



Summary of the National Reports

of NATO Member and Partner Nations to the
NATO Committee on Gender Perspective



2020



Summary of National Reports 2020

Introduction

Since 2014, the Annual Summary of the National Reports of NATO Member and Partner Nations to the NATO Committee on Gender Perspectives (NCGP) has been collecting and compiling voluntary data from Nations related to the progress of integrating a gender perspective throughout and beyond the Alliance as a mechanism of transparently sharing information and sharing best practices. It reflects the Alliance's ongoing commitment to the implementation of United Nations Security Council Resolution (UNSCR) 1325 and to the integration of the gender perspective in the military. As in the past, the report aims to produce a comprehensive analysis of the continuous progress that Member and Partner Nations have made in integrating the gender perspective within their military structures and operations, contributing to a more diverse and effective NATO as a whole.

For the Alliance, 2020 marked a year of change. Our organisation grew with the ascension of the Republic of North Macedonia, and our policies and procedures were adapted to manage COVID-19-related challenges in headquarters and national armed forces. Yet some things have remained consistent, such as NATO's ongoing commitment to its three core tasks of collective defence, cooperative security and crisis management which is supported by integrating the gender perspective.

In this edition of the Summary of the National Reports, NATO is honoured to showcase the 2020 achievements and milestones of its Member and Partner Nations in their efforts to advance the Women, Peace and Security agenda in their militaries. I extend my sincere gratitude and appreciation to the NATO Member and Partner Nations for their contribution to this compilation and continue to encourage the exchange of information and sharing of best practices. The demonstrated commitment to more diversity enhances the operational effectiveness of our armed forces and the Alliance.

A handwritten signature in blue ink, reading 'Janusz Adamczak', is positioned above the printed name and title.

Lieutenant General Janusz ADAMCZAK
Director General of the NATO's International Military Staff



Summary of National Reports 2020

Executive Summary

This seventh edition of the report provides an overview of the NATO Member and Partner Nations' effort to mainstream gender into their Armed Forces. For this 2020 report, **29 NATO Members and 11 Partner Nations** submitted their contributions, demonstrating their commitment to the implementation of United Nations Security Council Resolution 1325. By making this analysis publically available to a broad audience of governments, national armed forces, academic researchers and key stakeholders, this report provides decision makers information to respond to gender-based issues and apply the gender perspective at the strategic, operational and tactical levels for their own militaries.

The Summary of the National Reports is a part of the NATO International Military Staff Office of the Gender Advisor's (IMS GENAD) mission to provide information and advice on gender issues to the Alliance in order to support military readiness, situational awareness and mission success. The key findings of the 2020 Summary of the National Reports are the following:

- The NATO average of women in armed forces increased by 5.8% compared to 2019, an increase of 21% of the number of women in NATO Nations' Armed Forces since 1998
- 90% of NATO Nations have a National Action Plan
- 25 Member Nations reported an increase in the percentage of women in their Armed Forces
- 2020 saw a key increase in policies and programmes to support work-life balance. In response to the COVID-19 Pandemic, many National Armed Forces adapted traditional ways of working to be more flexible. New policies on working from home, allowing more variable hours and childcare were key in maintaining lines of operation during a global pandemic. These practices can help with the recruitment and retention of women in particular in national armed forces. These policies and programmes represent a larger trend of NATO Member and Partner Nations to improve work-life balance for personnel

As NATO's largest compilation of gender statistics, the Summary of the National Reports represents a continuous effort to strengthen the Alliance's operational effectiveness and mainstream gender into its armed forces. To integrate a gender perspective is to integrate a force multiplier. This collection of data, which has been provided to the NATO Committee on Gender Perspectives since 1998, will continue to advance our work for years to come.



Summary of National Reports 2020

Methodology

Areas of Interest and Scope

The Scope of the Summary of National Reports was determined by two factors: the content and themes of previous summary publications, and new areas of interest to the IMS GENAD. As the Summary of National Reports is conducted and published yearly as an ongoing data project, it is vital to maintain similar lines of research throughout the years for overall consistency.

Data Collection

Data collection and analysis occurred between January 2021 and June 2021. In total, 29 Member Nations and 11 Partner Nations submitted information to the IMS Office of the GENAD. Contributing Nations included: Albania, Australia, Austria, Belgium, Bosnia and Herzegovina, Bulgaria, Canada, Croatia, Czech Republic, Denmark, Estonia, Finland, France, Germany, Georgia, Greece, Hungary, Ireland, Italy, Japan, Latvia, Lithuania, Luxembourg, Montenegro, Netherlands, New Zealand, Republic of North Macedonia, Norway, Poland, Portugal, Republic of Moldova, Republic of Serbia, Romania, Slovakia, Slovenia, Spain, Sweden, Turkey, United Kingdom and United States of America. As Iceland does not have a military, the nation is not represented in this report.

In line with previous years, the Summary collected both quantitative and qualitative data on the Nations through the use of a survey. The survey was developed and distributed in English with JotForm, an online platform for creating and administering online surveys. Qualitative data was analysed in Microsoft Excel and Power BI.

Limitations

As planning, data collection and analysis took place during the Covid-19 pandemic, there were delays in all stages of collection, reporting, and analysis.

All data collected from Nations is voluntary and self-reported, as data sharing is not required by NATO. As such, data reported to the GENAD Office cannot be verified. These factors may lead to some inconsistencies, as the same Nations may not volunteer to report data every year or may choose to respond to different questions each year. As well, some Nations report general data to the survey and not specifics, limiting the analysis, which is noted in the report. As the data is voluntarily given, there has not been a year where every NATO Nation has contributed to the summary, so this report cannot be taken as the full picture for the integration of gender perspective within NATO.

Each Member and Partner Nation organises its military in a unique way and has differing languages and terminology. While this was mitigated as much as possible through the use of the NATO common language (NATO Term), there are certain words or phrases that do not have a standardised definition. Finally, the structure of the military, and thus definitions used, vary greatly from nation to nation which can create inconsistencies. Due to these issues around language and terminology, there were limitations in data collection.



Summary of National Reports 2020

NATO Member Nations

Overview

In 2020, the NATO Member States Armed Forces average was 13% women and 87% men. In 2018, the NATO/EAPC Women, Peace and Security Policy was agreed on at the Brussels Summit, and in 2020 the development of the Action Plan to track the implementation of the agenda began. This continues to prove that NATO has a robust institutional framework that supports continued, sustainable progress to advance gender equality through the implementation of the WPS policy. A number of NATO Nations adapted their flexible working hours due to the Pandemic, and over 40% of nations increased the number of gender advisors deployed in the field.

Key Success:

- 27 NATO Nations have implemented a National Action Plan (NAP) with Bulgaria developing their first NAP
- 25 Member Nations reported an increase in the percentage of women in their Armed Forces with the highest increase of 65% from Montenegro, from 5.9% in 2019 to 9.76% in 2020

Work Life Balance

17 NATO Nations reported the specific policies or programmes to support work-life balance for military personnel. Some nations achieved greater flexibility through teleworking and mobile working, and others are developing procedures to support work-life balance of military personnel, to guarantee the standardisation of criteria and procedures regarding work-life balance of military personnel across the three services. 26 NATO Nations have some form of maternity, paternity, or parental leave. As well, 17 NATO Nations reported some form of part time employment for child care, care for the elderly or sick, or for educational studies. Only 8 NATO Nations stated that part time employment was not available.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

