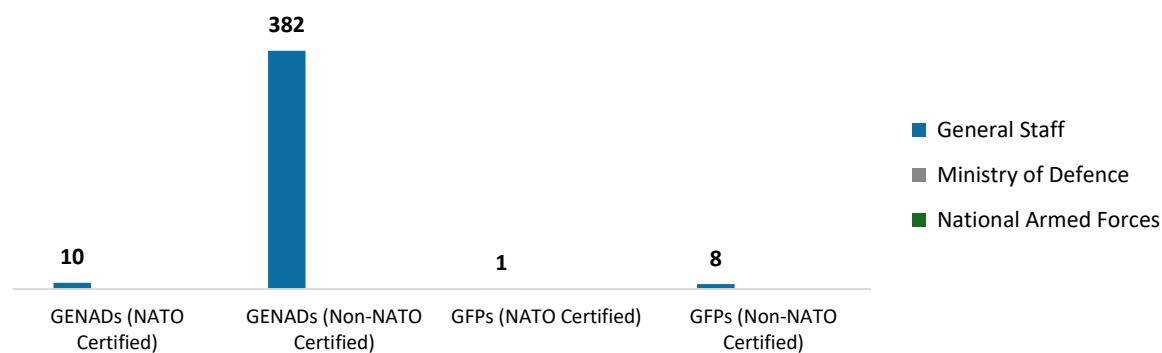


Figure 22.a. Romania's national gender advisory structure in 2023.

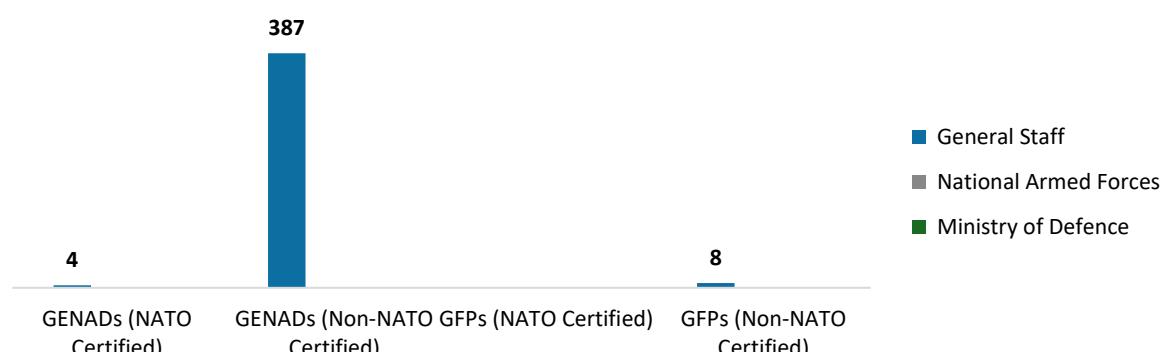


Figure 22.a.1. Romania's national gender advisory structure in 2024.

Romania reported using all four modules of the *NATO Gender Education and Training Package for Nations*.

Additionally, a process is ongoing to develop a national gender perspectives course in coordination with the National Defence University. The course is planned to be released to its first students starting from the year 2025-2026.

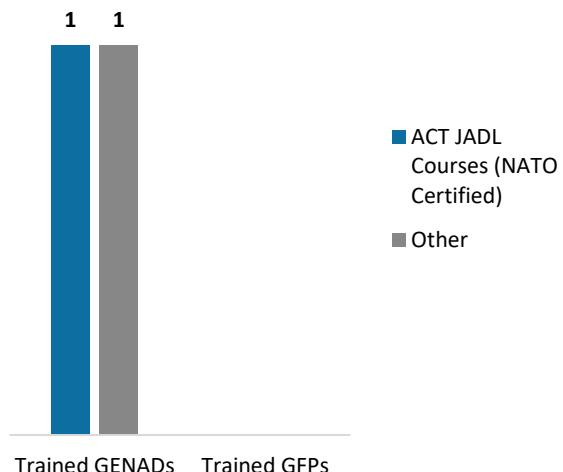


Figure 22.b. Trained personnel in 2023.

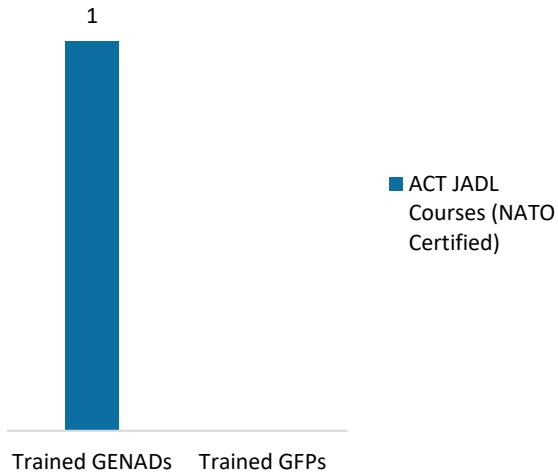


Figure 22.b.1. Trained personnel in 2024.

Gender Perspectives in Operations

Romania integrates gender perspectives into operational planning at all levels, strategic, operational and tactical. The integration of gender perspectives does not stop at gender analysis and specific trainings, but it is also accounted for in military decision-making processes, development of OPLANs, as well as during exercises in contribution to the EXPLAN and Annex RR.

Equipment, Infrastructure and Uniform Adaptation

Romania reported that all military equipment – including personal protective equipment, weapons, as well as tanks and airplanes – can be equally used by women and men with no needed adaptation.

Military facilities have separated sleeping quarters and bathrooms for women and men and offices are adapted to accommodate the needs of both sexes serving the Romanian Armed Forces.

Lastly, Romania has adapted service, combat and special occupational uniforms to the body composition of both women and men.



SLOVAKIA

Success Stories

- Appointed the first female commander of SLOVCON-UNFICYP in 2023, a historic milestone for the Armed Forces of the Slovak Republic.
- Designated the first GENAD at the MoD and adopted a concept and Action Plan on Gender Equality and WPS for 2024-2030.

Key challenges

- Creating and filling GENAD and GFP positions at operational and tactical levels.
- Translating gender equality and WPS commitments into everyday practice across the armed forces.
- Shifting organizational culture within the armed forces and MoD to embrace gender perspectives as integral.

Overview

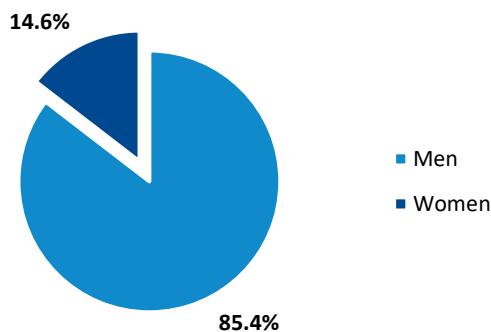


Figure 23.a. Percentage of women in the Armed Forces of the Slovak Republic in 2023.

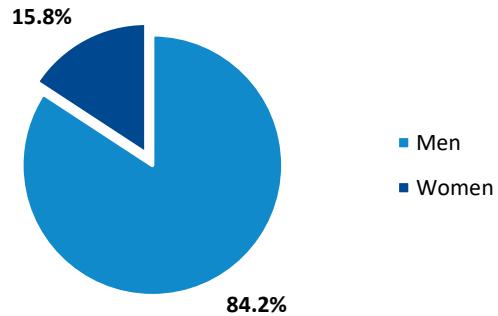


Figure 23.a.1. Percentage of women in Armed Forces of the Slovak Republic in 2024.

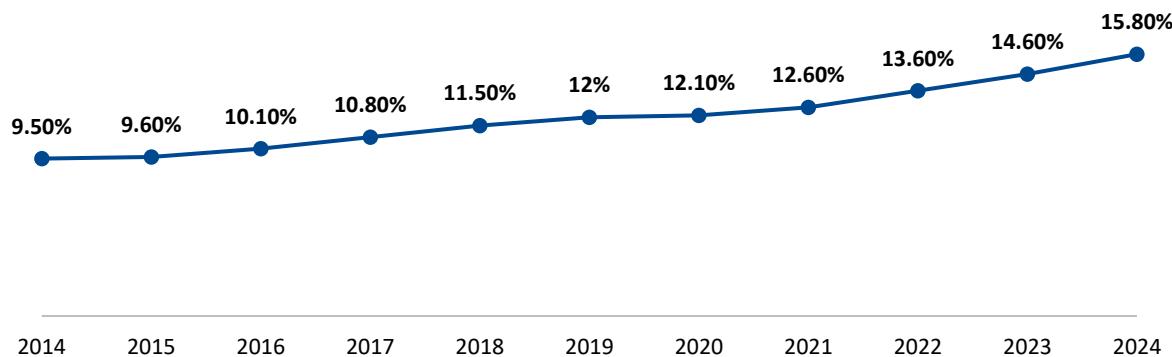
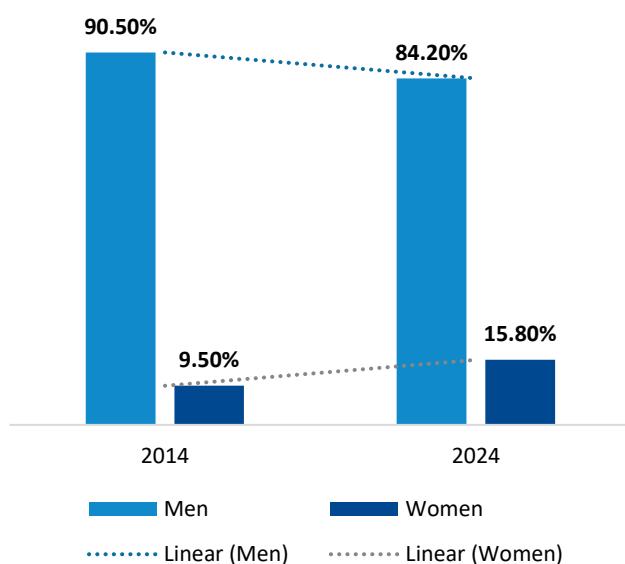


Figure 23.b. Percentage of women in the Armed Forces of the Slovak Republic over time.



The Armed Forces of the Slovak Republic were composed of 14.6% women and 85.4% men in 2023 (Figure 24.a). In 2024, the percentage of women rose to 15.8, reflecting an increase of 1.2 percentage points since 2023 (Figure 24.a.1). In between the 2014 and 2024 reporting periods, the proportion of women in the Armed Forces of the Slovak Republic rose by 6.3 percentage points (Figure 24.c).

Figure 23.c. Trend in composition of Armed Forces of the Slovak Republic between 2014 and 2024.

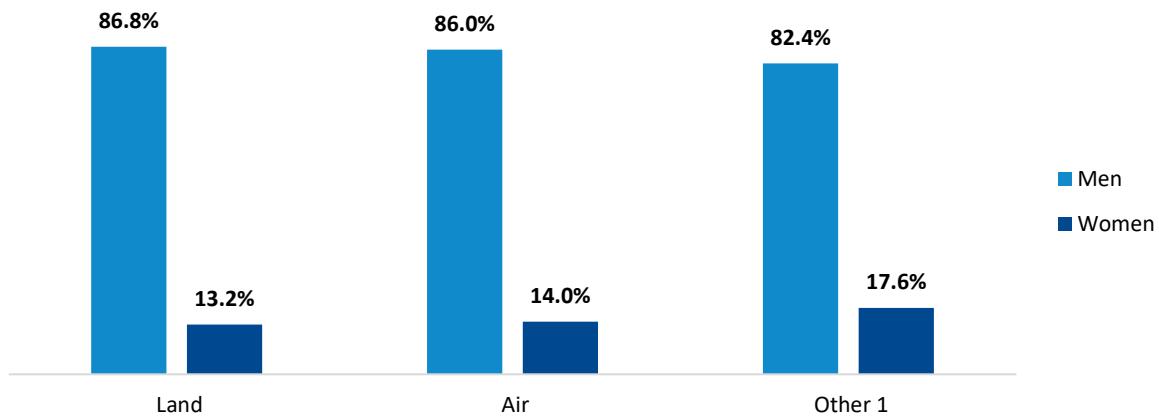


Figure 23.d. Distribution of women and men by branch of the Armed Forces of the Slovak Republic in 2023.

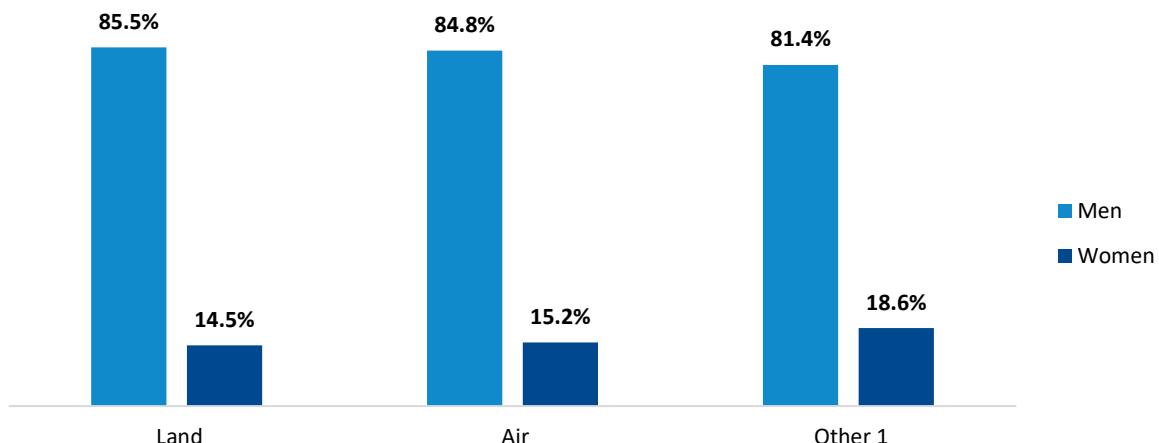


Figure 23.d.1. Distribution of women and men by branch of the Armed Forces of the Slovak Republic in 2024.

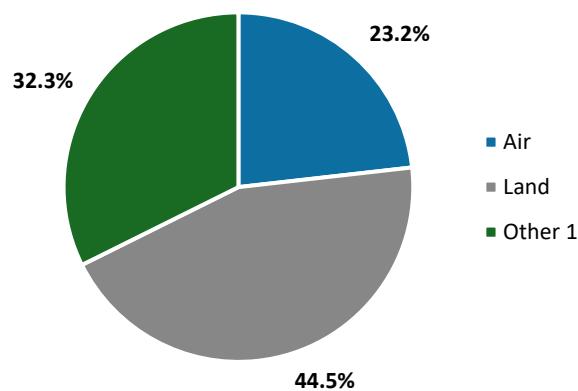


Figure 23.e. Distribution of women by branch of the Armed Forces of the Slovak Republic in 2023.

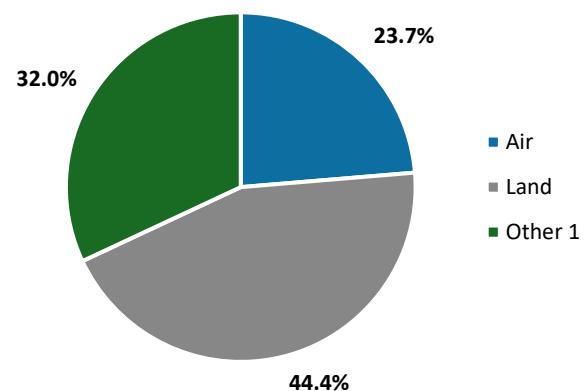


Figure 23.e.1. Distribution of women by branch of the Armed Forces of the Slovak Republic in 2024.

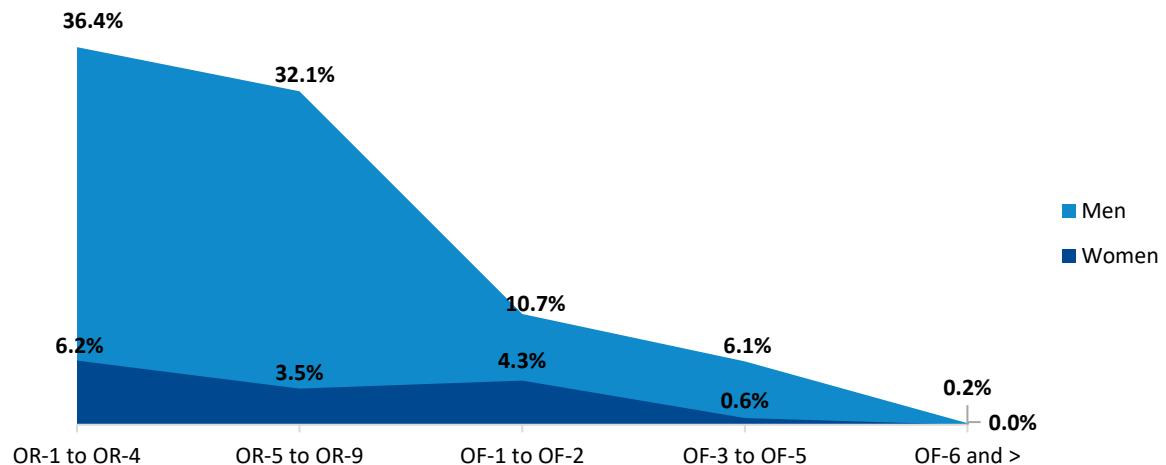


Figure 23.f. Distribution of women and men by rank in the Armed Forces of the Slovak Republic in 2023.

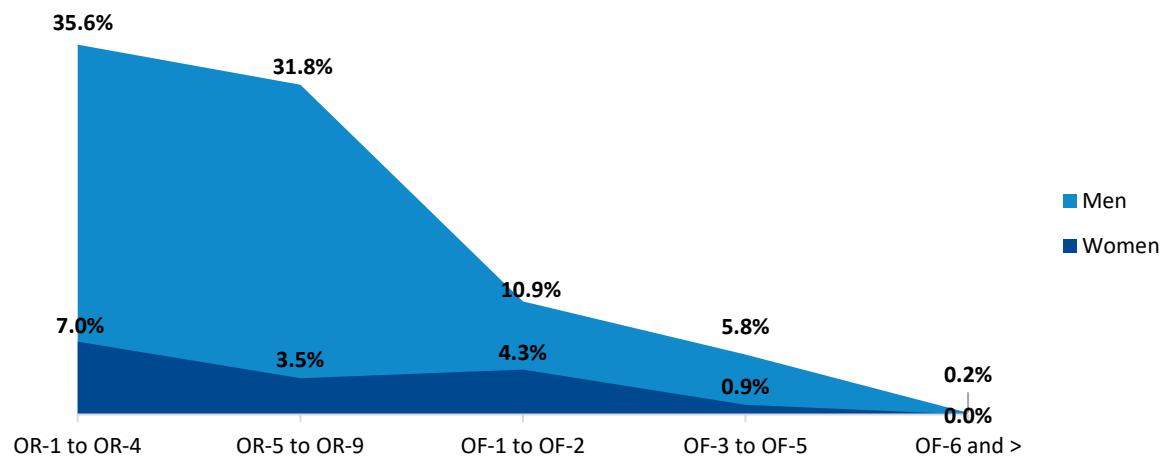


Figure 23.f.1. Distribution of women and men by rank in the Armed Forces of the Slovak Republic in 2024.

Reserve Forces

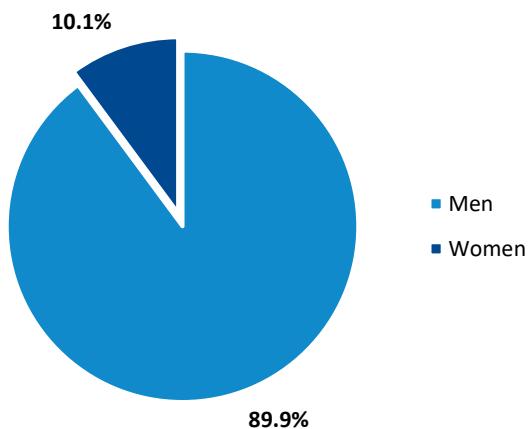


Figure 23.g. Percentage of women in the Active Reserves of the Armed Forces of the Slovak Republic in 2023.

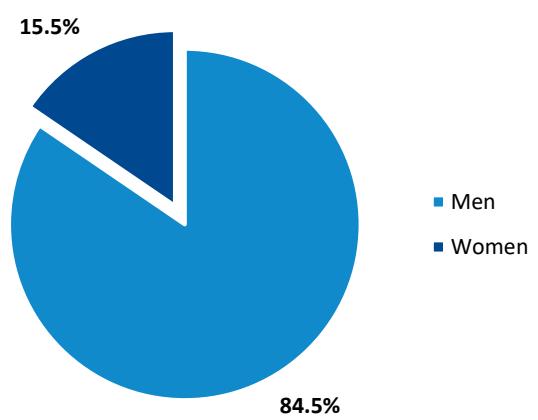


Figure 23.g.1. Percentage of women in the Active Reserves of the Armed Forces of the Slovak Republic in 2024.



Figure 23.h. Distribution of women and men in Land Forces of the Active Reserves of the Armed Forces of the Slovak Republic in 2023.

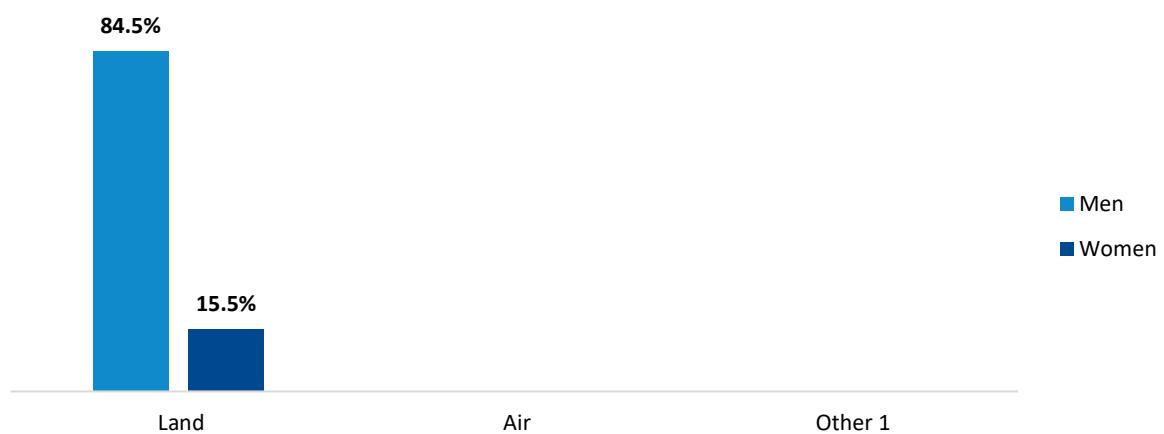


Figure 23.h.1. Distribution of women and men in Land Forces of the Active Reserves of the Armed Forces of the Slovak Republic in 2024.

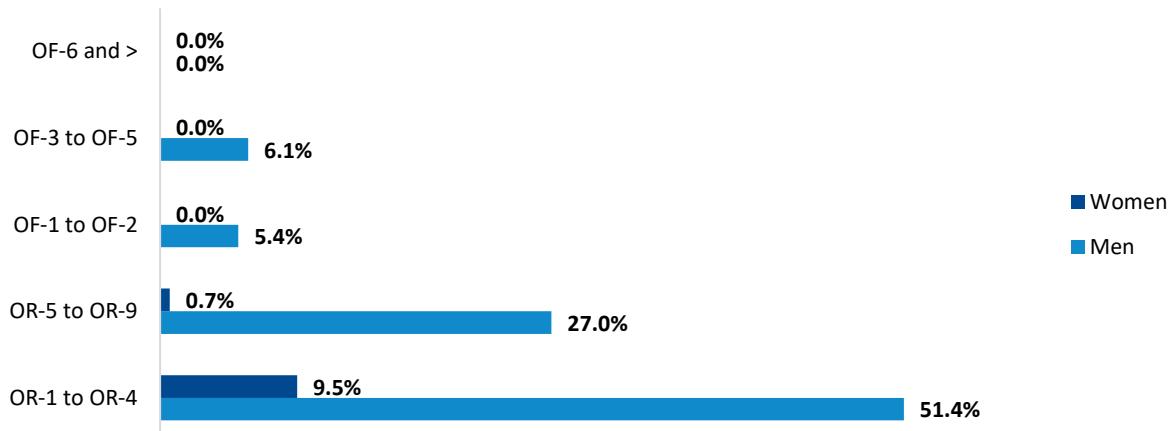


Figure 23.i. Distribution of women and men by rank in the Active Reserves of the Armed Forces of the Slovak Republic in 2023.

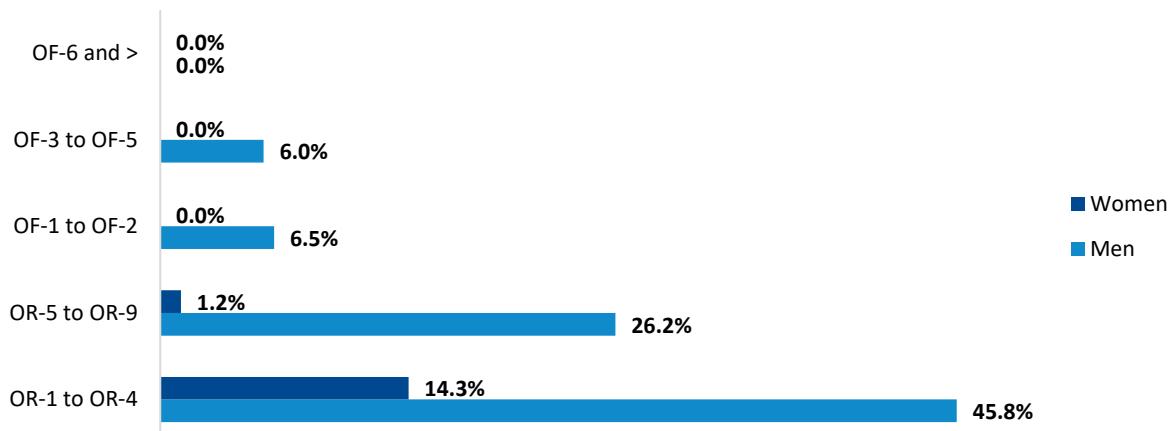


Figure 23.i.1. Distribution of women and men by rank in the Active Reserves of the Armed Forces of the Slovak Republic in 2024.

New Policies and Initiatives to Implement UNSCR 1325

Slovakia has adopted its first NAP for WPS for years 2021 – 2025. It resolves four areas:

1. Participation;
2. protection;
3. prevention, education and training;
4. international cooperation.

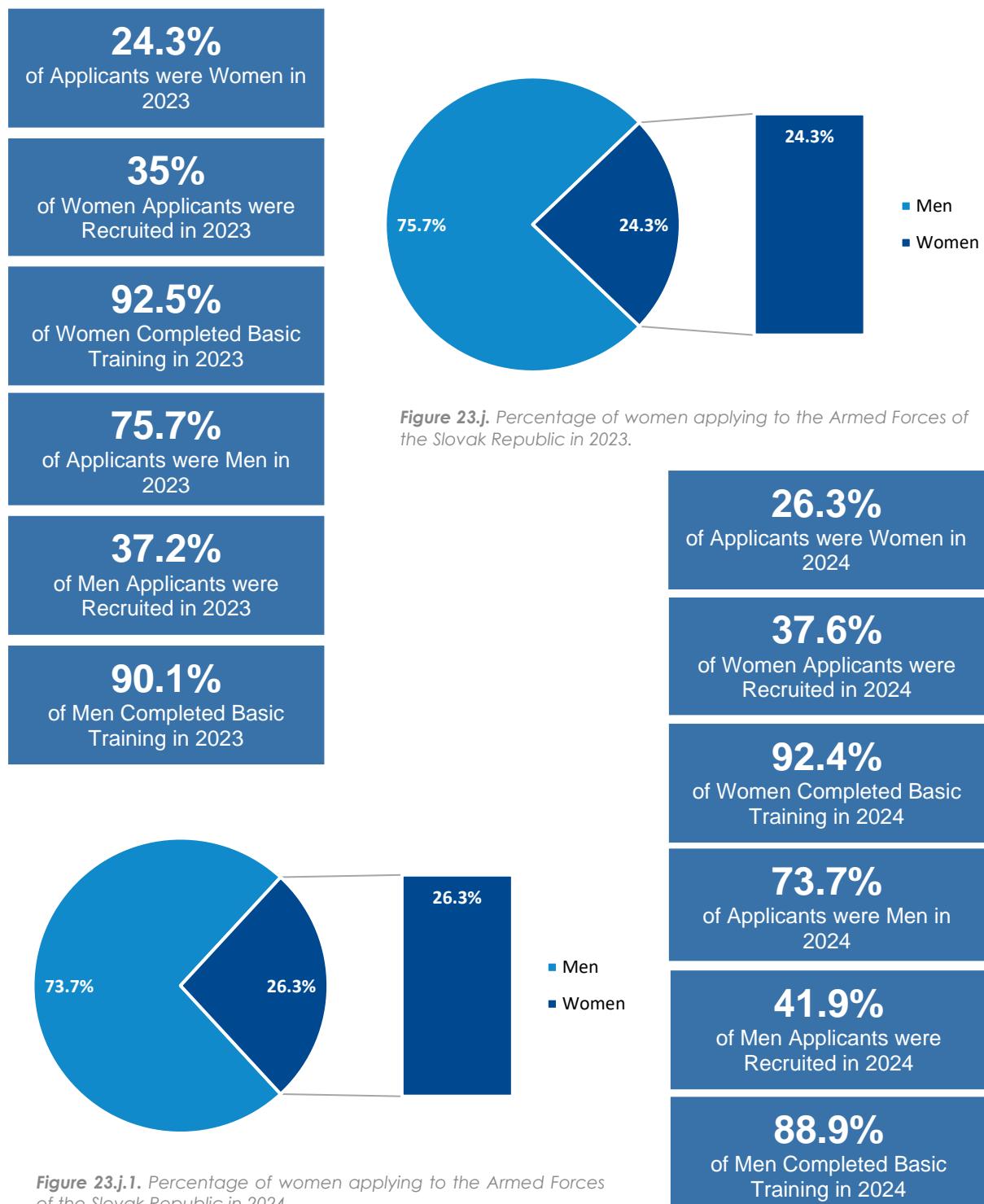
In April 2024, the Concept and the Action Plan 2024-2030 for the MoD of the Slovak Republic and the Armed Forces of the Slovak Republic was approved. This marks a significant milestone in implementing WPS and integrating the gender perspective in the Armed Forces of the Slovak Republic.

In this reporting cycle, Slovakia did not have a target or quota for the percentage of women and men in the national armed forces. The Armed Forces of the Slovak Republic do not have any restrictions in place for women in all active-duty occupations either in the military or in operations. Similarly, no restrictions are foreseen for women in terms of access to

leadership position across the Armed Forces of the Slovak Republic.

No military entity is currently responsible for overseeing the integration of gender perspective in the Armed Forces of the Slovak Republic, and no changes in this regard occurred during the reporting cycle of the present work.

Recruitment and Retention



The requirements for application and recruitment into the Armed Forces of the Slovak Republic are the same for women and men, however differentiated evaluation standards are in place to meet the physical requirements which are approximately 10% lower for female applicants. To enhance the recruitment of women in the armed forces, the Armed Forces of the Slovak Republic has increased the visibility of female soldiers in recruitment campaigns and advertisement.

A network to support women in the military, in the form of points of contact, has been set up since September 2024, when the GENAD at MoD of the Slovak Republic announced it in the official magazine *Obrana*.

Concerning retention strategies for the military, the Armed Forces of the Slovak Republic have a system of social programs for its personnel and their families, as well as for veterans. These programs aiming at enhancing retention, and overall well-being of professional soldiers, include salary increases, social care provisions and a scheme of assistance to war veterans. No specific policies for the retention of servicewomen are currently in place in the Slovak Republic.

An exit survey is conducted across the Armed Forces of the Slovak Republic when transitioning to retirement. This survey specifically collects data aiming at understanding the experiences of soldiers who served in the military throughout their careers.

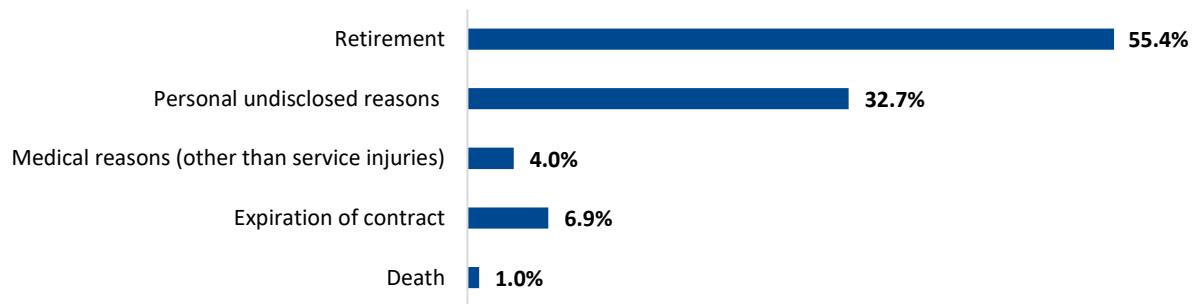


Figure 23.k. Distribution of female personnel who left the Armed Forces of the Slovak Republic by reasons in 2023.

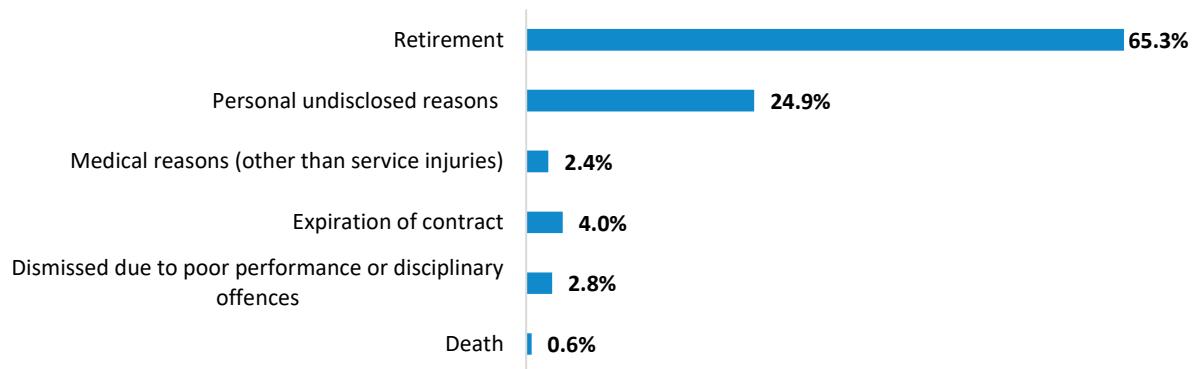


Figure 23.k.1. Distribution of male personnel who left the Armed Forces of the Slovak Republic by reasons in 2023.

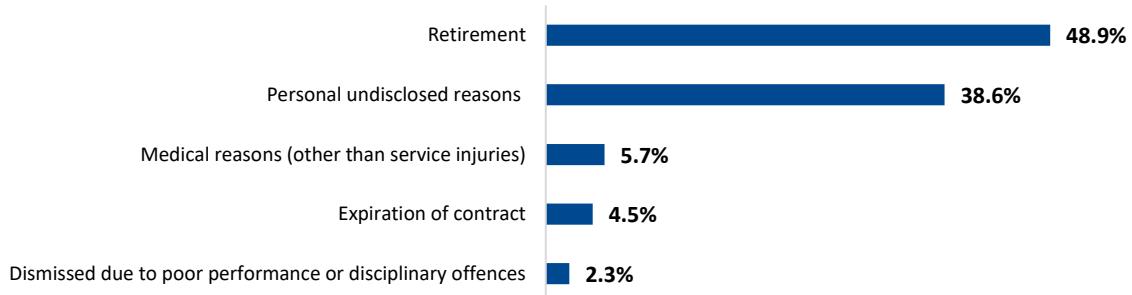


Figure 23.I. Distribution of female personnel who left the Armed Forces of the Slovak Republic by reasons in 2024.

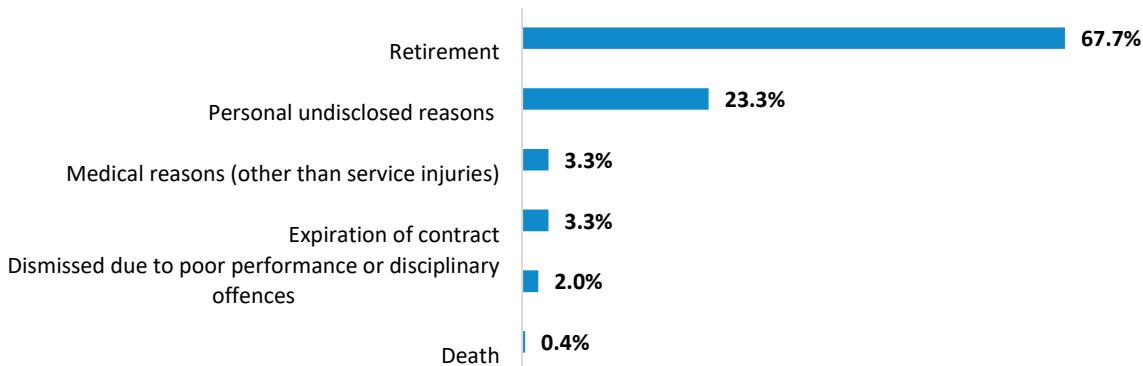


Figure 23.I.1. Distribution of male personnel who left the Armed Forces of the Slovak Republic by reasons in 2024.

Work-Life Balance

Maternity leave in Slovakia amounts to 34 weeks, while fathers are entitled to 10 days of paternity leave. Combined parental leave is not transferable and can be taken until the age of 3 for each child.

There are specific programs and policies that support work-life balance for personnel employed in the Armed Forces of the Slovak Republic. These include the Programs of Care, the Individual Care Program for Professional Soldiers, the Care Program for Professional Soldiers and their Families, as well as the Care Program for the War Veterans and the Military Retirees. The MoD also organizes children's camps and families and children's recreations activities.

In September 2024, the MoD of the Slovak Republic successfully completed its first project to open a kindergarten in its facilities as part of the nation's childcare policy.

Single, divorced or widowed parents that are looking after their children are supported by the MoD thanks to the recreation facilities set up to take care of children of military personnel. Part-time employment and/or flexible working hours are not available across the Armed Forces of the Slovak Republic up until the reporting cycle of this report.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

The practice of the Armed Forces of the Slovak Republic's to prevent and respond to sexual-related offences is based on a framework of legislation, policies and documents. Indeed, these include Law no. 583/2008 Coll. on the Prevention of Criminal and Other Antisocial Activities, as well as the conclusions of the fulfilment of previous strategic documents in the field of crime prevention. Slovakia has also used crime analysis, Strength Weakness Opportunities Threats (SWOT) analysis and the overall system of crime prevention, alongside preventing practice experiences and recommendations of international organizations to inform its strategy against sexual harassment and SEA. The MoD of the Slovak Republic also has long-term provisions regarding sexual-related offences based on regulations on ensuring the completion of tasks in the field of crime prevention no. 35/2008.

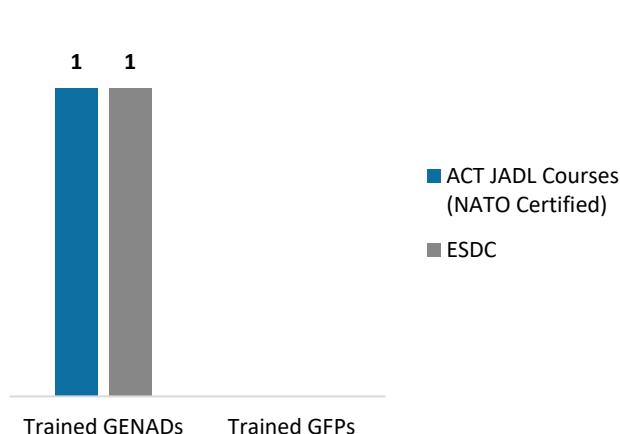
Despite the absence of a dedicated team/person responsible for overseeing these categories of offense, military personnel is granted the ability to report incidents and allegations through different complaint mechanisms. Soldiers can report directly to their commanders or file a complaint to Service Complaints Ombudsman for the Armed Forces of the Slovak Republic, which has been operating since May 2023. The responsibility to assess and conduct investigations lies with the military police according to Act No. 124/1992 Coll. The act defines obligations and authorities in the area of responsibility of the MoD, the Armed Forces of the Slovak Republic and other bodies.

Preventive measure and activities for sexual harassment are organized by the Slovak Military Police and the Armed Forces of the Slovak Republic according to legislation and regulations, as appropriate; while, concerning SEA, educational programs are part of pre-deployment training at the Peace Support Operations Training Unit and at the armed forces itself.

Education and Training



Figure 23.m. Slovakia's national gender advisory structure in 2024.



The Armed Forces of the Slovak Republic did not operationalize the *NATO Gender Education and Training Package for Nations* in national training programmes.

Figure 23.n. Trained personnel in 2024.

Gender Perspectives in Operations

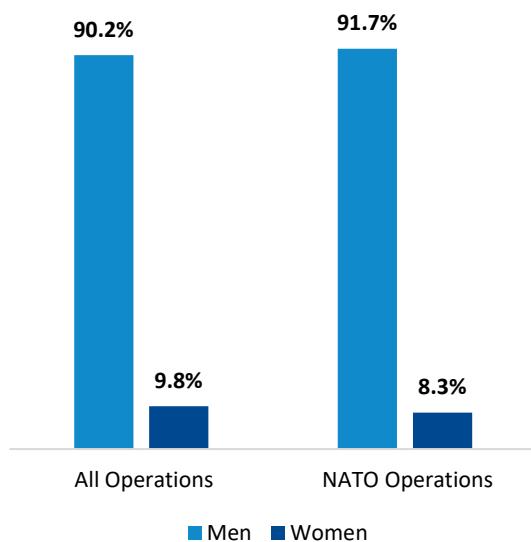


Figure 23.o. Distribution of women and men in operations in 2023.

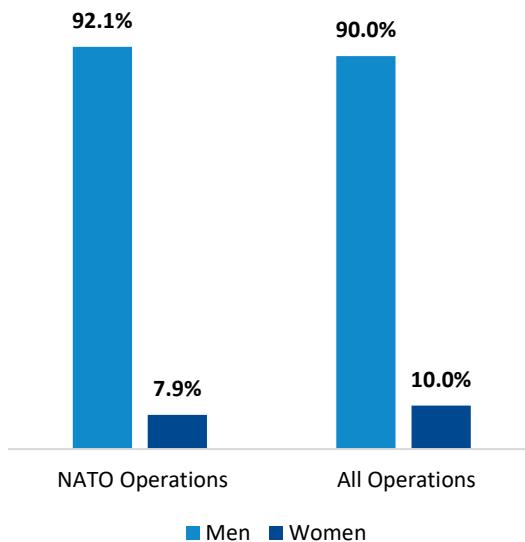


Figure 23.o.1. Distribution of women and men in operations in 2024.

Gender perspective is not integrated into operational planning up to 2024. Nevertheless, the Armed Forces of the Slovak Republic have integrated gender perspective as part of their pre-deployment training for its personnel at the Peace Support Operations Training Unit.

Equipment, Infrastructure and Uniform Adaptation

The Armed Forces of the Slovak Republic have adapted personal protective equipment – such as CBRN suits and googles – to be suited for both women and men.

Similarly, military facilities have been adapted to accommodate the specific needs of women and men. Separate sleeping quarters and bathrooms have been set up for Slovak military personnel.

Alongside the abovementioned, Slovakia has reported having adapted the design of skirts, shoes and underwear, as well as the service uniform, to suit women's bodies



SLOVENIA

Success Stories

- Deployed more than 20% women in KFOR in 2024, far above the usual average, signaling strong female operational engagement.
- Delivered short gender-focused training (“Our Rights”) to primary school teachers in the mission area.
- Promoted a second woman to Brigadier General and appointed a third to a Brigadier General post (promotable), increasing women’s representation in senior ranks.

Key challenges

- High turnover among GENADs in 2024, with 4 of 7 replaced, disrupting continuity.
- Insufficient knowledge and expertise in some areas to ensure consistently high-quality integration of gender perspectives in the Slovenian Armed Forces.

Overview

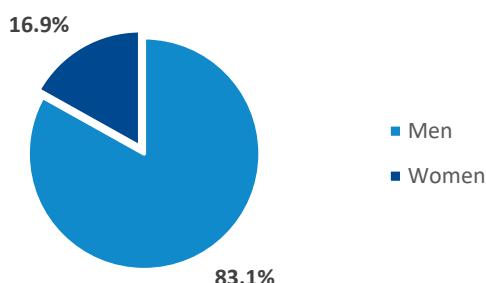


Figure 25.a. Percentage of women in the Slovenian Armed Forces in 2023.

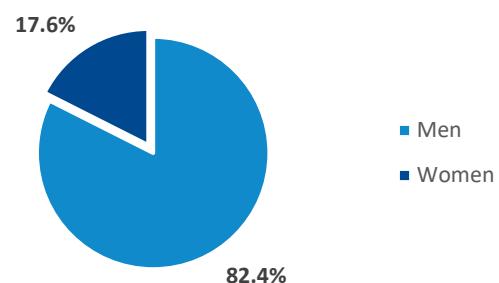


Figure 25.a.1. Percentage of women in the Slovenian Armed Forces in 2024.

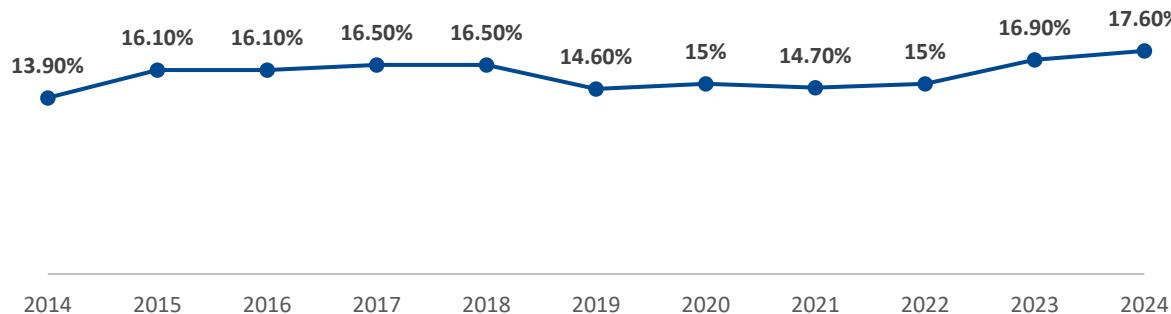


Figure 25.b. Percentage of women in the Slovenian Armed Forces over 10 years.