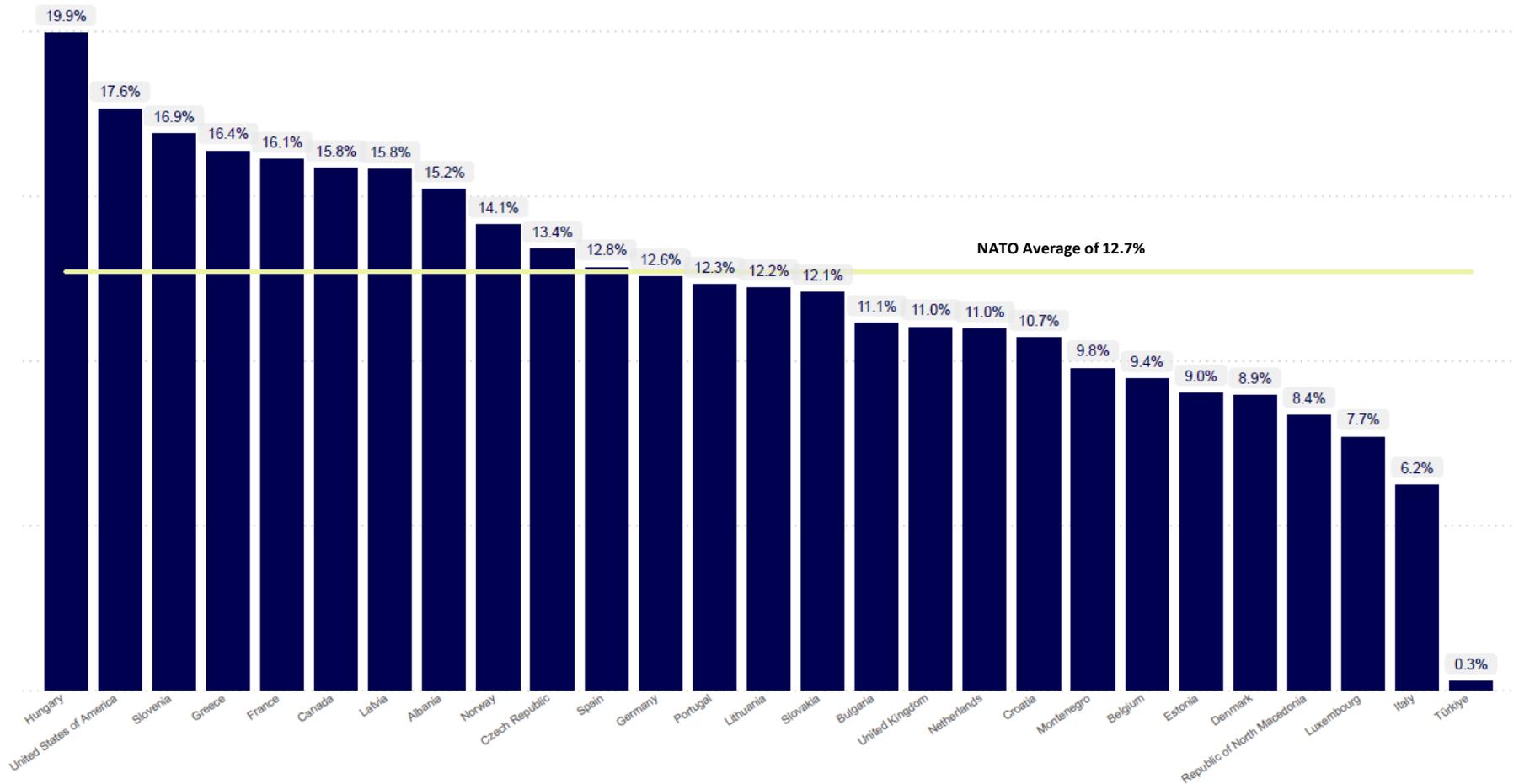
18 NATO Nations reported the development of new specific policies and/or legislation related to integrating gender perspectives in their national armed forces enforced during 2020. 19 NATO Nations reported that there are policies that exist to prevent sexual harassment.

Recruitment and Retention

In 2020, the average number of women successfully completing recruitment was 67%. 6 NATO Nations have the same standard of recruitment for both men and women in the armed forces. 18 NATO Nations have policies and campaigns that promote the recruitment of women into their armed forces through targeted campaigns, marketing strategies, as well as utilising the 2020 #WeAreNATO video campaign. 60% of NATO Nations have a support network or a point of contact for women in the military.

Summary of National Reports 2020

Percentage of Women in Armed Forces of NATO Nations



SUMMARY OF NATIONAL REPORTS 2020

Member State

NATO



NATO

12.7%

of NATO Armed Forces are Women

87.3%

of NATO Armed Forces are Men

23.1%

of Applicants are Women

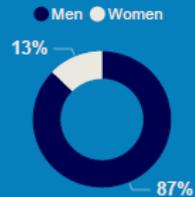
29.7%

of Women Applicants were Recruited

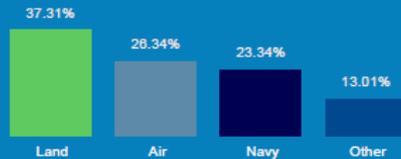
67.8%

of Women Completed Basic Training

Percentage of Men and Women in NATO Armed Forces



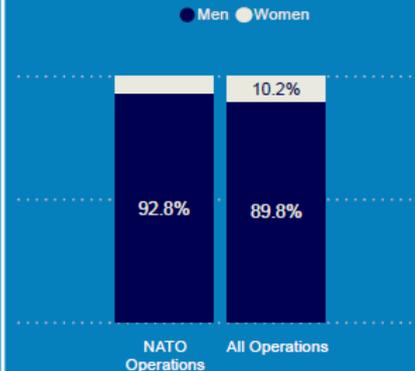
Distribution of Women by NATO Armed Forces Branch



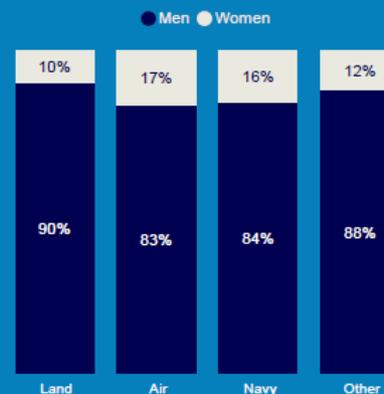
Percentage of Men and Women in NATO Armed Forces by Branch

Gender	Branch	%GT Count
Men	Air	16.49%
Women	Air	3.34%
Men	Land	43.15%
Women	Land	4.73%
Men	Navy	15.75%
Women	Navy	2.96%
Men	Other	11.92%
Women	Other	1.65%
Total		100.00%

Percentage of Men and Women on Operations by NATO Armed Forces



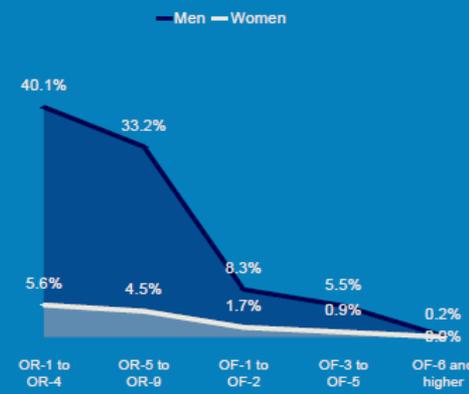
Distribution of Men and Women by Branch in NATO Armed Forces



Percentage of Women in NATO Armed Forces Over Time



Distribution of Men and Women by Rank in NATO Armed Forces



Please note for NATO Quantitative Data, Other = Different branches of service depending on the nation



Summary of National Reports 2020

Albania

Overview

In 2020, the Albanian Armed Forces (AAF) were composed of 15% women and 85% men. During 2020, Albania had a valid National Action Plan. The year was defined by new policy relating to the recruitment of women, as well as policies on the prevention of sexual harassment and sexual abuse. In addition to the Human Resources Management Strategy in the Armed Forces 2020-2024, the AAF drafted the Policies and Procedures for the Elimination of Violence, Harassment and Sexual Harassment in the Workplace in the Ministry of Defence (MoD) and Armed Forces Structures. Finally, the AAF approved the Policy of Recruiting Candidates for new Officers in the Armed Forces in August 2020.

Key Success

- Implementing new policies to promote the recruitment of women in the AAF
- Drafting new policies on eliminating harassment and sexual harassment in the workplace in the Ministry of Defence (MoD) and Armed Forces structures

Work Life Balance

The AAF provide 52 weeks of maternity leave, 38 weeks of paternity leave, and 15 weeks of combined maternity and paternity leave. The AAF have special considerations for breastfeeding breaks, as well as a Centre for Children with Autism Spectrum Disorder, which was established to support military families that have autistic children.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

Within the AAF, appointed personnel overseeing allegations of sexual offences include direct superiors, leaders in all structures, personnel specialists and the military police. In March 2020, a new policy on procedures for the Elimination of Violence, Harassment and Sexual Harassment in the Workplace in the Ministry of Defence (MoD) and Armed Forces Structures was drafted.

In 2021, the AAF plan to review the training programmes for university students.

Recruitment and Retention

In 2019, MoD Letter 7976 indicated plans to further eliminate restrictions on women in the AAF. In line with this letter, in 2020 the AAF General Staff assessed options of gradually reducing or removing gender-based restrictions to create recruitment opportunities for female candidates. As a result, all restrictions on women in the Land Forces and the Agency of Liaison and Information System were removed for 2021. Whilst there continue to be restrictions on women serving in the Navy, Special Forces and in pilot positions, the AAF have lifted restrictions on approximately 189 military occupations since 2018.