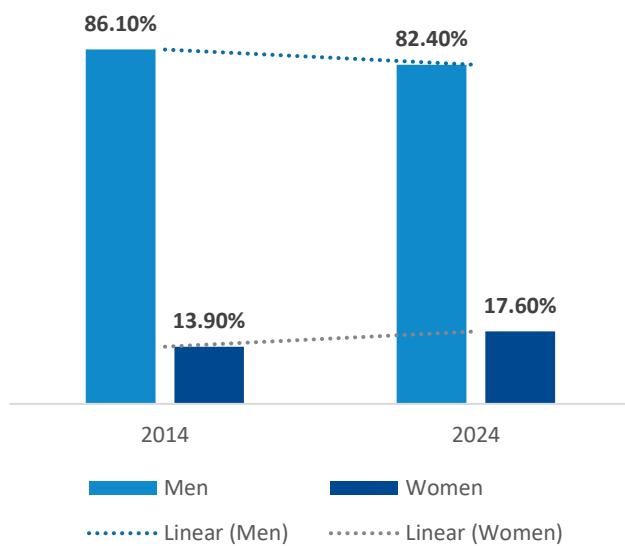


Figure 25.c. Percentage of women in the Slovenian Armed Forces over 10 reporting cycles.

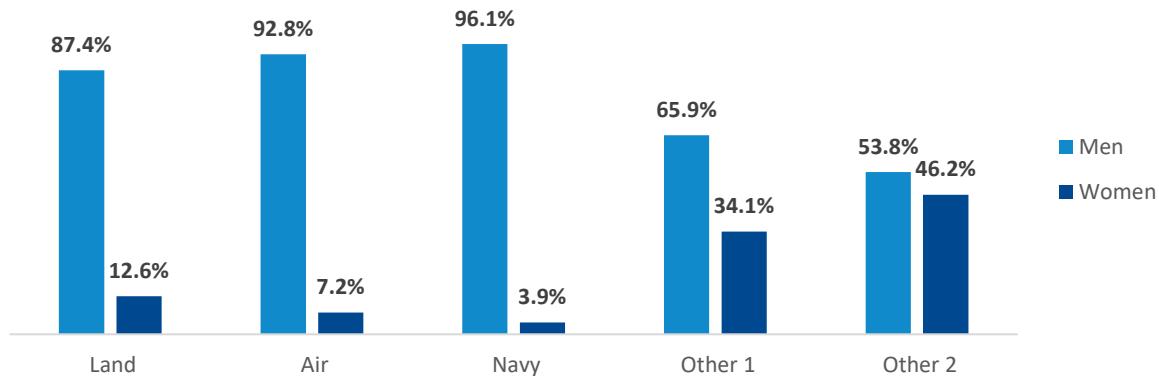


Figure 25.d. Distribution of men and women by branch in the Slovenian Armed Forces in 2023.

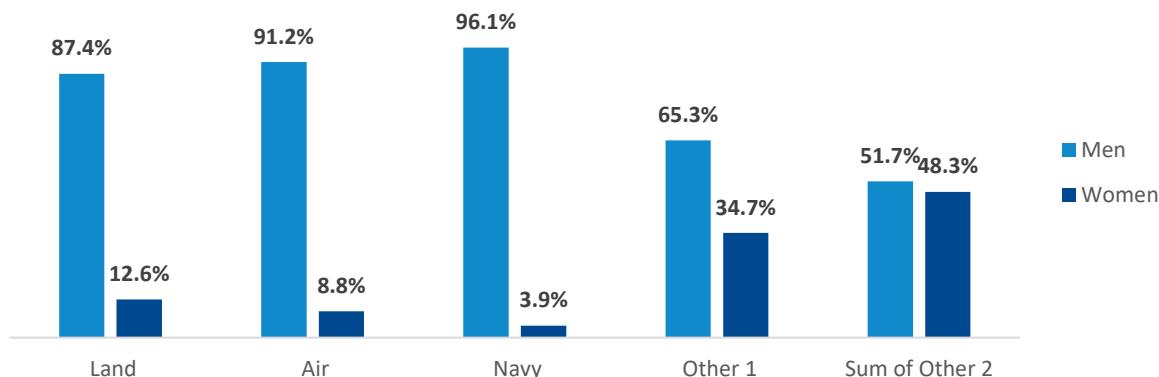


Figure 25.d.1. Distribution of men and women by branch in the Slovenian Armed Forces in 2024.

The proportion of women in Slovenia's Armed Forces grew by 0.7 percentage points between 2023 and 2024, to a total share of 17.6%, up from 16.9% (Figure 25.a and 25.a.1). This represents a 3.5 percentage point increase since 2014, and the highest share of women in the Slovenian Armed Forces over the last 10 years.

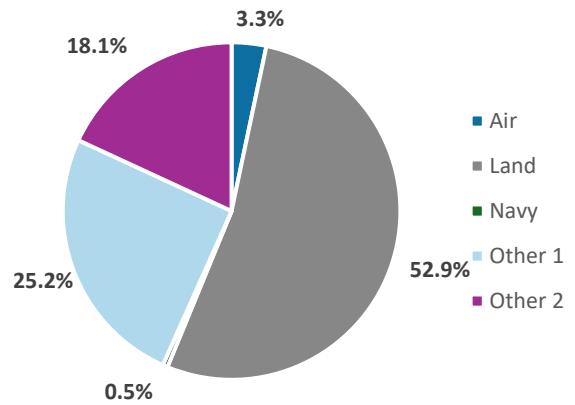


Figure 25.e. Distribution by branch of women in the Slovenian Armed Forces in 2023.

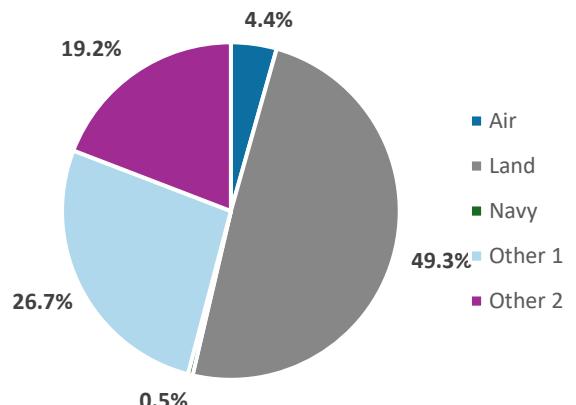


Figure 25.e.1. Distribution by branch of women in the Slovenian Armed Forces in 2024.

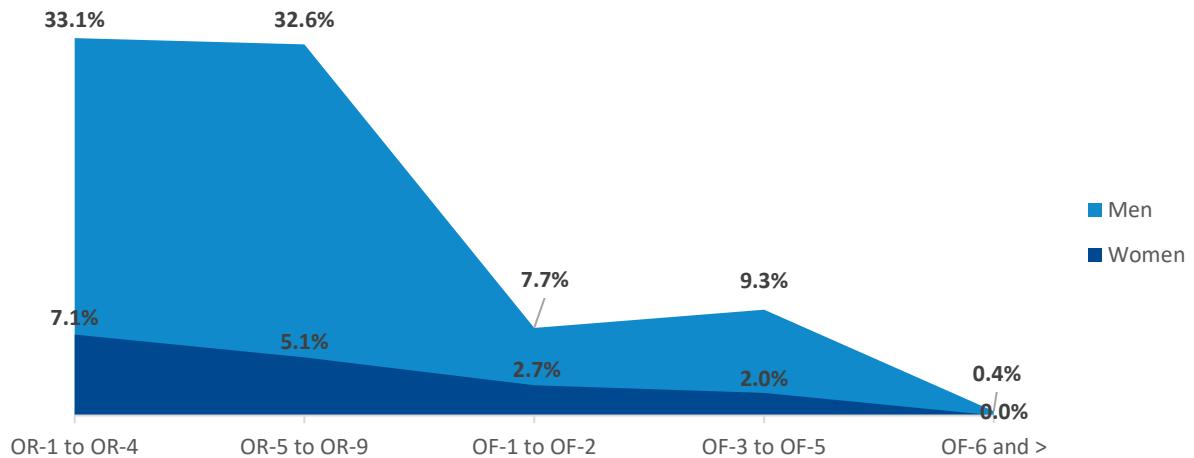


Figure 25.f. Distribution by rank of women and men in the Slovenian Armed Forces in 2023.

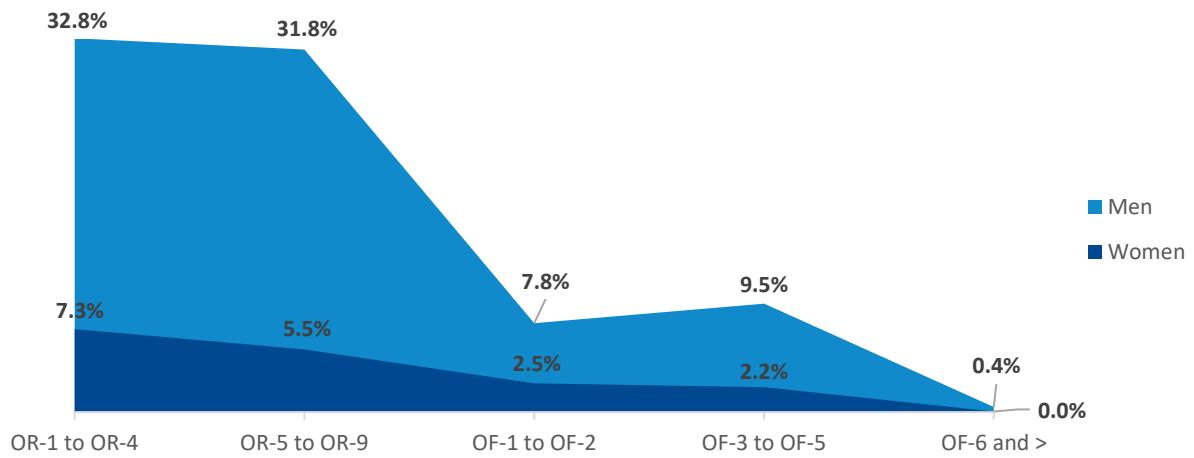


Figure 25.f.1. Distribution by rank of women and men in the Slovenian Armed Forces in 2024.

Reserve Forces

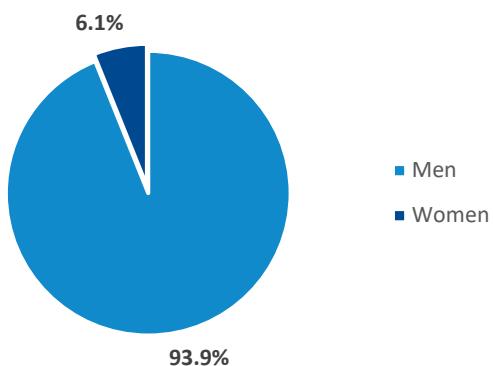


Figure 25.g. Percentage of women in the Slovenian military reserves in 2023.

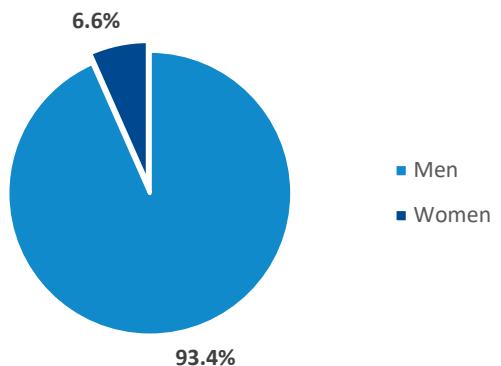


Figure 25.g.I. Percentage of women in the Slovenian military reserves in 2024.

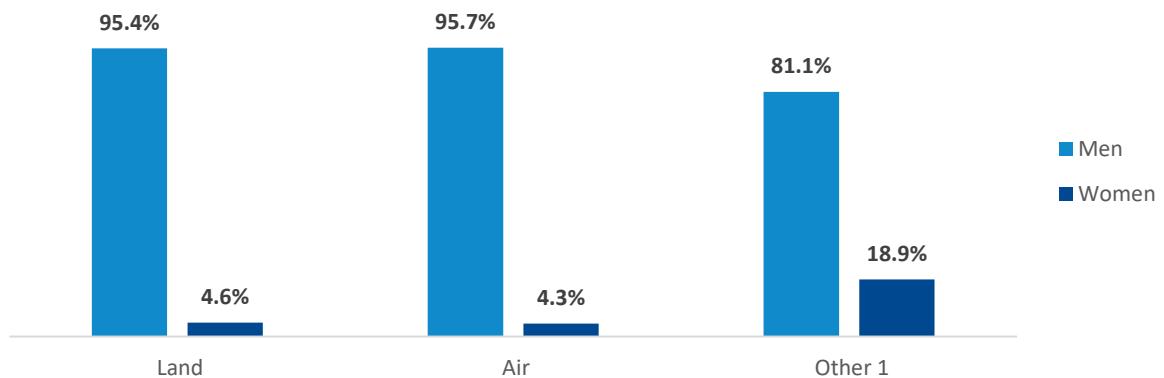


Figure 25.h. Distribution by branch of women and men in the Slovenian military reserves in 2023.

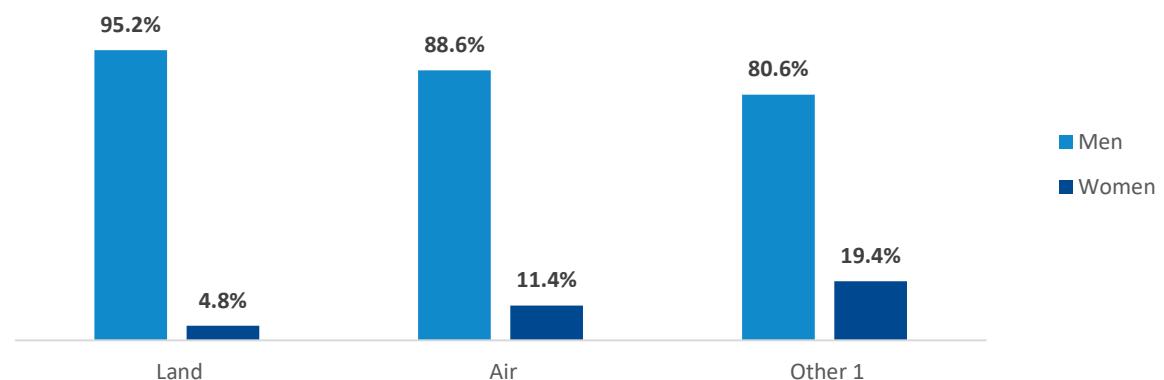


Figure 25.h.I. Distribution by branch of women and men in the Slovenian military reserves in 2024.

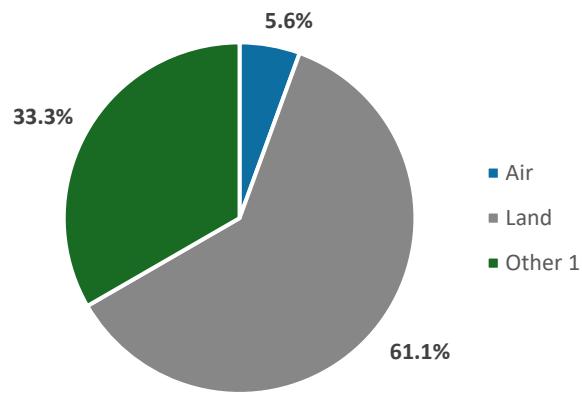


Figure 25.i. Distribution by branch of women in the Slovenian military reserves in 2023.

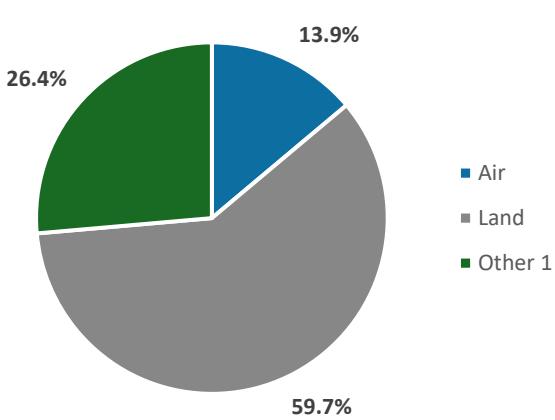


Figure 25.i.1. Distribution by branch of women in the Slovenian military reserves in 2024.



Figure 25.j. Distribution by rank of women and men in the Slovenian military reserves in 2023.



Figure 25.j.1. Distribution by rank of women and men in the Slovenian military reserves in 2024.

New Policies and Initiatives to Implement UNSCR 1325

Slovenia did not have a valid NAP for WPS during 2023 and 2024. However, Slovenia has previously implemented two NAPs, the first one spanning from 2010- 2015 and the second one covering the period 2018-2020.

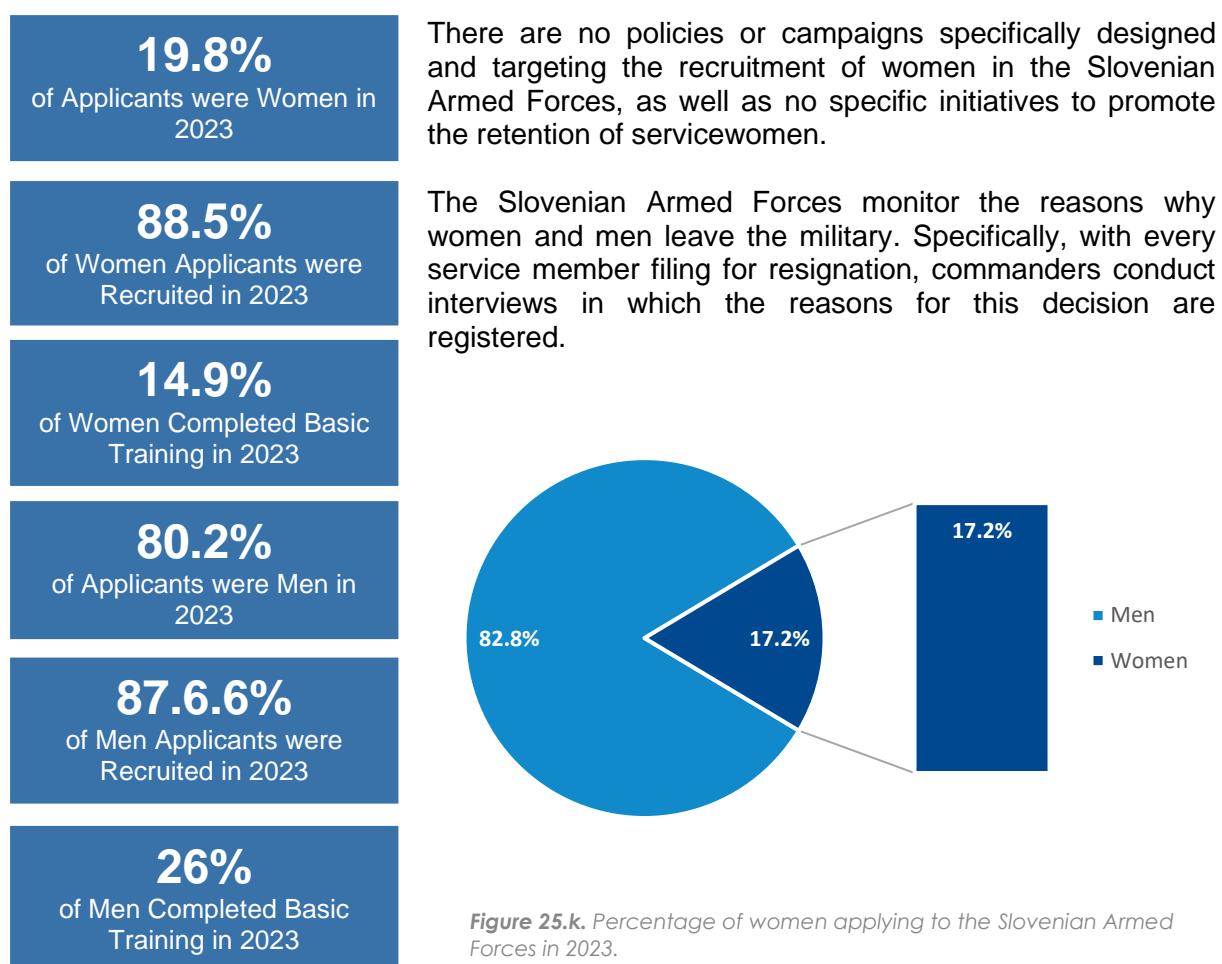
No new specific policies and legislation related to the integration of gender perspectives in the Slovenian Armed Forces were approved or enforced during 2023 and 2024.

The Slovenian Armed Forces do not have a target or a quota for the percentage of women serving in the military. No restrictions are foreseen for women in active-duty occupations in the armed forces or in operations. Similarly, no statutory restriction is in place for women serving in leadership positions of the Slovenian Armed Forces.

Slovenia has embedded the implementation of WPS into a military entity overseeing the activities in this regard. Indeed, integrating gender perspectives in the Slovenian Armed Forces falls under the remit of responsibilities of the GENAD at the General Staff/CHOD's Office since 2015.

Recruitment and Retention

The standards for application and recruitment into the Slovenian Armed Forces are the same for women and men, besides from the physical test requirements, which are adjusted for women.



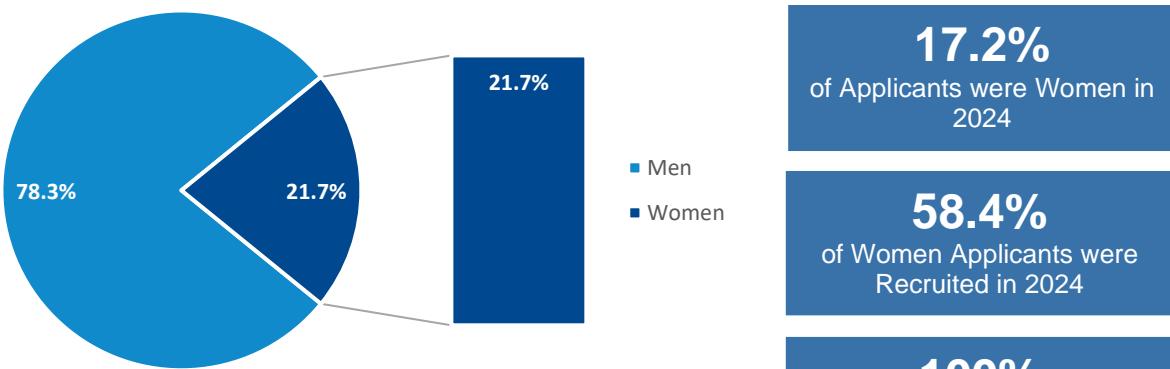


Figure 25.k.1. Percentage of women applying to the Slovenian Armed Forces in 2024.

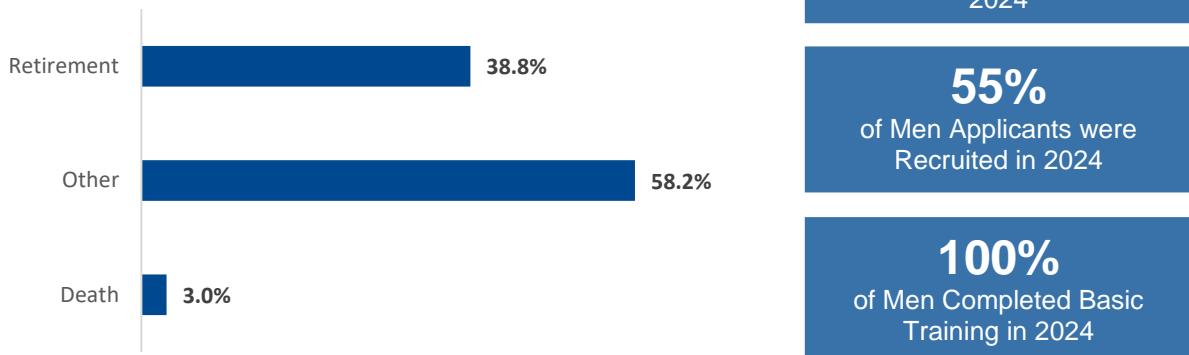


Figure 25.l. Distribution by reason for women leaving the Slovenian Armed Forces in 2023.

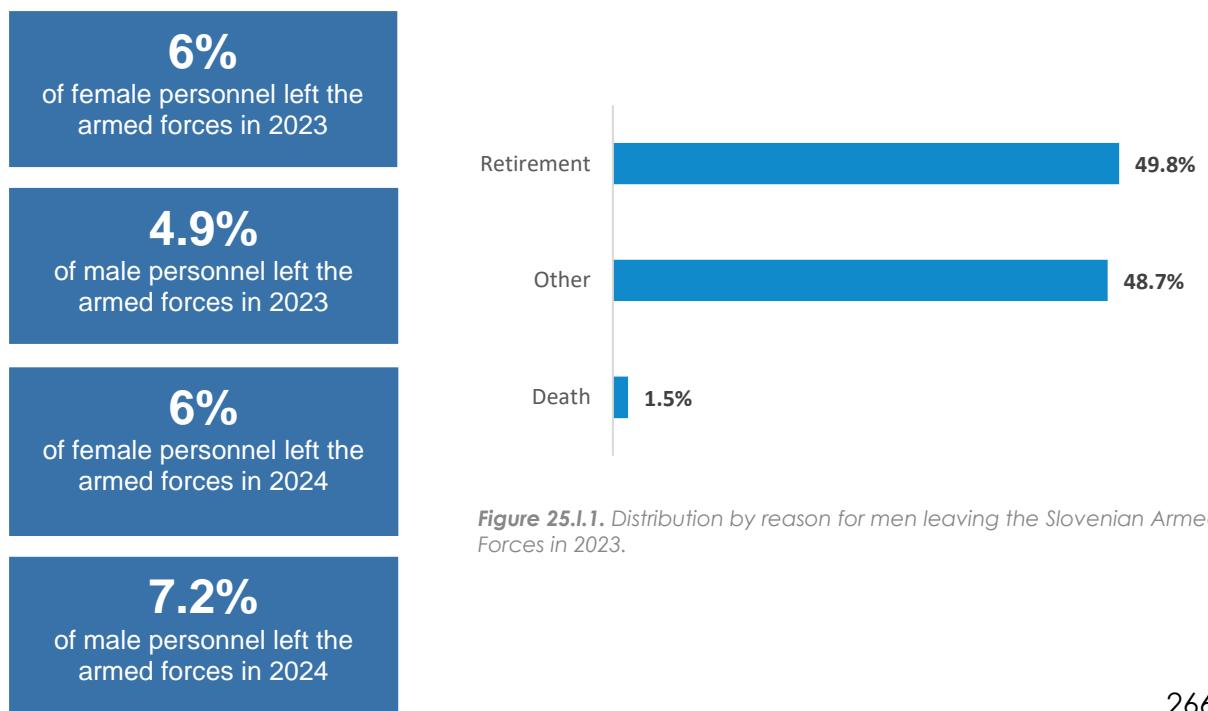


Figure 25.l.1. Distribution by reason for men leaving the Slovenian Armed Forces in 2023.

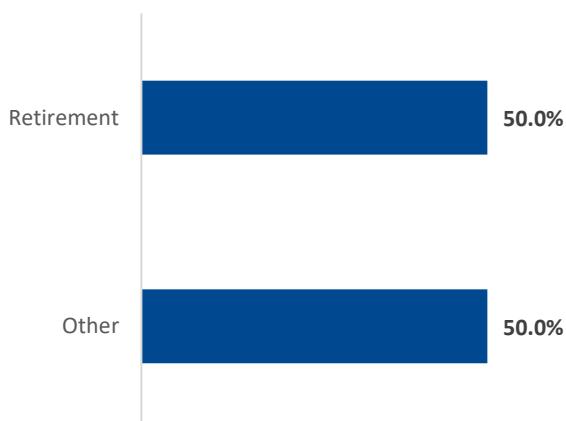


Figure 25.m. Distribution by reason for women leaving the Slovenian Armed Forces in 2024.

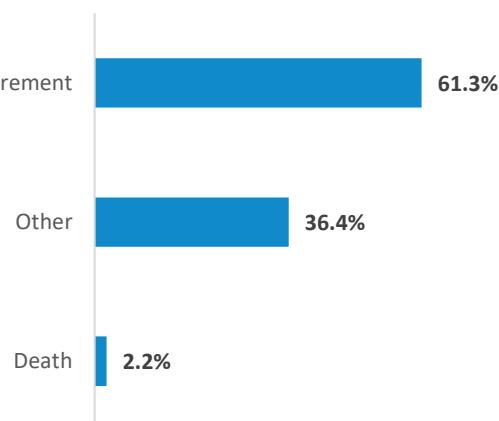


Figure 25.m.1. Distribution by reason for men leaving the Slovenian Armed Forces in 2024.

Work-Life Balance

Maternity leave in Slovenia amounts to 15 weeks, while fathers are entitled to 2 weeks of leave for childbirth. Combined parental leave is transferable and 37 weeks are granted to both parents at their discretion.

Special measures are in place to support dual service couples. Members of a service couple are not deployed at the same time, nor are they sent to military exercises simultaneously.

Slovenia also has a childcare policy. More specifically, according to the Employment Act, there are childcare rights for parents who live alone with a child under the age of 7 as well as for parents who reside alone with children with special needs or requiring medical care under the age of 18.

To support work-life balance, the Slovenian Armed Forces have part-time employment for child care, care for the elderly and the sick, as well as educational studies.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

The prevention and response to sexual-related offences in the Slovenian Armed Forces are regulated by numerous legislation, policies and regulations. These offences are covered in the Slovenian Criminal Code and the Service in the Slovenian Armed Forces Act, which were both last amended in 2023, as well as in the Rules on Service in the Slovene Army and the Military Code of Ethics of Slovenian Armed Forces. Further, the SOP on Procedure and Measures for Safeguarding the Dignity in the Slovenian Armed Forces and the Regulation on Measures to Protect the Dignity of Employees in State Administration Bodies include the prevention of sexual harassment and mobbing applicable to all servicemembers.

The Slovenian Armed Forces also issued a Statement on Zero Tolerance to Sexual Harassment, and appointed advisors for the protection of dignity in the national armed forces. A General Staff Order on the appointment of advisers for assistance and information in connection with the dignity and protection on members of the Slovenian Armed Forces was also approved in 2020.

Overseeing sexual-related offences falls under the remit of the military police and dignity

advisors who assist and inform on the protection of the dignity of members of the Slovenian Armed Forces at battalion level and higher.

Victims and survivors of sexual harassment and SEA can report incidents and allegations to the military police and/or dignity advisors. In addition to receiving complaints, they can also offer assistance and information to the persons reporting sexual harassment, SEA and other forms of violations of dignity. They also provide a yearly overview of cases and actions taken concerning the complaints received.

Regarding SEA, Slovenia has procedures to conduct investigation and pursue appropriate proceeding when these offences are carried out by its military personnel. According to the Defence Act, an act constituting a work-related criminal offence, or committed out of dishonourable intentions, or any act harmful to the reputation of a state organ is a severe breach of military discipline. This can be sanctioned by discharge from the unit, reprimand, demotion of rank, withholding promotion, as well as termination of employment and monetary fines. According to the service in the Slovenian Armed Forces Act, superiors are responsible for preventing any form of sexual harassment to happen among their subordinates. According to the same act, any personnel convicted of a criminal act against sexual integrity by a final judgement must be discharged from the national armed forces. Further, the Criminal Code Chapter 19 on Crimes against Sexual Integrity prescribed prison sentence of up to 15 years.

The prevention of misconduct, mobbing, sexual harassment and SEA are all covered in yearly trainings carried out in the Slovenian Armed Forces for commands and units, with these trainings being mandatory for all personnel.

Education and Training

Slovenia reported using all four modules of the *NATO Gender Education and Training Package for Nations*.

The Slovenian Armed Forces do not have national trainings or educational programs regarding gender perspectives and WPS. However, members of the Slovenian Armed Forces are trained in external entities, such as the Peace Operations Training Centre (POTC), the NCGM and the European Security and Defence College (ESDC).

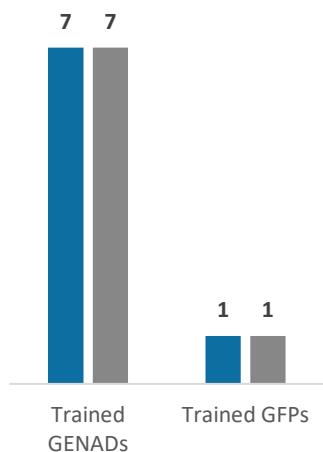


Figure 25.n. Slovenian trained personnel in 2023.

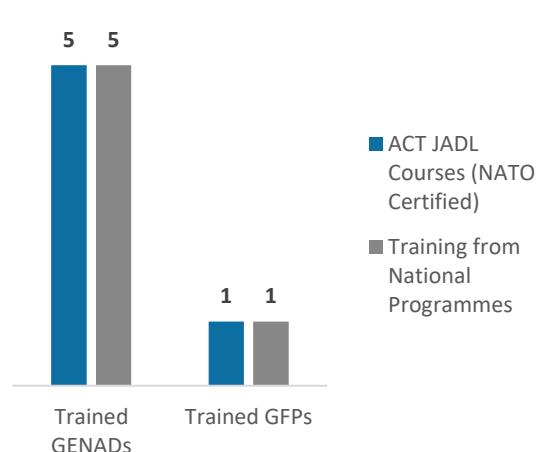


Figure 25.n.1. Slovenian trained personnel in 2024.

Further, the Slovenian Armed Forces established a network of GENADs at the strategic, operational and tactical levels. These GENADs, alongside dignity advisors, provide mandatory trainings to servicemembers on sexual-related offences and misbehaviour on an annual basis.



Figure 25.o. Slovenia's national gender advisory structure in 2023.

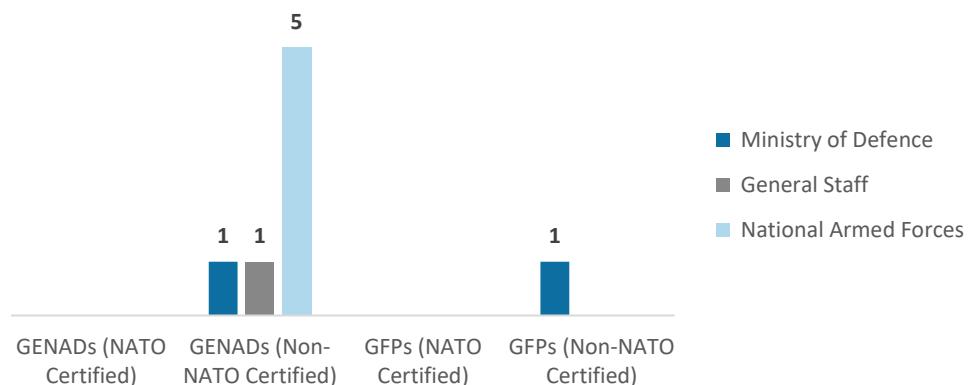


Figure 25.o.1. Slovenia's national gender advisory structure in 2024.

Gender Perspectives in Operations

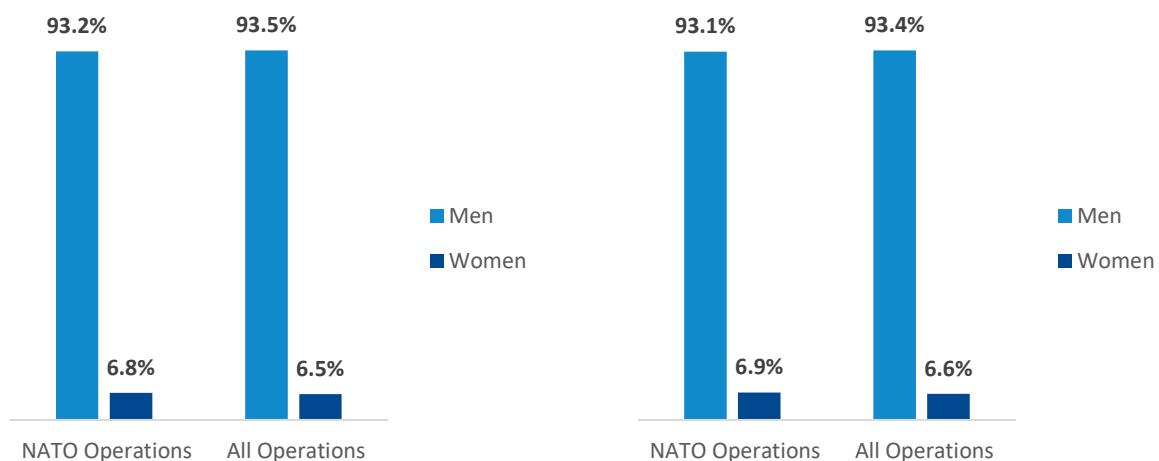


Figure 25.p. Distribution of women and men in operations in 2023.

Figure 25.p.1. Distribution of women and men in operations in 2024.

Slovenia reported integrating gender perspectives into operational planning. In each operational plan for international missions, gender perspectives are considered in annex RR. In the internal planning for international missions, gender is also considered in force composition and codes of conduct.

Gender perspectives are also integrated into pre-deployment training. GENADs from the Slovenian Armed Forces conduct mandatory basic trainings on gender to all personnel who is deployed to international missions and operations. Among the mandatory pre-deployment trainings, Slovenian servicemembers undergo trainings related to the prevention of misconduct, mobbing, sexual harassment and SEA.

Equipment, Infrastructure and Uniform Adaptation

Military equipment has not been adapted to be suited for both women and men during 2023 and 2024. However, military facilities have been adapted to accommodate both sexes. Sleeping quarters and sleeping tents, as well as toilets and bathrooms, are separated for men and women.

Regarding uniforms, the Slovenian Armed Forces have designed service, combat and special occupation uniforms to both women and men's morphologies. The lack of maternity uniforms for servicewomen in the Slovenian Armed Forces is mitigated according to the regulations contained in the Rules on Service in the Slovenian Army which states that women who are pregnant can wear civilian clothes.



SPAIN

Success Stories

- Developed an online Gender Advisor in Operations course that trained more than 3,100 participants from around twenty countries in its first year (2023).
- Introduced legislative changes in 2024 to improve work-life balance, including adjustments to leave policies and the creation of a network of breastfeeding rooms across the armed forces.

Key challenges

- Maintaining robust, scenario-relevant training efforts in line with evolving readiness needs.
- Continuing to refine work-life balance measures while ensuring organizational effectiveness.
- Increasing female recruitment without compromising standards, requiring better retention strategies and adequate female candidate pools for available positions.

Overview

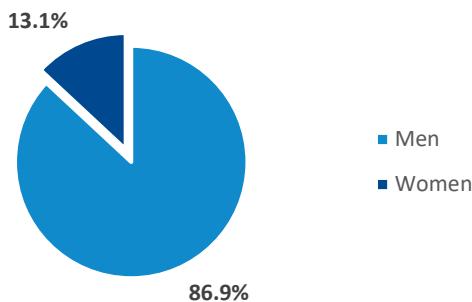


Figure 26.a. Percentage of women in the Spanish Armed Forces in 2023.

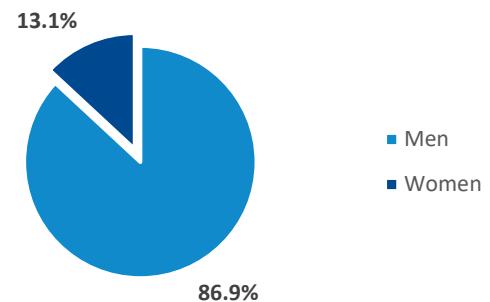
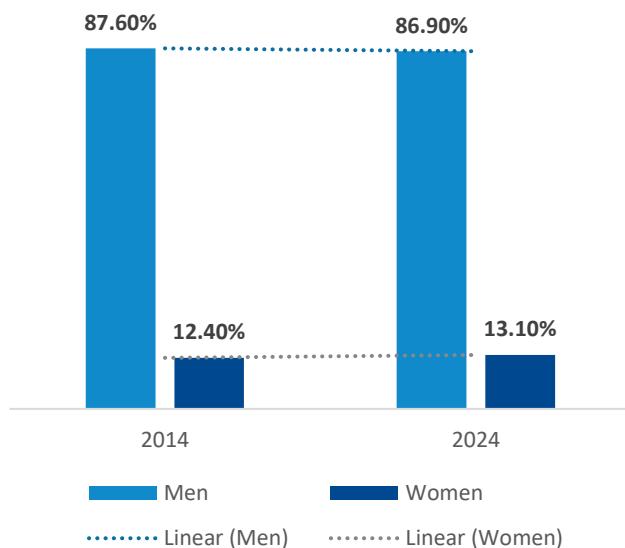


Figure 27.a.1. Percentage of women in the Swedish Armed Forces in 2024.



Figure 26.b. Percentage of women in the Spanish Armed Forces over time.



In 2023, the Spanish Armed Forces were composed of 13.1% women and 86.9% men (Figure 26.a). This figure remained stable into 2024, with the percentage of women compared to men in the Spanish Armed Forces neither increasing nor decreasing (Figure 26.a.1). Nevertheless, this represents a 0.7 percentage point increase since 2014, and the highest share of women in the Spanish Armed Forces over 10 years (26.b).

Figure 26.c. Percentage of women in the Spanish Armed Forces over time.

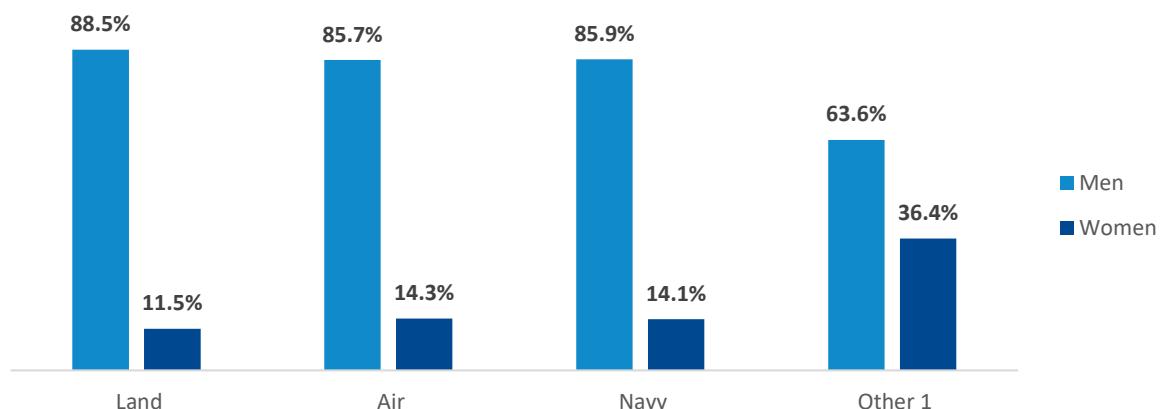


Figure 26.d. Distribution by branch of women and men in the Spanish Armed Forces in 2023.

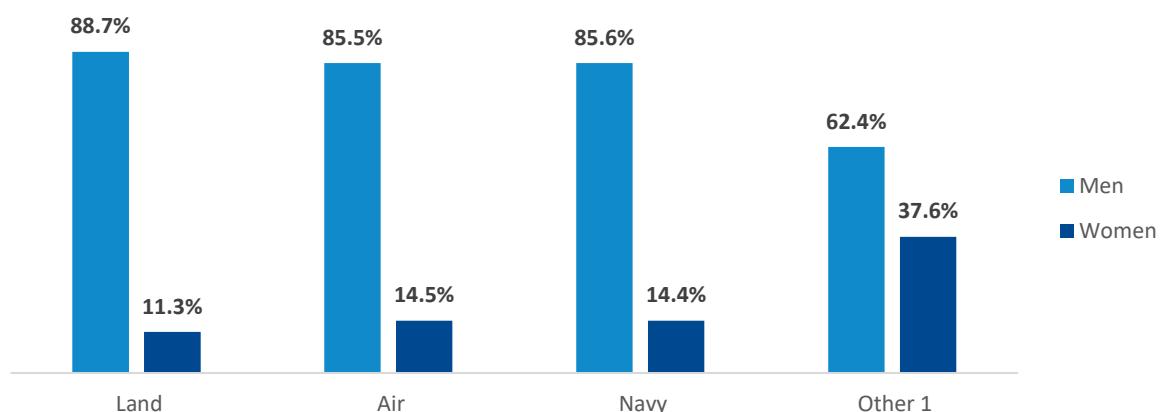


Figure 26.d.1. Distribution by branch of women and men in the Spanish Armed Forces in 2024.

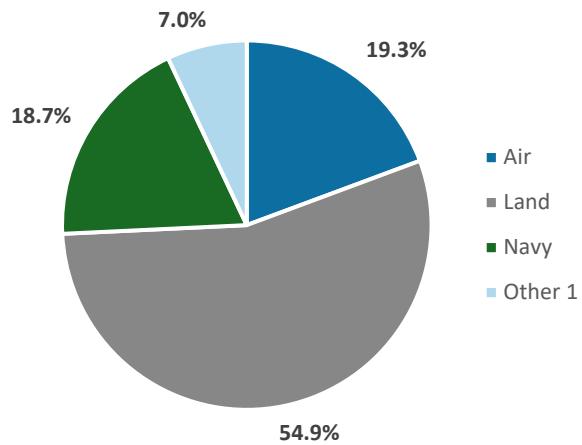


Figure 26.e. Distribution by branch of women in the Spanish Armed Forces in 2023.

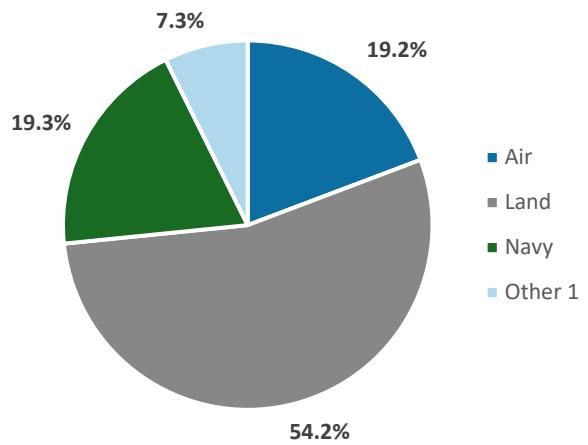


Figure 26.e.1. Distribution by branch of women in the Spanish Armed Forces in 2024.