SUMMARY OF NATIONAL REPORTS 2020

NATO Nation

Albania



ALB

15.2%

of Armed Forces are Women

84.8%

of Armed Forces are Men

14.2%

of Applicants are Women

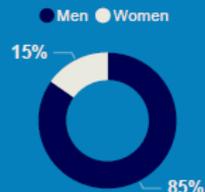
78.6%

of Women Applicants were Recruited

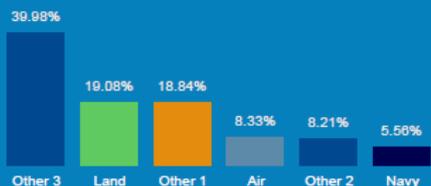
92.7%

of Women Completed Basic Training

Percentage of Men and Women in the Armed Forces



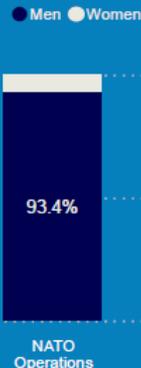
Distribution of Women by Branch



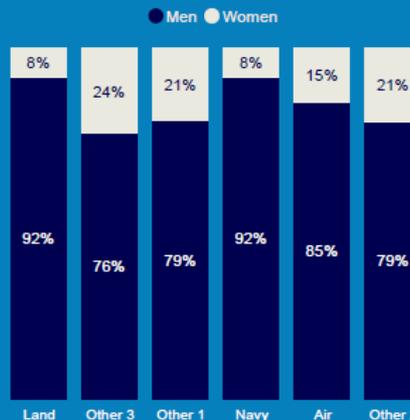
Percentage of Men and Women in Armed Forces by Branch

Gender	Branch	% of Total
Men	Air	7.09%
Women	Air	1.27%
Men	Land	32.99%
Women	Land	2.90%
Men	Navy	9.75%
Women	Navy	0.84%
Men	Other 1	11.09%
Women	Other 1	2.86%
Men	Other 2	4.75%
Women	Other 2	1.25%
Men	Other 3	19.13%
Women	Other 3	6.08%
Total		100.00%

Percentage of Men and Women on Operations



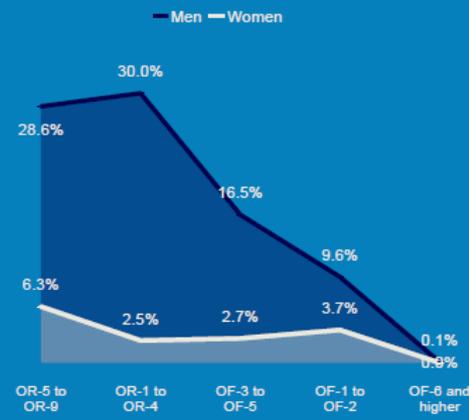
Distribution of Men and Women by Branch



Percentage of Women in Armed Forces Over Time



Distribution of Men and Women by Rank



Please note for Albania Quantitative Data, **Other 1** = Command Support | **Other 2** = Armed Forces Academy | **Other 3** = Military and General Staff

Summary of National Reports 2020

Belgium

Overview

In 2020, the Belgian Armed Forces (BAF) were composed of 9% women and 91% men. Belgium's third action plan was valid in 2020. Since 2019, the BAF have increased their representation of women from 8.7% to 9.4%. 2020 was defined by a variety of work life balance initiatives to support flexible working hours.

Key Success

- Increase in female representation throughout the BAF
- Comprehensive work life balance policies

Work Life Balance

The BAF provide 15 weeks of maternity leave and 2 weeks of paternity leave. Additionally, the BAF offer a variety of work life balance opportunities. Excluding critical posts, it is possible for BAF personnel to work part-time at a 4/5 rate, work in satellite offices, telework and work with flexible hours. Furthermore, if one of the partners from a military couple participates in an operation, the partner staying home can request to work 4 days a week during the mission with loss of pay. The BAF have the following special programmes related to childcare: breastfeeding breaks; day care for children at military installations of the Ministry of Defence; flexible working and service hours or variable start/finish times of working day; policy on duties assignments, night duties and/or overtime work; and provision protecting parent from deployment.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

In 2020 there were 11 instances of sexual assault reported by women, and 2 cases of sexual assault reported by men to the BAF. The training for prevention of sexual harassment, abuse and assault aims to train confidential counsellors and prevention advisors. Formal procedures in place for reporting an incident include an appointment with a counsellor for a reconciliation attempt, intervention with a third party and submission of a formal request accompanied by a prevention advisor.

Recruitment and Retention

As of 2020, the BAF have policies on retention but no policies specific to the retention of women in the armed forces. The BAF reported an informal Facebook group to support women in the military. The standards and requirements for application and recruitment are not the same for women and men. The BAF maintain a special recruitment mechanism through "CivOps" for civil employees that allows a Civil Defence employee to become a Reservist via an accelerated recruitment programme, dependent on if he/she can be deployed in military operations.

SUMMARY OF NATIONAL REPORTS 2020

NATO Nation

Belgium



BEL

9.4%

of Armed Forces are Women

90.6%

of Armed Forces are Men

15.1%

of Applicants are Women

32.9%

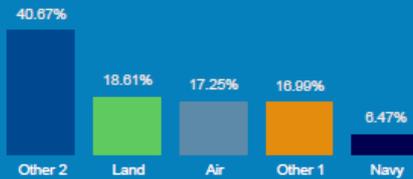
of Women Applicants were Recruited

This nation did not report their recruitment data.

Percentage of Men and Women in the Armed Forces



Distribution of Women by Branch



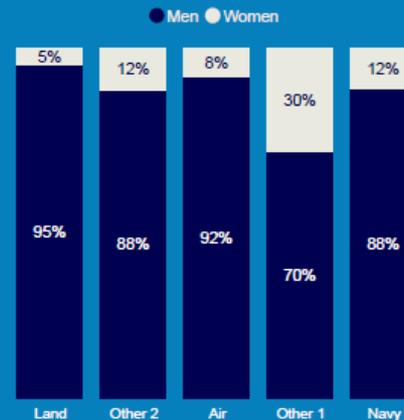
Percentage of Men and Women in Armed Forces by Branch

Gender	Branch	% of Total
Men	Air	18.06%
Women	Air	1.63%
Men	Land	35.46%
Women	Land	1.76%
Men	Navy	4.61%
Women	Navy	0.61%
Men	Other 1	3.80%
Women	Other 1	1.60%
Men	Other 2	28.62%
Women	Other 2	3.84%
Total		100.00%

Percentage of Men and Women on Operations

This nation did not report their operation data.

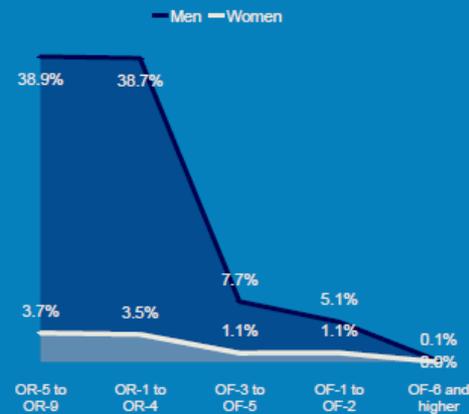
Distribution of Men and Women by Branch



Percentage of Women in Armed Forces Over Time



Distribution of Men and Women by Rank



Please note for Belgium Quantitative Data, Other 1 = Medical | Other 2 = Admin and Command Support



Summary of National Reports 2020

Bulgaria

Overview

In 2020, the Bulgarian Armed Forces (BAF) were composed of 11% women and 89% men. For the BAF the year was defined by policy implementation. Bulgaria adopted its first National Action Plan (NAP) on Women, Peace and Security for 2020-2025, with a review scheduled for 2022. Bulgaria continues to integrate gender perspectives throughout its political and military structures.

Key Success

- Adopting the National Action Plan and integrating gender perspective to promote gender equality within the BAF
- Mentorship programme with opportunities for female members of the BAF

Work Life Balance

The BAF provide 58 weeks of maternity leave and 32 weeks of paternity leave, which is transferable. The BAF offer flexible working hours for elderly or sick care and education, as well as teleworking options as a response to the COVID-19 pandemic. The BAF work to not deploy both serving parents at the same time. This policy also applies to single parents and those with childcare or elder care responsibilities. Female personnel also have the right to release due to pregnancy, birth and adoption, childcare, breastfeeding and care for sick children. Additional time off is available at the discretion of the commander for those with two or more children.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

All forms of sexual violence are crimes under the Penal Code. Training on sexual harassment, abuse and assault, is part of educational programmes or modules in higher military academies and colleges, pre-deployment training for missions and operations and for the initial military training in military units. Complaints by armed forces personnel can be directed through several channels: the chain of command, Ministry of Defence Inspectorate, Military Police, National Commission for Protection against Discrimination and Military Prosecutor or the civilian courts. The Military Police and Ministry of Defence gender experts provide a 24-hour telephone hotline for advice, support and to file complaints. Informal complaints can be made through the Bulgarian Armed Forces Women Association (BAFWA). BAFWA works to respond to the needs of personnel who experience sexual discrimination, harassment, abuse, or domestic violence. Support services include confidential legal advice and psychological support for victims. In 2020 the BAF received 3 instances of sexual assault reported by women as well as 3 instances of sexual harassment and 3 instances of sexual assault reported by men.

Recruitment and Retention

There are informal processes to foster the advancement of women into military leadership positions. BAFWA offers mentoring to encourage women to participate in international education and training programmes. These include networking with female officers from different countries. The organisation works on the promotion and endorsement of the social status of women in the armed forces, as well as the implementation on the WPS Agenda. The BAFWA can directly inform the Minister of Defence and the Chief of Defence on cases of discrimination and violence and can further participate in law making processes within Ministry of Defence by giving opinions and statements.

SUMMARY OF NATIONAL REPORTS 2020

NATO Nation

Bulgaria



BGR

11.1%

of Armed Forces are Women

88.9%

of Armed Forces are Men

29.9%

of Applicants are Women

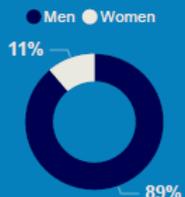
42.2%

of Women Applicants were Recruited

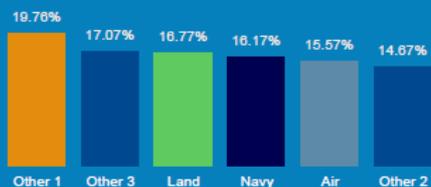
99.7%

of Women Completed Basic Training

Percentage of Men and Women in the Armed Forces



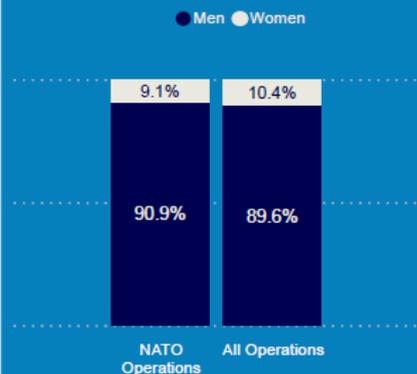
Distribution of Women by Branch



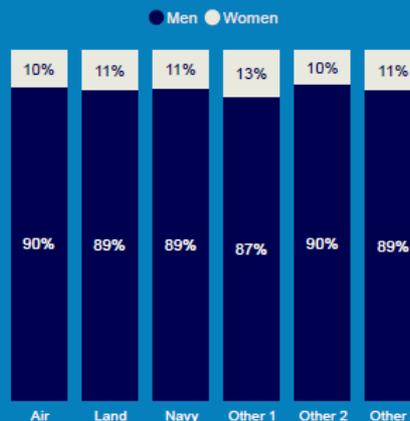
Percentage of Men and Women in Armed Forces by Branch

Gender	Branch	% of Total
Men	Air	14.93%
Women	Air	1.73%
Men	Land	14.80%
Women	Land	1.87%
Men	Navy	14.87%
Women	Navy	1.80%
Men	Other 1	14.47%
Women	Other 1	2.20%
Men	Other 2	15.03%
Women	Other 2	1.63%
Men	Other 3	14.77%
Women	Other 3	1.90%
Total		100.00%

Percentage of Men and Women on Operations



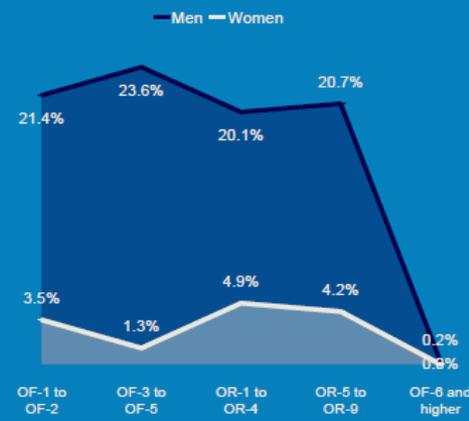
Distribution of Men and Women by Branch



Percentage of Women in Armed Forces Over Time



Distribution of Men and Women by Rank



Please note for Bulgaria Quantitative Data, Other 1 = Joint Force Command | Other 2 = Special Operation Forces | Other 3 = Ministry of Defence



Summary of National Reports 2020

Canada

Overview

In 2020 the Canadian Armed Forces (CAF) were composed of 16% women and 84% men. In 2020, Canada had a valid National Action Plan. The Department of National Defence (DND) and the CAF worked to advance recruitment to attract qualified applicants and increase the number of female personnel. Additionally, in 2020 the Directorate for Gender Equality, Diversity and Inclusion (DGDI) in the DND and the Directorate for Integration Gender Perspectives (DIGP) in the Canadian Armed Forces were approved to merge in order to optimise coordinated and consistent efforts to influence policies, directives, programs, and operations to advance gender equality, increase diversity and inclusion, and promote and protect human rights.

Key Success

- Development of new work-life balance measures in response to the COVID-19 pandemic
- Implementation of new policy on the prevention of sexual harassment, sexual abuse and sexual assault

Work Life Balance

The CAF provide a maximum combined amount of maternity or parental leave allowance of 1 year, including 16 weeks of maternity leave and 37 weeks of parental leave. Medical support is provided throughout. The CAF provide 4 to 6 weeks paid vacation yearly. Additionally, there are wellness programmes on healthy lifestyles and managing stress, as well as family counselling. The CAF also provide compassionate status, which allows for geographic postings for reasons such as family related issues. The Canadian Forces Morale and Welfare Services provides support to members and their families. Bases and wings have Military Family Resource Centers which work with military families to achieve work-life balance. In response to COVID-19, the CAF employed a liberal work from home approach.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

CAF has strategy and policy instruments to address sexual misconduct. Harassment resolution is a chain of command (CoC) responsibility in the CAF. It is mandated that Commanding Officers appoint a unit Harassment Advisor to advise them through the formal harassment process. The CAF also maintain sixteen Conflict and Complaint Management Services Centres (CCMS). CCMS staff can advise on informal and formal resolution options. Additionally, CAF members can formally report incidents of sexual misconduct to MPs, civilian policing authorities or their CoC. However, if the victim is not ready to make a formal report, they can disclose incidents to the Sexual Misconduct Response Centre, civilian medical facilities, sexual assault centers or to civilian practitioners within the Canadian Forces Health System. In 2020 the CAF received 29 instances of sexual harassment and 84 incidents of sexual assault reported by women as well as 15 instances of sexual harassment and 18 instances of sexual assault reported by men.

Recruitment and Retention

The CAF intend to introduce the concept of focused retention in its upcoming Retention Strategy. The CAF also run the Defence Women's Advisory Organization (DWAO), a volunteer organisation with over one thousand members at the unit/base/wing level as well as a national committee drawing upon local organisations. The DWAO provides advice on issues affecting women's service in the Department. Advice is used to inform senior leadership at the local and national levels to assist in removing barriers and resolving issues as well as contributing to policy and programme development through consultation.

SUMMARY OF NATIONAL REPORTS 2020

NATO Nation

Canada



CAN

15.8%

of Armed Forces are Women

84.2%

of Armed Forces are Men

30.9%

of Applicants are Women

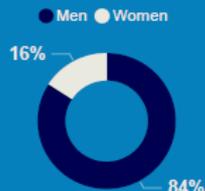
5.8%

of Women Applicants were Recruited

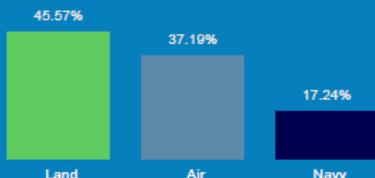
18.7%

of Women Completed Basic Training

Percentage of Men and Women in the Armed Forces



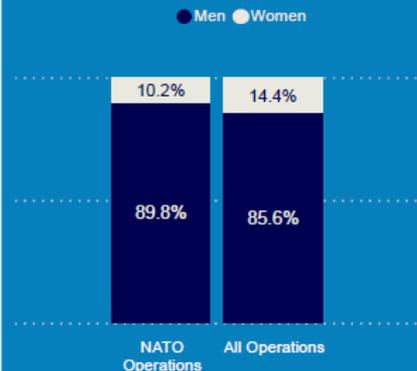
Distribution of Women by Branch



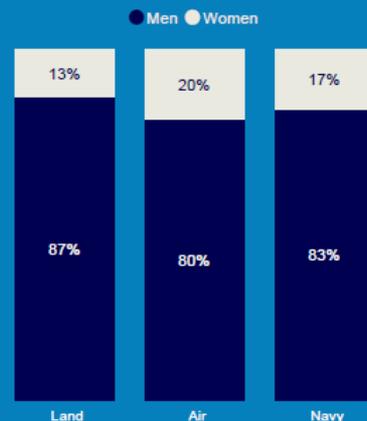
Percentage of Men and Women in Armed Forces by Branch