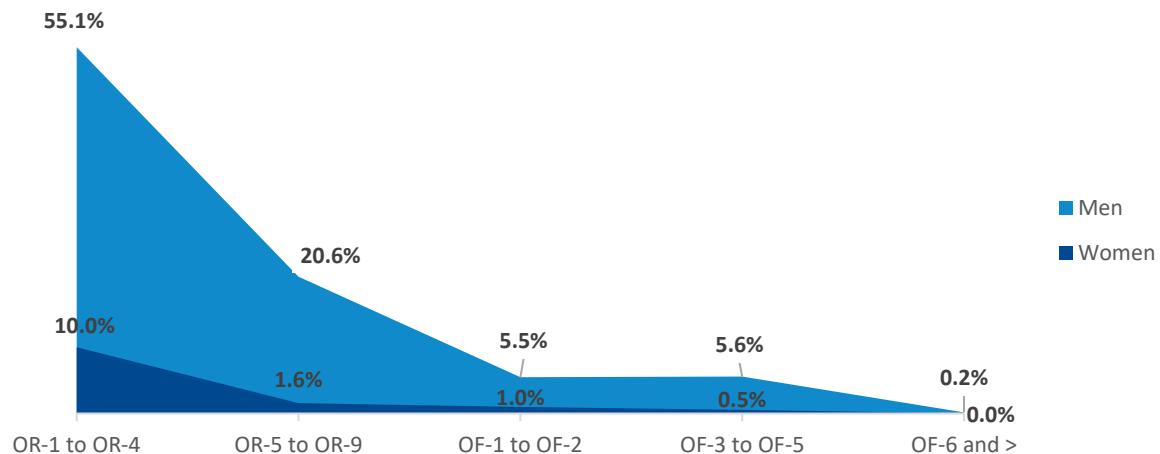


Figure 26.f. Distribution by rank of women and men in the Spanish Armed Forces in 2023.

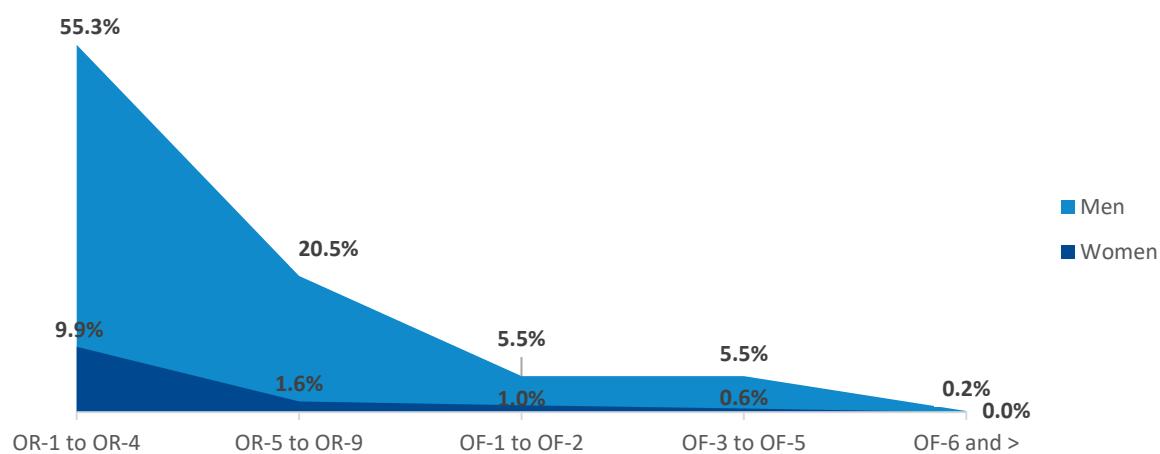


Figure 26.f.1. Distribution by rank of women and men in the Spanish Armed Forces in 2024.

Reserve Forces

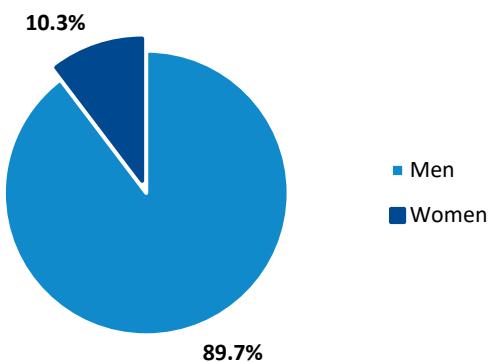


Figure 26.g. Percentage of women in the Spanish military reserves in 2023.

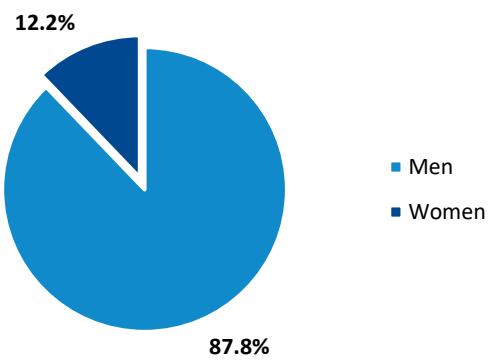


Figure 26.g.1. Percentage of women in the Spanish military reserves in 2024.

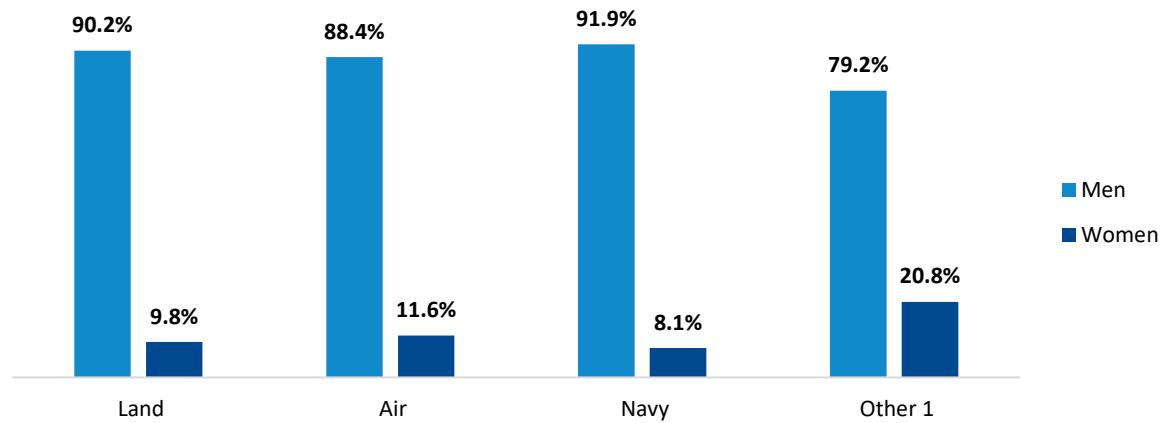


Figure 26.h. Distribution by branch of women and men in the Spanish military reserves in 2023.

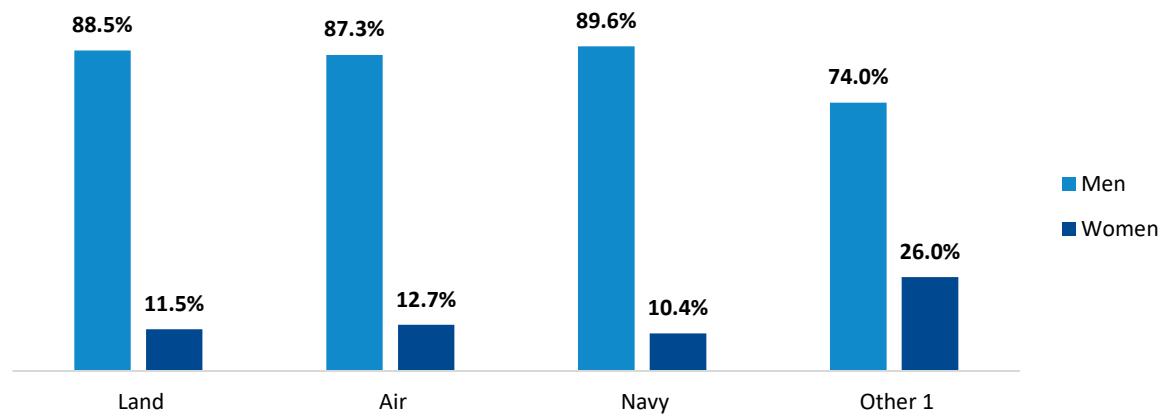


Figure 26.h.1. Distribution by branch of women and men in the Spanish military reserves in 2024.

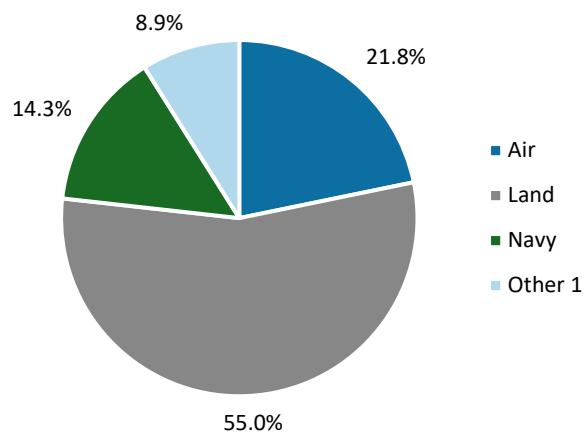


Figure 26.i. Distribution by branch of women in the Spanish military reserves in 2023.

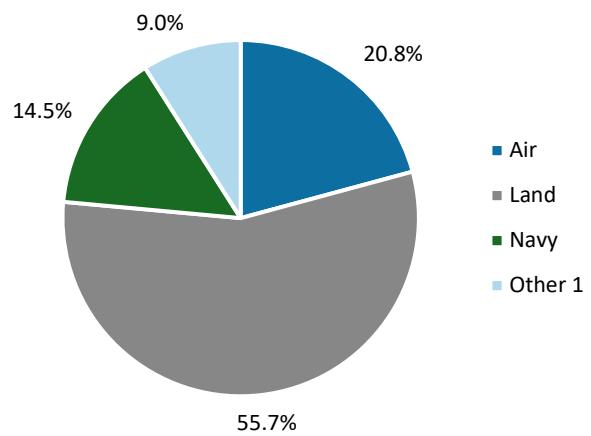


Figure 26.i. Distribution by branch of women in the Spanish military reserves in 2023.

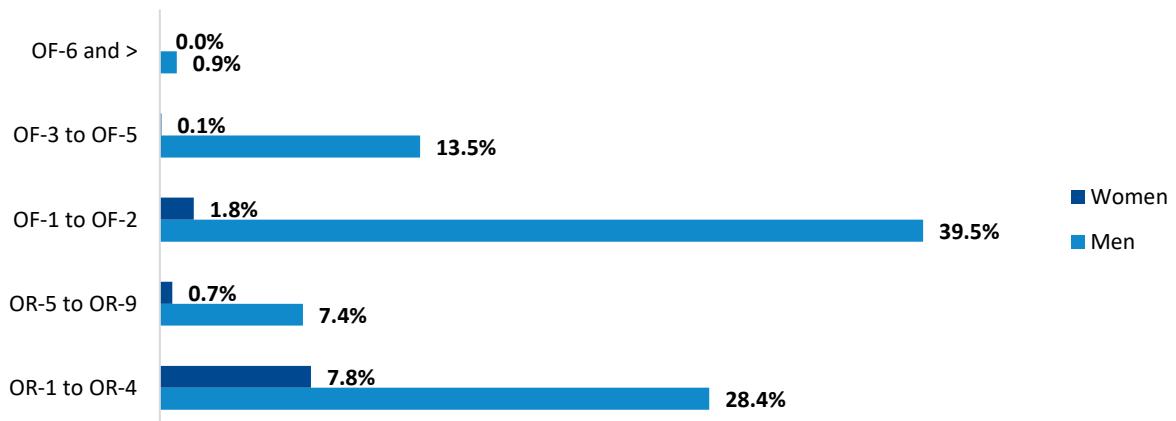


Figure 26.j. Distribution by rank of women and men in the Spanish military reserves in 2023.

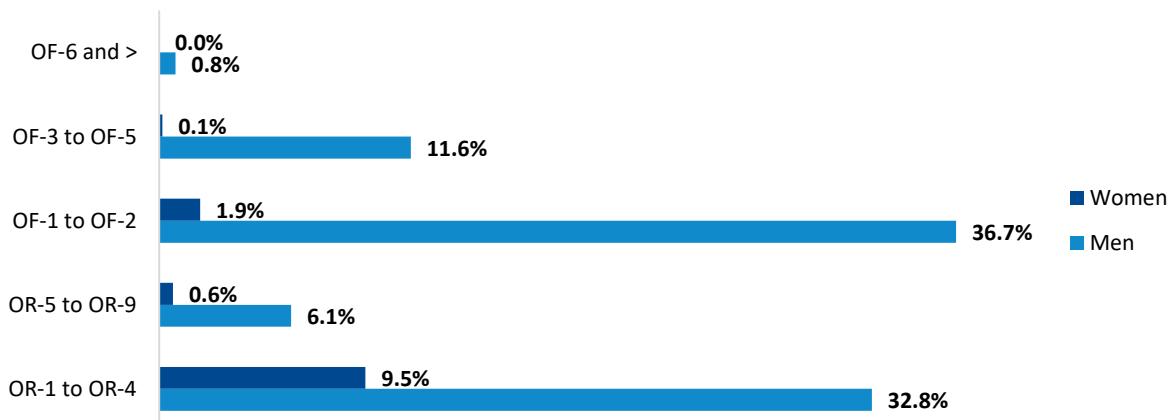


Figure 26.j.1. Distribution by rank of women and men in the Spanish military reserves in 2024.

New Policies and Initiatives to Implement UNSCR 1325

During 2023 and 2024, Spain was implementing its second NAP for WPS. The overall purpose of this NAP is to contribute to guaranteeing the protection of women and girls' human rights and their substantive participation in conflict prevention, as well as in the achievement and consolidation of peace. To this end, Spain aims to implement the NAP for WPS as an essential part of its actions to achieve international peace and security, promoting the empowerment of women and guaranteeing their participation in conflict and post-conflict situations. In order to achieve this end state, the NAP contains the following objectives:

- Integrate gender perspectives in the prevention, management and resolution of conflict and peacebuilding;
- meaningful participation of women in processes concerning the prevention, management and resolution of conflict;
- guarantee the protection and respect of women and girls' human rights in conflict and post-conflict situations
- and introduce gender perspectives in the definition of specific measures for reparation and recovery of victims.

The third NAP for WPS was being drafted at the time of production of this report. Spain reported that the drafting process includes representatives from the MoD.

Spain did not report any new policies or initiatives related to integrating gender perspectives into the national armed forces over the reporting cycle covered in this report.

No target or quota for the percentage of women and men in the national armed forces are currently in place for Spain. Spain also reported having no restrictions for women in all active duty occupations both in the national armed forces and when deployed in operations. Similarly, no statutory restrictions are in force in terms of women's access to leadership positions across Spain's defence institutions.

Within the scope of the MoD, courses, seminars and women's leadership conferences are held to foster the advancement of women in the military while trainings and promotion activities remain the same for both women and men in the armed forces.

Madrid has set up a military entity overseeing the integration of gender perspectives in the national armed forces. The Military Observatory for Equality between Women and Men promotes real and effective measures to achieve gender equality and has the responsibility to monitor the implementation of WPS across the military. It has a permanent structure, i.e., the Permanent Secretary for Equality.

Recruitment and Retention

Standards and requirements for application and recruitment in the Spanish Armed Forces are not fully the same for women and men. For instance, standards for minimum height differ for women (155cm) and men (160cm). Physical tests requirements are the same for both sexes, but scores are accounted differently to consider the different morphology of women and men.

Spain's MoD has increased the visibility of women in advertisement campaigns for recruitment. The intent of Spain's defence institutions is showing women and girls the feasibility and attractiveness of a career in the military for female personnel. Further, some specific units regularly visit schools, institutes and universities to promote recruitment of new talents – both women and men – in the armed forces, explaining specialities and different roles in the military.

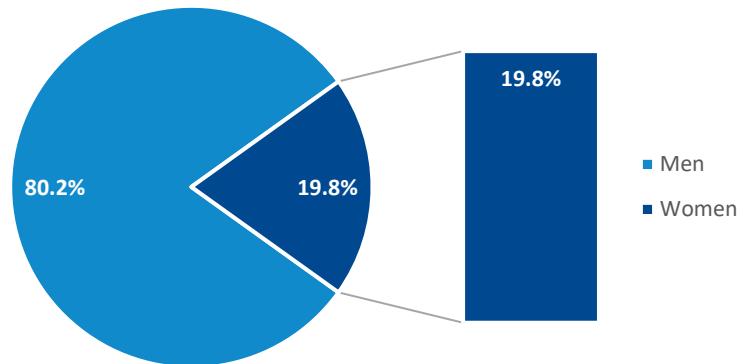


Figure 26.k. Percentage of women applying for the Spanish Armed Forces in 2023.

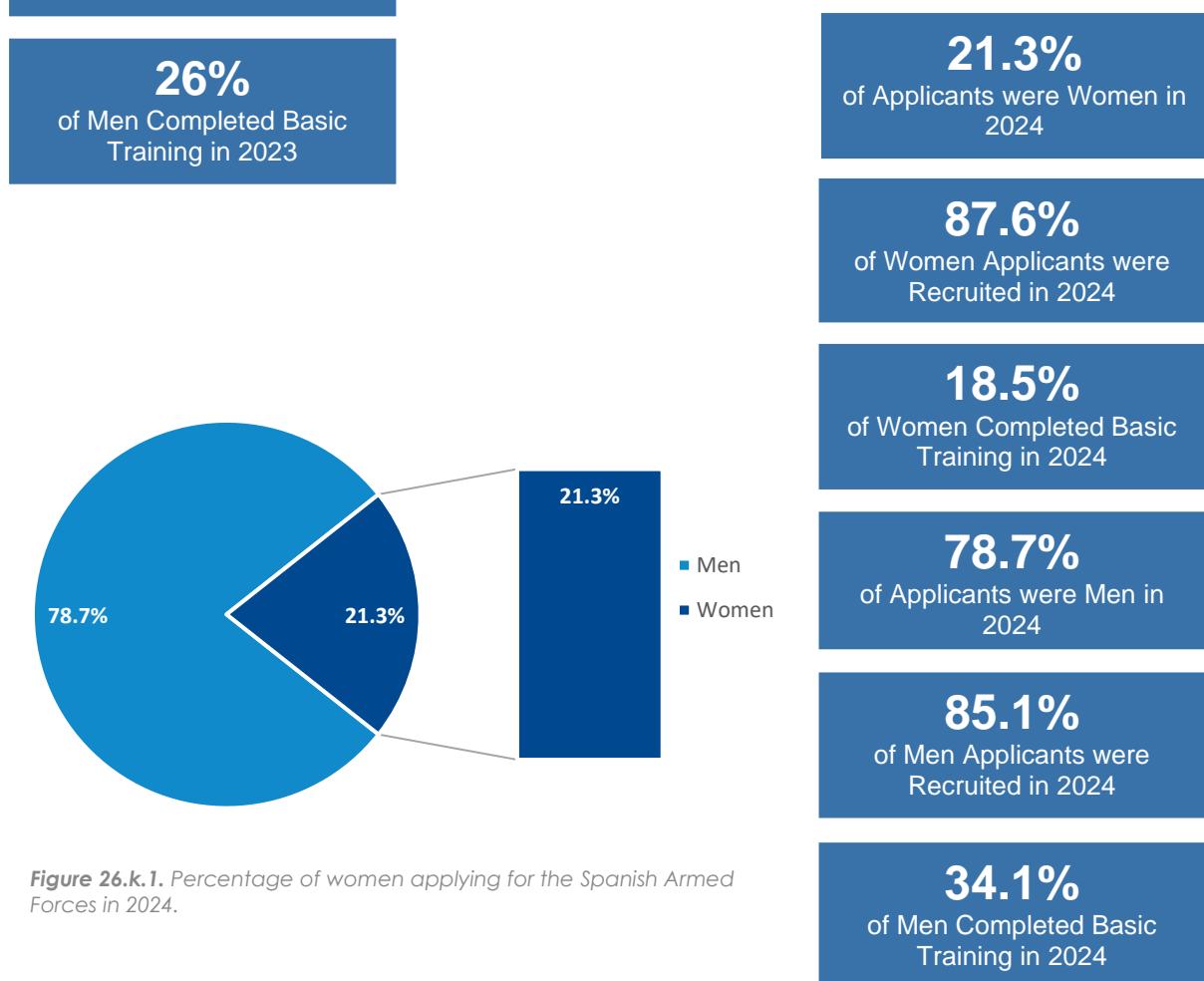
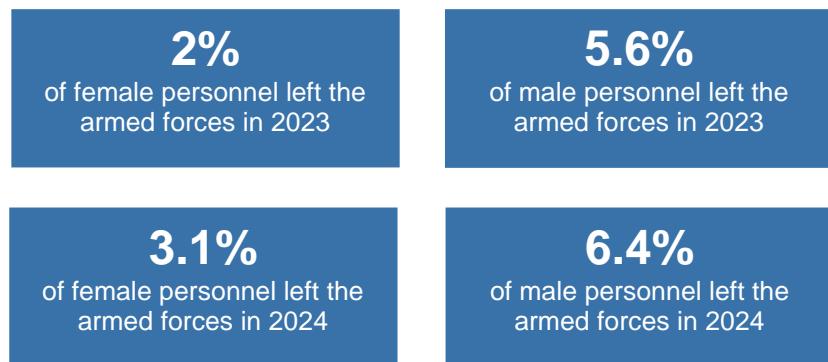


Figure 26.k.1. Percentage of women applying for the Spanish Armed Forces in 2024.

The Military Observatory for Equality between Women and Men in the Armed Forces work in support of both sexes. This department has an important advisory and support function for a range of issues, such as work-life balance and disability, among others.

Spain also reported monitoring the reasons why servicemembers leave the armed forces. Indeed, the units and services of those leaving the Spanish Armed Forces fill in forms indicating the rationale behind the decision. These reasons are included in the MoD's personnel databases.



Work-Life Balance

Maternity and paternity leave both amount to 16 weeks. Combined parental leave ranges from 16 to 26 weeks and it is non-transferable between parents.

Work-life balance for military personnel is supported with part-time employment and flexible working hours. Part time employment can be utilized for childcare, care for the elderly and the sick, care for relatives with serious illnesses or disabilities, as well as victims of gender violence. Concerning flexible working hours, this possibility is applicable to all the reasons mentioned above, and additionally for educational studies purposes.

Spain has measures to support dual-service couples. For instance, there are measures not to appoint dual-service couples with children under the age of 12 as services, on-call or missions abroad at the same time. Couples with children under 12 cannot be assigned to different locations and they have the possibility of applying for vacancies conditional on the simultaneous assignment of both components of the couple.

Single and widowed parents are also supported through specific measures. In 2024, a 10-weeks increase in parental leave upon birth was introduced. Generally, single and widowed parents are entitled to part-time employment including exemption from on-call duty and services until the child turns 12 years old.

Spain's childcare policy supports extra weeks of subsidized maternity and paternity leave, breastfeeding breaks, flexible working and service hours, as well as variable start/finish times of working days. The childcare policy also includes provisions to protect parents from deployment and measures on duties assignments, such as night duties and overtime work. Childcare nurseries are also available inside many military facilities for use by personnel. In 2024, Spain introduced breastfeeding rooms that are already available in many military premises.

Further, parents with children under 1 year of age are entitled to a one-hour reduction in

working time. This reduction can be used on a daily basis, or can be accumulated as complementary leave up to a maximum of 28 days. Summer camps, nurseries and activities are also organized during school holidays for children of military personnel.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

Spain's MoD has in place regulations and procedures to protect personnel from situations of harassment. In the military units, there are sexual harassment protection units which victims can refer to if they are suffering those kinds of threats. The Spanish Armed Forces have strategies to prevent and respond to sexual harassment, which include appropriate training and sensitization on protection from harassment for all personal planning to take command of a military unit as well as a designated person specifically trained on harassment across each military unit. Every head of unit command should also ensure that all members of the unit command have continuous awareness of harassment behaviour. Lastly, the Spanish Armed Forces strive to ensure indemnity against retaliation, not only for victims and complainants, but also for witnesses involved in the case.

The sexual harassment protection unit under the Equality Division of the MoD is responsible for supervising, supporting, counselling and following-up for any reported or confirmed cases of sexual harassment. Four procedural channels are available to personnel reporting incidents and complaints of sexual harassment. These channels are the chain of command, the disciplinary authority, the judicial channel, or directly through the sexual harassment protection unit.

On the other hand, SEA is addressed at a national level through pre-deployment trainings, as well as awareness activities. Spain's NAP for WPS also addresses this kind of offence. Incidents and allegations of SEA are overseen by the Operations Command HQ J9, supported by the Ops Command HQ LEGAD, which jointly provide advice to the Ops Commander. All members of the Spanish Armed Forces are required to report any suspected case of crime, including SEA to the military police, gendarmerie or the designated authority. Investigation of cases of SEA fall under the remit of the military police, while the LEGAD should ensure that all procedures are carried out with the necessary safeguards.

Trainings and educational programs on sexual harassment are delivered to all permanent personnel in military units of the Spanish Armed Forces. The entity responsible for designing and delivering these trainings is the MoD's sexual harassment unit. SEA prevention and response is addressed, instead, as part of pre-deployment training.

Education and Training

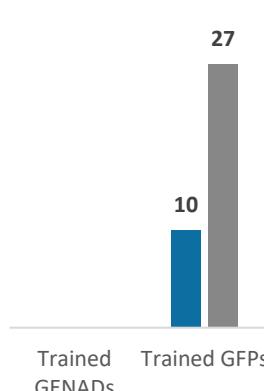


Figure 26.I. Spanish trained personnel in 2023.

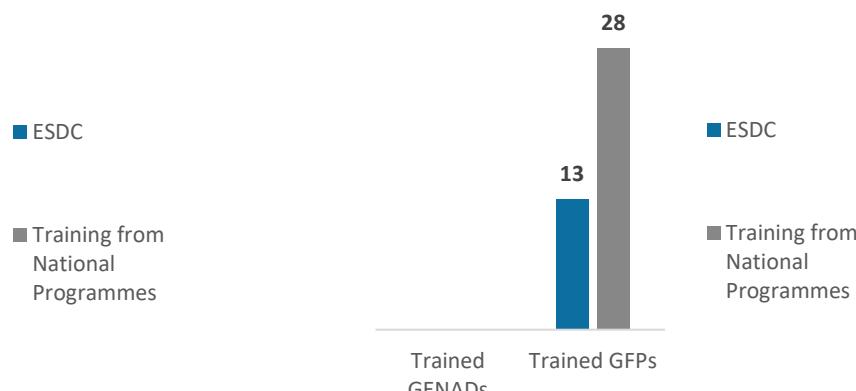


Figure 26.I. Spanish trained personnel in 2024.

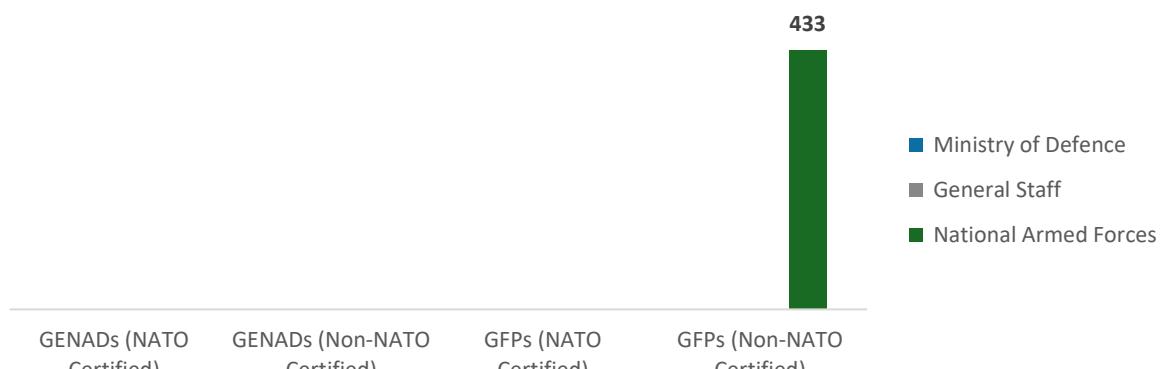


Figure 26.m. Spain's national gender advisory structure in 2023.



Figure 26.m.1. Spain's national gender advisory structure in 2024.

Spain reported not using the *NATO Gender Education and Training Package for Nations*. However, Spain has produced their own national gender perspectives-related trainings. Specifically, three types of courses are available for the Spanish Armed Forces. First, there is an online course on gender advisory in operations, composed of 11 didactic units that include generic concepts, NATO, EU and UN's legal frameworks, and the functions of GENAD/GFP. The second option is a national course on gender consulting in operations. This includes gender, development and security, gender perspectives in crisis management, as well as gender mainstreaming in operations. The last option is an international course resulting from a collaboration between the Spanish and Dutch Ministries of Foreign Affairs and Defence, based on the comprehensive approach to integrated missions and crisis management. The course builds on the links between defence, diplomacy, development, gender and human rights issues. The international course aims at increasing operational effectiveness by equipping students with skills and know-how to effectively implement gender perspectives in Common Security and Defence Policy and other international missions and operations. This course has been certified by the ESDC.

Gender Perspectives in Operations

Gender perspectives are integrated into operational planning. Specifically, following Spain's CHOD Directive 06/2011, annexes and appendices dealing with gender perspectives have to be included. The CHOD's Directive highlighted the importance and gave relevant guidelines on how to implement gender perspectives across all operations, exercises and

activities of the Spanish Armed Forces.

All military personnel receive trainings on gender perspectives and human trafficking before deployment. Several seminars and courses at national and international level are integrated into the education of military personnel of the Spanish Armed Forces.

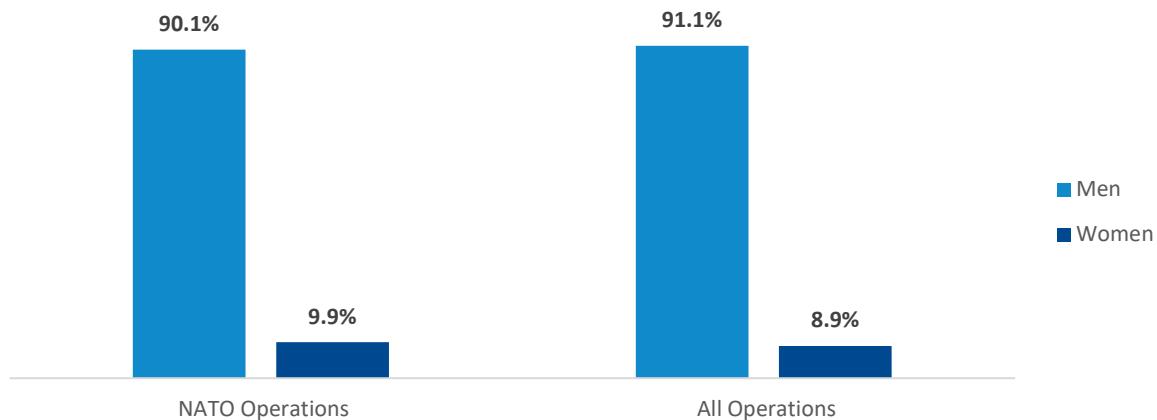


Figure 26.n. Distribution of women and men in operations in 2023.

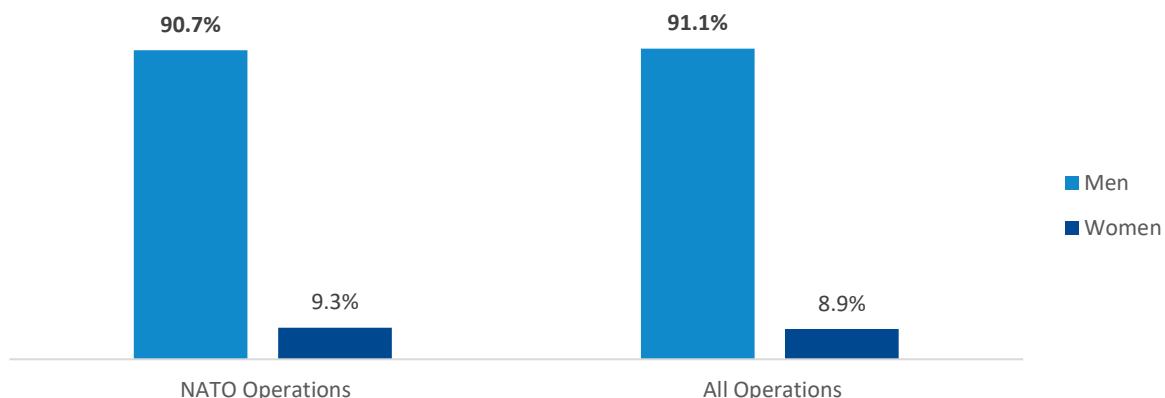


Figure 26.n.1. Distribution of women and men in operations in 2024.

Equipment, Infrastructure and Uniform Adaptation

The female anti-fragment vest and rucksack were adapted to women's ergonomics in 2022. In 2023 and 2024, this military equipment was rolled out to most units of the Spanish Armed Forces.

Military facilities have been adapted for both men and women in the national armed forces. Indeed, dormitories, bathrooms and common areas are separated by gender in military premises.

Regarding uniforms, Spain reported that service, combat and special occupational uniforms have all been designed to accommodate women's body. The Spanish Armed Forces also have an option for maternity uniforms for servicewomen.



SWEDEN

Success Stories

- Achieved a reduction in reported cases of harassment, sexual harassment and reprisals in 2024.
- Introduced a requirement for gender analysis at headquarters prior to decisions by the Chief of Defence Staff, structurally embedding gender considerations into decision-making on all matter with no exemption.

Key challenges

- Time and resource constraints that limit the pace and depth of gender-related work.
- Lack of robust accountability mechanisms, which hampers efforts to drive and sustain progress.

Overview

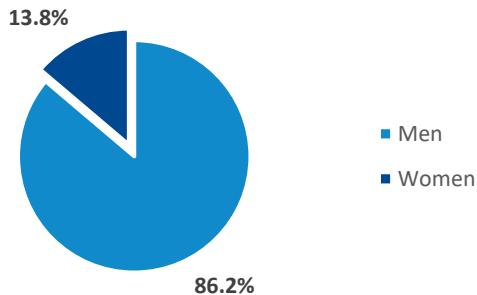


Figure 27.a. Percentage of women in the Swedish Armed Forces in 2023.

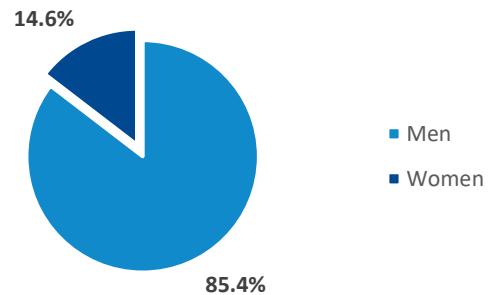


Figure 27.a.1. Percentage of women in the Swedish Armed Forces in 2024.

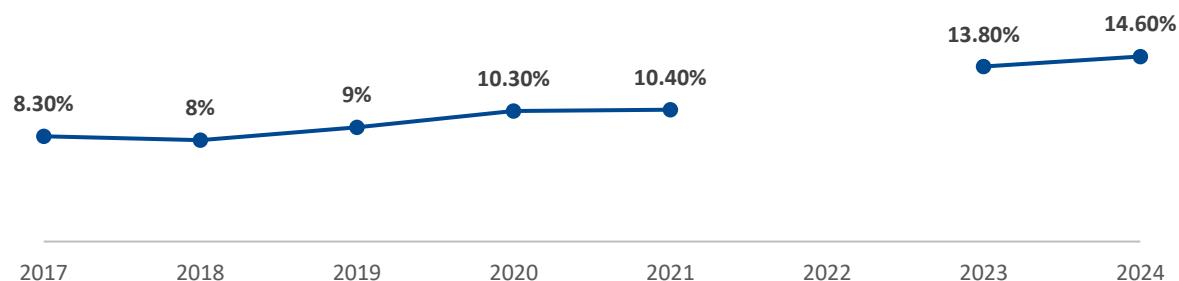


Figure 27.b. Percentage of women in the Swedish Armed Forces over time.

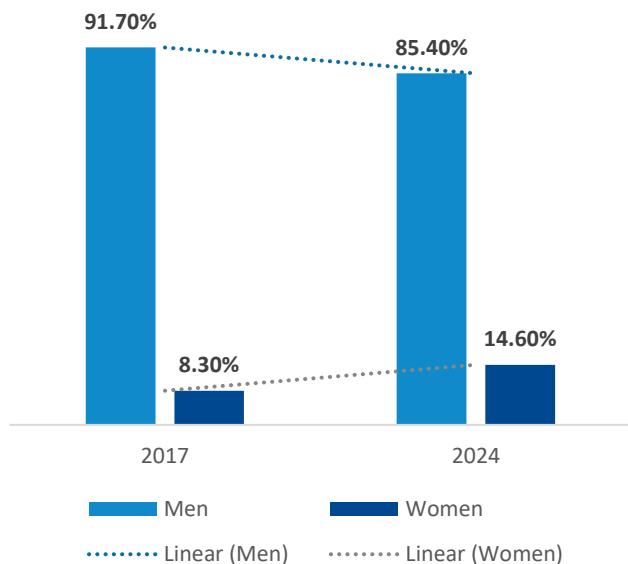


Figure 27.c. Trend in composition of the Swedish Armed Forces between 2017 and 2024.

In 2023, the Swedish Armed Forces were composed of 13.8% women and 82.2% men (Figure 27.a). In 2024, an increase of 0.8 percentage points was registered in the percentage of women in the national armed forces, increasing to 14.6% (Figure 27.a.1). This number represents the highest share of women in the Swedish Armed Forces recorded since 2017, and an overall increase in 6.3 percentage points since that date (Figure 27.c).

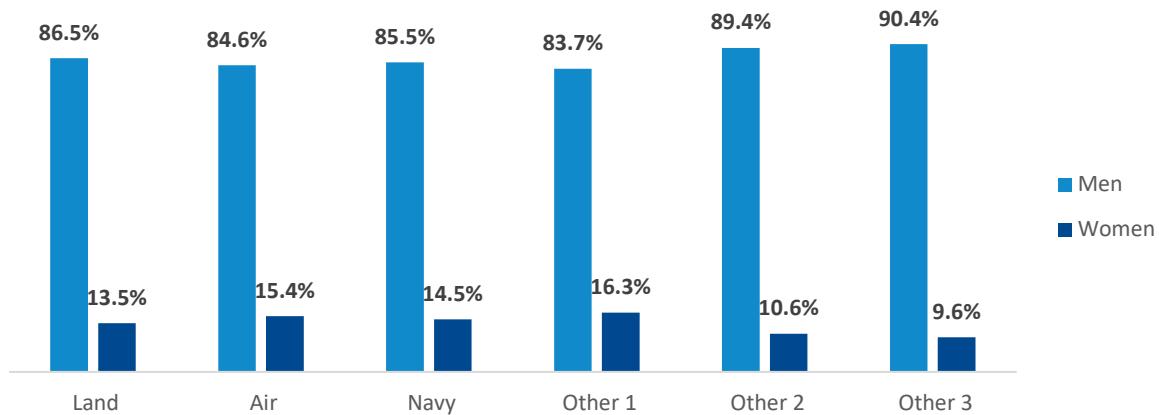


Figure 27.d. Distribution by branch of women and men in the Swedish Armed Forces in 2023.

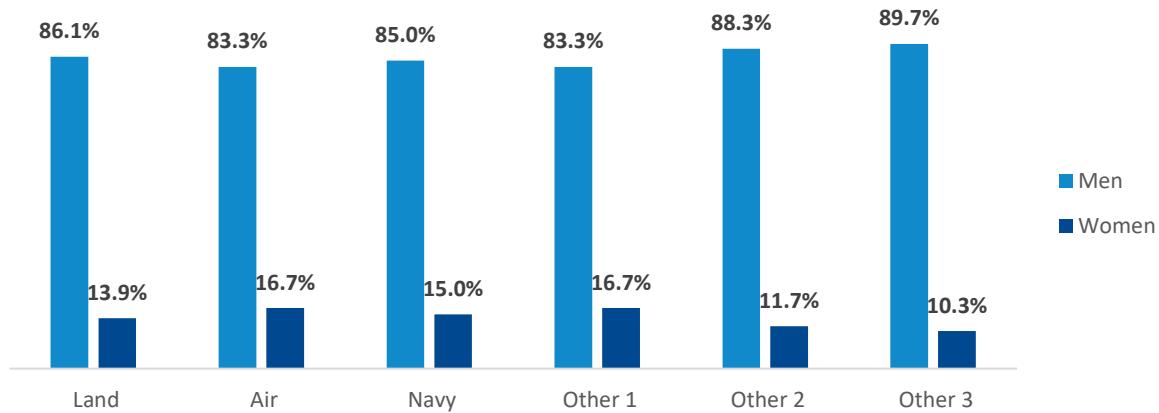


Figure 27.d.1. Distribution by branch of women and men in the Swedish Armed Forces in 2024.

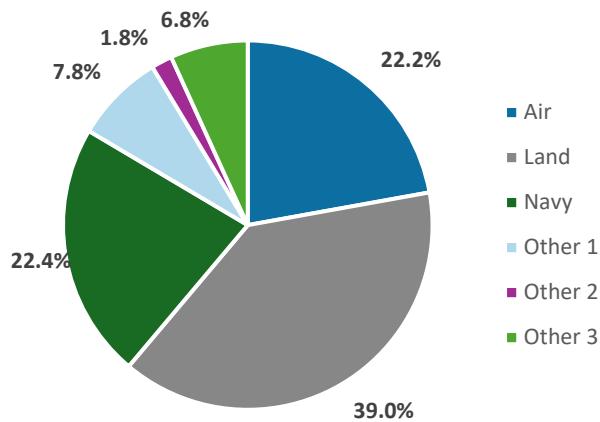


Figure 27.e. Distribution by branch of women in the Swedish Armed Forces in 2023.

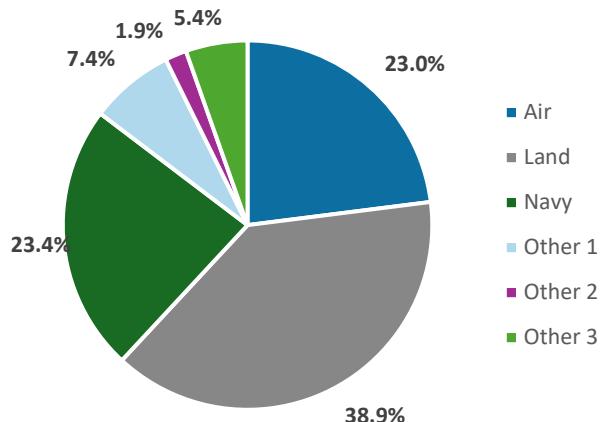


Figure 27.e.1. Distribution by branch of women in the Swedish Armed Forces in 2024.

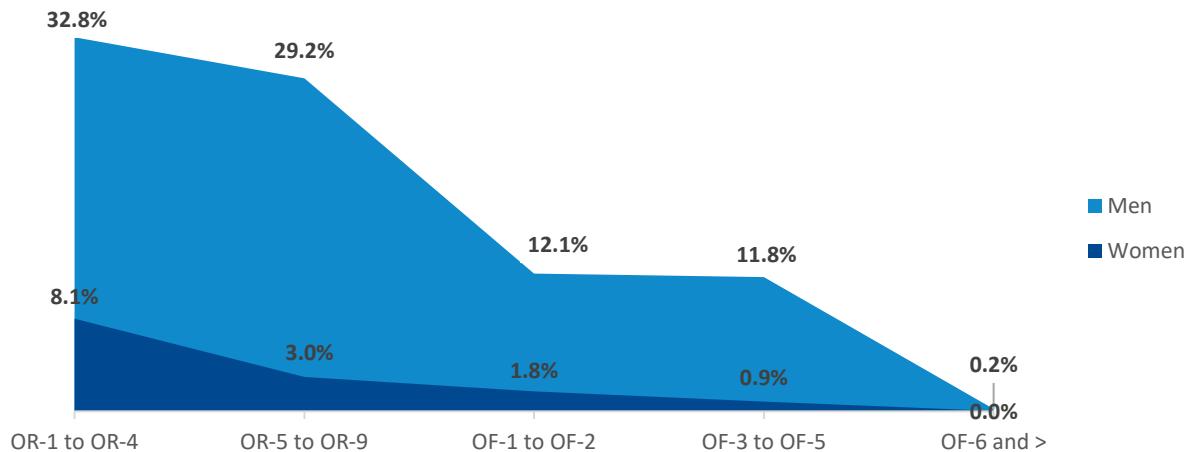


Figure 27.f. Distribution by rank of women and men in the Swedish Armed Forces in 2023.

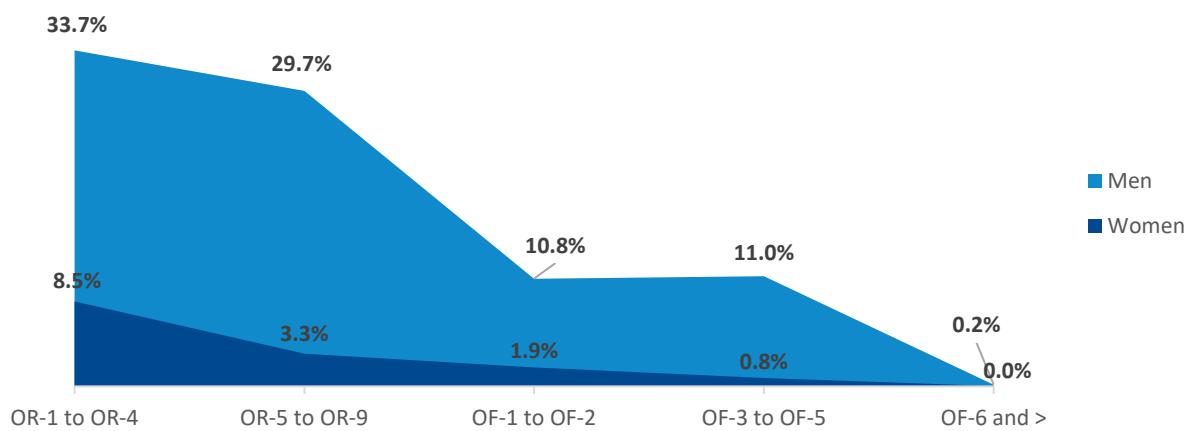


Figure 27.f.1. Distribution by rank of women and men in the Swedish Armed Forces in 2024.