Gender	Branch	% of Total
Men	Air	24.08%
Women	Air	5.89%
Men	Land	46.57%
Women	Land	7.22%
Men	Navy	13.51%
Women	Navy	2.73%
Total		100.00%

Percentage of Men and Women on Operations



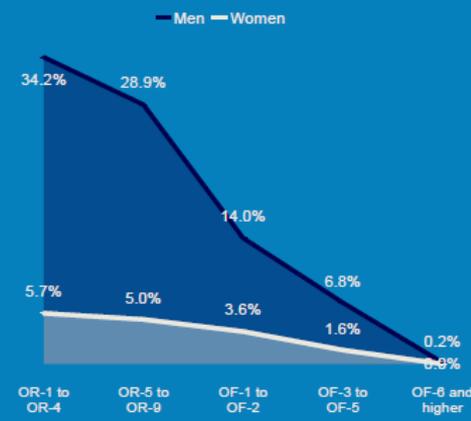
Distribution of Men and Women by Branch



Percentage of Women in Armed Forces Over Time



Distribution of Men and Women by Rank





Summary of National Reports 2020

Croatia

Overview

In 2020, the Croatian Armed Forces (CAF) were composed of 11% women and 89% men. Croatia had a valid National Action Plan for 2020.

Key Success

- Comprehensive work life balance policies

Work Life Balance

The CAF provide 26 weeks of maternity leave, after which the mother is entitled to additional maternity leave until the newborn reaches 6 months of age, which can be transferred to the father of the child upon written consent or 5 days of paid leave upon the adoption of a child. Fathers are entitled to five days of paid leave upon the birth or adoption of a child. Following maternity leave, both parents are entitled to take parental leave for a period between 6-30 months, depending on the number of children born. Further, additional benefits are given to parents for each additional child born into their family. Personnel are provided breastfeeding breaks, extra weeks of subsidised maternity/paternity leave and specific exemptions from night duties or overtime work. Croatia follows an Awareness Policy in the Ministry of Defence and CAF. As such, there are specific regulations to accommodate the needs of pregnant women and single parents (both mothers and fathers) through exemptions to perform duties which require 24 hour service or night shifts (e.g. duty officer/NCO).

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

The prevention of all forms of sexual harassment and abuse is addressed in military education programmes and pre-deployment training courses including: Conflict-Related Sexual Violence; Sexual Abuse and Exploitation; Women, Peace and Security; Gender Equality; and Code of Conduct, Ethics and Culture. There are ongoing efforts on the issue of domestic violence among military families, which are addressed through the conduct of SME seminars and follow-up activities. Formal procedures relating to cases of harassment and abuse are also contained in the Standard Operating Procedures of the Military Police. Furthermore, personnel may directly report claims of harassment or abuse related incidents through the following mechanisms: Committee for Gender Equality in the Ministry of Defence, Committee for the Protection of Military Person's Dignity, Personnel Directorate, Chain of Command and directly addressing their commanding officer. In 2020 there was 1 instance of sexual harassment reported by women.

Recruitment and Retention

The CAF continue to develop establishment of equal opportunities for men and women, and are working to foster female leadership positions. Retention policies are applied equally to women and men in the armed forces, in order to retain the specialised services of personnel possessing scarce key skills, such as: doctors, pilots, university professors, and Information and Technology (IT) experts. Less than 1% of the reserve forces were composed of women.

SUMMARY OF NATIONAL REPORTS 2020

NATO Nation

Croatia



HRV

10.7%

of Armed Forces are Women

89.3%

of Armed Forces are Men

19.6%

of Applicants are Women

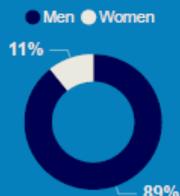
30.9%

of Women Applicants were Recruited

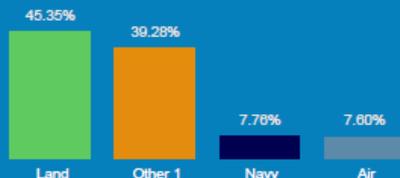
95.3%

of Women Completed Basic Training

Percentage of Men and Women in the Armed Forces



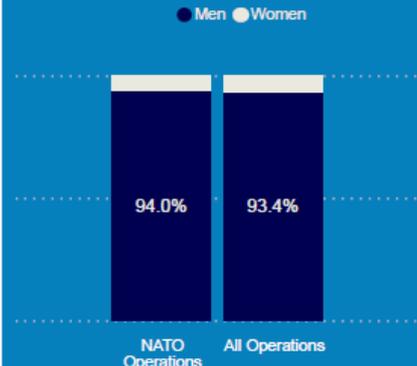
Distribution of Women by Branch



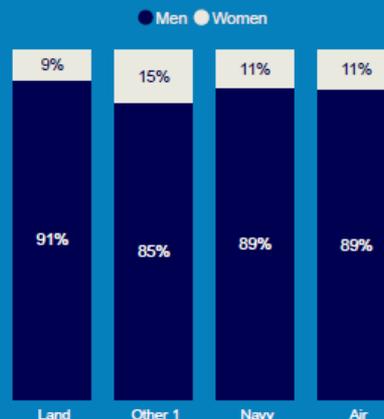
Percentage of Men and Women in Armed Forces by Branch

Gender	Branch	% of Total
Men	Air	6.45%
Women	Air	0.81%
Men	Land	52.13%
Women	Land	4.85%
Men	Navy	6.86%
Women	Navy	0.83%
Men	Other 1	23.87%
Women	Other 1	4.20%
Total		100.00%

Percentage of Men and Women on Operations



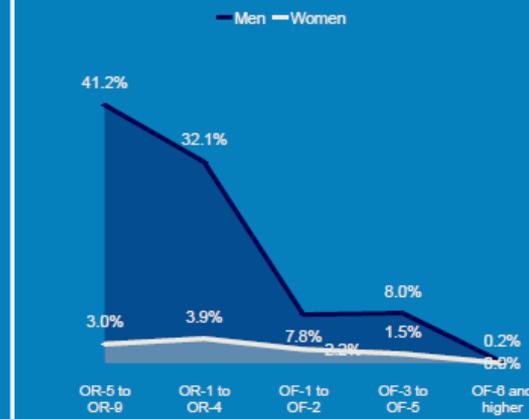
Distribution of Men and Women by Branch



Percentage of Women in Armed Forces Over Time



Distribution of Men and Women by Rank



Please note for Croatia Quantitative Data, Other 1 = All other areas



Summary of National Reports 2020

Czech Republic

Overview

In 2020, the Czech Armed Forces (CAF) were composed of 13% women and 87% men. During the year, the Czech Republic reviewed and upgraded the second National Action Plan (NAP) for 2021 – 2027. The new NAP built on the first iteration with more focused measurements and deliverables. Overall, the CAF have adopted a variety of comprehensive policies to support inclusion and work life balance for all personnel. These programmes were further expanded for the COVID-19 pandemic to include working from home and supporting parents during school closures.

Key Success

- Development of new work-life balance measures for COVID-19
- Upgrade and implementation of the new National Action Plan

Work Life Balance

The CAF provide up to 37 weeks of parental leave, which is transferable. Parents have the option to take parental leave until the child reaches the age of 4. Both parents of a newborn child are entitled to also a financial bonus after childbirth. During COVID-19, female military personnel with small children were allowed to take paid leave to take care of children due to school closures, this is an ongoing development for single parent male military personnel as well. There are specific programmes to support work-life balance for military personnel. Part-time employment is allowed in cases of parental leave, caring for elderly or sick people, education and personal reasons. The CAF also offer breastfeeding breaks and provisions protecting the parent from deployment on duty assignments, night duty and overtime work. Day care for children of personnel working at defence ministry and military installations as well as child vouchers and flexible working hours are also provided. Finally, the CAF support adapted service duties to single parents, divorced parents or widows and widowers looking after their children. In those cases, according to a military and state law, there can be no 24 hour duty service, participation in military exercises or deployment without the parent's consent until the child is 8 years old. Extended leave to care for a sick child is granted for up to 15 days.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault:

The CAF have policies and programmes to prevent sexual harassment, sexual abuse and sexual assault. Military personnel have several options to report instances of harassment and abuse including to inspectors, ombudspersons and the military police.