Reserve forces

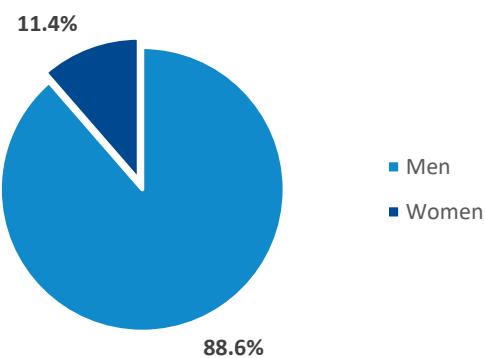


Figure 27.g. Percentage of women in the Swedish military reserve forces in 2023.

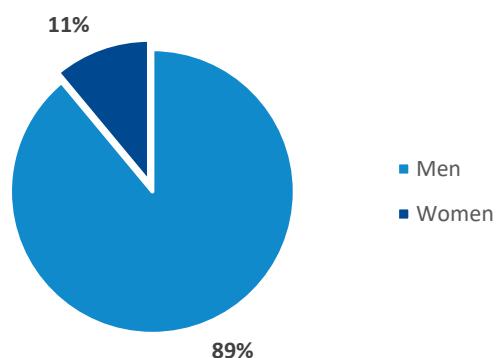


Figure 27.g.1. Percentage of women in the Swedish military reserve forces in 2024.

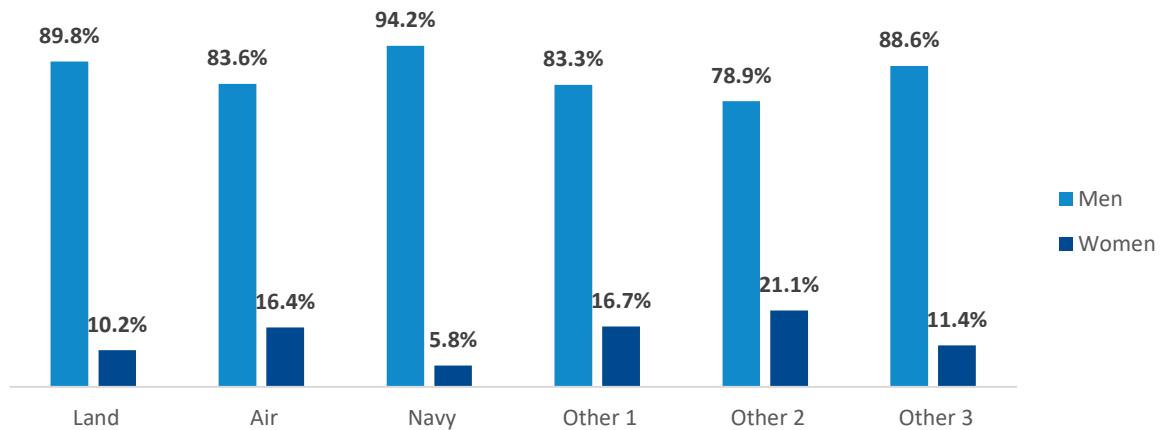


Figure 27.h. Distribution by branch of women and men in the Swedish military reserve forces in 2023.

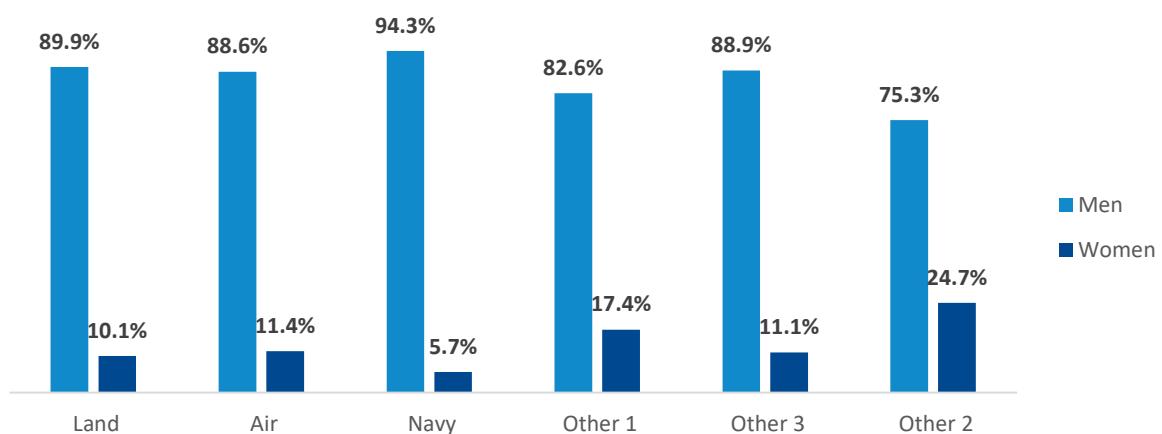


Figure 27.h.1. Distribution by branch of women and men in the Swedish military reserve forces in 2024.

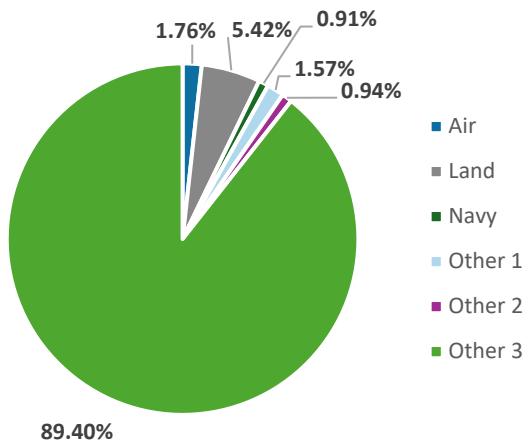


Figure 27.i. Distribution by branch of women in the Swedish military reserve forces in 2023.

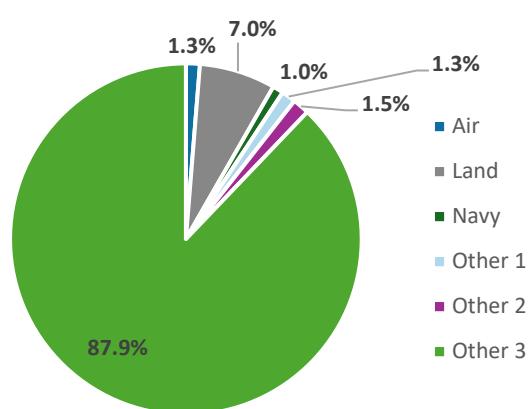


Figure 27.i.1. Distribution by branch of women in the Swedish military reserve forces in 2024.



Figure 27.j. Distribution by rank of women in the Swedish military reserve forces in 2023.



Figure 27.j.1. Distribution by rank of women in the Swedish military reserve forces in 2024.

New Policies and Initiatives to Implement UNSCR 1325

In 2023, Sweden was implementing its third NAP for WPS. Sweden approved its fourth NAP 2024-2028 for WPS. Since 2024, Sweden has implemented UNSCR 1325 following the main objectives of the new NAP. These objectives are as follows:

1. Contribute to women and girls' equal participation in conflict prevention measures;
2. Contribute to inclusive and equal peace processes and peacebuilding;
3. Increased protection of women and girls;
4. Leadership and expertise.

One of the Swedish Government's most pressing foreign policy priorities remains the support to Ukraine. Sweden reported that this governmental prerogative also includes considerations on the WPS Agenda.

In 2024, a new Strategic Plan was also approved where priorities concerning gender equality and WPS have been established to enable further action within the Swedish Armed Forces.

Sweden also reported having several targets for the percentage of women in security and defence. Indeed, the Nation aims at 10% of female Officers, 9% of female NCOs and 40% of female civilians in the armed forces. Other targets relate to the percentage of women trained within Military Academies. Sweden aims at 28% of female Officers and 18% of female NCOs to be represented in trainings. Overall, 22% is the set target for Basic Military Training (BMT).

No restrictions are in place for women in active duty occupations both in the national armed forces and in operations. Similarly, all leadership positions are equally accessible to women, with no statutory restrictions currently in force across the national armed forces.

It was reported that several trainings and courses are available for Swedish servicewomen to advance in military leadership positions. A mentorship program is also in place for service women in the Swedish Armed Forces to foster their career advancement.

Integration of gender perspectives is under the remit of the Chief of Defence Staff that is responsible for the Swedish Armed Forces work on gender equality and WPS. A number of experts are employed within the Defence Staff to support the highest leadership on gender equality and gender-related topics.

Recruitment and Retention

The standards and requirements for application and recruitment into the Swedish Armed Forces are the same for women and men.

On several occasions, recruitment campaigns have been considered to bring considerable contribution to gender equality in Sweden's military defence. Indeed, these campaigns purposefully choose to challenge prejudices about women in the military in combination with other communication activities. For instance, information sessions in schools are organized in order to increase knowledge about the Swedish Armed Forces, military conscription and the importance of increasing women's participation in Swedish security and defence. To support these efforts, Sweden has dedicated personnel acting school informants.

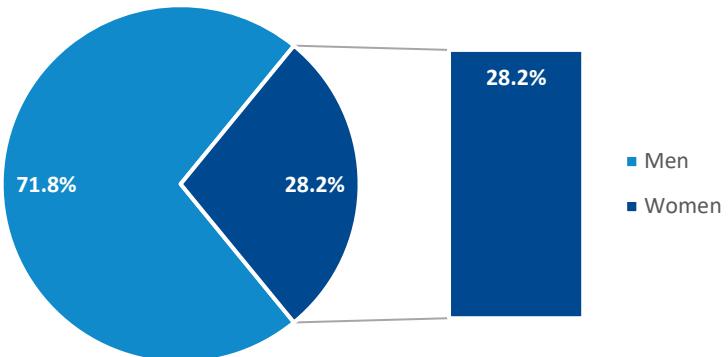


Figure 27.k. Percentage of women applying to the Swedish Armed Forces in 2023.

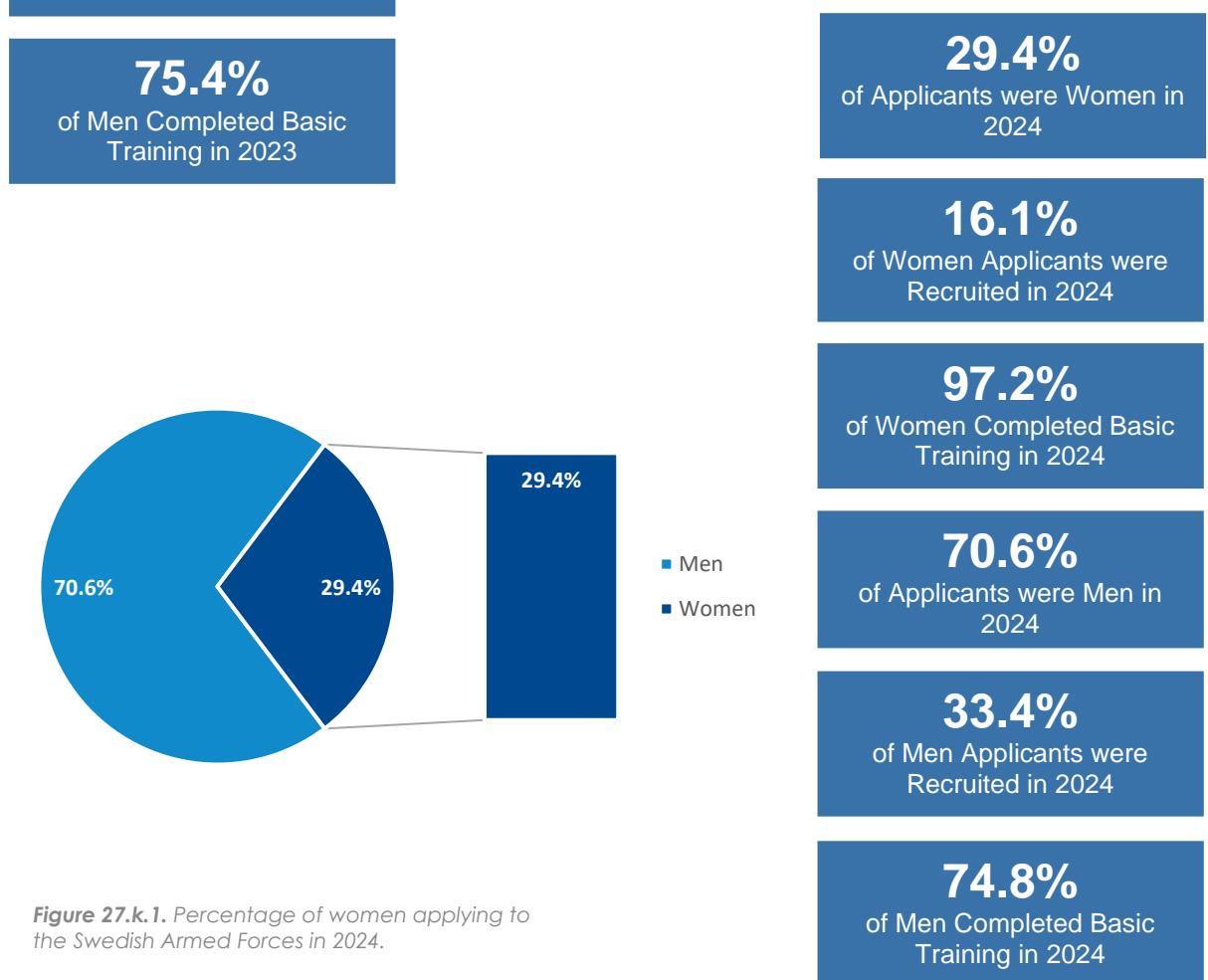


Figure 27.k.1. Percentage of women applying to the Swedish Armed Forces in 2024.

In 2024, several initiatives were implemented to promote recruitment of women in the military and enhance cultural change in security and defence.

The Swedish Armed Forces has a network for women that runs at a grass-root level for both military and civilian personnel. This network is run by employees and personnel have the right to participate in its activities during working hours. A network for women conscripts is also in place in Sweden.

During 2023 and 2024, Sweden had gender neutral conscription. Conscriptions enlist those who best fulfil the requirements for the specific military role within the specific age group. Exemptions from conscription do exist in Sweden. Indeed, if a person has serious personal conviction concerning the use of weapons, which is irreconcilable with service in the national armed forces, that person has the right to apply to complete their service duty in an unarmed position. However, at present, Sweden reported that these individuals are relieved of their service duty as there are no unarmed positions available for conscripts.

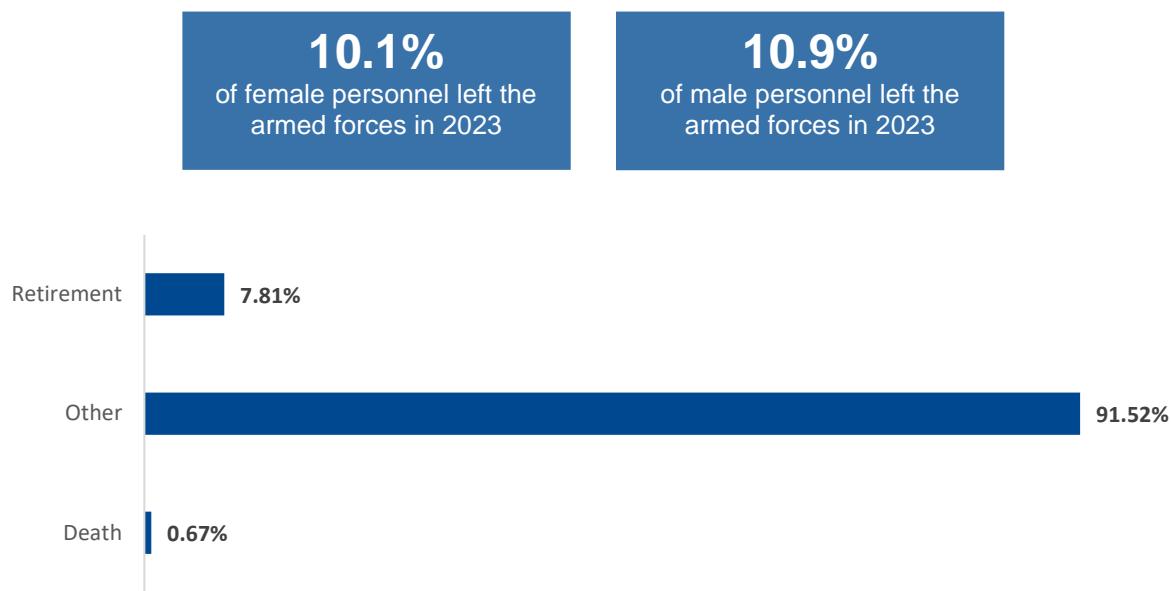


Figure 27.I. Distribution by reason of women who left the Swedish Armed Forces in 2023.



Figure 27.I.1. Distribution by reason of men who left the Swedish Armed Forces in 2023.



Figure 27.m. Distribution by reason of women who left the Swedish Armed Forces in 2024.



Figure 27.m.1 Distribution by reason of men who left the Swedish Armed Forces in 2024.

Sweden continues to work on preventing discrimination in working conditions, as well as strengthening prerequisites to combine career opportunities and parenthood. Retention strategies include education and skills development, salaries adjustment and promotion opportunities.

In terms of monitoring servicemembers leaving the Swedish Armed Forces, the direct manager of the employee resigning is responsible for conducting an exit interview. The employee has the right to ask for an exit interview with someone else rather than their direct managers. After resignation is officially registered by the HR-systems, a code for an anonymous online exit questionnaire is sent out to the resigning party. The results are analyzed on a yearly basis. In 2024, the Swedish Defence Research Agency produced a report on behalf of the Swedish Armed Forces with the aim to understand the socio-economic factors which affect women who decide to resign from the military.

Work-Life Balance

Sweden grants gender equal parental leave. Indeed, both parents are entitled to 48 weeks of leave per child birth. Parental leave is transferable between parents. Of 480 days, 390 are paid in full, with 90 of those days not being transferable between parents. Single parents are

granted to all 480 days of leave per child. Additionally, the Swedish Armed Forces top up the compensation or pregnancy benefit to 90% of the wage.

Flexible working hours are granted, when possible, to support work-life balance of military personnel. Part-time employment is one of the measures in place within the Swedish Armed Forces. Specifically, this measure is applicable for childcare, care for the elderly and the sick as well as for educational studies.

No official programs have been adopted so far for dual service couples. However, the customary standard within the national armed forces is to not deploy both parents at the same time.

Sweden did not report having a childcare policy, as well as specific measure for single, divorced and widowed parents as of 2023 and 2024.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

The Swedish Armed Forces has a zero-tolerance policy regarding sexual harassment as well as the inability to take action when and if witnessing the occurrence of incidents. A Special Unit at central HR oversees allegations and incidents falling under matters related to discrimination, harassment, sexual harassment, bullying and reprisals. The Special Unit aids HR, managers and employees into investigations of unwelcome behaviours. It also trains investigators of sexual harassment at local HR units. Internal to the Swedish Armed Forces, there is an established whistle blower system as well as a team of investigators for unwelcome behaviours.

Regarding SEA, the Swedish Armed Forces Defence Staff Legal Team oversees all breaches of law and conduct. In cases where the crime can be assumed to result in more severe penalty than a fine, the employer shall report the crime for prosecution. This constitutes an obligation that the national armed forces have as an employer under the Public Employment Act. If a crime is suspected, the manager shall contact the Defence Staff Legal Team for advice. The Swedish Armed Forces Disciplinary Board then decides whether a report for prosecution shall be made to the Swedish Prosecutors Office. The Swedish Armed Forces are also currently assessing the feasibility of implementing external channels for SEA complaints mechanisms.

Personnel are trained on the Swedish Armed Forces core values and Code of Conduct as part of their onboarding, and it entails sexual harassment. These trainings are carried out regularly and on a recurring basis. Sweden also uses the NATO ADL 417 on “Identifying, Preventing and Responding to SEA” among its training requirements for all staff being deployed in NATO missions and operations.

Education and Training

Sweden reported not using the *NATO Gender Education and Training Package for Nations*. Sweden has national gender perspectives-related trainings. Indeed, JHC – Gender Mainstreaming for Higher Managers is a course destined to OF-5 and above which lasts 12 months and gives the tools to military leaders to mainstream gender perspectives in their areas of work. A course on Gender Analysis for Key Functions is also offered to Swedish military personnel. Sweden also hosts the Nordic Centre for Gender in Military Operations (NCGM), which is the NATO Department Head for Gender in Military Operations (GMO) discipline.



Figure 27.n. Sweden's national gender advisory structure in 2023.

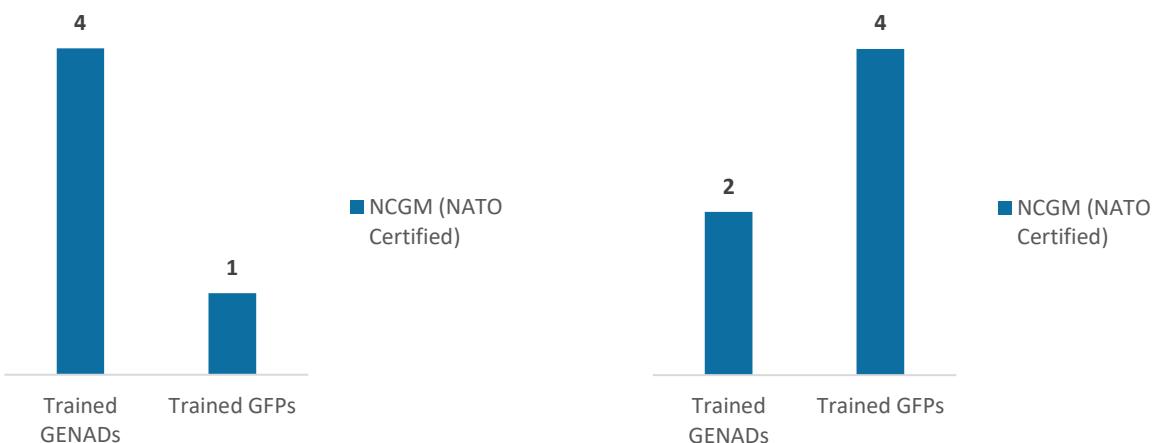


Figure 27.o. Swedish trained personnel in 2023.

Figure 27.o.1. Swedish trained personnel in 2024.

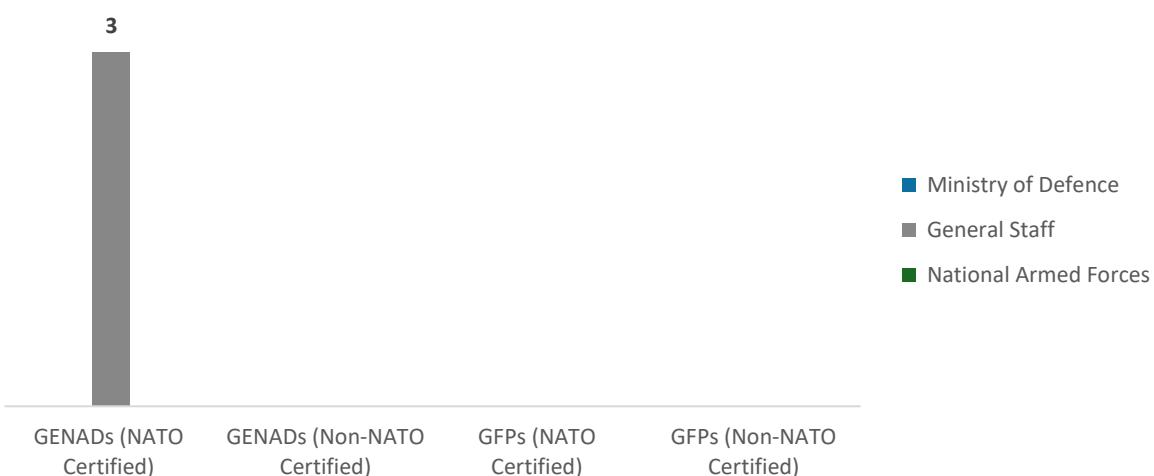


Figure 27.n.1. Sweden's national gender advisory structure in 2024.

Gender Perspectives in Operations

Sweden reported that gender perspectives are partially integrated into operational planning. Gender perspectives are integrated across pre-deployment and in-theatre trainings, as well as in exercises.

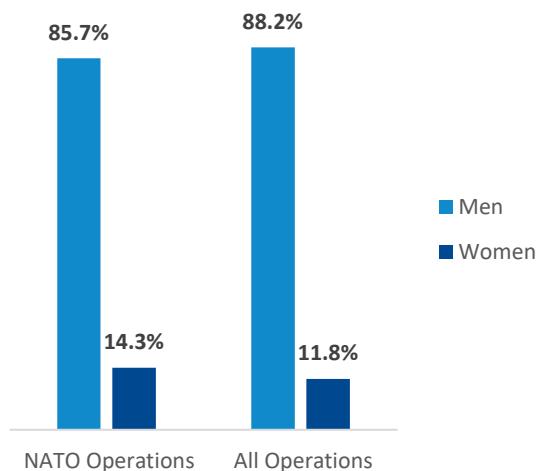


Figure 27.p. Distribution of women and men in operations in 2023.

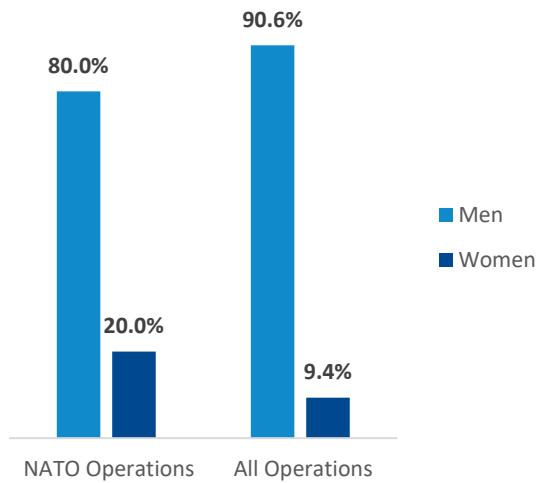


Figure 27.p.1. Distribution of women and men in operations in 2024.

Equipment, Infrastructure and Uniform Adaptation

Military equipment has been adapted by taking into account gender perspectives and gender mainstreaming efforts. Indeed, new body armour for women was developed, as well as hygiene spaces in new attack boats that make the equipment accessible and suitable for servicewomen.

The Swedish Armed Forces has mixed sleeping quarters, bathrooms and shower facilities and are usually adapted to ensure privacy for both women and men.

Adaptation and adjustment are currently ongoing for uniforms in order to adjust them to women morphology. Currently, uniforms are unisex. The Swedish Armed Forces do have maternity uniform in their capabilities.

Success Stories

- For the first time in the history of the Turkish Naval Forces and Turkish Armed Forces, a woman was promoted to the rank of Rear Admiral Lower Half/Commodore (OF-6).

Overview

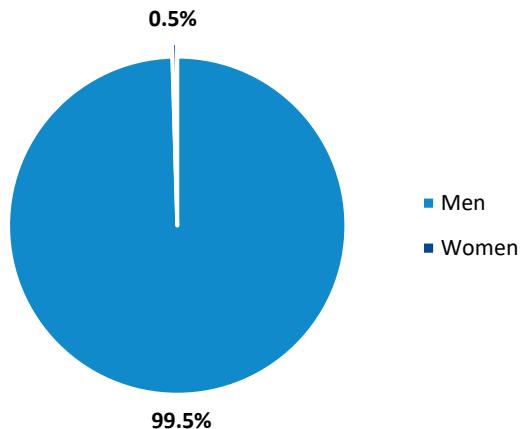


Figure 28.a. Percentage of women in the Turkish Armed Forces in 2023.

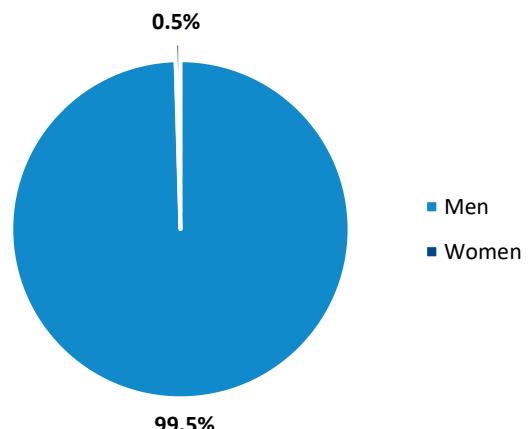


Figure 28.a.1. Percentage of women in the Turkish Armed Forces in 2024.

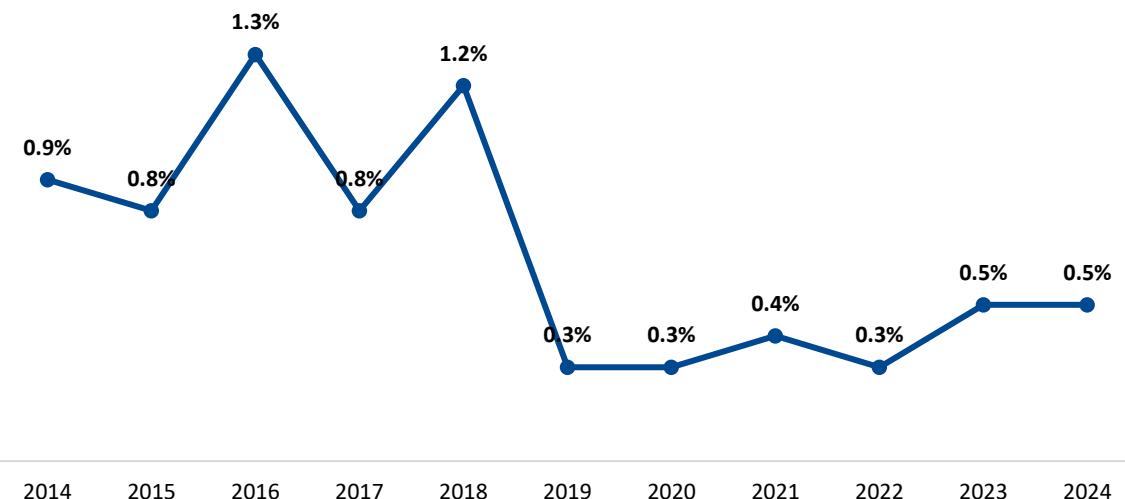
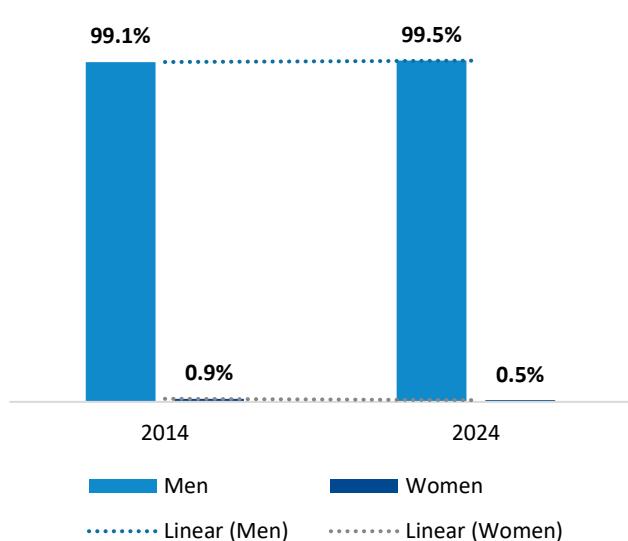


Figure 28.b. Percentage of women in the Turkish Armed Forces over time.



In 2023, the Turkish Armed Forces were composed of 0.5% women and 99.5% men (Figure 28.a), an increase of 0.2 percentage points from 2022. In 2024, no changes were registered in the percentage of women in the national armed forces (Figure 28.a.1). The trend in the composition of the Turkish Armed Forces over the last 10 reporting cycles signals a decrease in the proportion of women by 0.4 percentage points (Figure 28.c).

Figure 28.c. Trend in composition of the Turkish Armed Forces between the 2014 and 2024 reporting periods.

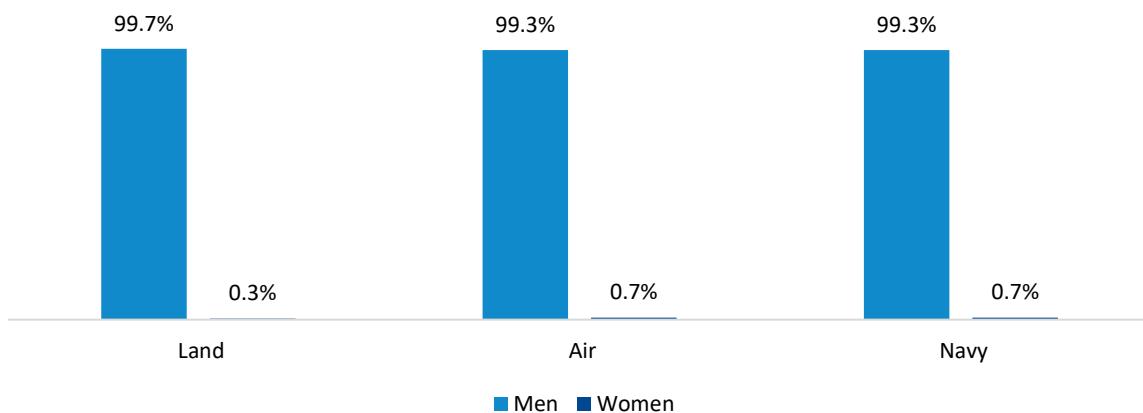


Figure 28.d. Distribution of women and men by branch of the Turkish Armed Forces in 2023.

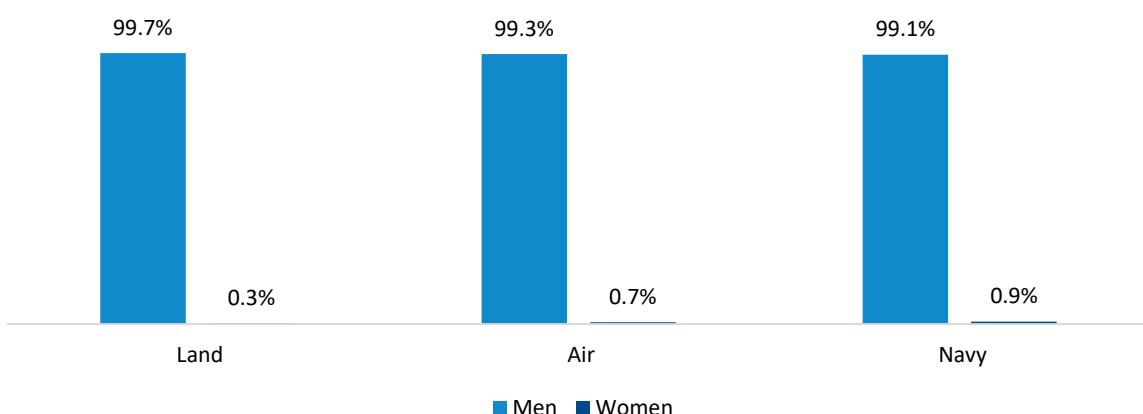


Figure 28.d.1. Distribution of women and men by branch of the Turkish Armed Forces in 2024.

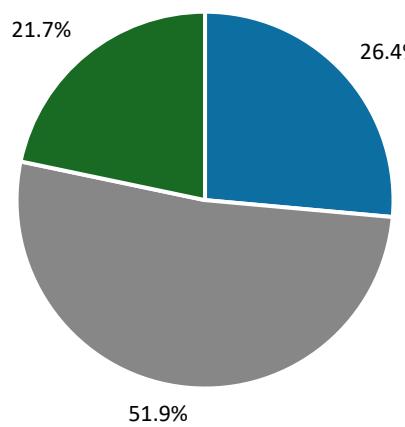


Figure 28.e. Distribution of women by branch of the Turkish Armed Forces in 2023.

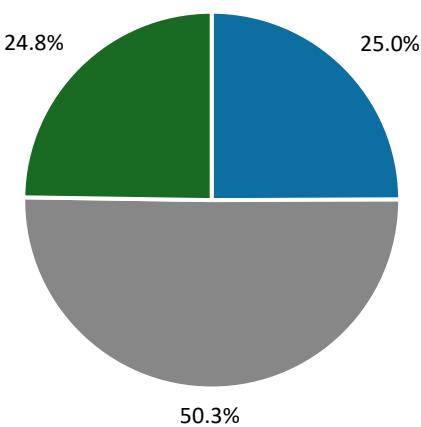


Figure 28.e.1. Distribution of women by branch of the Turkish Armed Forces in 2024.

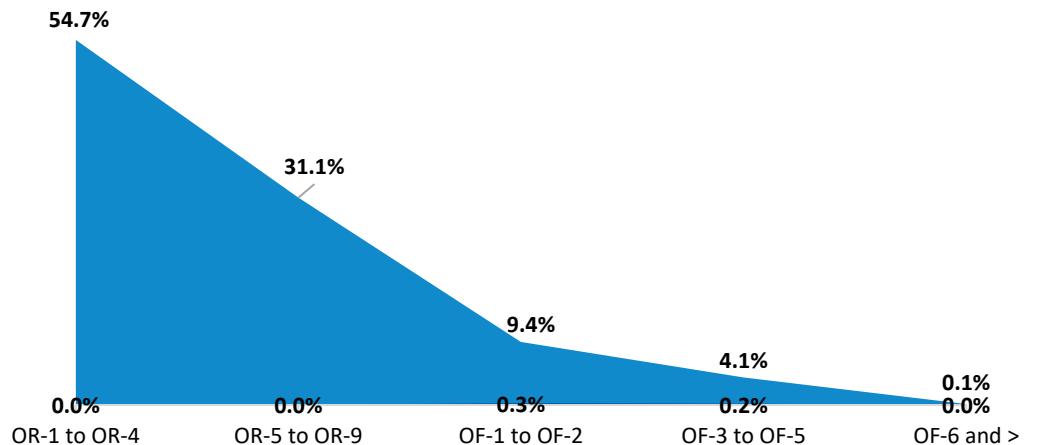


Figure 28.f. Distribution of women and men by rank in the Turkish Armed Forces in 2023.

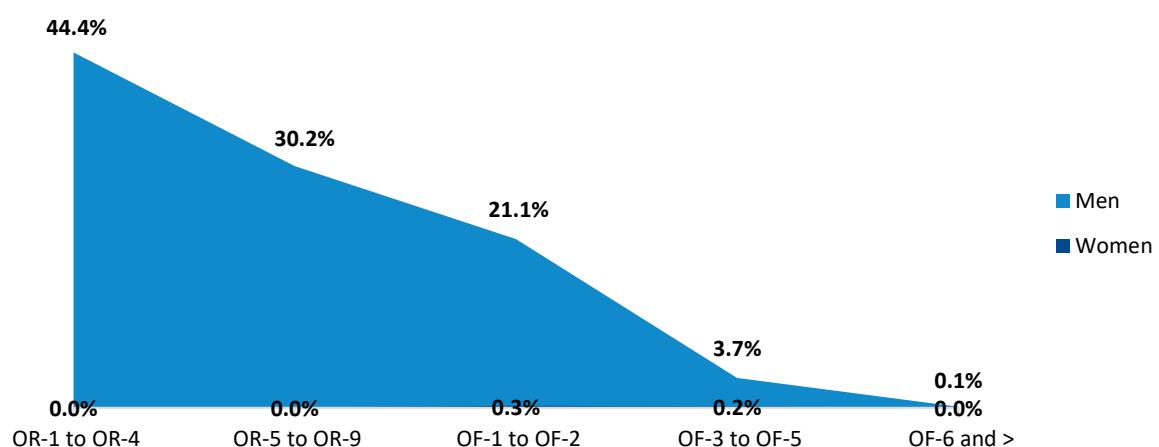


Figure 28.f.1. Distribution of women and men by rank in the Turkish Armed Forces in 2024.

New Policies and Initiatives to Implement UNSCR 1325

Türkiye did not report the adoption of any new policies or legislation specifically aimed at integrating gender perspectives within its national armed forces during 2023 and 2024.

During this period, Türkiye maintained a target quota whereby women were expected to comprise 4% of total recruits in the Turkish Armed Forces.

Restrictions on active-duty roles and operational assignments for women remain in place within the Turkish Armed Forces. In particular, women are excluded from serving in the infantry, tank, ammunition, fortification, transportation, submarine and explosive ordnance disposal (EOD) branches. However, in 2024, restrictions preventing female NCOs from serving in the Turkish Naval Forces were lifted, allowing the first female staff members to begin their service. No statutory restrictions exist on women's eligibility to hold leadership positions across the Turkish Armed Forces.

Türkiye reported having the availability of mentoring, training and professional development activities for both male and female personnel. However, no targeted measures are in place to specifically support the advancement of women into military leadership roles.

In 2023 and 2024, no dedicated military entity was tasked with overseeing the integration of gender perspectives within the Turkish Armed Forces.

Recruitment and Retention

The standards and requirements for applying and being recruited into the national armed forces are not the same for women and men. The weight and height requirements differ for male and female applicants, as well as physical test standards.

Recruitment of women in the Turkish Armed Forces is promoted through the enhanced visibility of female officers in recruitment activities held in high schools and universities. The increasing role of women in the Turkish Armed Forces is also highlighted and emphasized in media and PR campaigns.

No support network for women in the military was in place during 2023 and 2024.

Türkiye has military conscription that applies to male citizens only. According to the Recruiting Law No. 7179, every male citizen is required to do military service and serve as a conscript.

Concerning retention policies, Türkiye amended the Turkish Armed Forces Personnel Law No. 926 in 2024. The amendment stipulates that officers and NCOs that quit before completing their 15 years of compulsory service are required to pay a compensation that is equal to four times the expenses incurred for their education, training and development. No specific policies or campaigns to promote retention of women were reported over 2023 and 2024.

Work-Life Balance

Maternity leave in Türkiye amounts to 16 weeks, while fathers are entitled to 1.5 weeks of leave per childbirth. Parental leave is transferable between parents in specific cases upon request. These cases include the mother's death during childbirth or leave taken in postpartum period.

The childcare policy of Türkiye also includes breastfeeding breaks. This measure consists of an absence permission of 3 hours per day during the first six months and 1.5 hours per day for another six months.

Türkiye grants part-time employment and flexible working hour options to military personnel for childcare, care for the elderly and the sick, as well as for educational studies.

Special measures are in place for dual service couples serving in the Turkish Armed Forces. According to Article 43 of the Officer and NCOs Assignment Regulation, dual service couples may be assigned to the same garrison if a suitable position is available. Similarly, support is provided to divorced and widowed parents with children under 15 years of age. These service members are exempt from duty across the national armed forces.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

Türkiye reported having formal procedures in place for personnel to report incidents and allegations of sexual harassment and SEA. Sexual harassment is regulated by the sixth chapter titled “Offences Against Sexual Integrity” of the Turkish Penal Code No. 5237. The victim of sexual harassment may file a complaint with the Prosecutor’s office and an investigation will be initiated against the alleged perpetrator upon receipt of the complaint. SEA is regulated by the same chapter of the Turkish Penal Code and official investigations are initiated by the Prosecutor’s office when the crime is committed by misusing the influence derived from a position in public office or a private working relationship.

Education and Training

Türkiye did not report using the *NATO Gender Education and Training Package for Nations*.

National gender perspectives-related trainings and education programs are in use. In Distance Learning Platform of the Turkish Land Forces, there are two courses related to gender perspectives. Both relate to gender equality in the workplace and they are open to all Turkish Armed Forces personnel. Furthermore, the course “Gender Awareness in Peace Support Operations” is currently available in the Turkish Armed Forces Partnership for Peace Training Centre. The aim of this course is to provide personnel staffed at the operational and tactical levels with knowledge of gender perspectives-related concepts, doctrine and procedures. It is open to all rank officers, NCOs and civilian equivalents and includes syndicate work and practical exercises to highlight the operational lessons learned.

Gender Perspectives in Operations

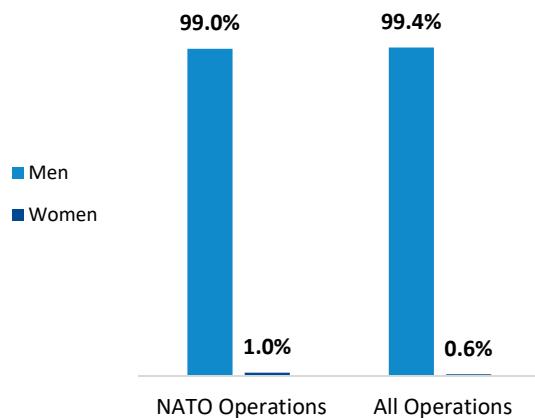


Figure 28.g. Distribution of women and men in operations in 2023.

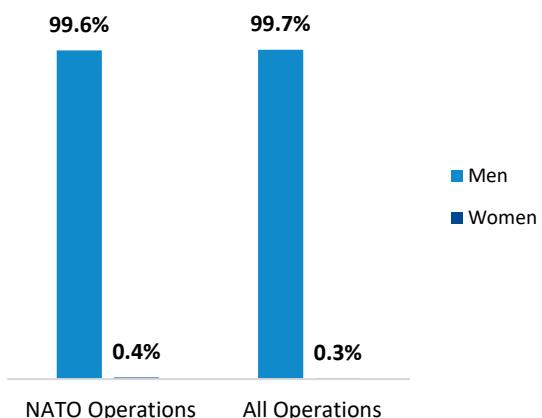


Figure 28.g.1. Distribution of women and men in operations in 2024.

Equipment, Infrastructure and Uniform Adaptation

Türkiye reported that its military facilities are being redesigned to enable women to carry out their duties in the most suitable environment, in line with the WPS agenda and NATO's commitment to gender equality. New headquarters and barracks, as well as bathrooms, toilets, changing rooms and dormitories are planned or have been built in military facilities and sports areas where female personnel are employed. In older buildings, spaces are being renovated to adapt the facilities to women's needs.

Türkiye has adapted and designed service and combat uniforms for women's body composition.



UNITED KINGDOM

Success Stories

- Implemented a range of measures to normalize women's experiences in the armed forces, including improved support on women's health and perinatal health, provision of appropriate kit and practical adjustments in the field and airframes.
- Undertook extensive work to combat misogyny and unacceptable sexual behaviour, strengthen the complaints system, and introduce sanctions including discharge for serious misconduct.
- Embedded cultural change efforts within a fully funded Raising Our Standards programme across the armed forces and MoD.