Recruitment and Retention :

The CAF have retention policies such as inclusive leave policy for sport-related physical therapy, as well as medical care services. As well, there are education opportunities, language courses and requalification. There are specific retention policies for women that include support for pregnant women, maternal and parental rights. The CAF run a Working Group on Equal Opportunities and Equal Treatment for Men and Women. Finally, there are bonuses for the employers and similar bonuses for the members of Active Reserves as for professional military. There is a yearly monetary reward, in addition to pay for exercises.

SUMMARY OF NATIONAL REPORTS 2020

NATO Nation

Czech Republic



CZE

13.4%

of Armed Forces are Women

86.6%

of Armed Forces are Men

18.8%

of Applicants are Women

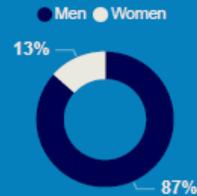
78.7%

of Women Applicants were Recruited

90.4%

of Women Completed Basic Training

Percentage of Men and Women in the Armed Forces



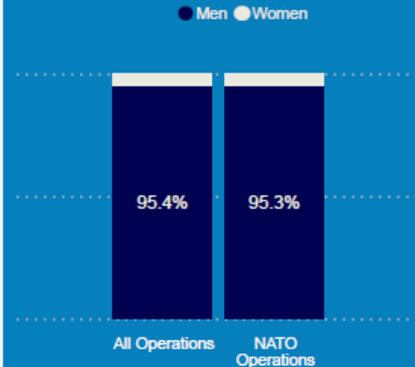
Distribution of Women by Branch



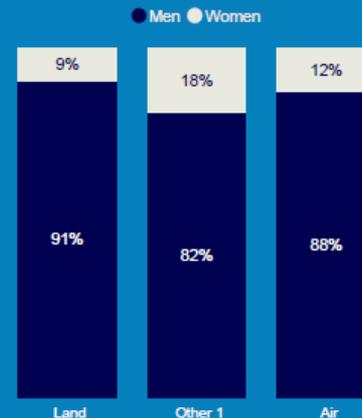
Percentage of Men and Women in Armed Forces by Branch

Gender	Branch	% of Total
Men	Air	16.51%
Women	Air	2.30%
Men	Land	37.63%
Women	Land	3.84%
Men	Other 1	32.48%
Women	Other 1	7.24%
Total		100.00%

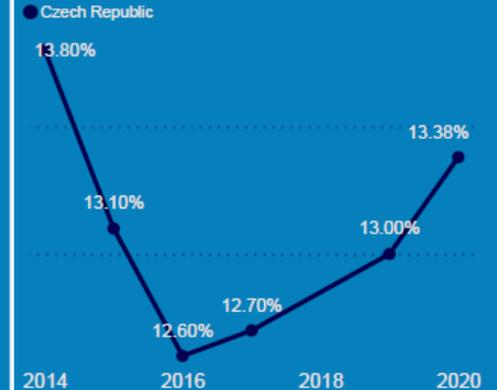
Percentage of Men and Women on Operations



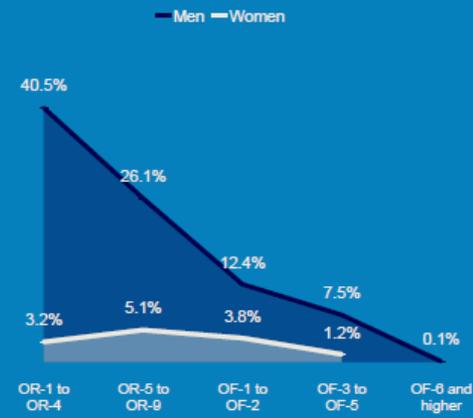
Distribution of Men and Women by Branch



Percentage of Women in Armed Forces Over Time



Distribution of Men and Women by Rank



Please note for Czech Republic Quantitative Data, Other 1 = Support Services, Cyber, Medical, and Logistics



Summary of National Reports 2020

Denmark

Overview

In 2020, the Danish Armed Forces (DAF) were composed of 9% women and 91% men. For the DAF, the year was defined by a successful recruitment campaign. As well, in December 2020, the Danish government launched Denmark's fourth National Action Plan (NAP) on Women, Peace and Security.

Key Success

- Launch of fourth National Action plan on Women, Peace and Security
- Targeted recruitment and retention policies for women in the DAF

Work Life Balance

The DAF provide 6 weeks of maternal leave, 2 weeks of paternal leave and 32 weeks of transferable parental leave. The DAF offer flexible working hours for elderly and sick care and education. Due to the COVID-19 pandemic, distance work was also made possible. The DAF also work to not deploy both serving parents at the same time; this policy also applies for single parents and those with childcare or elder care responsibilities. Female personnel have the right to release due to pregnancy, birth and adoption, for childcare and the care of a sick child and breastfeeding breaks. Additional time off is available at the discretion of the commander for those with two or more children, for both male and female personnel. Widows and widowers also have special insurance benefits.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

The "Guidelines for Prevention and Management of Sexually Abusive Behaviour, Bullying and Violence in the Danish National Armed Forces" state zero tolerance for abusive behaviour. In line with these guidelines, managers and leaders are obliged to act if and when they become aware that abusive behaviour is taking place. The guidelines also outline to employees the shared responsibility of ensuring a healthy working environment without violations. As part of these guidelines, a thorough description of how to deal with various infringements and the appropriate sanctions are provided. In addition, the Personnel Agency of the Danish MoD has issued a "Guidance on prevention and responding to sexually abusive behavior" which also outlines how to handle cases of sexual harassment and abuse. In 2020 there were 14 instances of sexual harassment, 2 incidents of sexual abuse and 1 incident of sexual assault reported by women and 1 incident of sexual harassment reported by men in the DAF.

Recruitment and Retention

In 2020, the DAF ran a successful recruitment campaign directed towards women. The campaign contributed to reaching 22.2% of the total female personnel recruited to the Basic Military Training programme. A component of the campaign was a short film targeting women's inclusion in Basic Military Training. The movie's message emphasised that being a member of the DAF is for everyone who is motivated and capable, highlighting that women are good soldiers on equal terms as men. Finally, the DAF also held the annual "Inspirational Day for Women." While it was held virtually due to COVID-19, the event had approximately 500 participants and was considered a success. The DAF Organisation for Peer Support is a group of trained and educated employees who work to coach colleagues on how to deal with and report sexual harassment, sexual abuse and sexual assault among other areas, including stress. Lastly, when women leave the service without finishing their Basic Military Training, they are offered an interview with an independent psychologist. Twice a year a report is published on the conclusions from the interviews

SUMMARY OF NATIONAL REPORTS 2020

NATO Nation

Denmark



DNK

8.9%

of Armed Forces are Women

91.1%

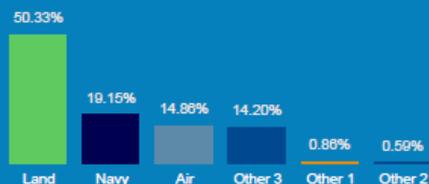
of Armed Forces are Men

This nation did not report their recruitment data.

Percentage of Men and Women in the Armed Forces



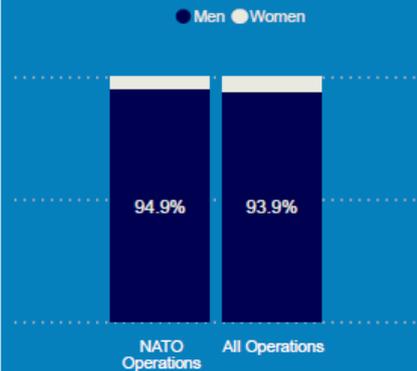
Distribution of Women by Branch



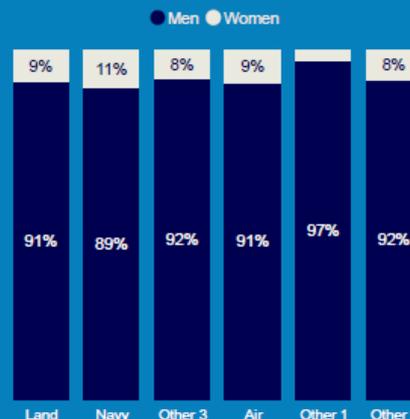
Percentage of Men and Women in Armed Forces by Branch

Gender	Branch	% of Total
Men	Air	12.91%
Women	Air	1.33%
Men	Land	46.12%
Women	Land	4.50%
Men	Navy	14.36%
Women	Navy	1.71%
Men	Other 1	2.67%
Women	Other 1	0.08%
Men	Other 2	0.58%
Women	Other 2	0.05%
Men	Other 3	14.41%
Women	Other 3	1.27%
Total		100.00%

Percentage of Men and Women on Operations



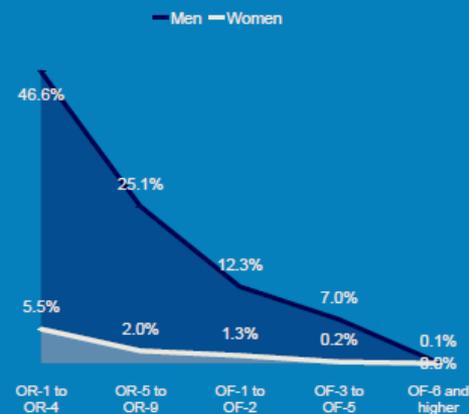
Distribution of Men and Women by Branch



Percentage of Women in Armed Forces Over Time



Distribution of Men and Women by Rank



Please note for Denmark Quantitative Data , Other 1 = Special Operations Command | Other 2 = Joint Arctic command | Other 3 = Royal Danish Defense College



Summary of National Reports 2020

Estonia

Overview

In 2020, the Estonian Defence Force (EDF) were composed of 9% women and 91% men. In 2020, Estonia had a valid National Action Plan. The EDF have continued their campaign "Naised vormi!" in 2020 to increase recruitment of women .