Key challenges

- Transforming a deeply masculine military culture so that all service personnel, regardless of gender or background, are seen as equally vital.
- Ensuring that role models, integration in combat arms, and cultural programmes translate into long-term change, which requires sustained effort and consistent senior leadership commitment.

Overview

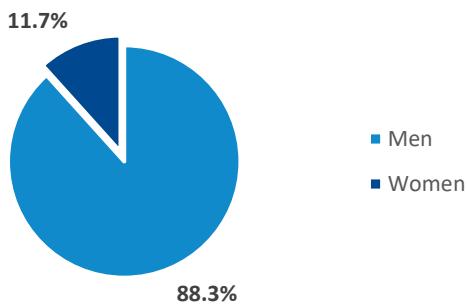


Figure 29.a. Percentage of women in the British Armed Forces in 2023.

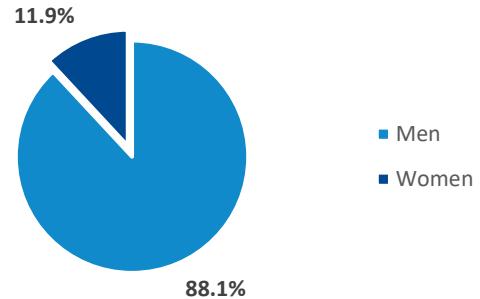


Figure 29.a.1. Percentage of women in the British Armed Forces in 2024.

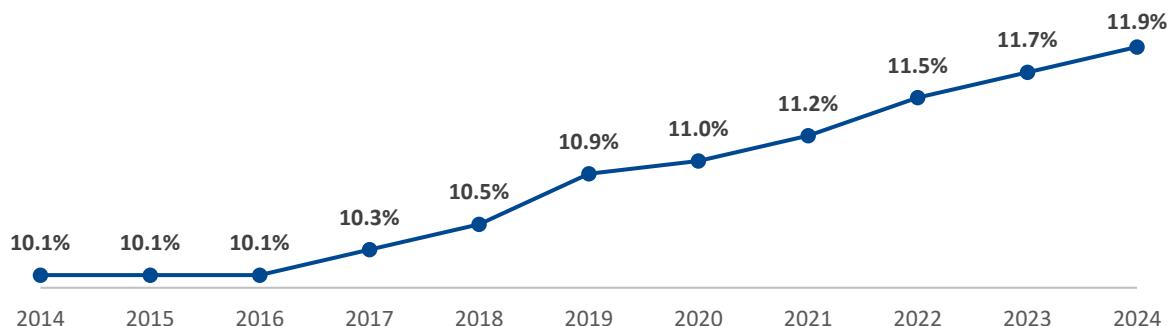


Figure 29.b. Percentage of women in the British Armed Forces over time.

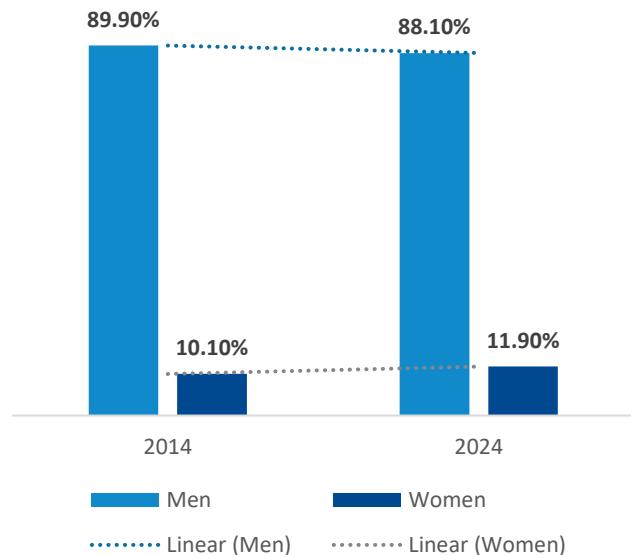


Figure 29.c. Trend in composition of the British Armed Forces over 10 years.

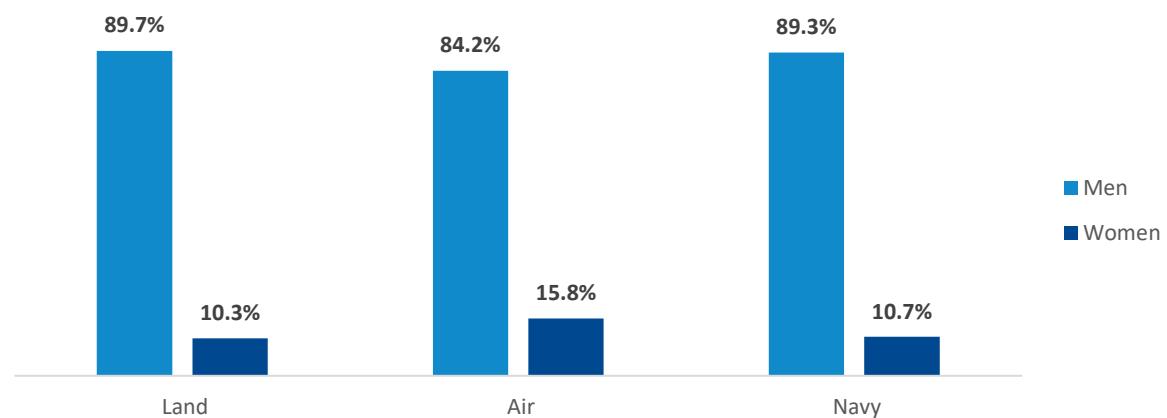


Figure 29.d. Distribution by branch of men and women in the British Armed Forces in 2023.

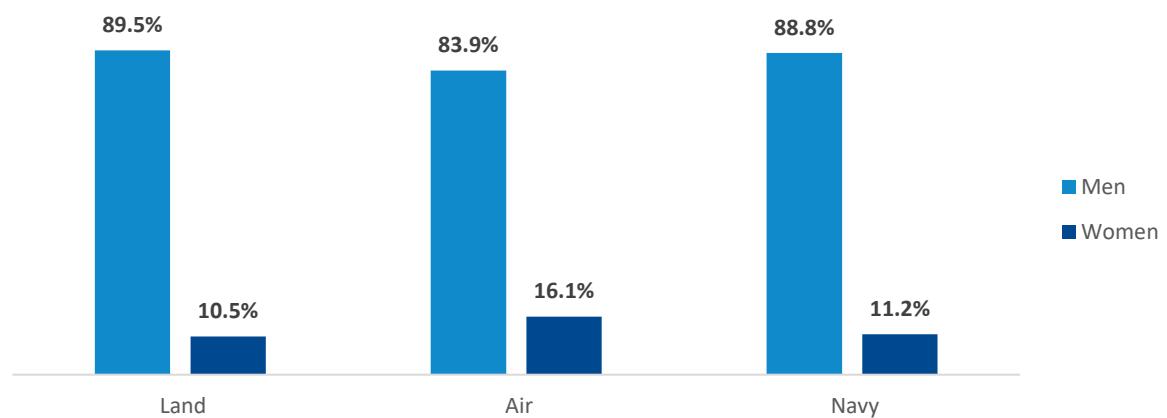


Figure 29.d.1. Distribution by branch of men and women in the British Armed Forces in 2024.

In 2023, the British Armed Forces were composed of 11.7% women and 89.3% men (Figure 28.a), an increase of 0.2 percentage points from 2022. In 2024, an increase of 1.8 percentage points was registered in the percentage of women in the national armed forces, increasing to 11.9% (Figure 28.b). This number represents the highest share of women in the British Armed Forces recorded over the timespan of the last 10 reporting cycles (Figure 28.c).

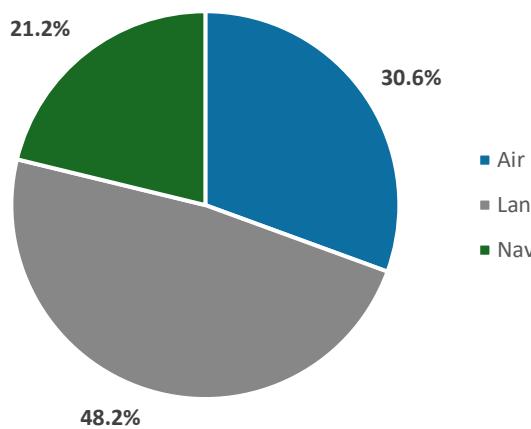


Figure 29.e. Distribution by branch of women in the British Armed Forces in 2023.

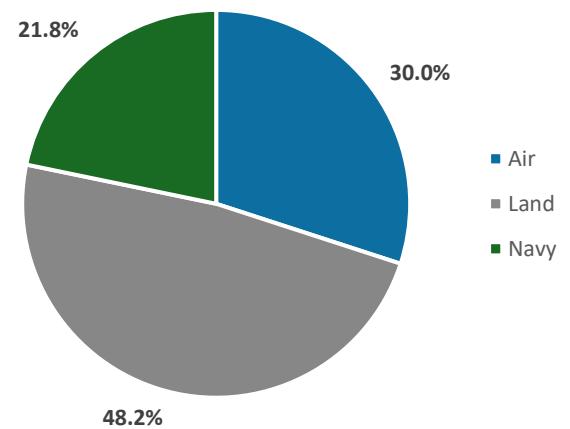


Figure 29.e.1. Distribution by branch of women in the British Armed Forces in 2024.

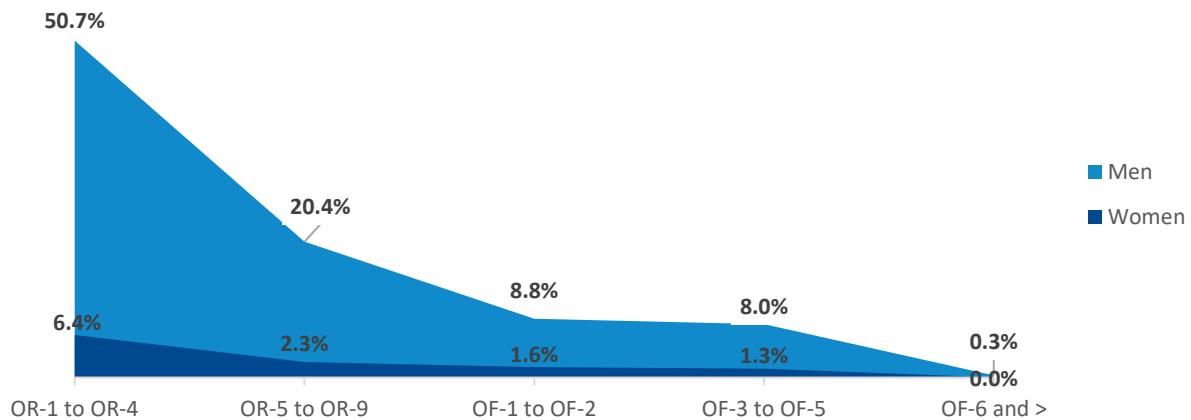


Figure 29.f. Distribution by rank of men and women in the British Armed Forces in 2023.

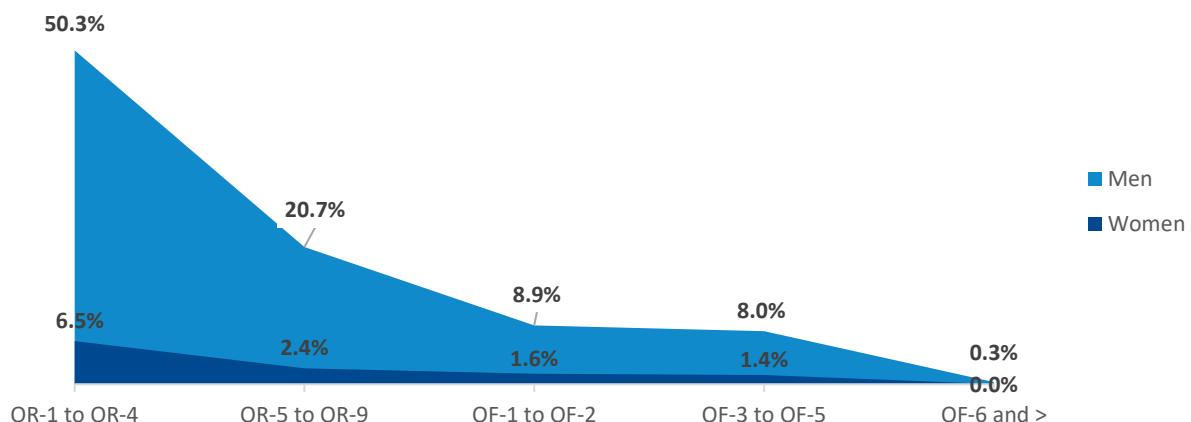


Figure 29.f.1. Distribution by rank of men and women in the British Armed Forces in 2024.

Reserve Forces

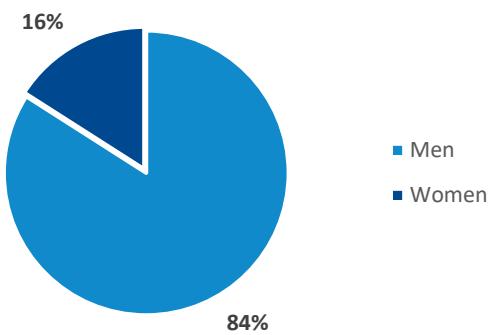


Figure 29.g. Distribution of women and men in the British Reserve Forces in 2023.

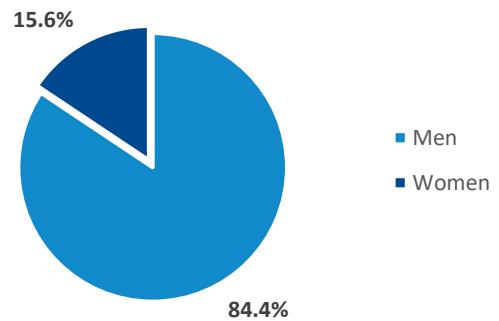


Figure 29.g.1. Distribution of women and men in the British Reserve Forces in 2024.

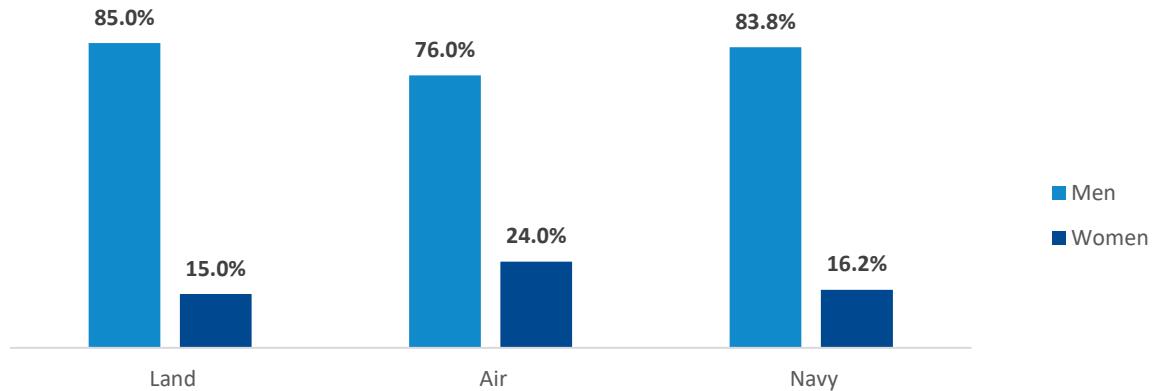


Figure 29.h. Distribution of women and men by branch of the British Reserve Forces in 2023.

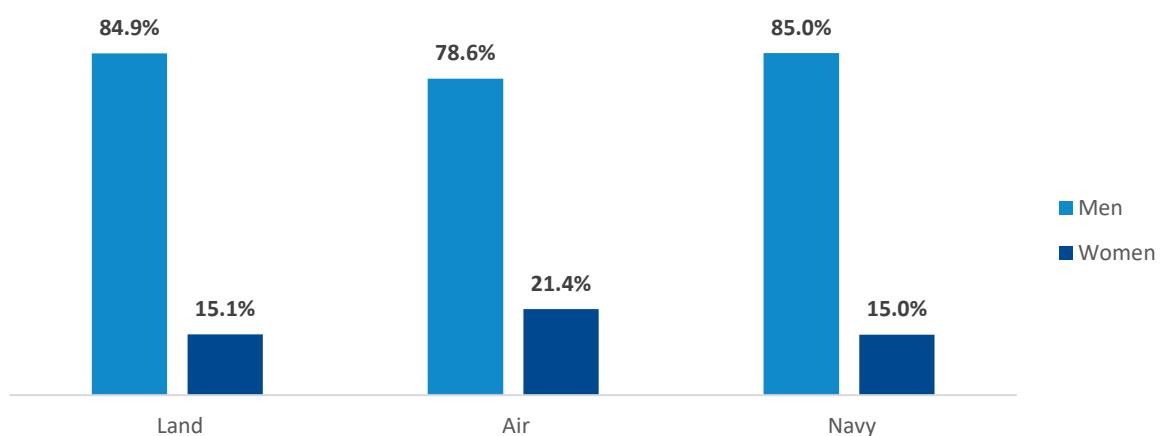


Figure 29.h.1. Distribution of women and men by branch of the British Reserve Forces in 2024.

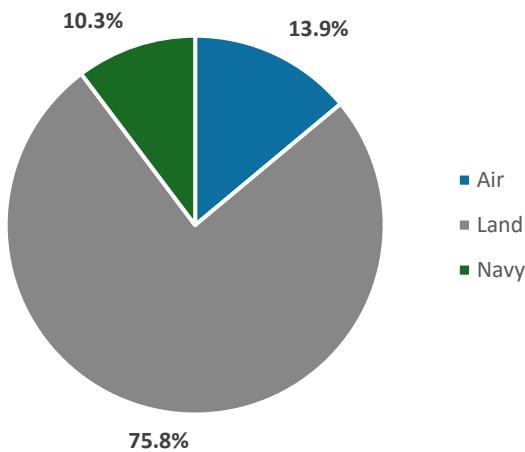


Figure 29.i. Distribution of women by branch of the British Reserve Forces in 2023.

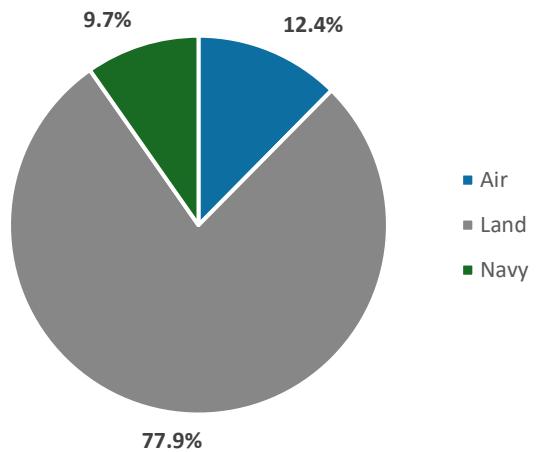


Figure 29.i.1 Distribution of women by branch of the British Reserve Forces in 2024.

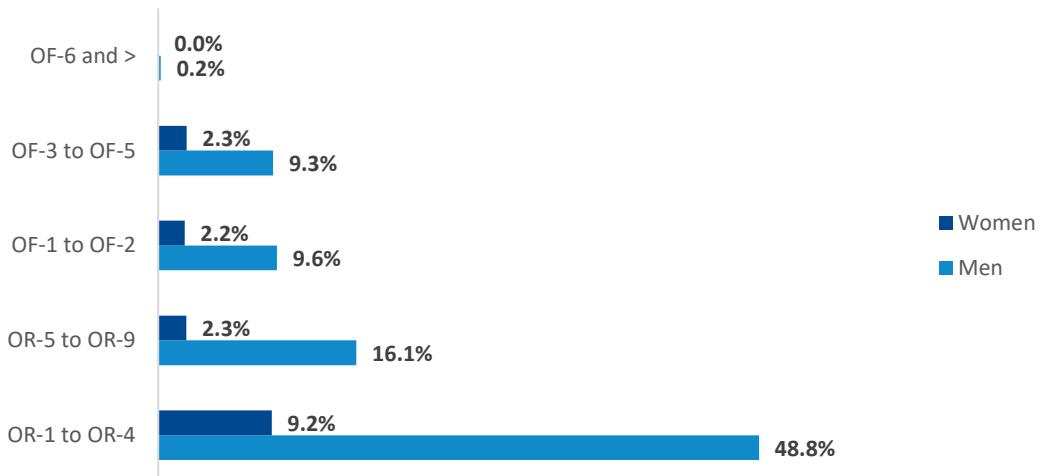


Figure 29.j. Distribution of women and men by rank in the British Reserve Forces in 2023.

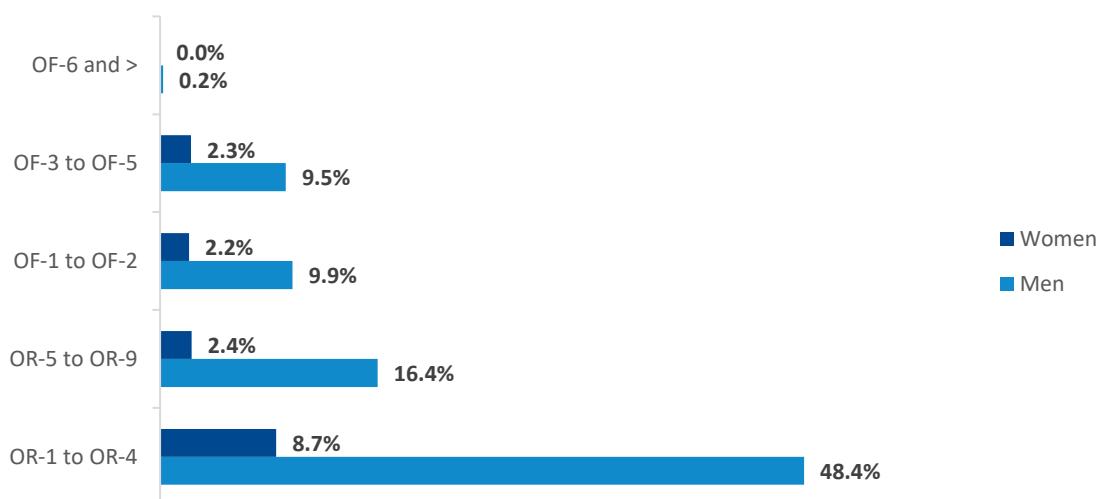


Figure 29.j.1. Distribution of women and men by rank in the British Reserve Forces in 2024.

New policies and Initiatives to Implement UNSCR 1325

The UK had a NAP in place in 2023 and 2024, and has developed and implemented a total of 5 NAPs.

In 2023 the MoD launched a programme designed to embed consistently high standards across Defence and drive cultural change through five key areas. The 'Raising our Standards' programme focusses on: data-driven accountability; changing behaviours; training and education; improving trust in leadership and tackling unacceptable behaviour.

In 2024 the UK also developed its support to victims of serious crimes committed by personnel, establishing a single point of contact and digitizing the complaints system, as well as operationalizing a wraparound childcare scheme.

Recruitment and Retention



campaigns, candidate nurturing and outreach in schools and universities. Recruitment schemes focus on the principle of belonging, featuring mixed teams of men, women, ethnic minorities and disabilities in order to reach as broad an audience as possible. These efforts have resulted in a 10% increase in female recruits from 2023 to 2024.

Additionally, there are networks to support women in the military across all branches of the British Armed Forces and Defence. The Defence Women's Network, the Navy and Army Servicewomen's networks and the RAF gender network all have a presence on social media and hold conferences to enable women to meet and discuss items of interest. There are also smaller network hubs around the UK and overseas to support women who may be working in isolated locations as a minority. Network Chairs are invited to speak to give feedback to Ministers and Senior Military Leaders on issues concerning their members.

9.4% of female personnel left the armed forces in 2023	12% of male personnel left the armed forces in 2023
8.3% of female personnel left the armed forces in 2024	11.4% of male personnel left the armed forces in 2024

The UK has policies that aim to promote the retention of personnel in the armed forces, including financial incentives such as annual pay rises and broader efforts to improve the terms and conditions of service. Increased access to flexible service, improved childcare options and bespoke career planning are aimed at both male and female personnel, but

there has been greater interest among servicewomen. Following the release of a recent report on 'Reward and Incentivization in the Armed Forces', a team works to deliver against recommendations.

Exit surveys form a routine part of the off-boarding process for outgoing personnel and questions on intent to leave the military are also collected annually via the Armed Forces Continuous Attitude Survey.

Work-Life Balance

Mothers receive 52 weeks of maternity leave, while men receive 2 weeks. The mother must take two weeks of leave following the birth of the child, but the remaining 50 weeks of maternity leave may be shared between the parents.

Part-time and flexible hours are allowed to accommodate childcare, care for the sick or elderly, and education studies. Flexible service, where personnel's level of commitment is lowered to non-deployable or to part-time, is available for a limited period. Job sharing and hybrid or remote working are also available depending on operational requirements.

The British Armed Forces also offers bespoke career management for couples. When couples have children, there are also commitments to prevent both parents being deployed at the same time or being deployed back-to-back.

For single parents, divorced parents, or widow(er)s looking after their children, normal compassionate leave or special leave arrangements apply, as does access to flexible working. Additionally, the UK MoD's wraparound childcare scheme came into full operation in 2024 and was extended to families serving overseas that same year. This scheme provides access to funded childcare before and after school for children between the ages of 4-11.

Prevention of Sexual Abuse and Exploitation and Sexual harassment

The UK has policies, strategies and training to prevent and respond to sexual harassment and sexual exploitation and abuse (SEA). With relation to sexual harassment, training to highlight what constitutes unacceptable behaviour is mandatory. Training on SEA must be undertaken by all defence personnel every three years, and those who are deploying overseas must have undertaken training within the last 12 months.

The UK also established the Victim Witness Care Unit (VWCU) to act as an independent central point of contact to victims and witnesses of serious crimes committed in the UK and overseas by those subject to service law. The VWCU's team of civilian Victim Liaison Officers are trauma informed trained, to listen and provide coordinated care and support that is tailored to the individual.

Criminal offences involving sexual offending are investigated by the Defence Serious Crime Command, and incidents that are not criminal can be dealt with through the Service Complaints System which uses an outsourced investigation service and an independent deciding body. The complaint system has also been digitised, with the launch of the 'My Complaint' app. The Conduct, Equity and Justice Directorate in the UK Ministry of Defence monitors all sexual harassment statistics which are shared with ministers, and sexual offending statistics which are published externally.

Following the NATO SEA policy, identification factors and mitigation efforts for SEA are a

component of pre-deployment training, and the British Armed Forces have procedures to conduct investigation and pursue appropriate proceedings relating to sexual exploitation and abuse. All allegations of SEA must be reported immediately to the Service Police. They should also be reported to the chain of command or line managers for civilian employees. Cases of sexual abuse and exploitation are usually investigated by the Defence Serious Crime Command. Considerations on preventing and responding to sexual exploitation and abuse are integrated into operational planning.

Education and training

The UK does not use the *NATO Gender Education and Training Package for Nations*, instead integrating education on gender perspectives through nationally developed material as part of training on human security.

Gender perspectives in the National Armed Forces and Operations

Gender perspectives are integrated into operational planning and in pre-deployment, in-theatre training and exercises through targeted serials.

Equipment, infrastructure and uniform adaptation

The United Kingdom has established a working group to highlight the need to consider women in the design and development of uniform, equipment and environment. They currently report adapted service uniform, combat uniform and offer a maternity uniform for pregnant personnel. Special occupational uniforms are not currently adapted.

In 2023 and 2024, a narrow, scalable tactical vest and yoke were produced to provide a better fit for female soldiers. Other items of combat clothing now have female fit options, and sports bras are available for all servicewomen. More work is being carried out on lighter weight body armour, improved load carriage equipment and clothing.

A urinary support device is available for female personnel, and a urination system suitable for male and female aircrew has been developed and is being fitted into existing platforms.

Facilities have been adapted to ensure that sanitary disposal bins are available where women serve. A menstrual supply box with sanitary products, spare underwear and uniform has also been developed. Sanitary disposal pouches are offered to enable the discrete and secure temporary storage of used menstrual products before they can be disposed of.



NATO PARTNER NATIONS

NATO Partner Nations

This section of the report collects contributions from NATO Partner Nations who voluntarily submitted data for the 2023-2024 reporting period. The 2023 reporting period covers data from 8 NATO Partner Nations and the 2024 reporting period covers data from 7 NATO Partner Nations who voluntarily submitted data.⁸

Alongside Sweden's data for 2023, the Partner Nations who voluntarily submitted data are Austria, Bosnia and Herzegovina, Ireland, Kazakhstan, Moldova, Serbia and Tunisia. Among these 7 Partner Nations, 4 reported limited or incomplete quantitative data. Kazakhstan did not report any qualitative data. This means that NATO the statistics included for partner nations do not provide a holistic picture. The limited amount of quantitative data and the difference in between the reporting Partners for this iteration of the SNR and those who reported for 2022 limits a comprehensive comparative analysis.

2023

In 2023, the average percentage of women in the armed forces of reporting NATO Partners was **9%**. Based on available data from 2022, the percentage of female personnel in Austria decreased from **4.2%** to **3.7%**. Bosnia and Herzegovina recorded an increase from **8.20%** to **9%**.

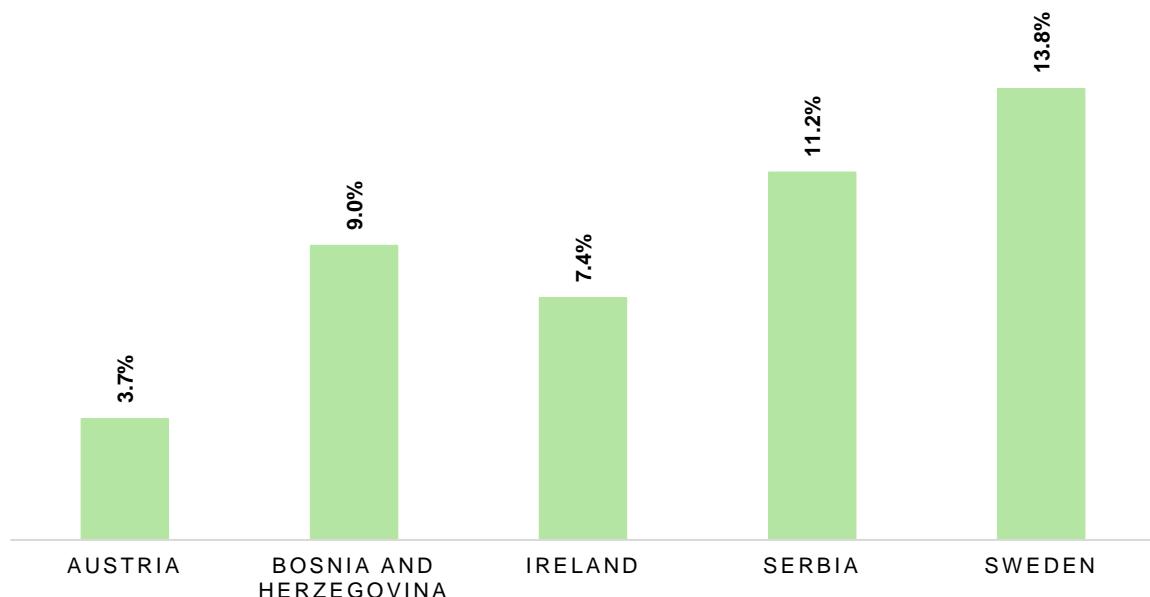


Figure 1.a. Percentages of women in the armed forces of NATO Partner Nations in 2023.

⁸ For the 2023-2024 iteration of the SNR, it is important to note that Sweden is included as a partner only for the 2023 reporting cycle, as its accession to NATO took place in 2024.

2024

The average percentage of women in the armed forces across reporting NATO Partners was **8.3%** in 2024. Between 2023 and 2024, Austria, Bosnia and Herzegovina and Serbia recorded an increase in the proportion of women serving in their national armed forces. Women's participation rose as follows between the two reporting cycles:

- **0.3 percentage points** (3.7% to 4%) in Austria
- **0.9 percentage points** (9% to 9.9%) in Bosnia and Herzegovina
- **0.9 percentage points** (11.2% to 12.1%) in Serbia



Figure 1.a.1. Percentages of women in the armed forces of NATO Partner Nations in 2024.

All reporting NATO Partner Nations have adopted a NAP for WPS at least once. In 2023, **5 out of 8** reporting Partners (including Sweden) had a valid in-date NAP for WPS, corresponding to a **62.5%** of the sample size. In 2024, **57%** of reporting NATO Partners had a valid in-date NAP for WPS (**4 out of 7**). The remaining Partner Nations' NAPs were expired during these two reporting cycles or were actively working on a new national strategy (e.g., Bosnia and Herzegovina).

Main Findings

Among reporting NATO Partner Nations:

- 33% had a set target and/or quota for the percentage of women and men in their national armed forces;
- **None** had restrictions for women in any active-duty occupation or profession in both their national armed forces and in operations;
- **None** had restrictions for women in leadership positions across their national armed forces;
- 83% had mentoring, training or professional development activities to foster advancement of women in military leadership positions;
- 83% had a military entity overseeing the integration of gender perspectives in their respective national armed forces.

Concerning **recruitment and retention**, among Partner Nations:

- 17% had the same standards and requirements for women and men applying and being recruited into the national armed forces;
- 50% had policies or campaigns to promote the recruitment of women in the military;
- 50% had a network to support women in the military;
- 33% had policies or strategies for the retention of female personnel;
- 2 had military conscription in place, of which **none** had gender-equal conscription.

Concerning **work-life balance**, among Partner Nations:

- 50% had programmes or policies to support work-life balance for military personnel;
- 33% had special programmes or measures to support dual service couples;
- 33% had measures to support active military service duties for single, divorced or widowed parents;
- 67% had childcare policies in place.

Concerning **sexual-related offences**, among Partner Nations:

- 100% had policies or strategies to prevent and respond to sexual harassment;
- 83% had policies or strategies to prevent and respond to SEA;
- 100% had an appointed person or team overseeing allegations and cases of sexual harassment;
- 67% had an appointed person or team overseeing incidents or cases of SEA;
- 100% had formal procedure in place for personnel to report incidents and allegations of sexual harassment;
- 83% had formal procedures, including a complaints mechanism, to allow for reporting incidents and allegations of SEA.

NATO Partners have integrated **gender perspectives in operations**:

- 83% have integrated gender perspectives into operational planning;
- 100% have integrated gender perspectives in pre-deployment and in-theatre training, as well as in exercises.

83% of NATO Partners have established **national gender perspectives-related trainings** across their security and defence institutions.

Success stories

- Issuing new general guidance and a Code of Conduct against sexual misconduct.
- Institutionalizing the Human Security Unit as a separate and autonomous element to act as Gender Advisor to the Director of Operations, the Commander of the Austrian Land and Special Operations Forces and to the Chief of Defence Staff.

Key Challenges

- The global backlash against WPS, as well as the erosion of norms and rule of law.
- Ongoing stereotypes about the military as a masculine domain.
- Integrating WPS is sometimes seen as a political obligation rather than an operational advantage

Overview

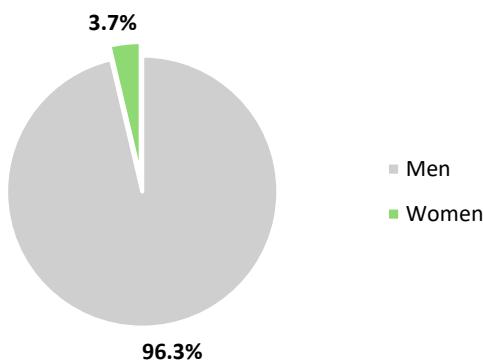


Figure 2.a. Percentages of women in the Austrian Armed Forces in 2023.

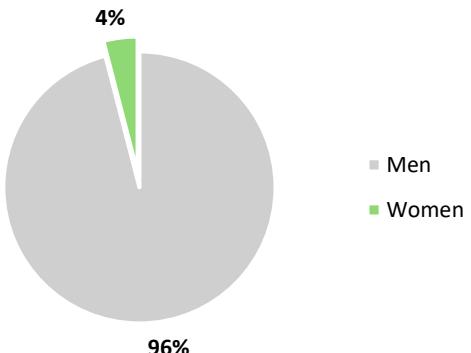


Figure 2.a.1. Percentages of women in the Austrian Armed Forces in 2024.

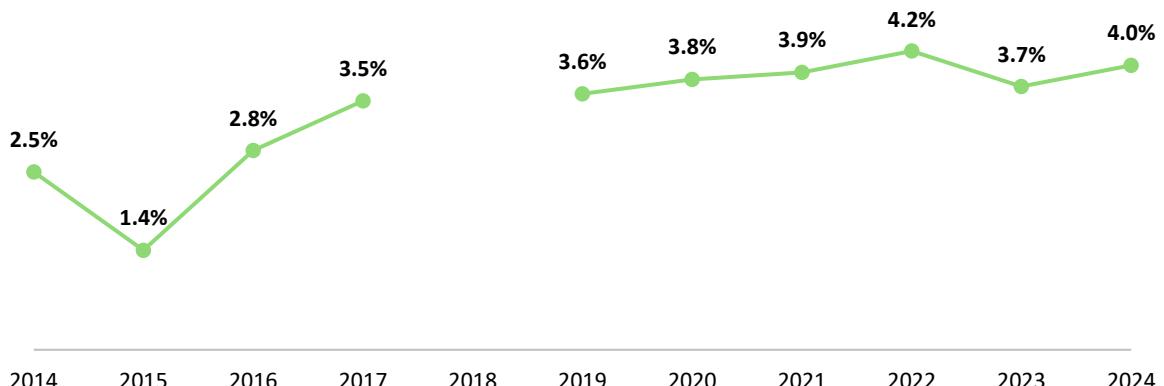


Figure 2.b. Percentages of women in the Austrian Armed Forces over time.

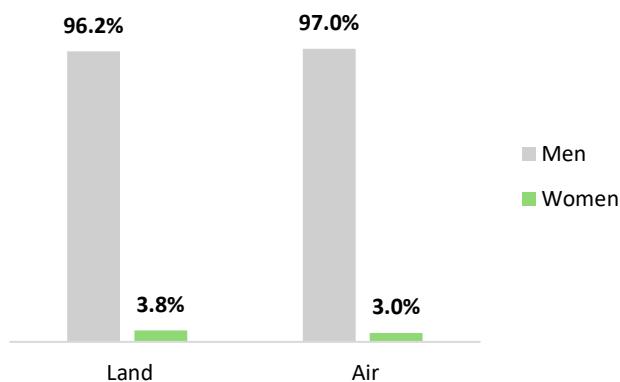


Figure 2.c. Distribution of women and men by branch of the Austrian Armed Forces in 2023.

The Austrian Armed Forces were composed of 3.7% women and 96.3% men in 2023 (Figure 1.a). In 2024, the percentage of women rose to 4%, reflecting an increase of 0.3 percentage points since 2023 (Figure 1.a.1). In between the 2014 and 2024 reporting periods, the proportion of women in the Austrian Armed Forces rose by 1.5 percentage points (Figure 1.b.).

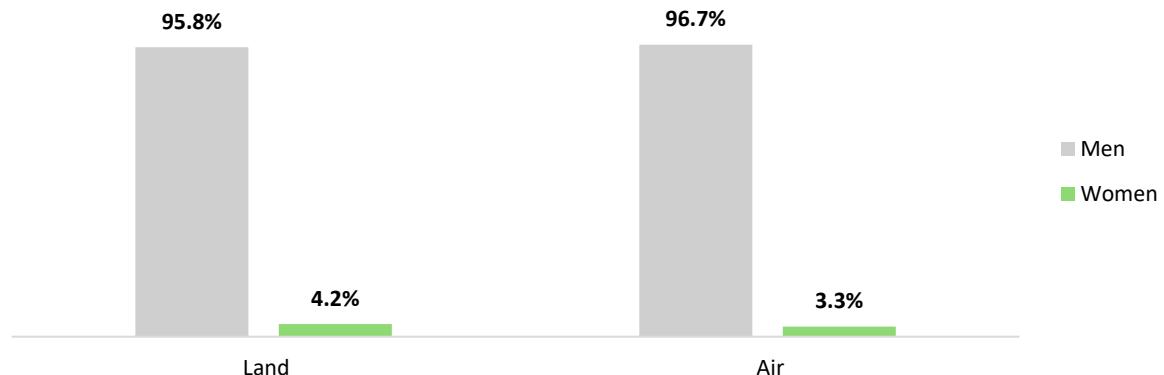


Figure 2.c.1. Distribution of women and men by branch of the Austrian Armed Forces in 2024.

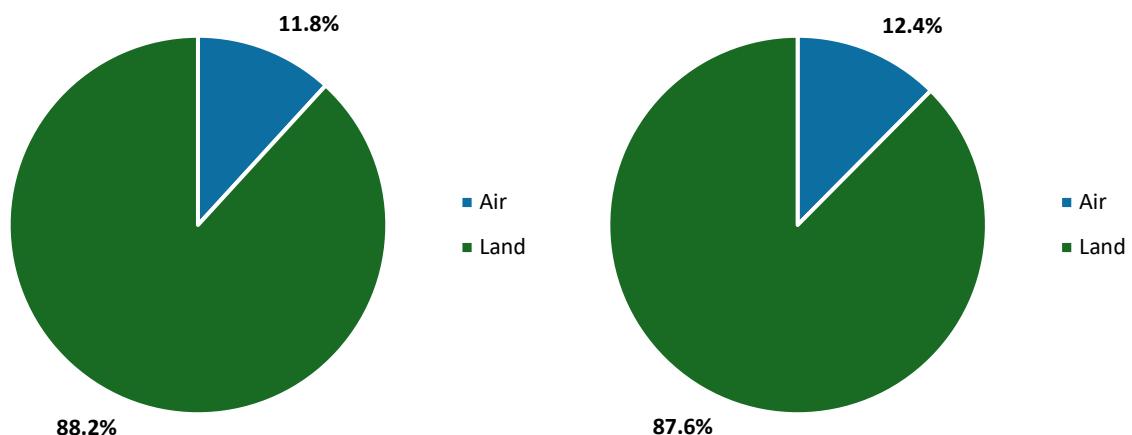


Figure 2.d. Distribution of women by branch of the Austrian Armed Forces in 2023.

Figure 2.d.1. Distribution of women by branch of the Austrian Armed Forces in 2024.

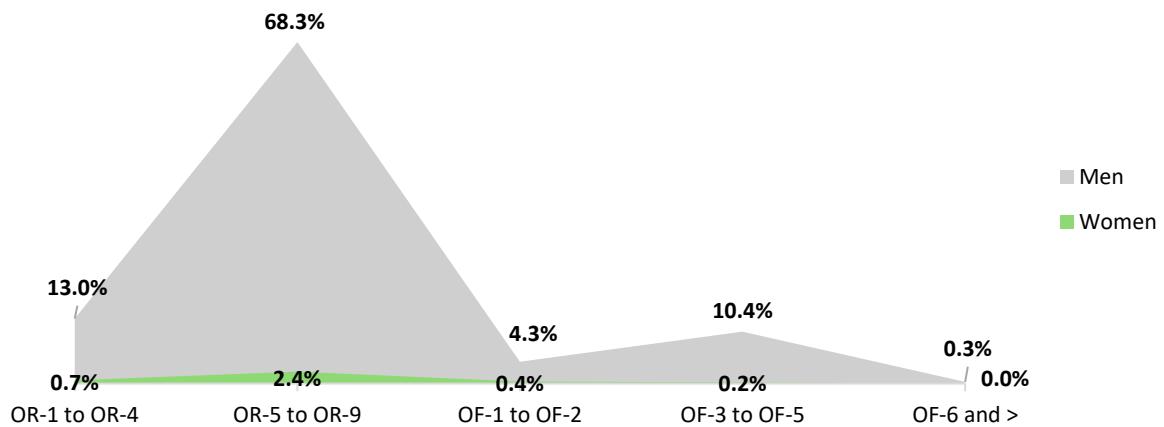


Figure 2.e. Distribution of women and men by rank in the Austrian Armed Forces in 2023.

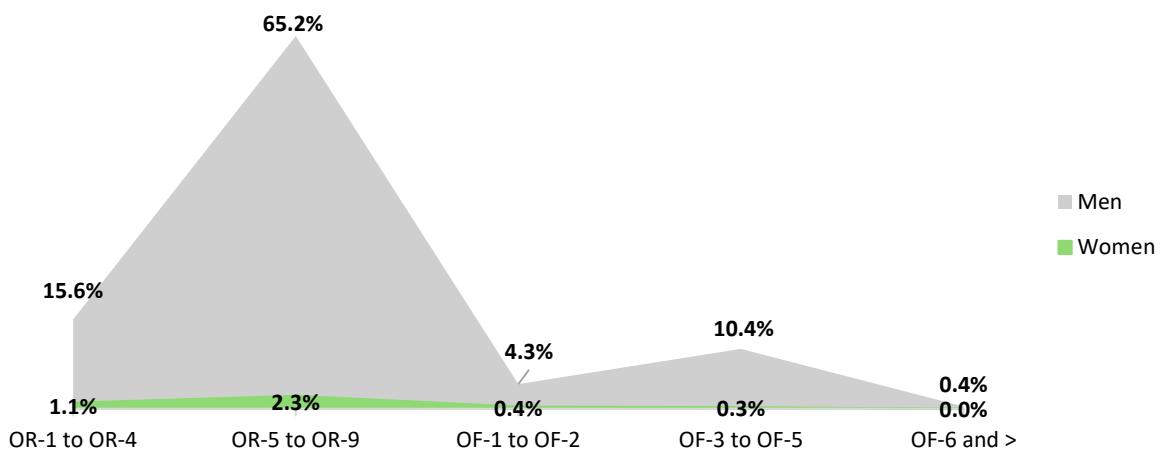


Figure 2.e.1. Distribution of women and men by rank in the Austrian Armed Forces in 2024.

Reserve Forces

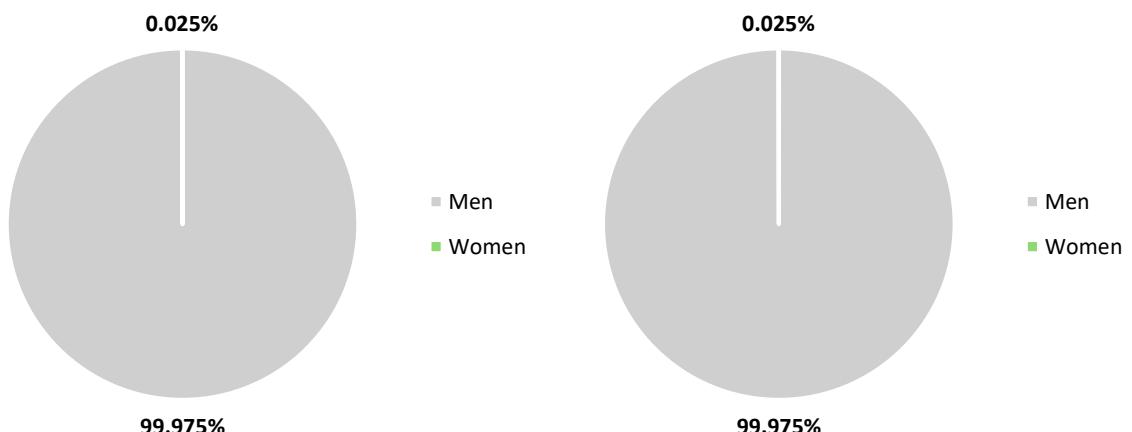


Figure 2.f. Percentage of women in the Austrian military reserve forces in 2023.

Figure 2.f.1. Percentage of women in the Austrian military reserve forces in 2024.

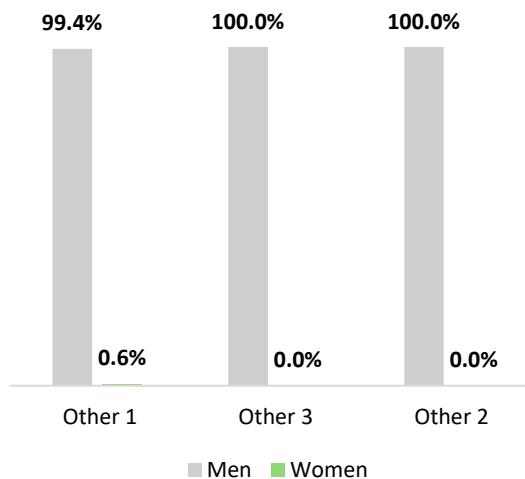


Figure 2.g. Distribution of women and men by branch of the Austrian military reserve forces in 2023.

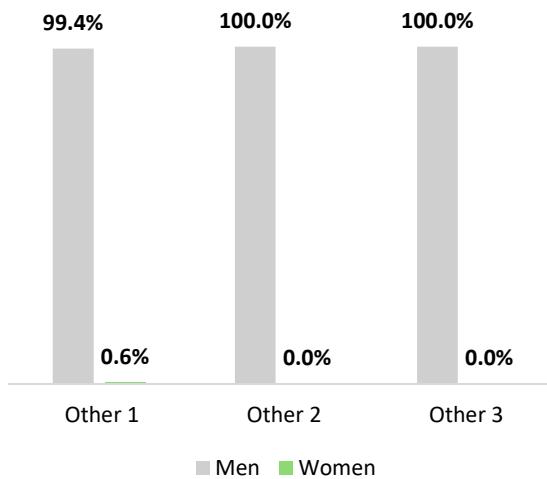


Figure 2.g.1. Distribution of women and men by branch of the Austrian military reserve forces in 2024.

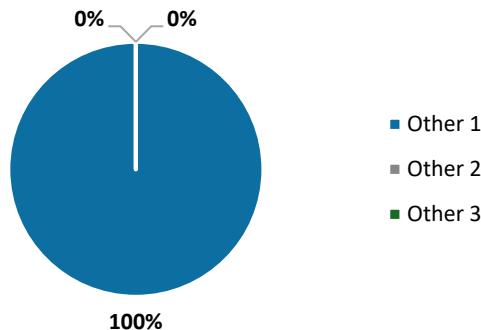


Figure 2.h. Distribution of women by branch of the Austrian military reserve forces in 2023 and 2024.



Figure 2.i. Distribution of women and men by rank in the Austrian military reserve forces in 2023.



Figure 2.i.1. Distribution of women and men by rank in the Austrian military reserve forces in 2024.

New Policies and Initiatives to Implement UNSCR 1325

On 1 September 2023, the new women's promotion plan was announced and published. The plan includes a more precise and concrete description of the measures and key figures shown in the original plan. This will be in operation until the end of 2025, at which point it will be evaluated and reviewed.

Austria's second NAP, launched in 2012, was in operation over the reporting period. This covers activities within Austria, Austria's activities in international and supranational organizations and in the field of development cooperation. Regular implementation reports are produced against this standard.

Within the Directorate for Operations, the Human Security Unit is focused on the implementation of gender perspectives within missions and operations. The unit functions as Gender Advisor to the Chief of Defence Staff, the Director of Operations and the Commander of the Austrian Land and Special Operation Forces.

Recruitment and Retention

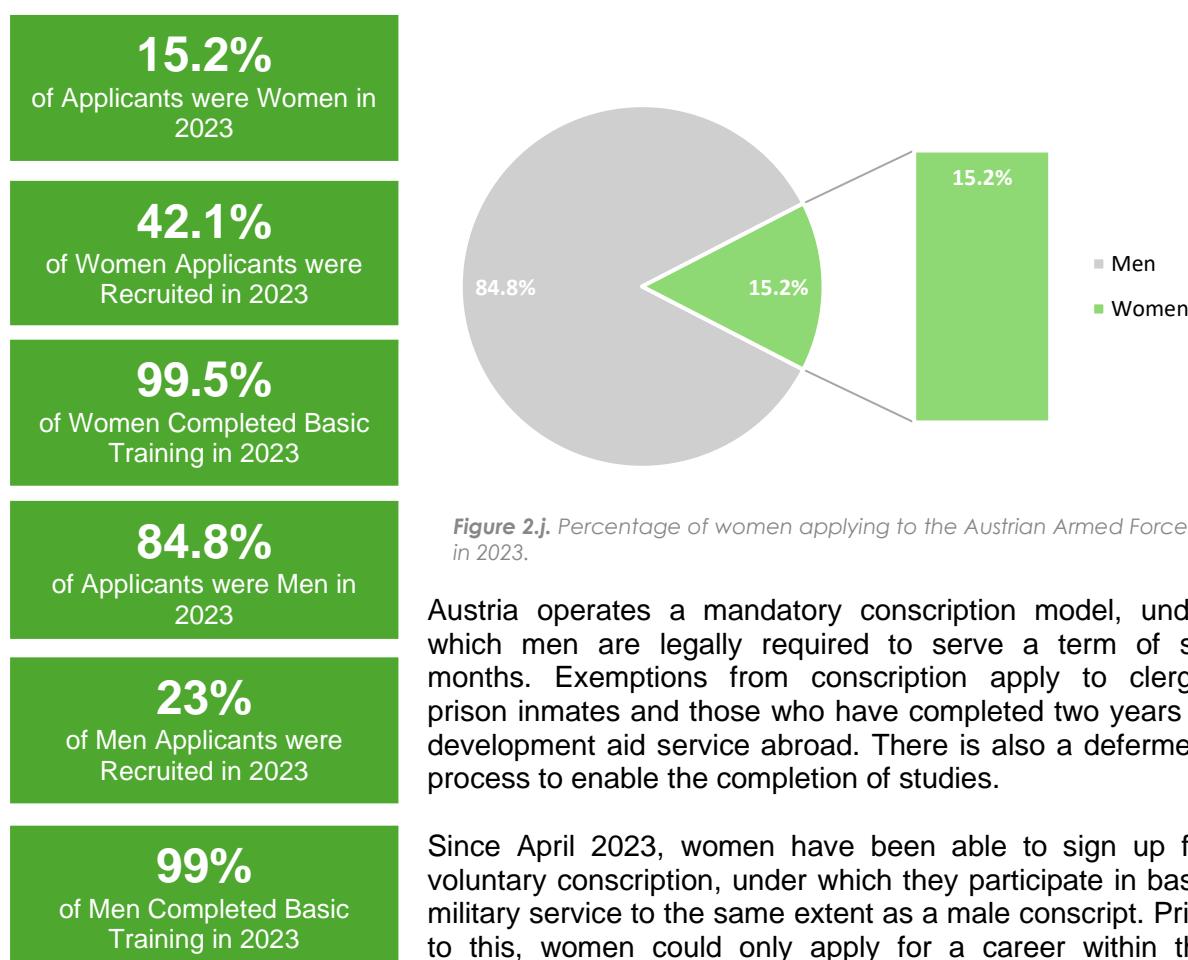


Figure 2.j. Percentage of women applying to the Austrian Armed Forces in 2023.

Austria operates a mandatory conscription model, under which men are legally required to serve a term of six months. Exemptions from conscription apply to clergy, prison inmates and those who have completed two years of development aid service abroad. There is also a deferment process to enable the completion of studies.

Since April 2023, women have been able to sign up for voluntary conscription, under which they participate in basic military service to the same extent as a male conscript. Prior to this, women could only apply for a career within the professional armed forces. This harmonization has led to an

increase of interest from women due to the shorter length of service. The goal of the Austrian Armed Forces is to empower women to go on to pursue a professional military career. Austria seeks to reach a target of 10% of women in the military sector.

Recruitment standards for men and women are the same apart from physical requirements. There are no restrictions on women serving in any active-duty profession or leadership role

in the Austrian Armed Forces, and there are several networking platforms to support female soldiers at different stages in their careers.

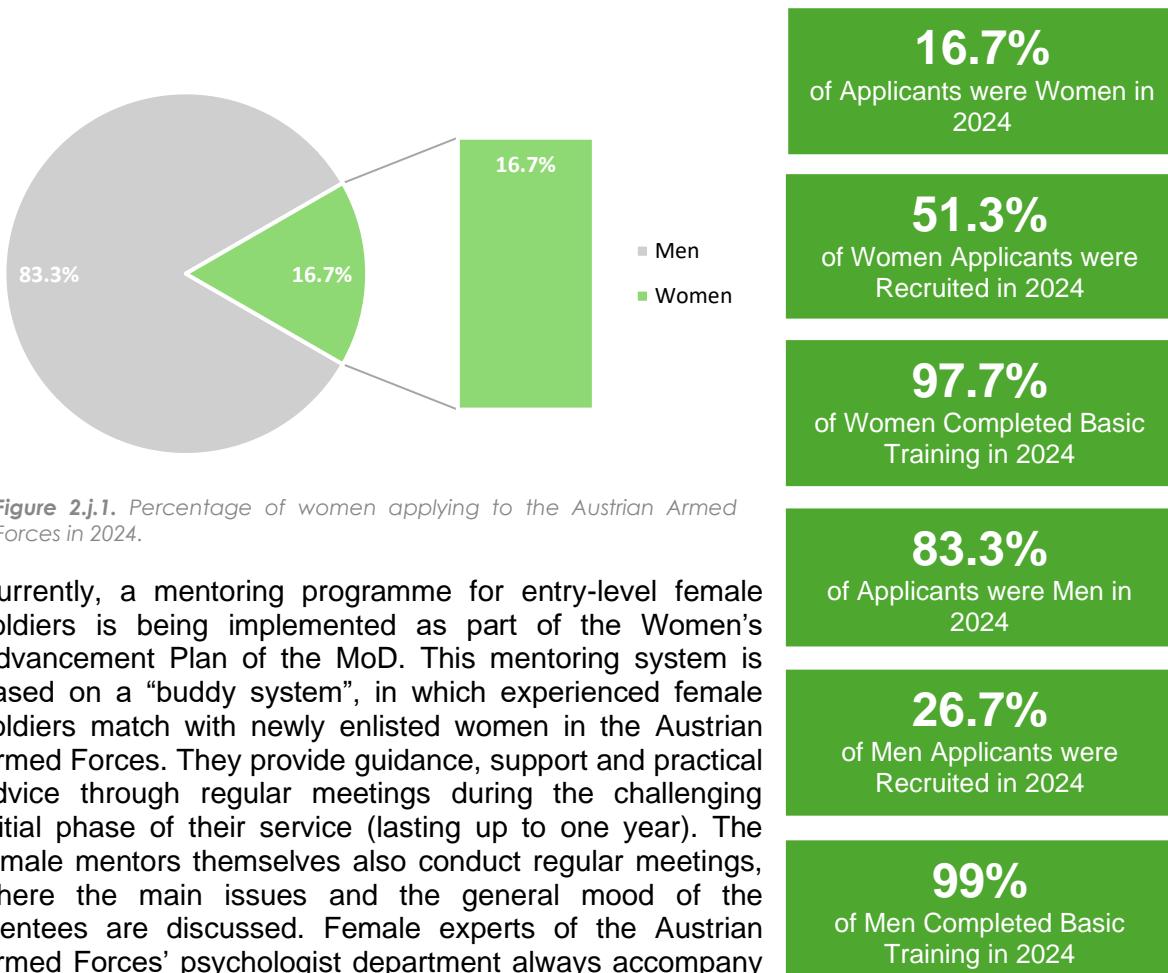


Figure 2.j.1. Percentage of women applying to the Austrian Armed Forces in 2024.

Currently, a mentoring programme for entry-level female soldiers is being implemented as part of the Women's Advancement Plan of the MoD. This mentoring system is based on a "buddy system", in which experienced female soldiers match with newly enlisted women in the Austrian Armed Forces. They provide guidance, support and practical advice through regular meetings during the challenging initial phase of their service (lasting up to one year). The female mentors themselves also conduct regular meetings, where the main issues and the general mood of the mentees are discussed. Female experts of the Austrian Armed Forces' psychologist department always accompany these meetings. The mentoring program has proven highly efficient in reducing the drop-out rate during basic training.

At the mid-level, the "graduation board of female soldiers" acts as a steering community of female soldiers and female civil servants within the Austrian Armed Forces and the MoD, which coordinates regular meetings of female alumnae of the NCO-academy, the military academy and the academy of national defence. The aim of these yearly meetings is networking, discussing issues and empowering female leadership.

Located at the strategic level, there is a task force for "Equal Treatment and Non-Discrimination". This task force functions as an advisory body for the minister of defence and one of its goals is to ensure that there are no discriminatory aspects within training, education, deployment and everyday operating duties.

The Austrian Armed Forces tailor their recruitment strategy to promote the recruitment of women. All marketing campaigns intentionally feature women throughout all ranks and functions to convey the message that the Austrian Armed Forces is committed to female empowerment. Every campaign contains a male and female 'role-model' for potential recruits to identify with. This approach is also applied when the Austrian Armed Forces promote their work at career fairs and job centres or other public events. Online marketing campaigns featuring both men and women are targeted at Generations Z and Alpha. There is also a reward system, aiming to encourage active soldiers to promote the Austrian Armed Forces to their friends or relatives.

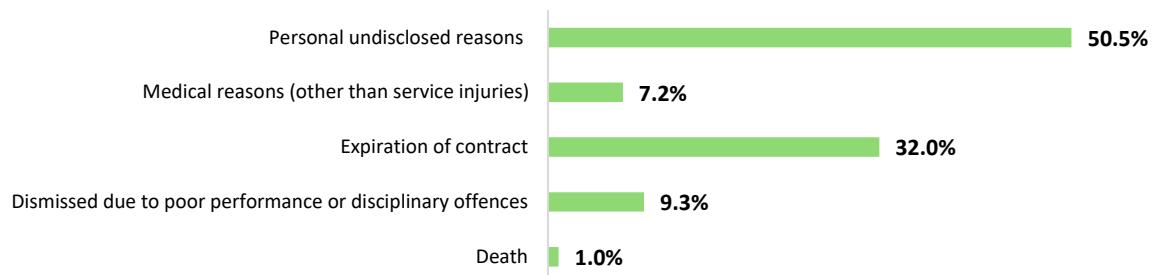


Figure 2.k. Distribution of female personnel who left the Austrian Armed Forces by reasons in 2023.

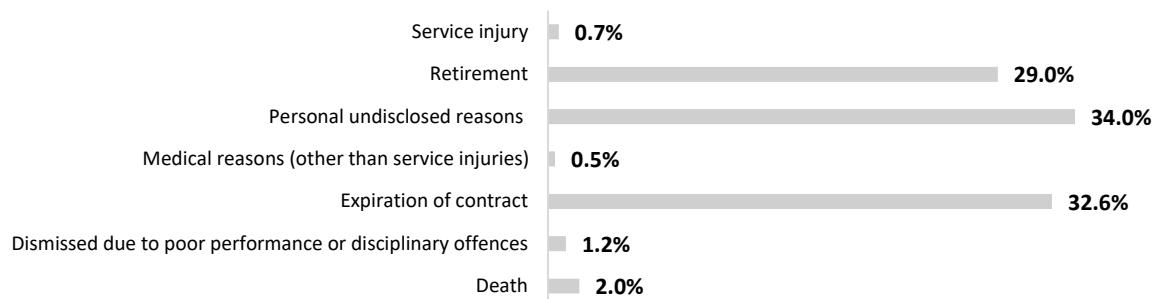


Figure 2.k.1. Distribution of male personnel who left the Austrian Armed Forces by reasons in 2023.

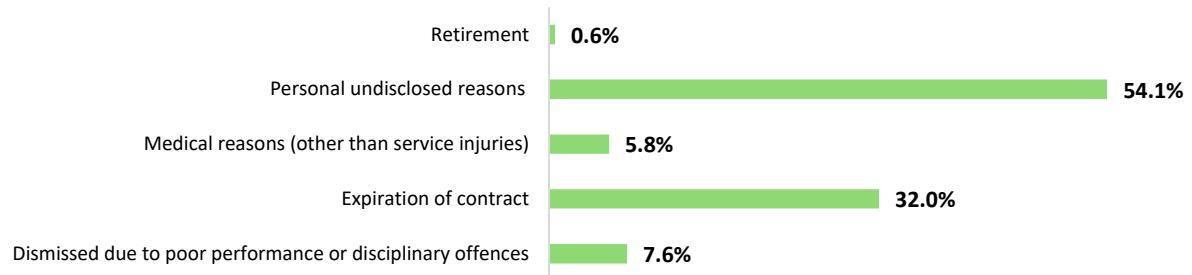
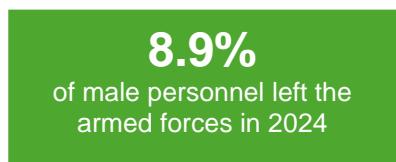


Figure 2.l. Distribution of female personnel who left the Austrian Armed Forces by reasons in 2024.

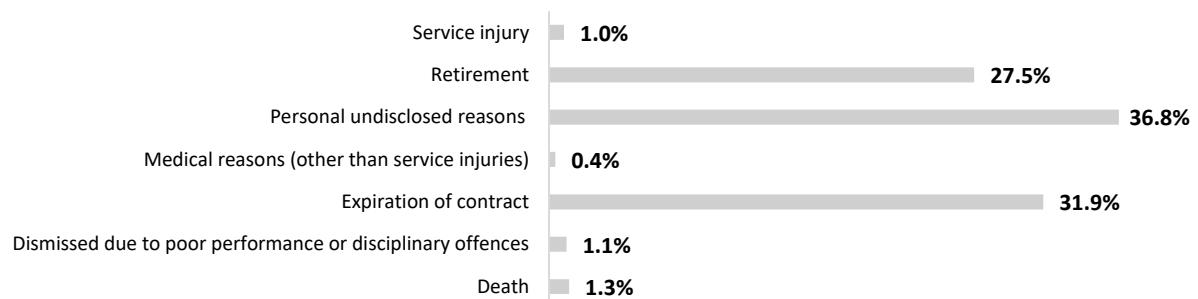


Figure 2.l.1. Distribution of male personnel who left the Austrian Armed Forces by reasons in 2024.

Work-Life Balance

Parental leave of 20 months continues after maternity leave, which lasts 8 weeks before and 8 weeks after the birth of a child. The combined parental leave can be shared between parents. Single parents can take parental leave until the child is 24 months old.

Any staff member's regular weekly working hours may be reduced to half of the full-time working hours at their request, provided that this does not conflict with important official interests. Furthermore, flexible working hours are available for all staff provided there are no important conflicts.

There are no specific measures to prevent the simultaneous deployment of dual-service couples or to support single parents. However, the Austrian Armed Forces do have temporary summer childcare services, a provision that was expanded to 13 locations in 2023 and 14 in 2024. For large families, costs may be covered or reduced. Presently, the departments are evaluating the feasibility of establishing a year-round daycare facility.

Prevention of Sexual Harassment, Sexual Exploitation and Abuse

Austria reports policies and strategies to prevent and respond to sexual harassment and SEA, as well as preventative programmes.

The MoD and the Austrian Armed Forces adhere to a strict zero-tolerance policy regarding sexual misconduct. Violations of this policy, such as in cases of sexual harassment and sexual abuse and exploitation, are met with the full range of disciplinary action and, where applicable, with the application of national criminal law. The implementation of the zero-tolerance policy is further supported by a special commission of the MoD who is responsible for oversight.

The MoD has delivered a broad information campaign on sexual harassment which aimed to raise awareness among all employees. The campaign included informational brochures as well as various training courses and seminars. Additionally, in cooperation with the Federal Ministry of the Interior, an online training course has been developed to provide basic awareness and help prevent sexual misconduct in the workplace for all employees of the department. This course will be available from the end of 2024 and must be completed by all employees in 2025. A code of conduct on sexual misconduct was specifically designed and delivered to leadership personnel throughout the department.

SEA is part of various trainings and courses for pre-deployment, military observers, or other military expert on mission elements. SEA is also included in an online tool regarding "gender equality", used to raise general awareness on the topic gender and WPS, and as a topic in specific briefings for national contingent commanders, or delivered on-demand.

The Strategic Equality and Diversity Management Unit within the MoD is the body responsible for overseeing and coordinating responses to sexual misconduct. This provides a unified approach across the MoD and Austrian Armed Forces. There is no specific unit for overseeing allegations of sexual exploitation and abuse.

As of July 2023, a specific reporting format for sexual harassment has been implemented within the established reporting regime, ensuring that suspected cases and incidents are processed promptly and uniformly. In cases of external complaints, established online forms are available for reporting potential misconduct of employees of the MoD and the Austrian Armed Forces, which can also be submitted anonymously. Any external person/victim of SEA allegedly conducted by members of the Austrian Armed Forces can report to the respective command responsible for the mission. Internal reports can be filed via a special

report system. Cases that fall under the Austrian criminal law are reported directly to the police.

Further regarding SEA, as soon as an allegation is reported, immediate action is taken to minimize the risk of further offences. Investigations are initiated by responsible personnel and, if available, a team of the military police supports the investigation. Disciplinary measures are taken by the authorized commander and in case of conviction, the individual will be repatriated. Further juridical measures may be taken according to Austrian national laws.

Considerations on preventing and responding to SEA, such as identification of risk factors and mitigation efforts are integrated into pre-deployment training and in operational planning.

Education and Training



Figure 2.m. Austria's national gender advisory structure in 2023 and 2024.

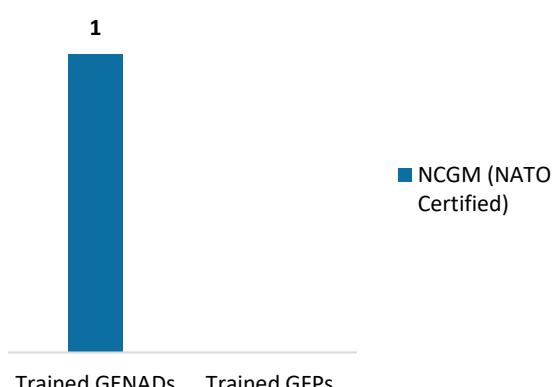


Figure 2.n. Trained personnel in 2023 and 2024.

The Austrian Armed Forces use the *NATO Gender and Education and Training Package for Nations* at the tactical and pre-deployment levels, as well as the *Gender in Terrorism Education and Training package*. To complement this, the Austrian Armed Forces also deliver national training, integrating a wide range of WPS and human security topics into career courses and specific courses for international missions. Depending on the target audience, the trainings aim from raising awareness to specific fostering on relevant topics in regards to operational needs.

Gender Perspectives in Operations

WPS and gender perspectives come under the umbrella of human security within the Austrian Armed Forces. Integration into missions and operations are overseen by the Human Security Unit within the Directorate for Operations.

Basic awareness of these topics is delivered through training and pre-deployment specifically for every mission. Further in-theatre training may include gender perspectives, delivered to either specific functional roles or to the whole contingent, depending on the context.

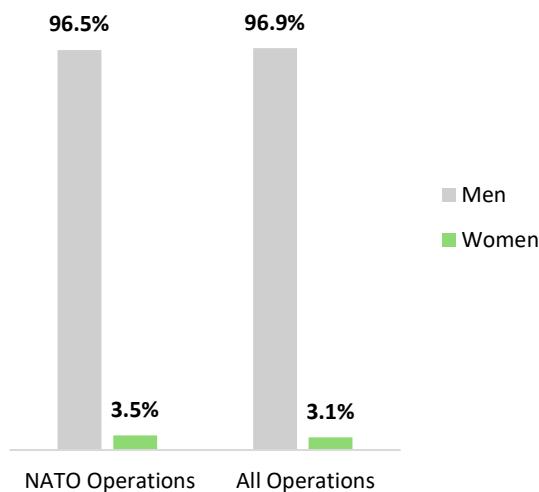


Figure 2.o. Distribution of women and men in operations in 2023.

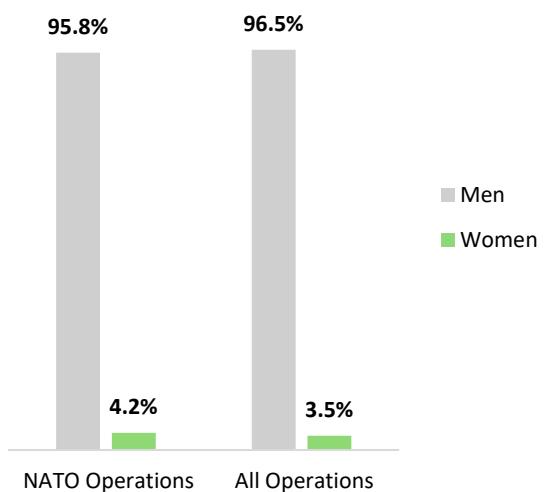


Figure 2.o.1. Distribution of women and men in operations in 2024.

Equipment, Infrastructure and Uniform Adaptation

Austria does not report adapting any military equipment in the reporting period.

Military facilities such as sleeping quarters and bathrooms are adapted for both men and women; in the reporting period 15 barracks were renovated to provide separate sanitary facilities for men and women and are designated as such within the Austrian Armed Forces' real estate database.

Service uniform is adapted for both men and women, while combat uniforms are described as unisex, taking into account the bodily compositions of both men and women. For pregnant personnel, unisex uniforms are custom tailored to fit.



BOSNIA AND HERZEGOVINA

Key successes

- The increased visibility of female personnel in a broader variety of roles, as well as more senior positions. In 2023 this included the appointment of the first female military representative, the deployment of female personnel in International Missions, and the admission of the first female pilot.
- Enhanced gender representation in leadership, advancements in gender-inclusive policies, and international collaboration and training initiatives.

Challenges

- Regional dynamics, international frameworks and a lack of institutional analysis hamper the full integration of gender perspectives.

Overview

The Armed Forces of Bosnia and Herzegovina were composed of 9% women and 91% men in 2023 (Figure 3.a). In 2024, the percentage of women rose to 9.9%, reflecting an increase of 0.9 percentage points since 2023 (Figure 3.a.1). In between the 2018 and 2024 reporting periods, the proportion of women in the Armed Forces of Bosnia and Herzegovina rose by 3.7 percentage points (Figure 3.b).

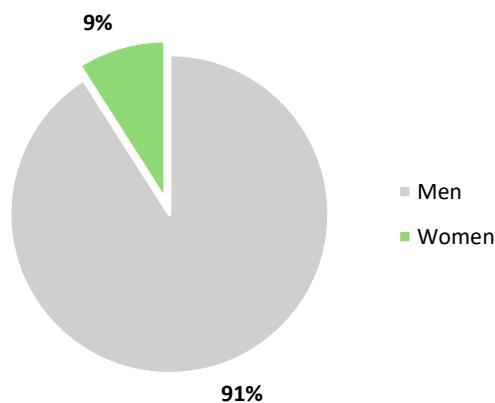


Figure 3.a. Percentage of women in the Armed Forces of Bosnia and Herzegovina in 2023.

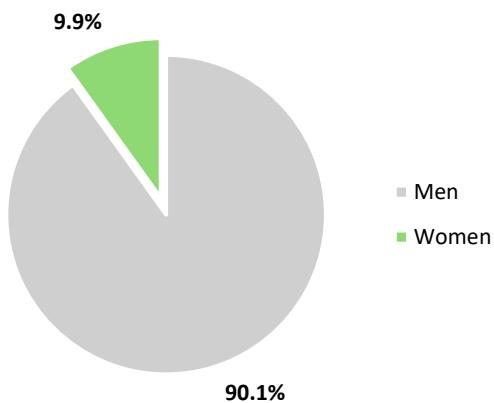


Figure 3.a.1. Percentage of women in the Armed Forces of Bosnia and Herzegovina in 2024.

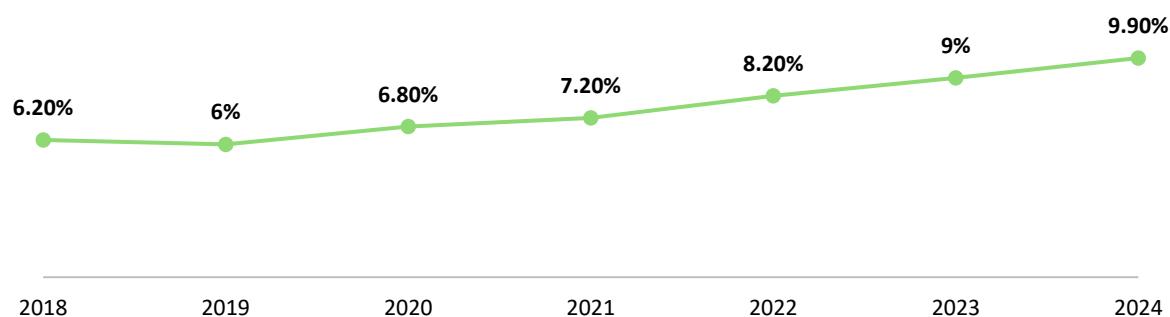


Figure 3.b. Percentage of women in the Armed Forces of Bosnia and Herzegovina over time.

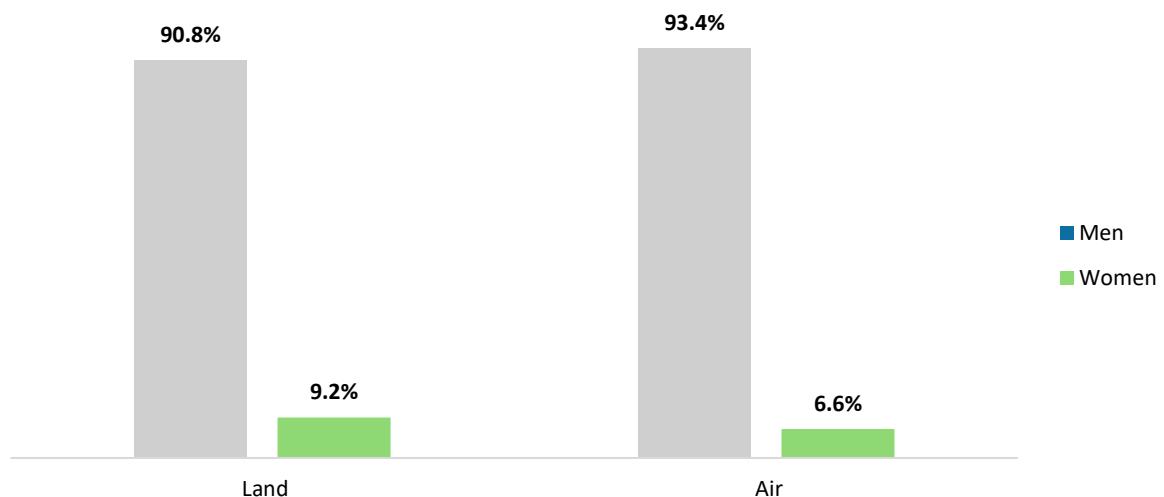


Figure 3.c. Distribution of women and men by branch of the Armed Forces of Bosnia and Herzegovina in 2023.

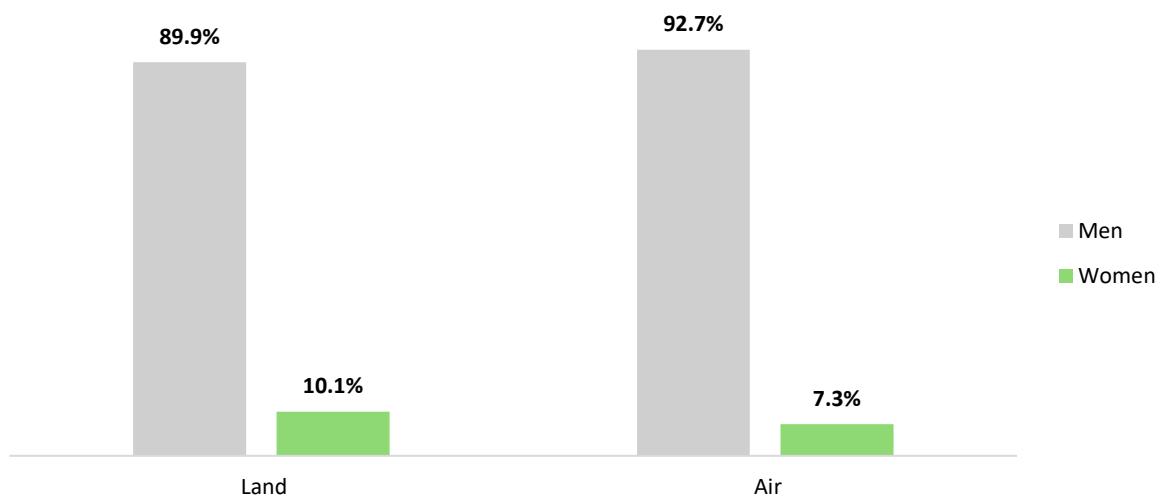


Figure 3.c.1. Distribution of women and men by branch of the Armed Forces of Bosnia and Herzegovina in 2024.

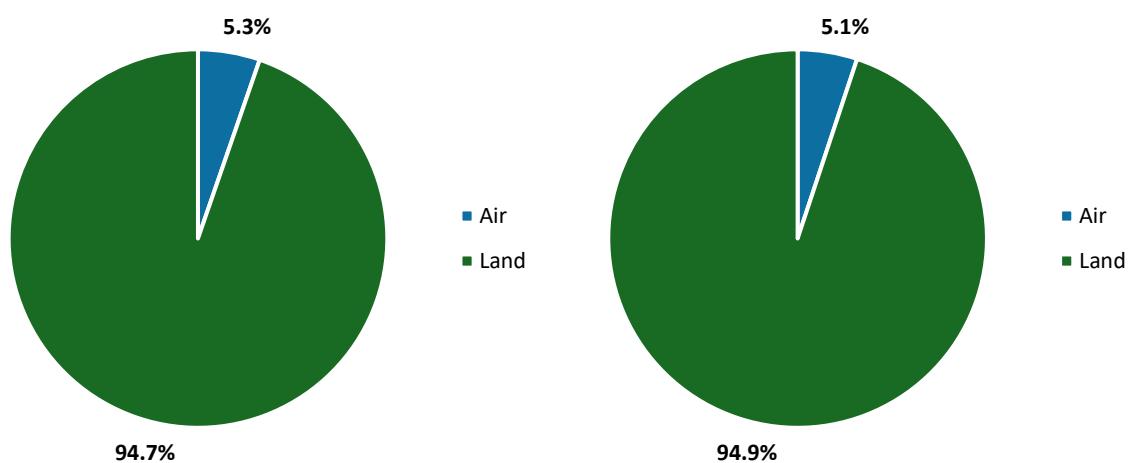


Figure 3.d. Distribution of women by branch of the Armed Forces of Bosnia and Herzegovina in 2023.

Figure 3.d.1. Distribution of women by branch of the Armed Forces of Bosnia and Herzegovina in 2024.

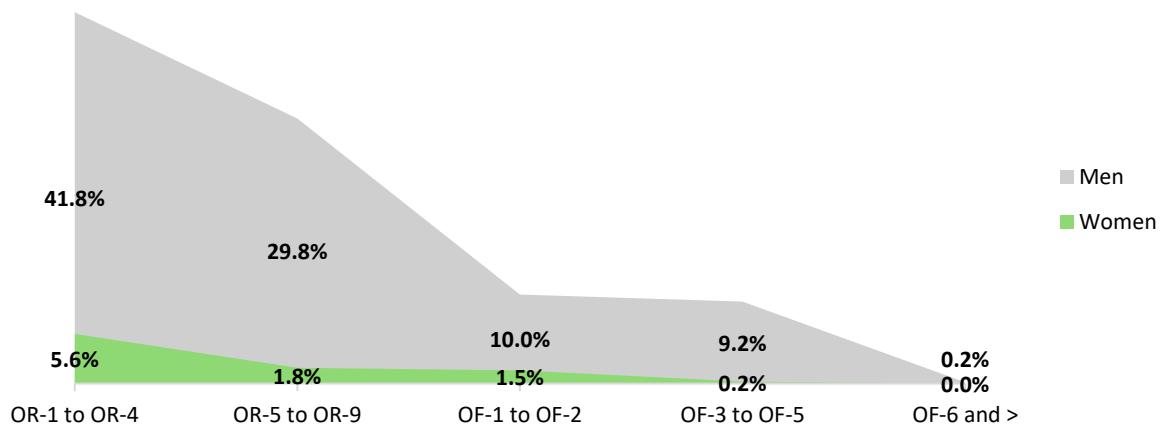


Figure 3.e. Distribution of women and men by rank in the Armed Forces of Bosnia and Herzegovina in 2023.

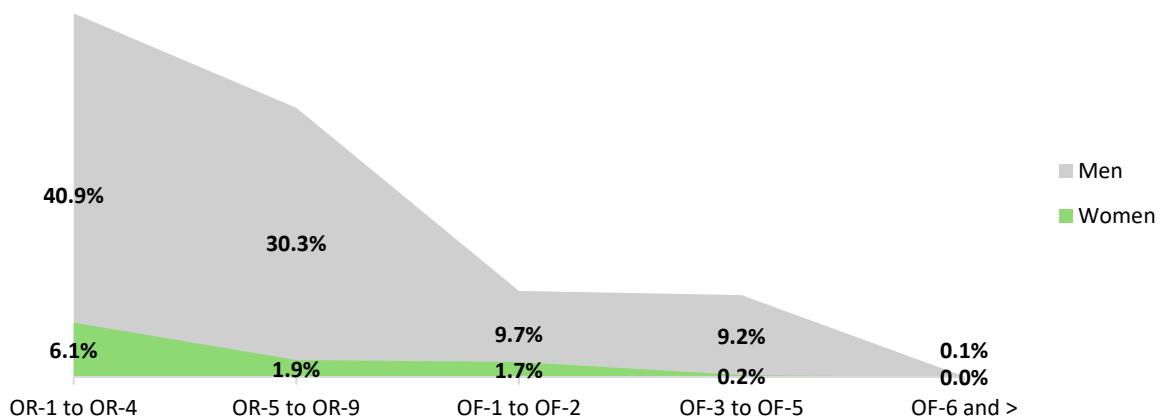


Figure 3.e.1. Distribution of women and men by rank in the Armed Forces of Bosnia and Herzegovina in 2024.

New Policies and Initiatives to implement UNSCR 1325

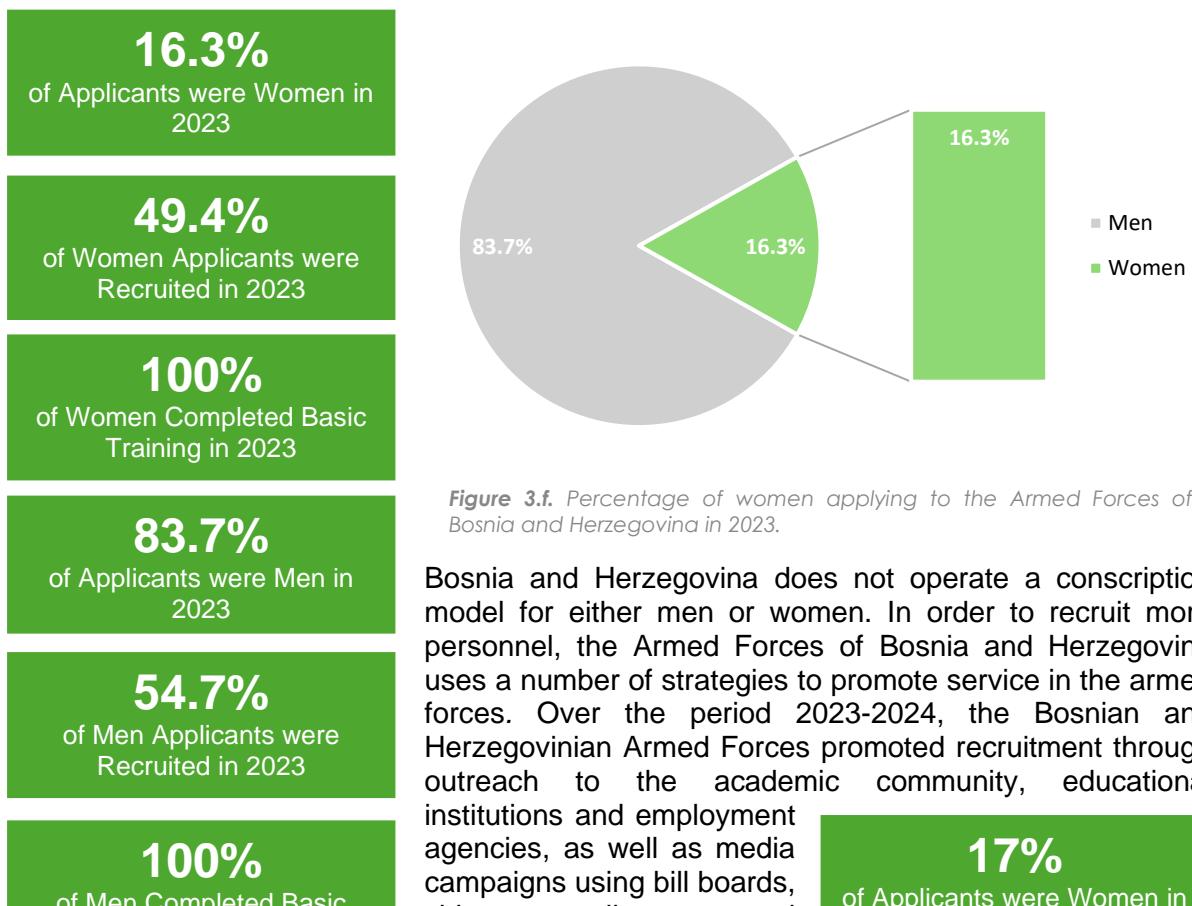
Bosnia and Herzegovina did not have a valid NAP for WPS during 2023/4. The action plan for the period 2023-2027 was in development, but had not yet been adopted. Previously Bosnia and Herzegovina has had three NAPs.

2023 marked the launch of the Rulebook on Gender Equality in the MoD and the Armed Forces of Bosnia and Herzegovina, an important document that incorporates gender perspectives into the entire defence system. The MoD of Bosnia and Herzegovina does not report any new policies or initiatives to support WPS enforced during 2024.

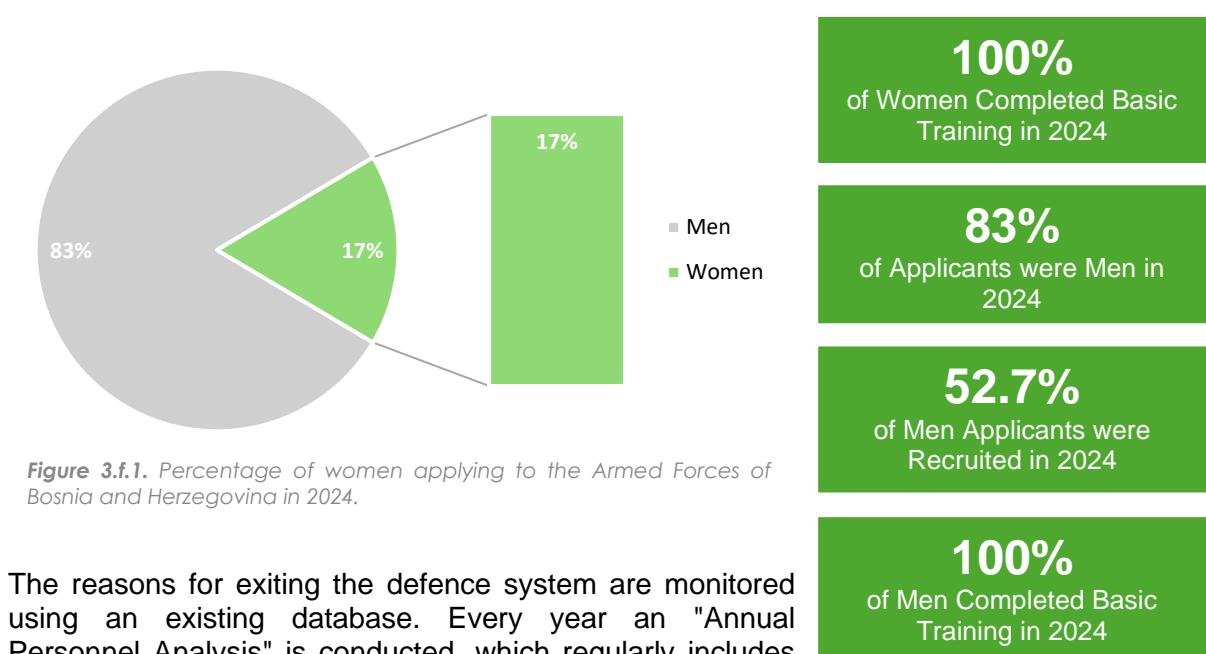
Bosnia and Herzegovina does not have an established quota for recruitment of women and men in the national armed forces. There are no restrictions on active-duty professions or senior leadership positions. Furthermore, there is no specific military entity responsible for overseeing the integration of gender perspectives in the national armed forces of Bosnia and Herzegovina.

Recruitment and Retention

Standards for recruitment differ between men and women with regards to the physical fitness grading scale.