Key Success

- Continued recruitment campaign targeted towards women to enter conscript and active military service

Work Life Balance

The EDF provide 20 weeks of maternity leave, 4 weeks of paternity leave and 156 weeks of transferable parental leave. The EDF have policy on duties assignments, night duties and overtime work related to childcare.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

Estonia includes training on the prevention of sexual harassment, abuse and assault as part of pre-deployment training. Any allegations are overseen by the Leadership and General Inspector Office. Personnel Support Services Centre: Psychologists and Chaplains are responsible for overseeing allegations of sexual offences.

Recruitment and Retention

The EDF continued their ongoing campaign "Naised vormi!" to increase recruitment of women. Since 2017, this campaign has encouraged women to enter conscript and active military service. The campaign emphasises opportunities to become more confident, develop strategic thinking, learn to lead and to survive in difficult conditions. The EDF maintain different physical fitness grading scales for women and men, including different time and repetition requirements for exercises such as running, push-ups, sit-ups or pull-ups.

SUMMARY OF NATIONAL REPORTS 2020

NATO Nation

Estonia



EST

9.0%

of Armed Forces are Women

91.0%

of Armed Forces are Men

1.5%

of Applicants are Women

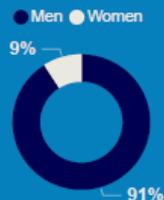
51.9%

of Women Applicants were Recruited

100.0%

of Women Completed Basic Training

Percentage of Men and Women in the Armed Forces



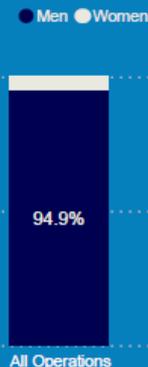
Distribution of Women by Branch



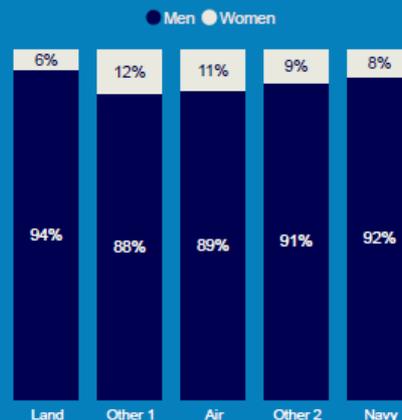
Percentage of Men and Women in Armed Forces by Branch

Gender	Branch	% of Total
Men	Air	11.91%
Women	Air	1.54%
Men	Land	36.50%
Women	Land	2.18%
Men	Navy	6.65%
Women	Navy	0.55%
Men	Other 1	27.38%
Women	Other 1	3.88%
Men	Other 2	8.54%
Women	Other 2	0.87%
Total		100.00%

Percentage of Men and Women on Operations



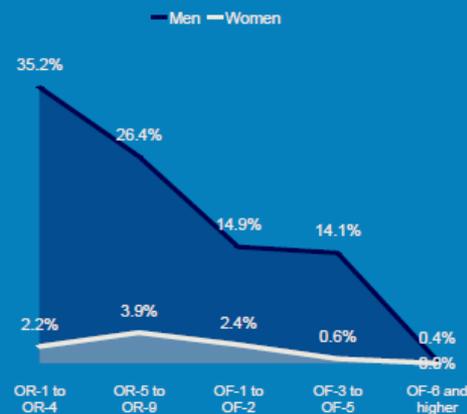
Distribution of Men and Women by Branch



Percentage of Women in Armed Forces Over Time



Distribution of Men and Women by Rank



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



Summary of National Reports 2020

France

Overview

In 2020, the French Armed Forces (FAF) were composed of 16% women and 84% men. In 2020, France had a valid National Action Plan, the diversity plan was issued by the Ministry of armed forces. The FAF offer specific policies for parents and families, including flexible paternity and maternity leave, and provide special programmes for single parents, divorced parents and widows/widowers.

Key Success

- Maintenance of supportive maternity and paternity leave policies

Work Life Balance

The FAF provide 20 weeks of maternity leave and 1.5 weeks of paternity leave. Leave is transferable between parents. Special attention is paid to dual service couple work mobility so they can be posted in the same place as much as possible. The FAF offer breastfeeding breaks, daycare for children at military installations and the Ministry of Defence, extra weeks of subsidised maternity and paternity leave, flexible working and service hours and special policies for duty assignments, night duties and overtime work. In 2020, teleworking was in place in the COVID-19 context (50%) in most of non operational units.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

The FAF have several policies to prevent sexual harassment, sexual abuse and sexual assault. Military personnel is posted to the Navy inspection office to oversee and monitor allegations regarding sexual offences.

Recruitment and Retention

The FAF have set a target of 21% for the representation of women in 2030 for the Navy and there are no restrictions on women serving in the armed forces, nor are there restrictions that apply to operations. There are networks to support women in the military. In 2016, a network called “Avec les femmes de la Défense” was created for military and civilian women working within the MoD. Additionally, the FAF Navy has an organisation called “Jeanne Barret Associations,” which serves a similar purpose. The FAF utilise social network, newspapers and TV campaigns, Ambassador Policy and specific recruitment campaigns to target the recruitment of women. The physical fitness test has a different grading scale for men and women; further, there are different enlistment requirements for differing military occupations.

SUMMARY OF NATIONAL REPORTS 2020

NATO Nation

France



FRA

16.1%

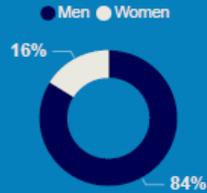
of Armed Forces are Women

83.9%

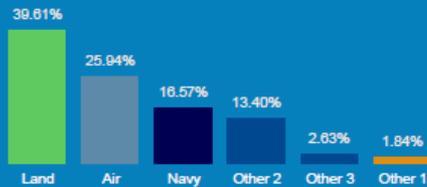
of Armed Forces are Men

This nation did not report their recruitment data.

Percentage of Men and Women in the Armed Forces



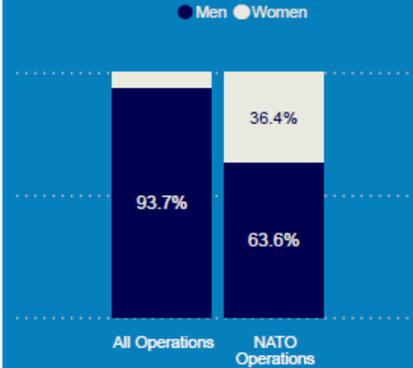
Distribution of Women by Branch



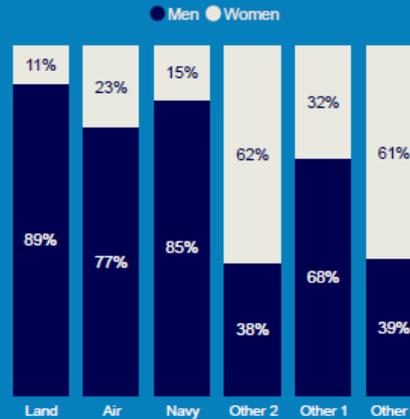
Percentage of Men and Women in Armed Forces by Branch

Gender	Branch	% of Total
Men	Air	13.77%
Women	Air	4.18%
Men	Land	53.09%
Women	Land	6.38%
Men	Navy	14.82%
Women	Navy	2.67%
Men	Other 1	0.63%
Women	Other 1	0.30%
Men	Other 2	1.33%
Women	Other 2	2.16%
Men	Other 3	0.27%
Women	Other 3	0.42%
Total		100.00%