Bosnia and Herzegovina does not operate a conscription model for either men or women. In order to recruit more personnel, the Armed Forces of Bosnia and Herzegovina uses a number of strategies to promote service in the armed forces. Over the period 2023-2024, the Bosnian and Herzegovinian Armed Forces promoted recruitment through outreach to the academic community, educational institutions and employment agencies, as well as media campaigns using bill boards, video clips and appearances on public TV stations. Recruitment efforts also make use of bilateral cooperation agreements to send cadets to military academies abroad for education, as well as offering scholarships to students.



The reasons for exiting the defence system are monitored using an existing database. Every year an "Annual Personnel Analysis" is conducted, which regularly includes the causes of personnel exit from the system (across all categories and for both genders).

Bosnia and Herzegovina has implemented several policies and initiatives aimed at promoting the retention of personnel within the Armed Forces. These efforts are crucial as the country faces challenges related to personnel shortages and modernizing its military capabilities.

In 2023 and ongoing, the Armed Forces of Bosnia and Herzegovina introduced a competitive salary and benefits package, including measures such as signing and retention bonuses and performance-based rewards, as well as a comprehensive healthcare and retirement provision.

In 2024, following review of the challenges related to recruitment and retention, the MoD of Bosnia and Herzegovina, in coordination with the US government, introduced the Human Resources Management System Development Plan. This is a comprehensive plan that aims to strengthen the systems of the Defence Ministry in order to build and sustain a force capable of meeting NATO capability and interoperability goals.

This has taken three main forms. Firstly, with the assistance of German funding, the Bosnian and Herzegovinian barracks have undergone a programme of infrastructure improvements to create a more comfortable and modern working environment. Secondly, increased recruitment efforts; in 2024, 257 new soldiers joined the Armed Forces, with plans to recruit a total of 1,046 new soldiers by the end of the year. Finally, due to Bosnia and Herzegovina's complex constitutional structure, the reintroduction of mandatory military service would be challenging. However, the MoD has announced the activation of the reserve force, aiming to utilize experienced personnel, including those in professions such as civil engineering and medicine, to address personnel shortages and enhance the overall capabilities of the military.

The Bosnian and Herzegovinian Armed Forces does not report measures specific to the recruitment and retention of female personnel. However, policies targeted at both men and women, such as parental rights and benefits, work life balance and the prevention of sexual harassment, may have a more demonstrable impact on the retention rate of female personnel.

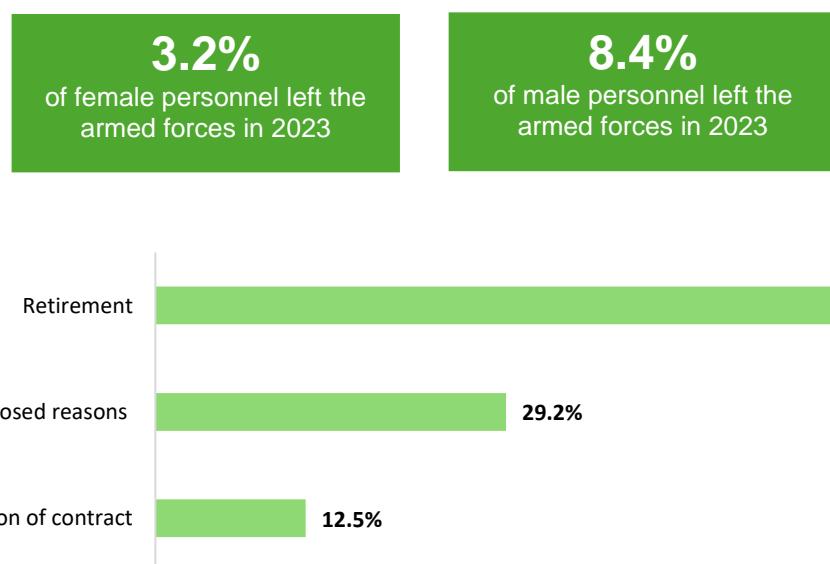


Figure 3.g. Distribution of female personnel who left the Armed Forces of Bosnia and Herzegovina by reasons in 2023.

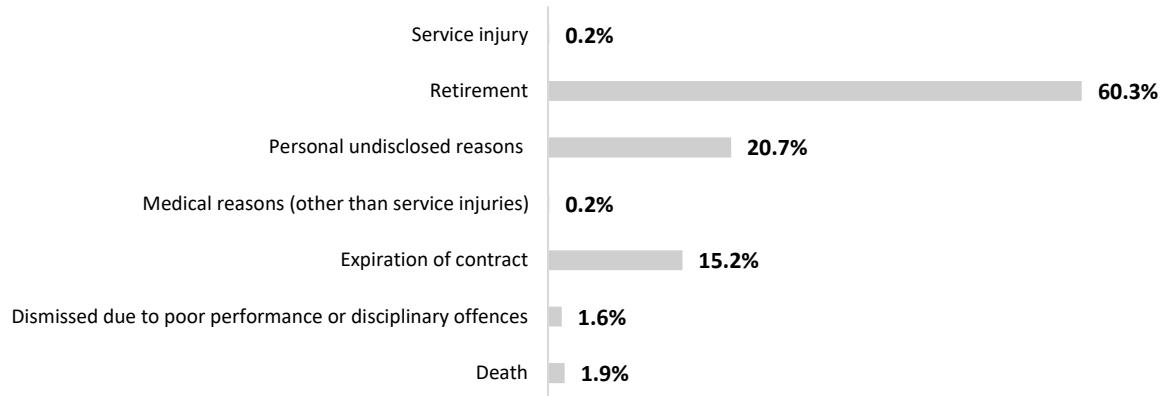


Figure 3.g.1. Distribution of male personnel who left the Armed Forces of Bosnia and Herzegovina by reasons in 2023.

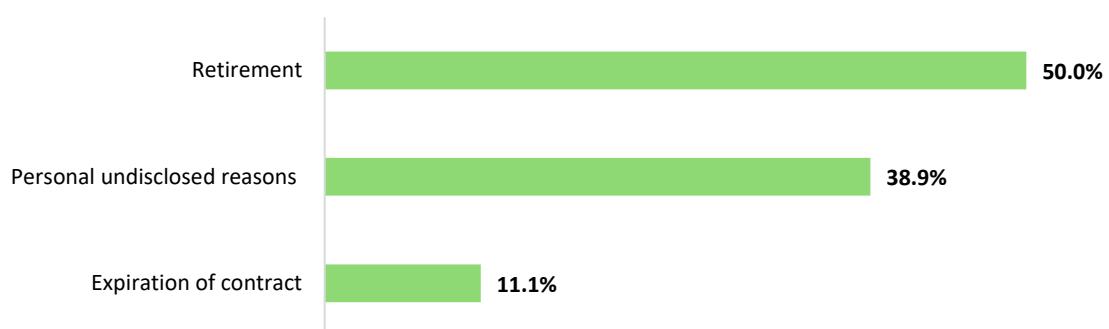


Figure 3.h. Distribution of female personnel who left the Armed Forces of Bosnia and Herzegovina by reasons in 2024.

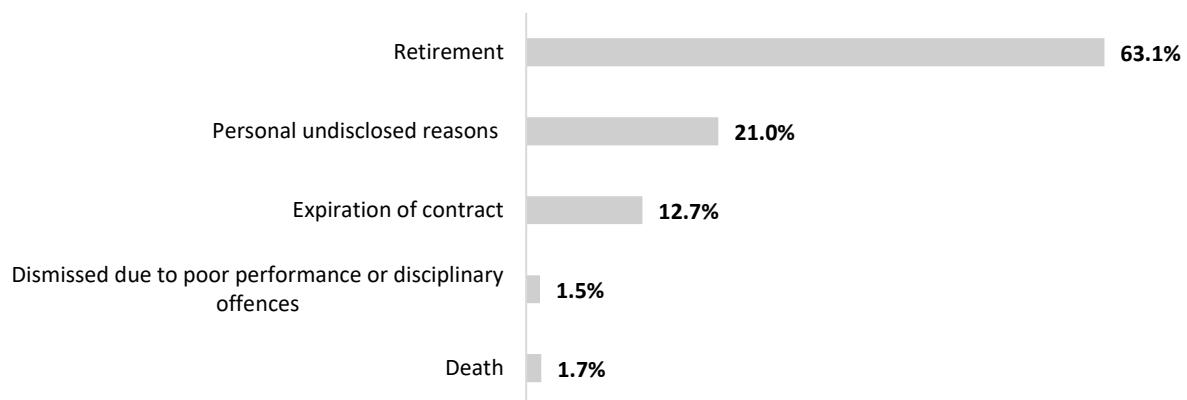


Figure 3.h.1. Distribution of male personnel who left the Armed Forces of Bosnia and Herzegovina by reasons in 2024.

Work-Life Balance

Parental leave is not regulated by state laws, but established based on entity laws and the laws of the Brčko District of Bosnia and Herzegovina. In the Federation of Bosnia and Herzegovina, as well as the Brčko District, maternity leave is granted for a duration of 52 weeks. In the Republika Srpska, it is granted for a duration of 52 weeks; for twins and third children, this is extended to 78 weeks. Fathers have the same entitlement as mothers in their entity if she, for justified reasons, cannot take the leave.

The Armed Forces of Bosnia and Herzegovina do not have specific policies to support military personnel's work-life balance, however part-time hours are available to accommodate child care or care for the elderly or sick. There are no legal obstacles or approvals necessary for couples to work in the same locations. However, decisions on deployment and assignment depend primarily on operational needs and service rules when considering the possibilities for couples to work together. Single parents benefit from the provisions stipulated by Article 43 of the Law on Labor in Institutions of Bosnia and Herzegovina, covering restrictions on night work, overtime work, changes in workplace and similar provisions.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

Bosnia and Herzegovina reports having measures and training to prevent and respond to sexual harassment, overseen by the Advisor for Prevention of Sexual Harassment in the MoD. The role of the appointed advisor is to coordinate, monitor and analyze activities related to the prevention of gender-based harassment and sexual harassment in the workplace and to present findings via reports.

Training in the Armed Forces of Bosnia and Herzegovina covers topics from the Code of Ethics and Regulation on Military Discipline, which directly regulate sexual harassment and sexual exploitation and abuse. In 2023, training on the Code of Ethics and on Gender Equality took place, with 401 participants taking part in Gender Equality Training, and 1677 in Code of Ethics. In 2024 these numbers stood at 59 participants for Gender Equality and 1450 for Code of Ethics.

Training programs on sexual harassment and SEA are incorporated into Basic Training for new soldiers, officers and NCOs. These topics are also included in career courses for officers and NCOs. There is further coverage of these issues in pre-deployment training for individuals and units participating in peace operations.

Supervision of offences relating to sexual harassment and SEA is conducted through the chain of command and control, in accordance with the Law on Service in the Armed Forces of Bosnia and Herzegovina, Rules of Service, Regulation on Military Discipline and Disciplinary Proceedings, Code of Conduct and other subordinate regulations. Additionally, supervision is carried out with the assistance of the GENAD and GFPs, as well as through the office of The Inspector General of the Ministry of Defence of Bosnia and Herzegovina. The Inspectorate system is the entity responsible for monitoring ethical matters.

There are multiple channels available for reporting, both anonymously and with authorization. These channels include competent authorities within the chain of command, inspectors within the inspectorate system, GENAD/GFP, designated contact persons and the Parliamentary Military Commissioner of Bosnia and Herzegovina.

There is an investigative team within the military police that collaborates directly with the prosecutor's office. Since sexual exploitation constitutes a criminal offense, instances related to sexual harassment fall under the purview of criminal prosecution.

Considerations on preventing and responding to SEA are integrated into operational planning and for all tasks of the Armed Forces of Bosnia and Herzegovina, through the GENADs at a strategic level and Gender Focal Points at the operational and tactical levels.

Education and Training

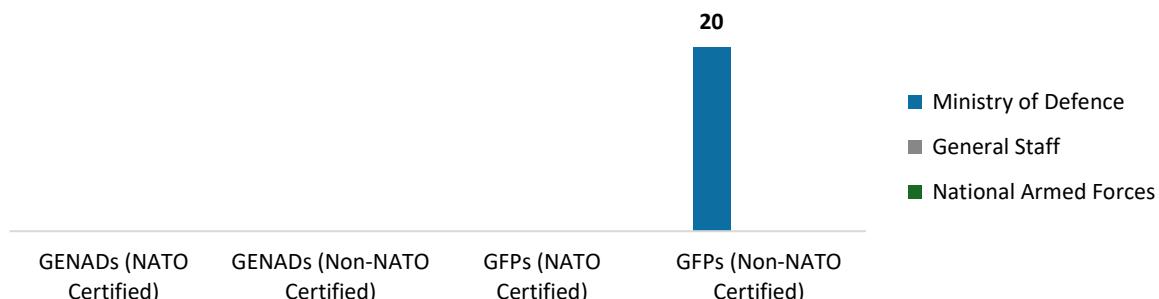


Figure 3.i. Bosnia and Herzegovina's national gender advisory structure in 2023 and 2024.

The Armed Forces of Bosnia and Herzegovina use all elements of the *NATO Gender Education and Training Package for Nations*, as well as delivering a comprehensive national training programme, covering institutional training (basic military training, career training, functional training, specialist training, pre-deployment training etc.), and operational training (integration of gender perspectives in training on strategic, operational and tactical levels).

The Armed Forces of Bosnia and Herzegovina have a specific focus on the importance of the application of gender perspectives during peace support operations. The NATO certified Peace Support Operations Training Centre based in Bosnia and Herzegovina delivers a course titled 'Utility of gender in peace support operations', designed for NCOs and Officers deploying in peace support operations. Training is delivered by both Bosnian and international instructors, with assistance and supervision from NCGM.

Gender responsive leadership is also propagated through the inclusion of gender perspectives in the training of the Chief of the Joint Staff of the Armed Forces of Bosnia and Herzegovina.

Gender Perspectives in Operations

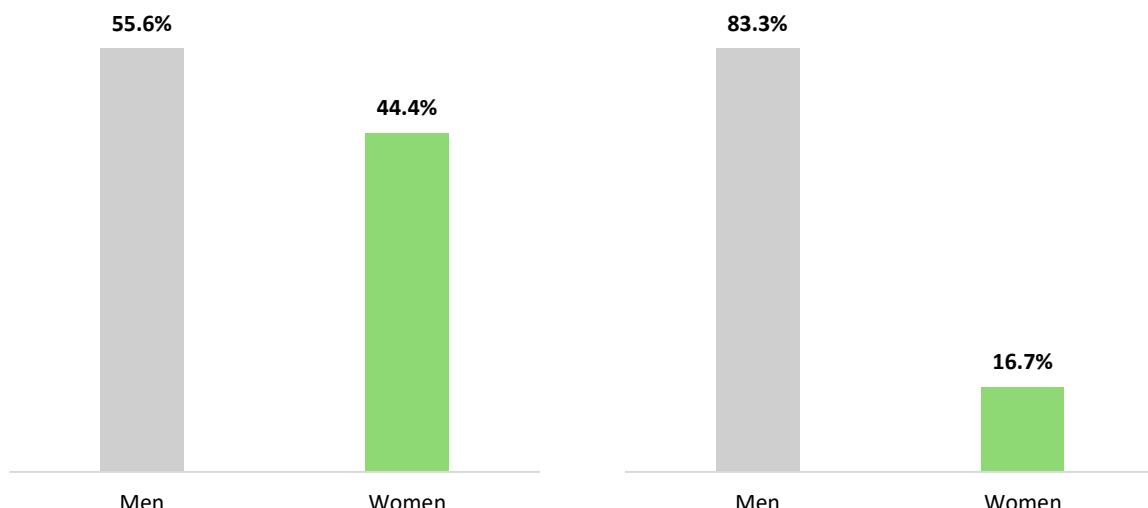


Figure 3.j. Distribution of women and men in operations in 2023.

Figure 3.j.1. Distribution of women and men in operations in 2024.

Gender perspectives are integrated into operational planning through the deployment of GENADs at a strategic level and GFPs at the operational and tactical level. This helps to ensure that gender perspectives are considered in operational planning in all fields, for day-to-day tasks, operational planning for missions within Bosnia and Herzegovina or for missions abroad, training and all other tasks performed by the Armed Forces.

Equipment, Infrastructure and Uniform Adaptation

In accordance with the Dynamic Implementation Plan, developed as part of the conclusions of the WPS CHOD Network Conference, locations of the Bosnian and Herzegovinian Armed Forces are currently undergoing modernization and adaptation. In 2023, guard facilities at the Rajlovac, Čapljina and Pazarić barracks were completely renovated and adapted as part of this plan.

Bosnia and Herzegovina does not report any military equipment being adapted to suit both men and women in the reporting period. The Armed Forces of Bosnia and Herzegovina provide service dress adapted for both men and women, however combat uniform and special occupational uniforms are not adapted. There is no maternity uniform offered.

Success stories

- Mandatory gender diversity and unconscious bias training was introduced for all ranks.
- In 2024, the Irish Defence Forces hired a number of permanent civilian social workers to deliver material on sexual ethics and responsible relationships on an ongoing basis. This training has become highly effective as a preventative measure against sexual misconduct.

Key challenges

- Low levels of recruitment of female personnel.

Overview

The Irish Defence Forces were composed of 7.4% women and 92.6% men in 2023 (Figure 3.a). In 2024, the proportion of women remained the same (Figure 3.a.1).

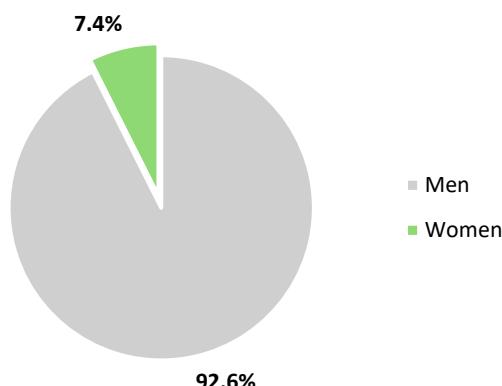


Figure 4.a. Percentage of women in the Irish Defence Forces in 2023.

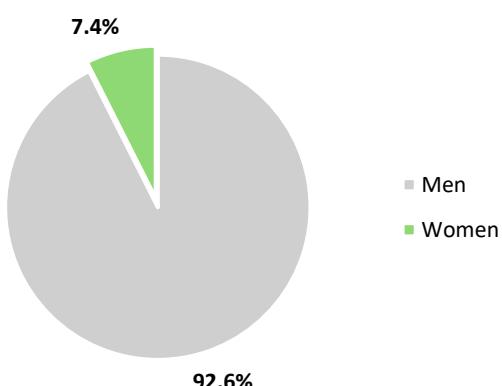


Figure 4.a.1. Percentage of women in the Irish Defence Forces in 2024.

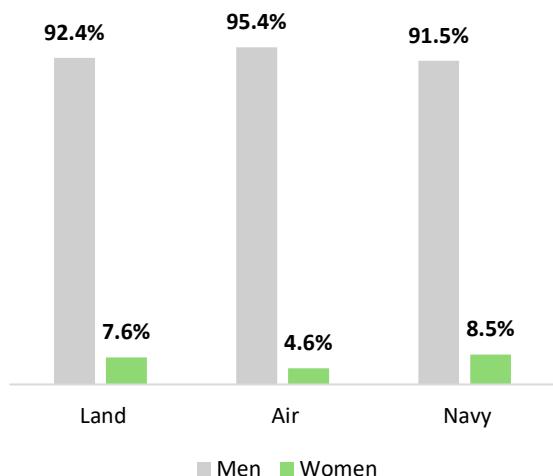


Figure 4.b. Distribution of women and men by branch of the Irish Defence Forces in 2023.

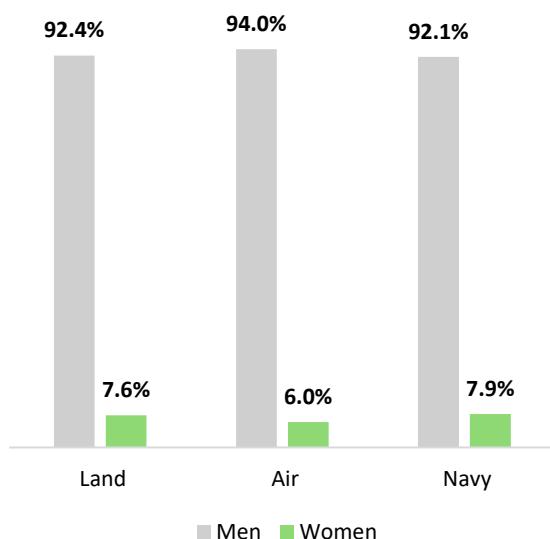


Figure 4.b.1. Distribution of women and men by branch of the Irish Defence Forces in 2024.

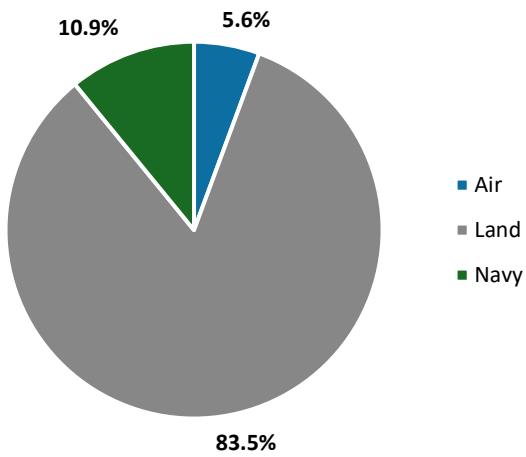


Figure 4.c. Distribution of women by branch of the Irish Defence Forces in 2023.

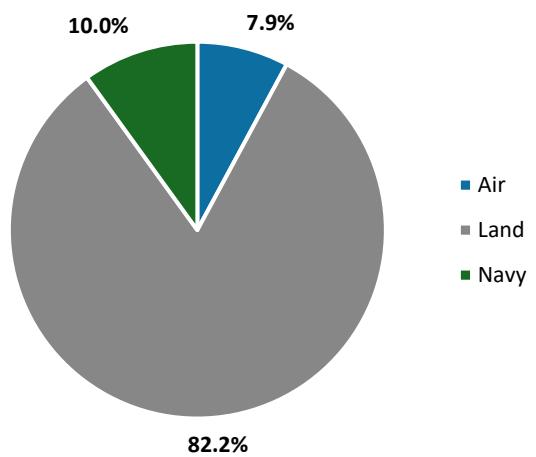


Figure 4.c.1. Distribution of women by branch of the Irish Defence Forces in 2024.

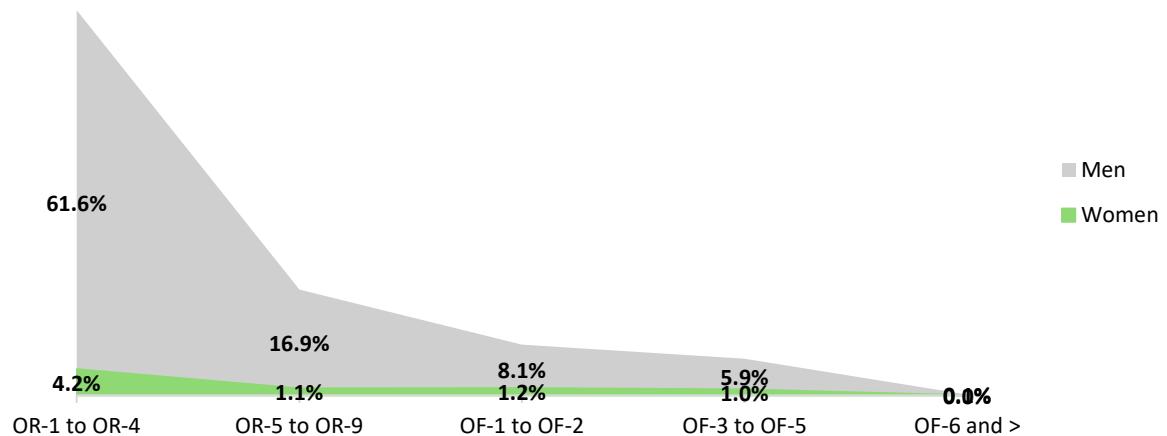


Figure 4.d. Distribution of women and men by rank in the Irish Defence Forces in 2023.

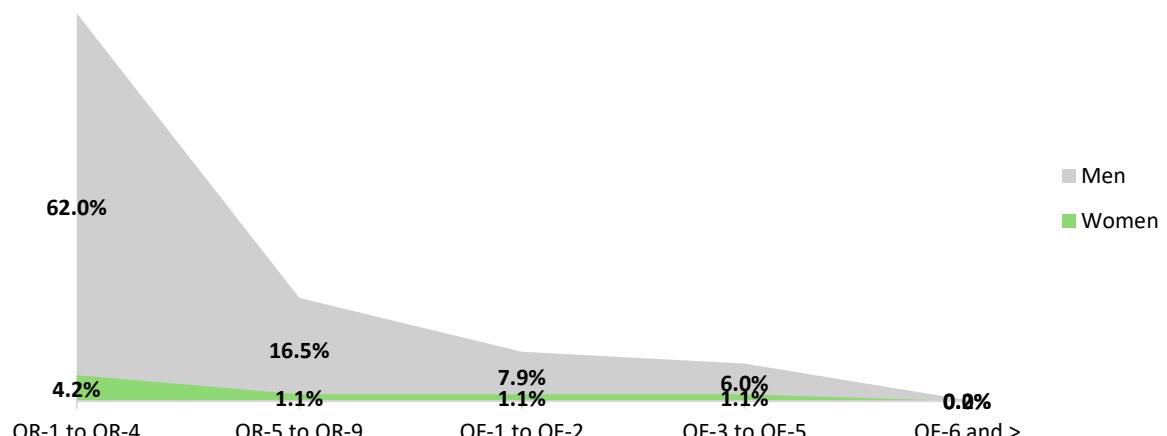


Figure 4.d.1. Distribution of women and men by rank in the Irish Defence Forces in 2024.

Reserve Forces

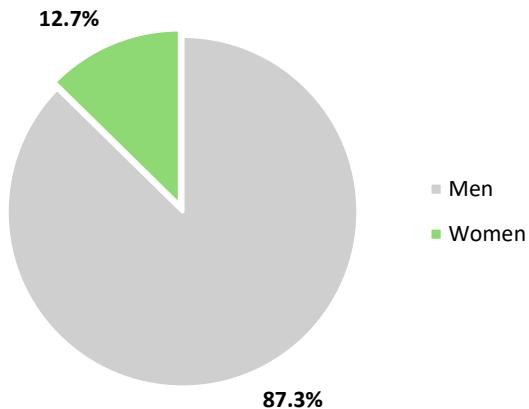


Figure 4.e. Percentage of women in the Irish military reserve forces in 2023.

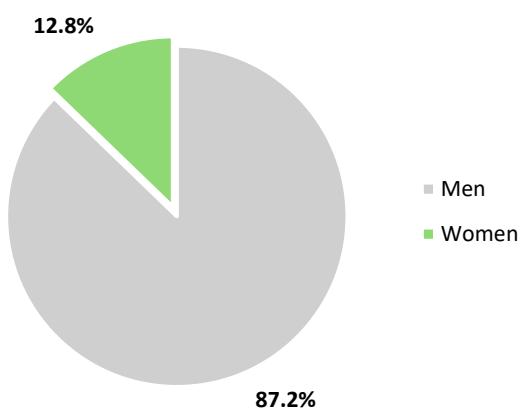


Figure 4.e.1. Percentage of women in the Irish military reserve forces in 2024.

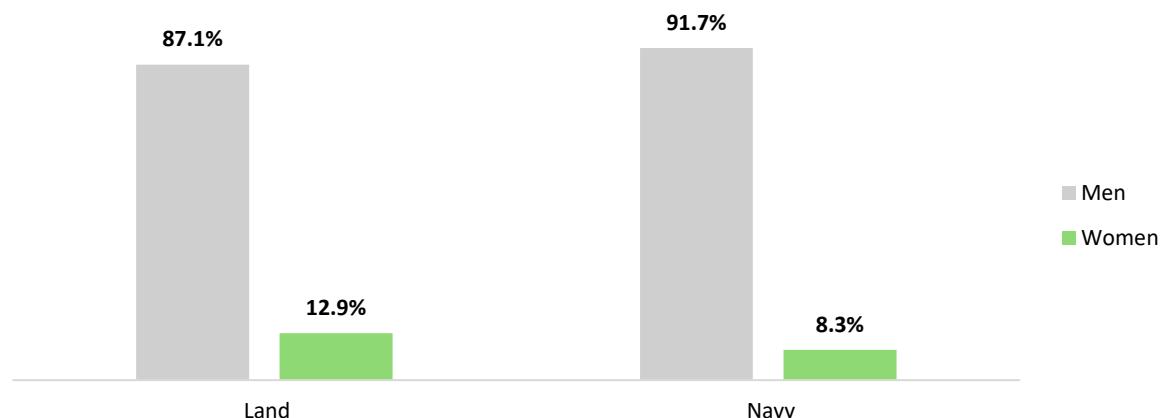


Figure 4.f. Distribution of women and men by branch of the Irish military reserve forces in 2023.

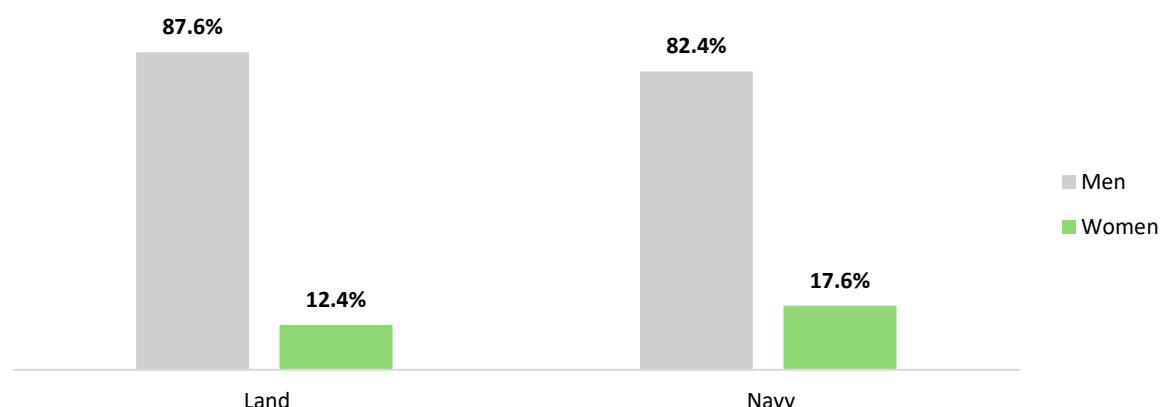


Figure 4.f.1. Distribution of women and men by branch of the Irish military reserve forces in 2024.

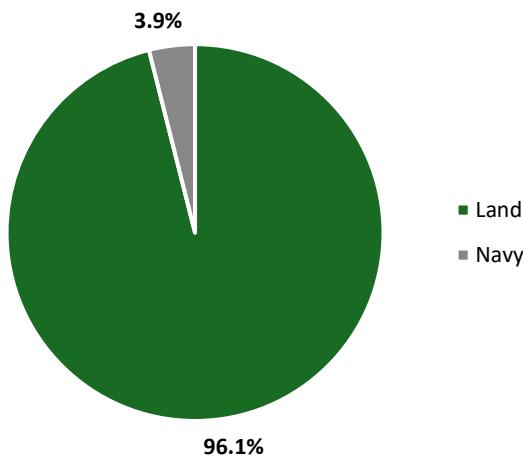


Figure 4.g. Distribution of women by branch of the Irish military reserve forces in 2023.

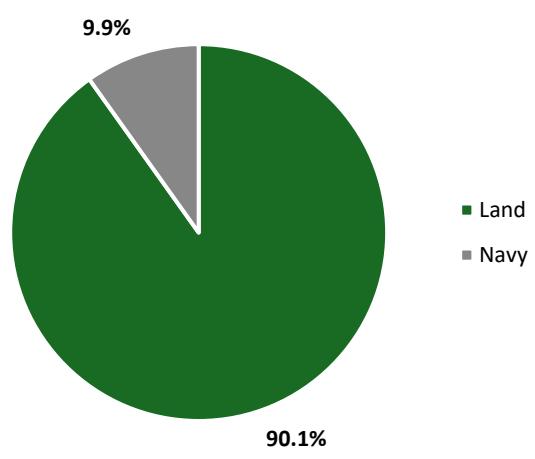


Figure 4.g.1. Distribution of women by branch of the Irish military reserve forces in 2024.

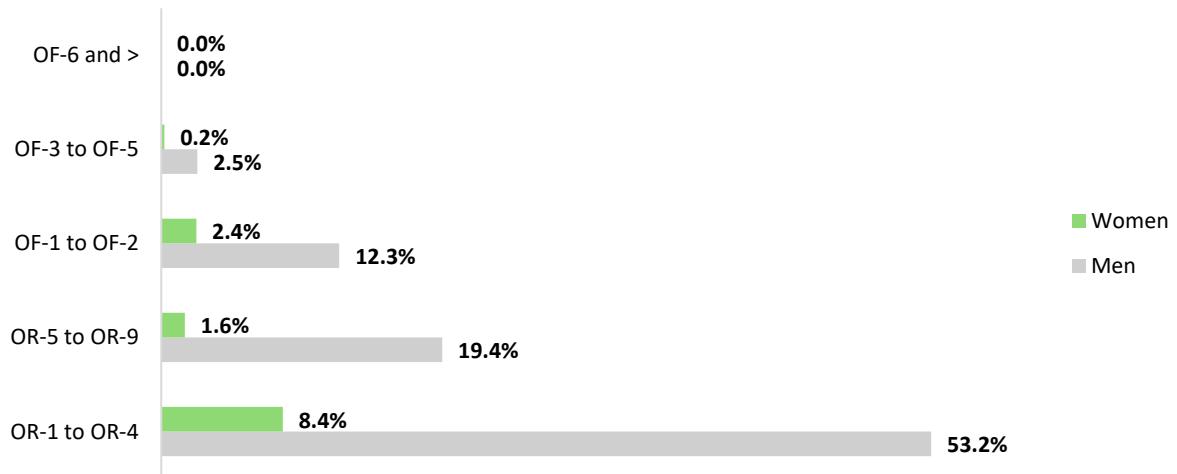


Figure 4.h. Distribution of women and men by rank in the Irish military reserve forces in 2023.

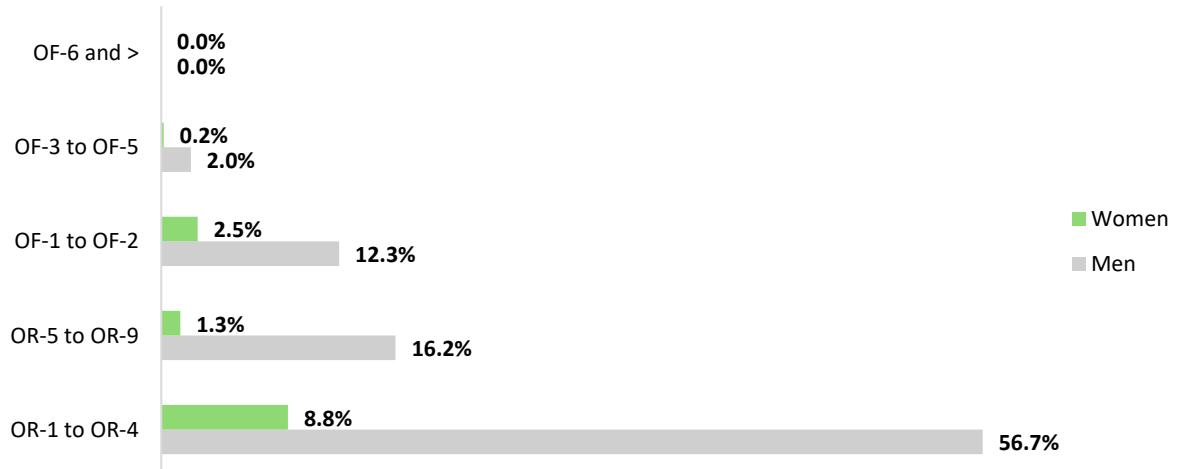


Figure 4.h.1. Distribution of women and men by rank in the Irish military reserve forces in 2024.

New Policies and Initiatives to Implement UNSCR 1325

In 2023, the Irish Defence Forces amended the Defence Forces Maternity Policy to be in line with national policy. It ensures that people taking maternity leave are afforded the correct protections as per national guidelines and that they are not disadvantaged for career advancement through guaranteeing annual appraisal devoid of any reference to maternity.

Ireland had a valid NAP for WPS in place during 2023 and 2024. The core vision of the NAP revolves around gender equality, empowerment and the guarantee of rights for all women and girls in and from conflict affected contexts. The Third NAP follows the format of those before it, using the pillar framework to build on existing progress.

1. Prevention: Addressing the effects of harmful masculinities and discriminatory gender norms. Encouraging the engagement of men and boys as advocates and stakeholders in WPS. The Defence Forces play a large role in this and have built it into their own Action Plan.
2. Participation: Ensuring that women are included on all peace and security fora, with an emphasis on senior decision-making and leadership levels. The Defence Forces have committed to focusing on both increased recruitment of women and to ensuring more women are promoted to middle and senior management.
3. Protection: Combatting Human Rights violations against women and girls, particularly SEA and CRSV. The Defence Forces are committed to continuing training on SEA prevention, human rights, gender equality and IHL before deploying overseas.
4. Promotion: Commitment to the WPS agenda through advocacy, communication and engagement. The Defence forces contribute to the Partnership for Peace and the NATO WPS policy as well as the ongoing deployment of trained personnel overseas incorporating a gender perspective into the planning and execution of operations overseas.

There are no restrictions on women occupying any active-duty occupations or leadership positions across the Irish Defence Forces, and in 2024 the existing female mentorship program was broadened and integrated with the Defence Forces Women's Network. This policy provides the opportunity for senior female service members to provide career guidance and advice to junior members who wish to be part of the program.

The military entity responsible for overseeing the integration of gender perspectives within the Defence Forces is the GENAD and the Defence Forces Inclusion Office (DFIO), alongside the GENAD network within formations. The DFIO serves a GENAD function to HQ and maintains the Brigade/Formation GENAD and Gender Focal Points network. The DFIO oversees training and assists in developing policy relating to gender perspectives.

Recruitment and Retention

There is full parity in standards for recruitment to the Defence Forces for men and women, with the exception of the fitness test which has different requirements for 3.2 Km run time, push-ups and sit ups. In 2023 and 2024 there was also an emphasis on fitness test preparation, with videos relating to the induction fitness test provided online via the Defence Forces website.

A number of initiatives to both attract females and to retain serving female members were developed throughout 2023 and 2024. A female specific recruitment team has been established to co-ordinate the attendance of tri-service female specific recruiting teams at national and regional level events. In order to highlight the careers available to women

across the Defence Forces, this team actively engages with National Sporting associations, Women in STEM events, the Department of Education, Hersport.ie and 30% Engagements with the Defence Forces Marketing and Media partners.

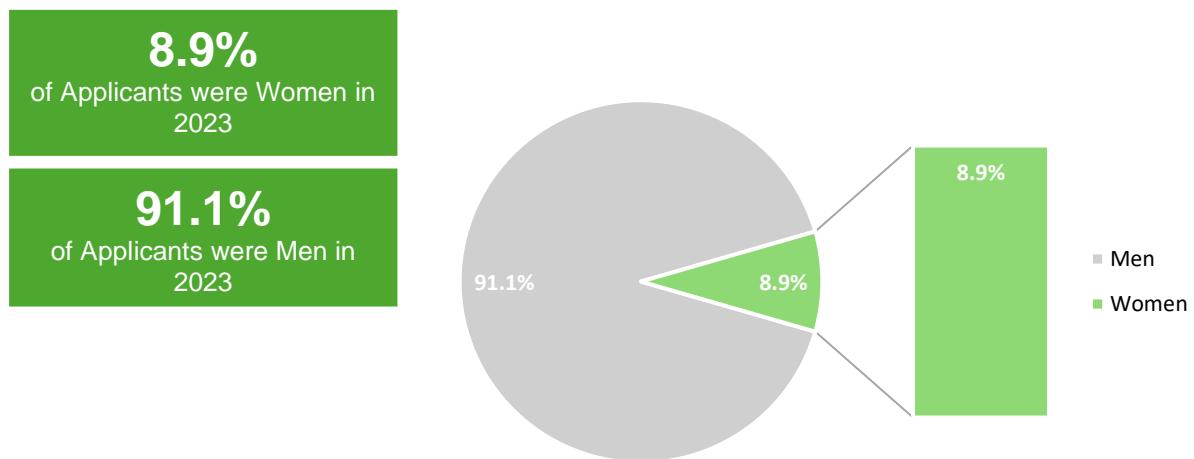


Figure 4.i. Percentage of women applying to the Irish Defence Forces in 2023.

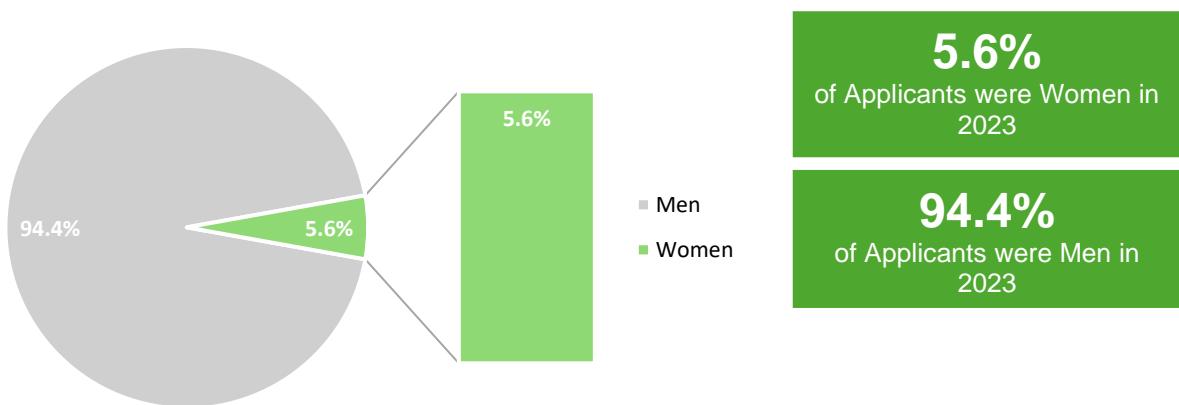


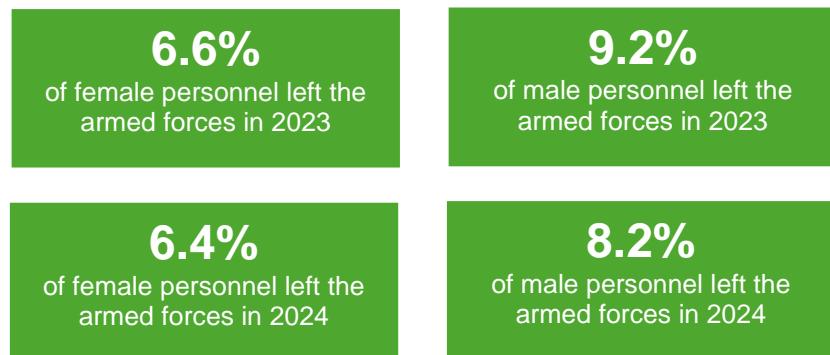
Figure 4.i.1. Percentage of women applying to the Irish Defence Forces in 2024.

In order to support women in Irish Defence, the Defence Forces Women's Network and Defence Women's Network provide an opportunity for female service members and women who work in the Department of Defence to meet and share advice, provide mentorship, organise events and to feed back issues and gender perspectives to the DFIO for consideration and action.

Exit information is provided on a voluntary basis through an online survey which facilitates the collection and analysis of Sex and Age Disaggregated Data, alongside information such as length of service and corps membership. There is also the option for exiting personnel to complete an in-person questionnaire with their Commanding Officer which allows the collection of more detailed and personal reasons for leaving. This information is reviewed only by the Defence Forces Psychologist.

The Irish Defence Forces do not operate under a conscription model. Given this, in order to increase recruitment, the Defence Forces realigned its recruitment efforts under the pillars of 'Attract, Recruit & Induct' in 2024. This introduced several new initiatives including a significant effort to improve Social Media engagement including segmented social media advertising and a website re-design; a value proposition video on benefits/lifestyle; and

nationwide schools visits, engagement with Guidance Counsellors, Youthreach students and under-represented communities.



Work-Life Balance

Regarding parental rights, the Irish Defence Forces provide 26 weeks of maternity leave and 2 weeks of paternity leave, totaling a combined parental leave of 28 weeks that may be transferred between parents.

In order to facilitate family life and work-life balance, there are a number of different policies such as Special Leave without Pay and Allowances, Study Leave and Family Friendly Overseas Deployment. There is no specific support to or facilitation for service duties to single parents, divorced parents or widows/widowers looking after their children, nor programmes or measures to support dual-service couples.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

The Irish Defence Forces have policies and training in place to prevent and respond to sexual harassment and SEA. Defence Forces Regulation A7 'Discipline', is the policy for all matters relating to discipline and conduct including sexual harassment and SEA. In addition to that, the Dignity Charter ensures the right to dignity in the workplace. In 2023 the Defence Forces introduced Sexual Ethics and Responsible Relationship training for all members of the Defence Forces, which is now a key strategy to both preventing and addressing sexual harassment and SEA. This training comes alongside specific pre-deployment training to prevent the occurrence of SEA.

There are appointed teams to handle and oversee allegations of sexual harassment and SEA cases. In accordance with Defence Forces Regulation A7 – Discipline, a Chapter One formal complaint is made and an investigating officer is then appointed to the case where it progresses from there. Cases of sexual assault are dealt with by the local police force. For SEA, Irish and international military police alongside the Regional Conduct and Discipline Team have additional oversight of any cases.

Education and Training

The Irish Defence Forces do not use the *NATO Gender and Education Training Package for Nations*, instead integrating gender perspectives into education and training through the Gender Focal Point course, Gender Diversity and Unconscious Bias training and the gender awareness on gender in military operations briefs integrated into all career courses. These briefs cover UNSCR 1325 as well as additional UNSCRs relating to the WPS agenda, including topics such as the protection of civilians, SEA, CRSV, human trafficking and migration.

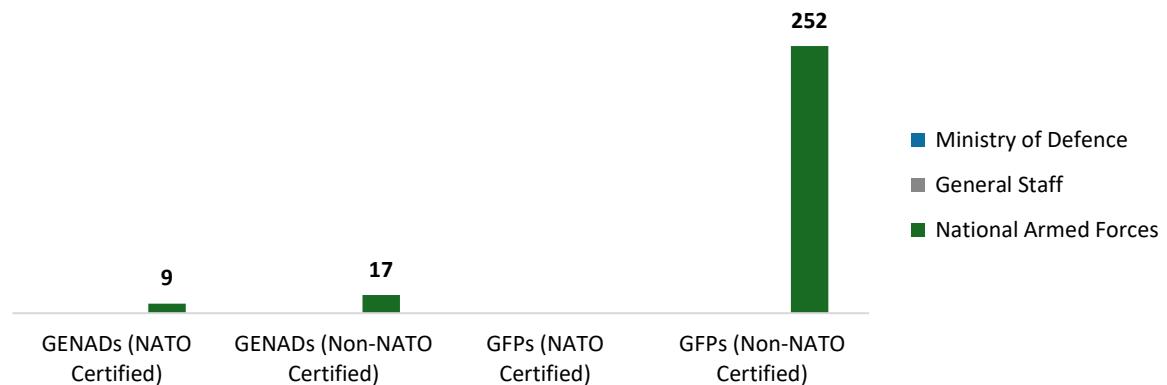


Figure 4.j. Ireland's national gender advisory structure in 2023.

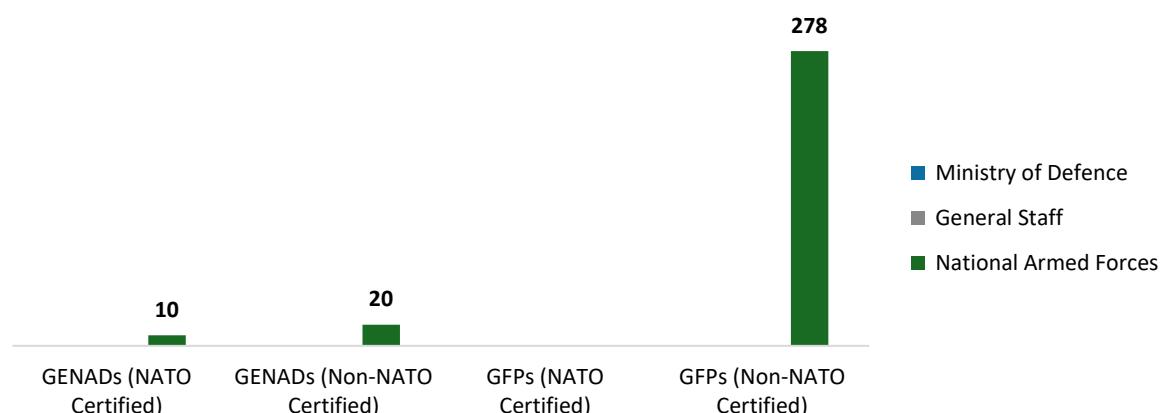


Figure 4.j.1. Ireland's national gender advisory structure in 2024.

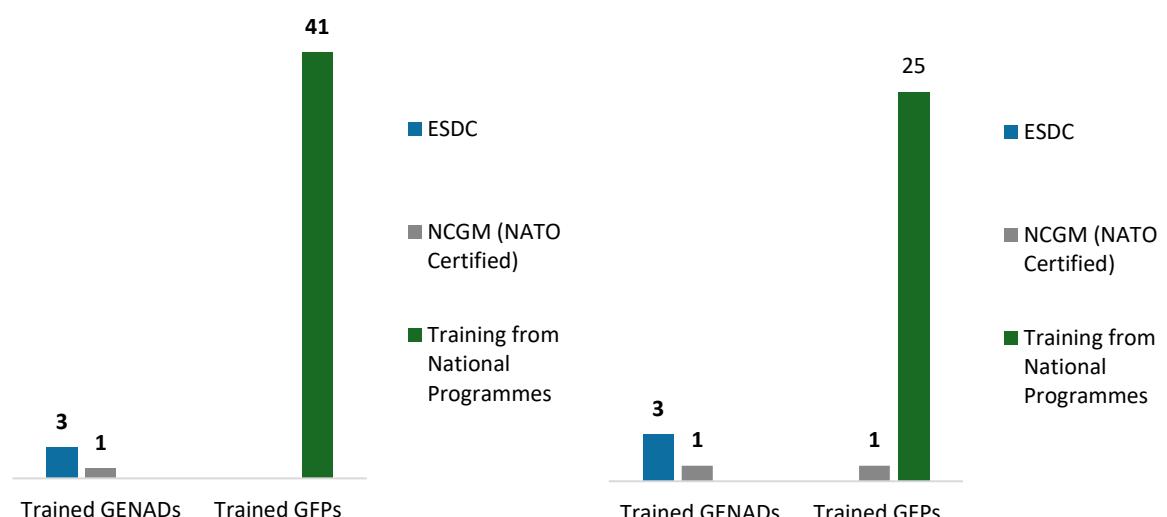


Figure 4.k. Trained personnel in 2023.

Figure 4.k.1. Trained personnel in 2024.

Gender Perspectives in Operations

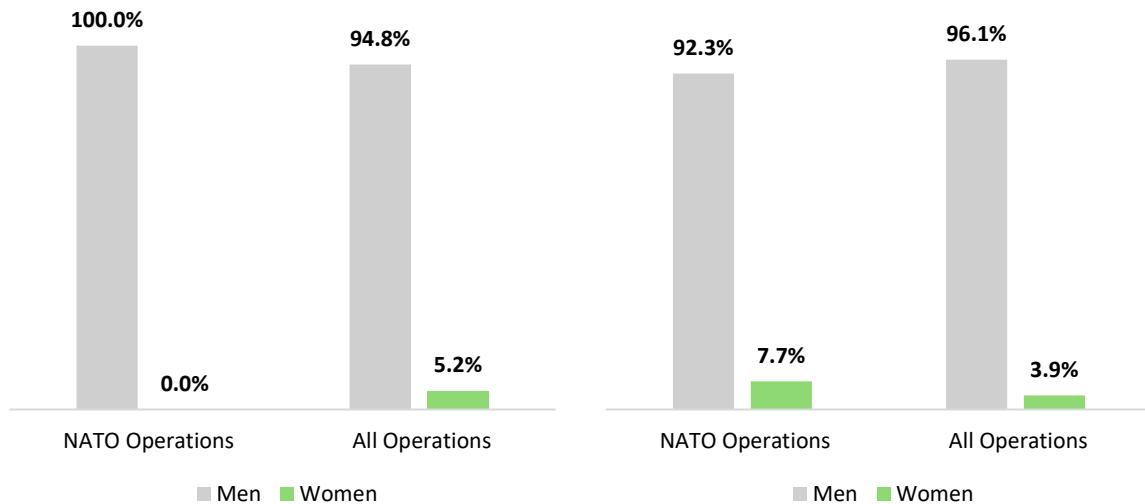


Figure 4.I. Distribution of women and men in operations in 2023.

Figure 4.I.1. Distribution of women and men in operations in 2024.

Gender perspectives are integrated into operational planning across all levels within the Irish Defence Forces. GFPs are deployed at unit level, and GENADs at Brigade/Formation and Joint level. Gender Perspectives training on all career courses and the inclusion of senior female leaders at Defence Forces Board meetings promote the implementation of gender perspectives within the highest levels.

Gender perspectives are integrated into mandatory pre-deployment training, through topic briefings and lectures on CRSV and cultural awareness. The mission-readiness exercise also includes a serial with gender perspectives specifically included, and GFPs are trained and deployed to all missions to further integrate gender perspectives.

Equipment, infrastructure and uniform adaptation

In an effort to ensure the gender perspective is integrated regarding clothing and equipment there is a guaranteed position on the clothing committee for a female service member.

In the years 2023/24 the Defence Forces acquired adapted backpacks for female service members, and work is currently ongoing to tender for male and female specific body armour. The Irish Defence Forces have an adapted Service Uniform; however, combat uniform is not adapted for men and women of various body types, nor are special occupational uniforms. A maternity uniform is provided for pregnant personnel. All locations across service branches in the Irish Defence Forces have male and female sleeping quarters, as well as toilets and showers.



KAZAKHSTAN

Recruitment and Retention



Figure 5.a. Percentage of women applying to the Armed Forces of the Republic of Kazakhstan in 2023.

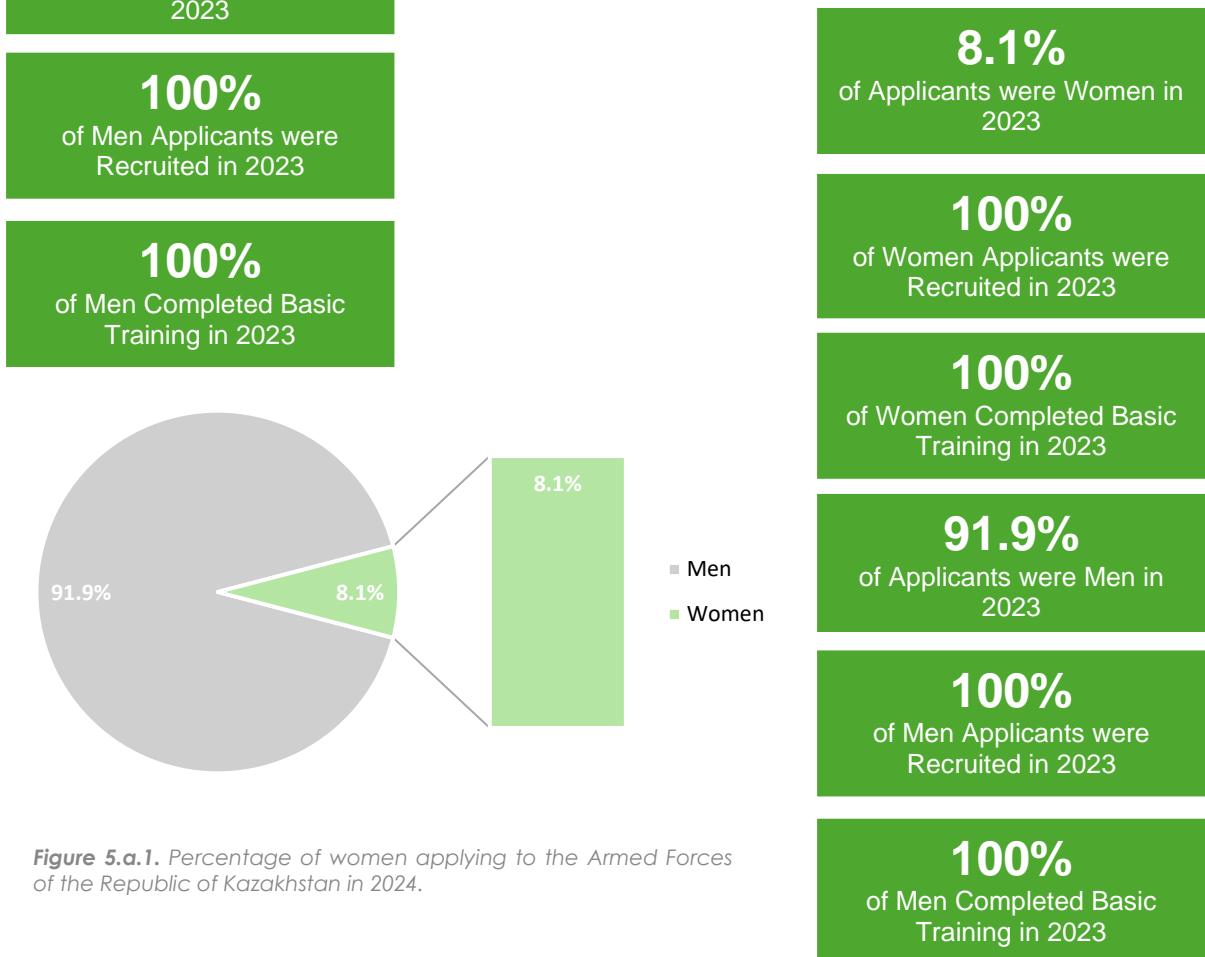


Figure 5.a.1. Percentage of women applying to the Armed Forces of the Republic of Kazakhstan in 2024.

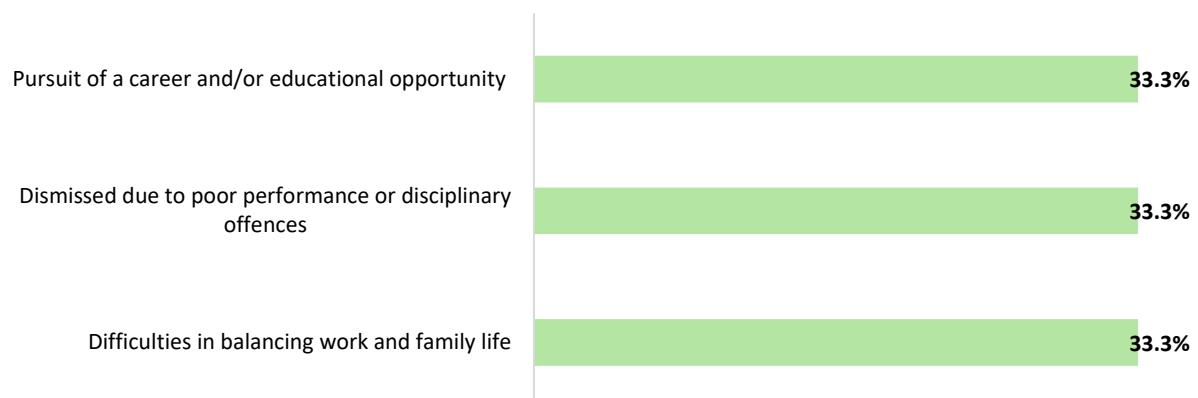


Figure 5.b. Distribution of female personnel who left the Armed Forces of the Republic of Kazakhstan by reasons in 2023.

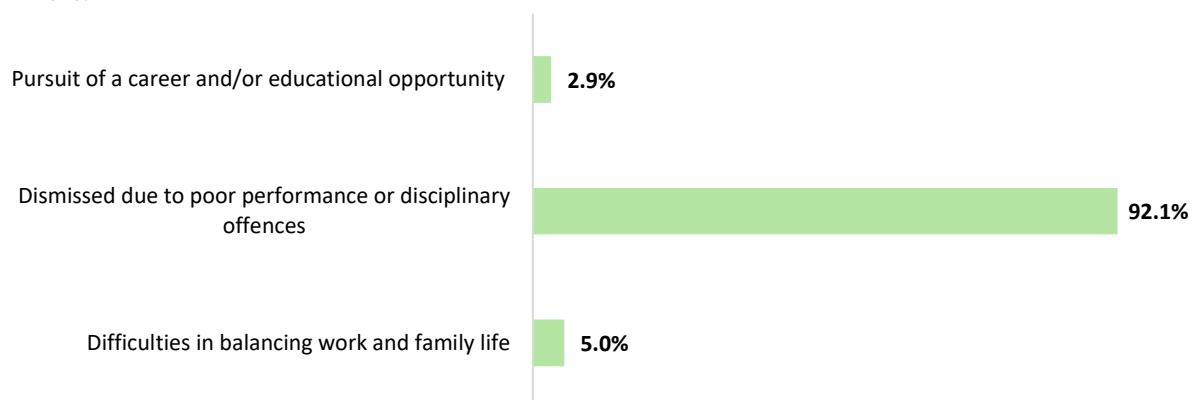


Figure 5.b.1. Distribution of female personnel who left the Armed Forces of the Republic of Kazakhstan by reasons in 2024.

Education and Training



Figure 5.c. Trained personnel in 2023.

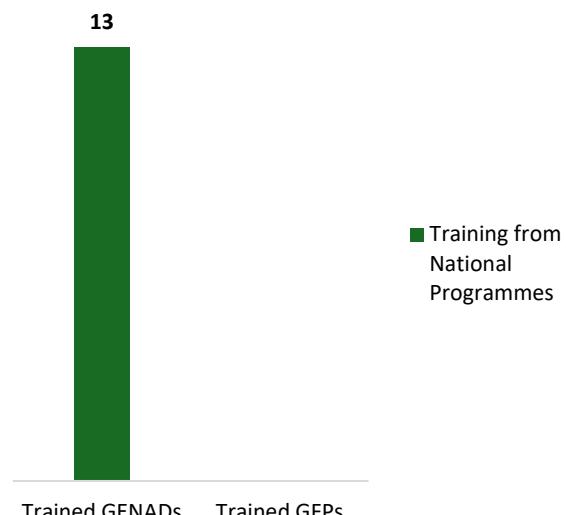


Figure 5.c.1. Trained personnel in 2024.

Gender Perspectives in Operations

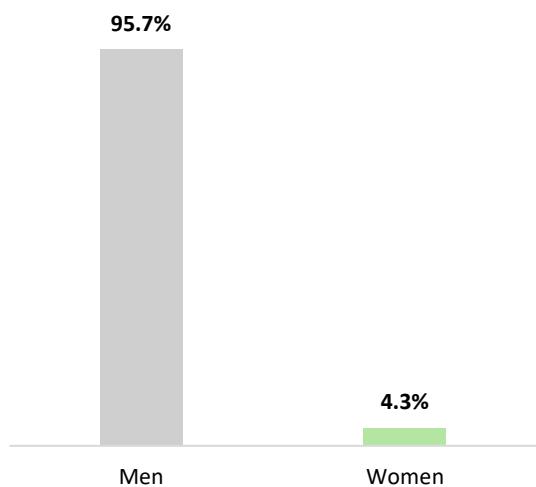


Figure 5.d. Distribution of women and men in operations in 2023.

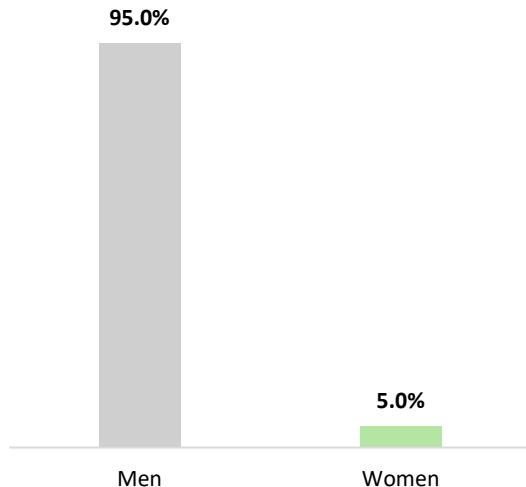


Figure 5.d.1. Distribution of women and men in operations in 2024.



REPUBLIC OF MOLDOVA

Success Stories

- The approval of a new National Programme and Action Plan for the implementation of UNSCR 1325, covering the period 2023-2027.
- Updated parental leave policy to take maternity and paternity leave into account for pension calculations.

Key Challenges

- A lack of GENADs and GFPs limits the full integration of gender perspectives into Moldova's Armed Forces.

New Policies and Initiatives to Implement UNSCR 1325

In 2023, Moldova approved its second National Programme and Action Plan for the implementation of UNSCR 1325, covering the period 2023-2027.

Moldova's NAP has two foci: 1) the qualitative representation of women in the security and defence sector, including in the conflict negotiation process; 2) ensuring an inclusive and efficient security and defence sector, both domestically and internationally.

Recruitment and Retention

The Republic of Moldova has conscription for men. Exemptions exist in the case of being deemed medically unfit for service, completing the full course of training at the military department attached to a civilian educational institution, conscientious objection, the loss of a family member during the performance of military service, or an unexpired criminal record. Legislation also provides for postponing military service.

The only difference in standards for the recruitment of men and women into the armed forces exists in physical fitness requirements.

While there are no restrictions on women serving in any role across the Republic of Moldova's national armed forces, either in specialized roles or in leadership positions, there are also not any mentoring, training or professional development activities designed to foster the advancement of women into military leadership positions.

The National Army Women's Association was established in 2019 to support the implementation of the NAP and remove barriers to women's full and equal participation in the defence sector. This non-governmental association, led by a board of five female directors, has supported the MoD's path to the WPS Agenda and institutional change, contributing to legal and policy drafting and sharing the new gender-sensitive provisions among service personnel. The Association has also been instrumental in improving the image of the armed forces with the broader public. Joint information campaigns led by the Association with the MoD have focused on topics such as portraying the armed forces as an inclusive service focused on community needs, tackling gender stereotyping and promoting women's diverse roles in the military.

Work-Life Balance

Maternity leave, which includes prenatal leave and postnatal leave, is granted starting from the 30th week of pregnancy for a period of 126 calendar days, and in the case of complicated births or the birth of two children – for 140 calendar days. The father of the newborn child receives paternal leave of up to 15 calendar days. The paternal leave may be granted in full or divided into up to 3 fractions during the first 12 months after the birth of the child. Childcare leave is granted to one of the parents, grandparents, guardian or other relatives who are responsible for raising the child and lasts partially paid until the child reaches the age of three, and unpaid for children between the ages of 3-4 years. Childcare leave can be used by both parents in alternate fractions, provided that they do not overlap. Under 2024 amendments to the parental leave policy, periods of childcare are now included in the length of service used for determining pensions.

Flexible working hours are available to accommodate childcare duties, care for the sick or elderly, and for education studies. Under national legislation, there are provisions for additional leave for breastfeeding, additional leave in case children get sick and a prohibition for mothers with small children to be on night duty. Moldova does not report measures to support dual service couples, nor particular support for single parents, divorced parents or widows/widowers with looking after their children.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

Moldova has developed regulations on the procedure for preventing, identifying, registering, reporting and examining cases of discrimination, sexual harassment and gender-based violence.

Within the Human Resources Policy Directorate, there is a function whose responsibilities include promoting and monitoring the gender equality perspective within the Moldovan Armed Forces. Additionally, within the MoD, as in other ministries across the Moldovan Government, there is a Gender Coordination Group. This acts as an advisory and coordinating body with powers to develop, promote and monitor gender policies.

The Gender Coordination Group is also responsible for handling cases of discrimination, sexual harassment and gender-based violence. Decisions taken by the Gender Coordination Group are communicated to the leadership of the MoD. In the event of the detection of acts of discrimination, sexual harassment and gender-based violence, an investigation will be initiated. If the investigation reconfirms the act, the sanctioning procedure will be initiated. Complaints may also be submitted to the Equality Council (national body), the police or the ombudsman.

Moldova holds regular educational meetings to discuss sexual harassment, collaborating with UN Women and NGOs that work on gender. Considerations on preventing and responding to SEA are integrated into operational planning, but Moldova does not report national measures to respond to or educate troops on this topic specifically.

Education and training

Gender perspectives related training and education in the Moldovan Armed Forces focuses on gender mainstreaming and the prevention of discrimination, sexual harassment and gender-based violence. The aim and objectives of these courses are to combat gender stereotypes, understand the need to promote gender equality within the National Army and avoid cases of discrimination, sexual harassment and gender-based violence. The Moldovan Armed Forces do not use the NATO Gender and Education Training Package for Nations.

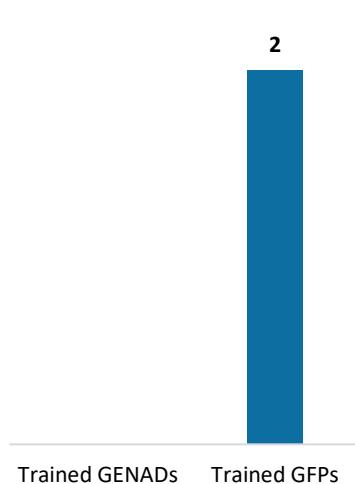


Figure 6.a. Trained personnel in 2023.

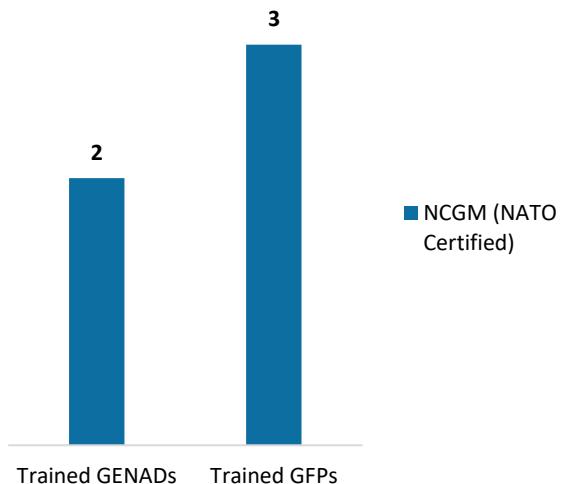


Figure 6.a.1. Trained personnel in 2024.

Gender Perspectives in Operations

Moldova reports that gender perspectives are not integrated into operational planning, but are integrated into pre-deployment training. A series of sessions are delivered to military personnel pre-deployment in peacekeeping missions:

1. The harassment in any form – an affront to human dignity. The obligation of a military to not be engaged in any form of harassment.
2. Introduction to gender and gender perspectives.
3. The changing nature of conflict and the importance of gender perspectives in military operations.
4. Legal foundations for the implementation of gender perspectives in military operations.
5. The military's role in implementing the WPS agenda.
6. The implementation of gender and gender perspectives operational and tactical levels.

Equipment, Infrastructure and Uniform Adaptation

Barracks dating to the Soviet period were designed according to the needs of men. Currently, major works are ongoing to adapt and create separate toilets, bathrooms and changing rooms for both men and women.

Service uniform is designed for both men and women, but combat uniform has not been designed for different genders of various body compositions, nor special occupational uniforms such as bomb suits or diving suits.

Success stories

- Leading the organization of the “Female Leaders in Security and Defence” project and hosting an international conference in December 2024.

Key Challenges

- Strengthening women’s security and the ‘protection’ pillar of the WPS Agenda.

Overview⁹

The Serbian Armed Forces were composed of 11.24% women and 88.76% men in 2023 (Figure 7.a). In 2024, the percentage of women rose to 12.09%, reflecting an increase of 0.85 percentage points since 2023 (Figure 7.a.1).

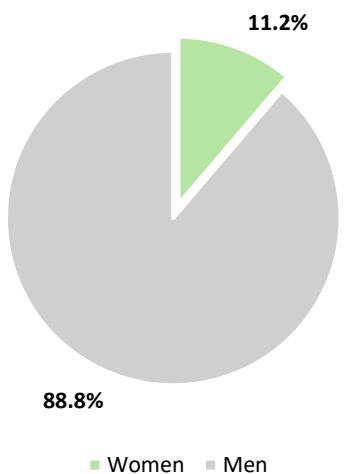


Figure 7.a. Percentage of women in the Armed Forces of the Republic of Serbia in 2023.

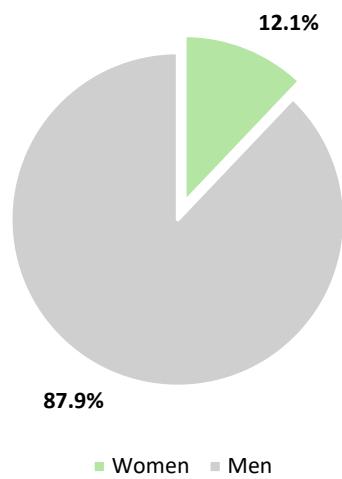


Figure 7.a.1. Percentage of women in the Armed Forces of the Republic of Serbia in 2024.

New Policies or Initiatives Concerning the Implementation of UNSCR 1325

In 2023 and 2024 the MoD of the Republic of Serbia adopted annual Risk Management Plans for Violating the Principle of Gender Equality in MoD and Serbian Army. In addition to this, the National Gender Equality Strategy is valid up until 2030, and Serbia’s Third NAP for implementing WPS was in development during the reporting period.

⁹ These percentages below were directly provided by MoD of the Republic of Serbia and the Serbian Armed Forces.

The Office for Gender Equality HR department coordinates activities regarding the integration of gender perspectives in the MoD and Serbian Army. Additionally, in 2023 and 2024 the Minister of Defence had a specific Advisor for Gender Equality. Overall, the implementation of laws regarding gender equality is supervised by the Defence Inspectorate.

Recruitment and Retention

Recruitment standards are the same for both men and women seeking to join the Armed Forces of the Republic of Serbia. Conscription is not currently in place for either men or women, but existing legislation marks women as exempt from mandatory conscription. They may, however, voluntarily register for conscription into the reserve forces. Women may serve in any active-duty or leadership position in the Armed Forces or MoD of the Republic of Serbia.

Further development is offered through the International Military Education and Training Programme, and the leadership courses implemented through the Annual Development Programmes. Regular training is provided by Office for Gender Equality and certified instructors in the MoD and Serbian Army.

Recruitment campaigns are not targeted to specifically promote the recruitment of women in the military. With regards to support networks, the “Persons of Trust” scheme, with a member in every organizational unit, exists to give collegiate support in the form of consulting, mediation and taking measures to solve disputed issues. However, this is not specifically targeted at women.

The Serbian Armed Forces report general strategies to promote the retention of personnel, but not specifically for women. This is due to the fact that gender equality is formally provided for in law, and women’s presence in the MoD and Armed Forces is currently at the required level.

Work-life balance

52 total weeks of leave (maternity leave and childcare leave) are provided for mothers, while one week of paternity leave is offered. Initial maternity leave lasts between a minimum of three months and 28 days, and a maximum of four months and 15 days. After the end of maternity leave, childcare leave continues. This lasts 365 days from the date of commencement of maternity leave for the first and second children, and then two years for the third and each subsequent child. Transfer of leave between parents is possible in the case of giving up custody rights, if the parent passes away or is otherwise prevented from exercising this right (e.g. serving a criminal sentence, serious illness etc.). According to the Labor Law, the father of the child can exercise the right to leave from work to care for the child (leave for childcare begins after three months from childbirth).

Reduced hours are possible only in the case of working conditions that may have harmful effects on health and ability, and which cannot be completely eliminated by protective measures. This includes but is not limited to the removal and destruction of unexploded ordnances, working in the production of explosives and work in permanently underground facilities. Reduction of working hours is possible up to a maximum of 10 hours less a week.

Part-time employment and flexible working hours are in the case of child-care, care for the sick or elderly, educational studies and under the working conditions described above. Furthermore, dual-service couples have the right to refuse simultaneous deployment in operations and military exercises.

Regarding support for divorced, single or widowed parents, there are several legal

provisions. For example, a single parent with a child under the age of seven or who is severely disabled may only be obliged to work over time or night shifts with prior written agreement. There are also various forms of financial support. Single parents are also given priority when enrolling children in pre-school institutions and Children of a member of the armed forces of Serbia who dies as a result of their service are entitled to a monthly allowance during schooling and scholarships.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

In the Serbian Armed Forces, sexual harassment and SEA are regulated through the Law on the Prevention of Abuse at Work and the Strategy for Preventing and Combating Gender-Based Violence against Women and Domestic Violence for the Period 2021-2025.

Alongside regular training and developments plans, a regional handbook on Preventing and Responding to Gender-Based Discrimination, Sexual Harassment and Abuse in the Ministries of Defence and Armed Forces of the Western Balkans was introduced in 2021, aiming to promote more efficient training on these topics. The Handbook, available online, was developed by the South Eastern and Eastern Europe Clearinghouse for the Control of Small Arms and Light Weapons (SEESAC), a joint initiative of the United Nations Development Programme and the Regional Cooperation Council, in collaboration with the Ministries of Defence of Bosnia and Herzegovina, Montenegro, the Republic of North Macedonia and the Republic of Serbia.

In accordance with the aforementioned regulations, there is an obligation to create the conditions necessary for a healthy and safe working environment, to organize work in a way that prevents the occurrence of abuse and to provide employees with working conditions in which they will not be exposed to abuse. There is also an obligation to implement measures to inform and train employees and their representatives to recognize the causes, forms and consequences of abuse in order to recognize, prevent and deter abuse.

Before starting work, each employee is provided with a notice on the prohibition of abuse and the rights, obligations and responsibilities of the employee and the employer in relation to this. Information is also provided on the points of contact and processes for initiating the complaints procedure.

There are several points of contact for employees experiencing abuse or harassment within the Armed Forces or MoD. The aforementioned 'Person of Trust' mechanism exists to resolve specific controversial issues in the field of gender equality. Each organizational unit within the MoD should also submit a designated point of contact who will be authorized to submit requests for initiating a procedure for protection from abuse, as well as a support person, to whom any employee who believes they are experiencing harassment or abuse can turn to for advice and support. Furthermore, the Commissioner for the Protection of Equality in the Republic of Serbia is an independent body that provides information and advice on rights and protection against discrimination, and additionally acts on complaints of discrimination. Individuals who report or disclose information about violations of human rights are protected under the Law on the Protection of Whistleblowers. Supervision of the implementation of this law is carried out by the labour or administrative inspectorate.

In cases of alleged abuse, the usual first course of action is to pursue mediation between the parties through the employer. Either the victim or a person authorized to initiate the procedure should submit a request for protection from abuse. Mediation to resolve the disputed relationships should commence within three days of the date of receipt of the request for protection from abuse. If the case is not resolved through mediation, the individual may pursue civil litigation through filing a lawsuit with the court. This course of action may also be taken without prior recourse to mediation and the submission of a

request of protection from abuse to the employer.

Education and Training

Serbia does not use the NATO Gender and Education Training Package for Nations, instead delivering gender perspectives training and education through nationally organised training. The Gender Equality Training Manual for the MoD of the Republic of Serbia and the Serbian Armed Forces comprises ten thematic units, covering topics from gender stereotypes and prejudice to anti-discrimination legislation in the Republic of Serbia, and Serbia's NAP for implementing WPS.

Gender Perspectives in Operations

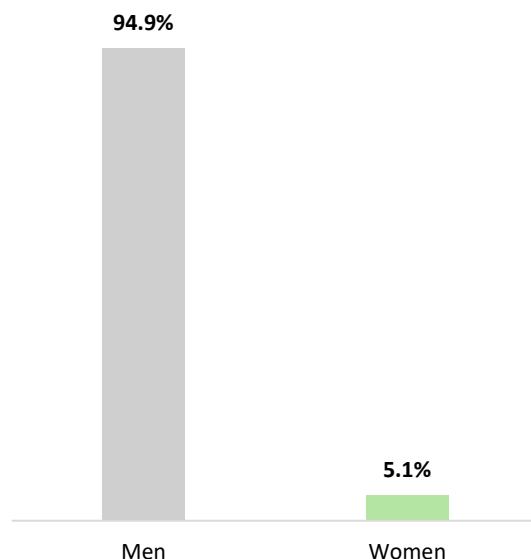


Figure 7.b. Distribution of women and men in operations in 2023.

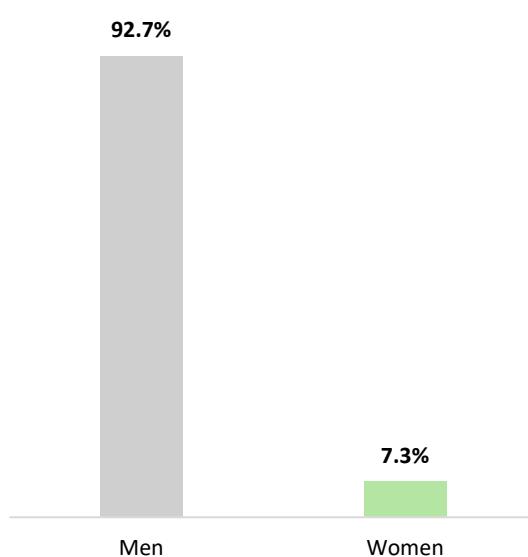


Figure 7.b.1. Distribution of women and men in operations in 2024.

Serbia integrates gender perspectives into operational planning through their training content and assessments that include knowledge and skills in applying gender perspectives. With regard to the integration of gender perspectives in pre-deployment, in-theatre training and exercises, the Peacekeeping Operations Centre is the primary entity responsible for this.

Training at the Peacekeeping Operations Centre is implemented in accordance with all recommended standards of the Integrated Training Service of the United Nations Department of Peacekeeping Operations, thereby encompassing the provisions of UNSCR 1325. Beginning in 2012, the Centre was the first in the region to offer gender training for the military, and since 2015 has integrated gender training into all types and levels of training as mandatory topics. During the development of training programmes for all forms of training that it implements, the Centre for Peacekeeping Operations pays additional attention to topics related to gender-based and sexual violence, both within contingents and the zone of operations.

The Centre has two certified gender equality instructors who also engage in educating MoD and Armed Forces employees, particularly those in management positions, on their role and responsibilities in implementing gender equality within their functional area. The Peacekeeping Operations Center has also conducted training for gender equality instructors from countries in the region, as in sub-Saharan Africa. Furthermore, members of the Centre promote best practice and lessons learnt through the exchange of information and

knowledge at the national, regional and international levels.

These activities mean that the main focus has moved from promoting women's simple presence within the MoD and Armed Forces of Serbia, to creating the conditions to enable women to flourish and progress within their roles as well as promoting gender perspectives in all plans, activities and tasks across the MoD and Armed Forces.

Equipment, Infrastructure and Uniform Adaptation

Serbia reports no military equipment being adapted to suit both men and women during 2023-2024.

Military facilities are adapted to suit both men and women through provision for separate dormitories, bathrooms and toilets.

Serbia has adapted service uniform to suit both men and women, however combat uniform and special occupational uniforms are not adapted and no maternity uniform is available.

Success stories

- The integration of women into the Tunisian Special Forces.

Key Challenges

- Balancing the goals and resource needs of the WPS agenda with other defence priorities.

New Policies and Initiatives to Implement UNSCR 1325

A new law was introduced in 2024, concerning maternity and paternity leave in civil service, public sector and private sector. The law substantially increased government-paid maternity leave from 30 days to three months.

Tunisia did not have a valid NAP over the reporting period. To date, Tunisia has had one NAP. Tunisia has a target for women to represent 30% of the Tunisian Armed Forces. There are no restrictions on women serving in any active-duty occupation or leadership role across the Tunisian Armed Forces. In order to foster the advancement of women into military leadership positions, the Tunisian Armed Forces has held a variety of events in Tunis, such as the Inspiring Women Leaders Workshop, the 'Training of the Trainers in Gender' in October 2024, and the regional seminar on 'Promoting women's roles within the Armed Forces' in December 2024.

The entity responsible for overseeing the integration of gender perspectives in the Tunisian National Armed Forces is the General Inspectorate of the Armed Forces. They are responsible for the implementation of SAP, raise awareness and organise seminars on gender perspectives.

Recruitment and Retention

Tunisia reports the same standard for male and female recruits in all areas other than in the Physical Fitness Grading Scale, and in height and weight.

Tunisia does not report specific policies or campaigns to recruit women into the military, or internal support networks for military women. Additionally, there are no campaigns to promote retention or exit surveys to monitor the reasons why men and women leave the military.

Tunisia has mandatory conscription for men. Exemptions may be allowed in the case of medical reasons, family circumstances and ongoing studies.

Work-Life Balance

Maternity leave is provided for at a length of 12 weeks, while fathers receive one week. This leave is not transferrable between parents.

In order to support the work-life balance, the Ministry of National Defence operates a

'flexibility hour' within civilian structures in order to approximately align couples' work schedules. Part-time employment and flexible working hours are available to support childcare responsibilities, and flexible working hours are also available to accommodate care for the elderly or sick, as well as educational studies. There is also a commitment that, in the case of dual-service couples, Services will endeavour not to deploy both serving parents at the same time. The Tunisian Armed Forces also offer breastfeeding breaks as well as military kindergartens to support personnel as parents.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

The Tunisian Armed Forces have policies and strategies to prevent and respond to sexual harassment and to sexual exploitation and abuse. Regarding sexual harassment, there is an internal ordinance text, as well as a hotline to make harassment complaints. Regarding SEA, a new national law was introduced in 2017 that updated the country's policies regarding sexual violence. Under this law the state also became responsible for preventing sexual violence and protecting victims, rather than just punishing perpetrators. Additionally, the Tunisian Armed Forces organised a conference on UNSCR 1325 in military schools in order to raise awareness about sexual harassment.

A psychological unit is in place to oversee and respond to cases of sexual harassment, sexual abuse and assault. The reporting procedure involves a victim calling the green number, the psychological unit being assigned, a form being filed and an investigation pursued. After this, a report is drafted and presented to the Minister of Defence.

Tunisia reports that identification factors and mitigation efforts of SEA are not a component of pre-deployment training, nor are such considerations integrated into operational planning.

Education and Training

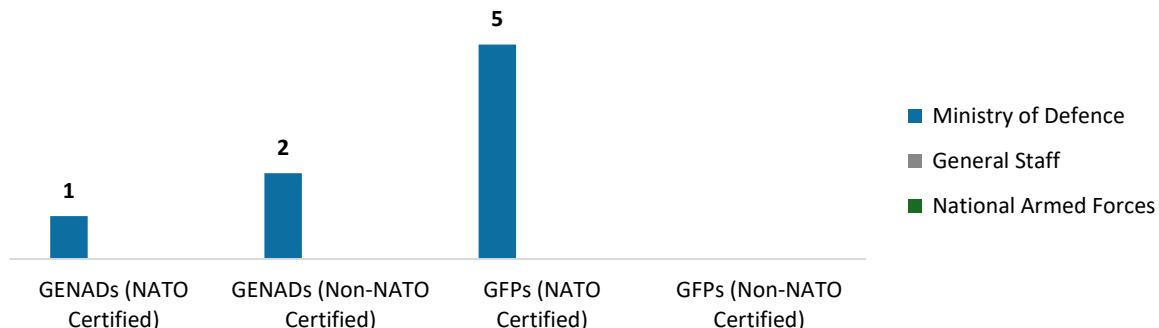


Figure 8.a. Tunisia's national gender advisory structure in 2023.

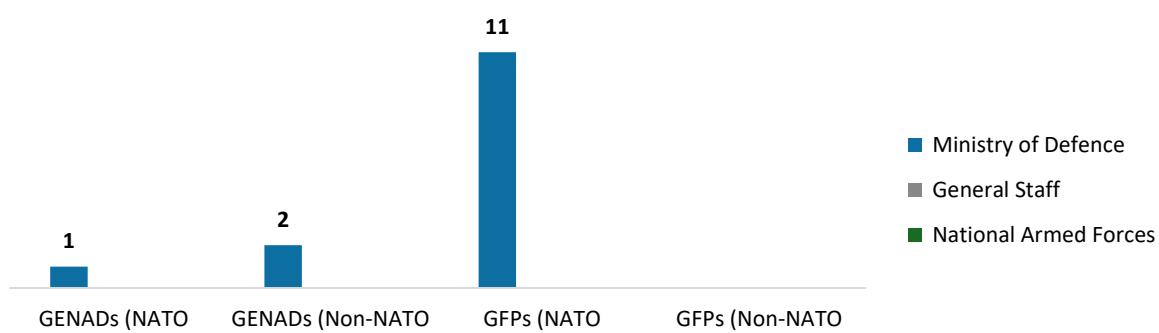


Figure 8.a.1. Tunisia's national gender advisory structure in 2024.

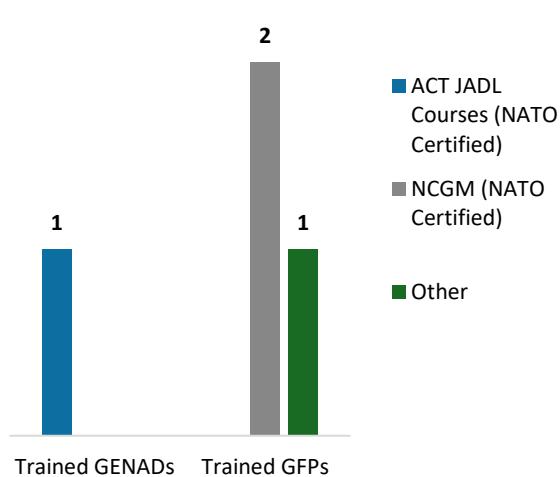


Figure 8.b. Trained personnel in 2023.

Tunisia does not report using the *NATO Gender and Education Training Package for Nations*, not having a national training provision for gender perspectives.

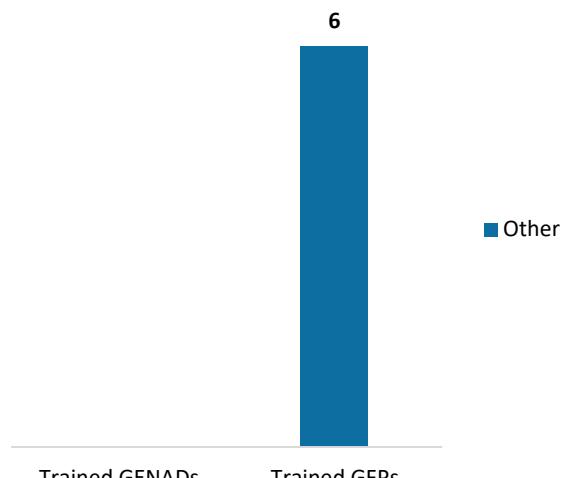


Figure 8.b.1. Trained personnel in 2024.

Gender Perspectives in Operations

Within the Tunisian Armed Forces, gender perspectives are integrated into operational planning, as well as pre-deployment training, in-theatre training and exercises.

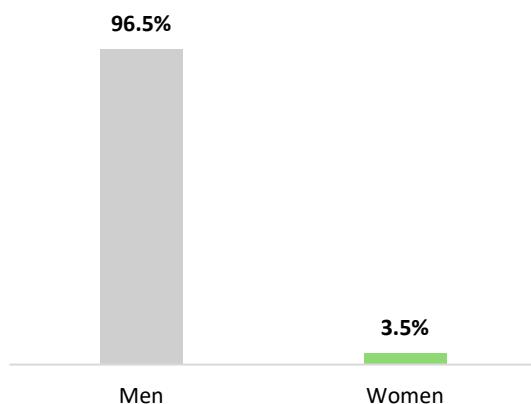


Figure 8.c. Distribution of women and men in operations in 2023.

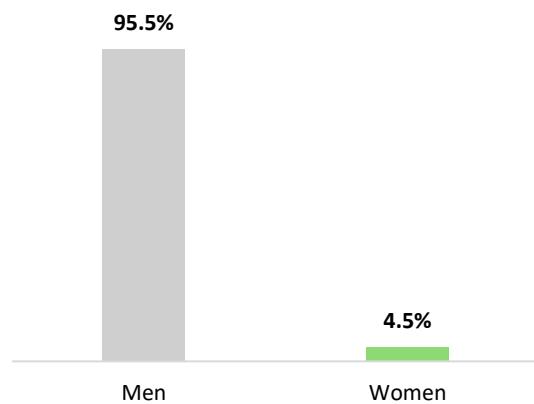


Figure 8.c.1. Distribution of women and men in operations in 2024.

Equipment, Infrastructure and Uniform Adaptation

Military facilities are adapted in order to provide private sleeping quarters and WCs. All equipment is adapted to be used by both men and women. Service uniform is designed differently to fit men and women, but combat uniform and special occupational uniforms are not.

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