Percentage of Men and Women on Operations



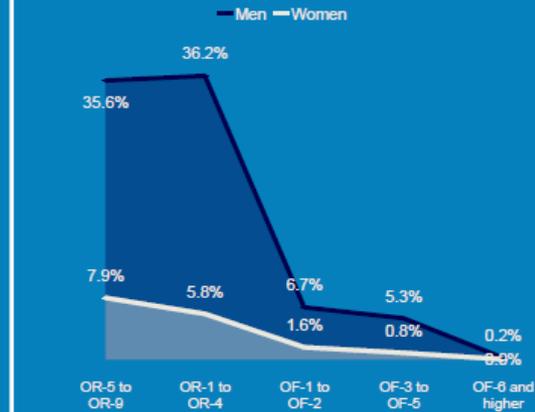
Distribution of Men and Women by Branch



Percentage of Women in Armed Forces Over Time



Distribution of Men and Women by Rank



Please note for France Quantitative Data, Other 1 = SCA | Other 2 = SSA | Other 3 = SEA



Summary of National Reports 2020

Germany

Overview:

In 2020, the Bundeswehr (German Armed Forces) was composed of 13% women and 87% men. Germany has a valid action plan for the period of 2017-2020, and in 2020 the government began the process to update the country's National Action Plan.

Key Success:

- Multiple policies and programmes on the prevention of sexual harassment, sexual abuse and sexual assault
- Comprehensive mentoring programme targeted at increasing women's leadership and career progression

Work Life Balance

The Legal Status of Military Personnel Act and Parental Leave Ordinance guarantees that personnel to parental leave without pay and benefits in kind. Parents are legally entitled to leave until their child has reached the age of three. Leave can be taken in parts and either alone or together. The Bundeswehr offer teleworking and mobile working options for personnel. The Bundeswehr offer breastfeeding breaks, daycare for children at military installations or the Ministry of Defence, education allowances for the primary/secondary schooling of children, extra weeks of subsidised parental leave, provisions protecting parents from deployment, part-time employment or flexible working hours for child care, care for the elderly or sick and educational studies.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

The Bundeswehr has several policies to prevent sexual harassment, abuse and assault. Bundeswehr trainings cover a wide range of topics, including: definitions of discrimination, sexual harassment and mobbing/bossing; and lessons and development on gender roles in the armed forces and in German society. All suspected sexual harassment, abuse and assault committed by or against members of the Bundeswehr are handled through the Reporting System for the Internal and Social Situation. A point of contact within the Equal Opportunities, Diversity and Inclusion division is available to all active and former personnel who are or have experienced bullying, discrimination or physical or emotional violence. The point of contact accepts, manages and actions cases in order to prosecute, to protect or to help. A systematic analysis of cases is also conducted in order to identify policy deficits. In 2020 there were 97 instances of sexual harassment and 18 incidents of sexual assault reported by women and 9 instances of sexual harassment and 1 incident of sexual assault reported by men in the Bundeswehr. Further regulations on dealing with discriminating behaviour and sexual harassment were developed in 2019/2020 to be implemented in 2021.

Recruitment and Retention

The Bundeswehr has an active personnel strategy and "Personnel Retention for Bundeswehr Military Personnel" that serves as action guidelines for the transparent use of all retention opportunities for employees. The Bundeswehr also conducts campaigns tailored specifically to women. If applicants are equal in aptitude, women will be given preferential consideration with respect to employment. The Bundeswehr offers mentoring opportunities. The Bundeswehr-wide mentoring programme aims to provide leadership training and information to personnel early in their career, and support equal opportunities for women. The programme also provides competence trainings, network meetings, and joint excellence workshops. After a 3 year pilot phase, the project was made permanent in 2019 after demonstrating a positive effect on increasing women in leadership positions.

SUMMARY OF NATIONAL REPORTS 2020

NATO Nation

Germany



DEU

12.6%

of Armed Forces are Women

87.4%

of Armed Forces are Men

17.2%

of Applicants are Women

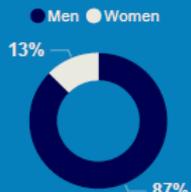
30.0%

of Women Applicants were Recruited

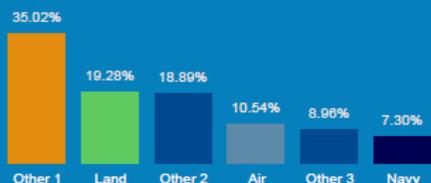
66.7%

of Women Completed Basic Training

Percentage of Men and Women in the Armed Forces



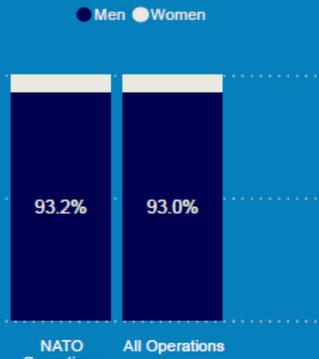
Distribution of Women by Branch



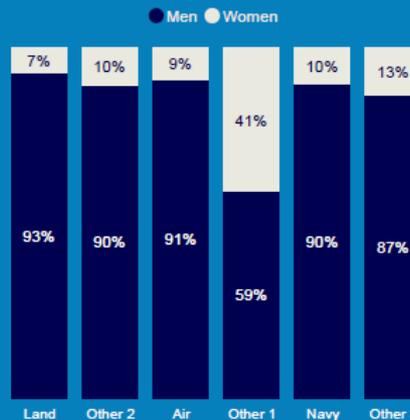
Percentage of Men and Women in Armed Forces by Branch

Gender	Branch	% of Total
Men	Air	13.68%
Women	Air	1.32%
Men	Land	31.83%
Women	Land	2.42%
Men	Navy	8.03%
Women	Navy	0.92%
Men	Other 1	6.35%
Women	Other 1	4.40%
Men	Other 2	20.22%
Women	Other 2	2.37%
Men	Other 3	7.34%
Women	Other 3	1.12%
Total		100.00%

Percentage of Men and Women on Operations



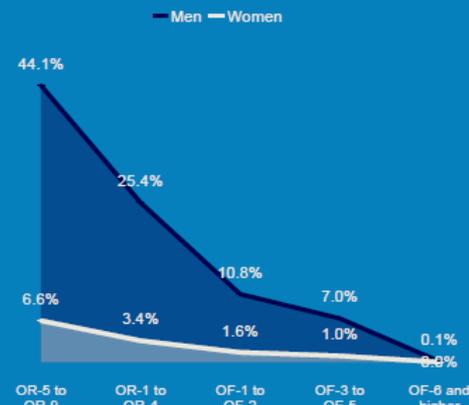
Distribution of Men and Women by Branch



Percentage of Women in Armed Forces Over Time



Distribution of Men and Women by Rank



Please note for Germany Quantitative Data, **Other 1**: Joint Medical Service | **Other 2**: Joint Support Service + Cyber and Information Domain Service | **Other 3**: FMoD + other major organisational elements



Summary of National Reports 2020

Greece

Overview:

In 2020, the Hellenic Armed Forces (HAF) were composed of 16% women and 84% men. Overall, family leave policies in the HAF have been adapted to better suit the needs of parents after childbirth, or for dual-serving parents. The HAF also include a range of family policies and programmes for dual-serving parents.

Key Success:

- Increase in paternal leave of more than 4 weeks compared to the previous year
- Special consideration for parents and families in the HAF

Work Life Balance

The HAF provide 60 weeks of maternal leave and 40 weeks of paternal leave, which is transferable between parents. This is an increase from 36 weeks of paternal and parental leave in the year before. Pregnant personnel work until the 16th week of their pregnancy, unless doctors deem it to be a high risk. The HAF provide daycare for children at military installations and the Ministry of Defence.

The HAF also offer special considerations for families. Parents serving in the same garrison and service are not deployed for operations concurrently. Further, parents serving in the HAF are excluded from night duties and military exercises. Parents are also allocated 5 days of family leave each year. Finally, families have priority in reserving holidays at the Hellenic national summer resorts.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

The HAF have policies to prevent sexual harassment, sexual abuse and sexual assault. During pre-deployment training for peacekeeping operations, a course on sexual exploitation and abuse is mandatory for all participants. All military personnel have the right to submit to his/her hierarchy a formal, personal report concerning whatever incident affects his/her service. If this report is concrete, the level of administration in charge, is obliged to examine the report and answer/act properly

Recruitment and Retention

As part of the recruitment process, candidates must comply with respective Body Mass Index (BMI) standards and different height requirements for men and women. The HAF provide separate living and washroom facilities for men and women. While the Land forces and Air Forces do not impose any restrictions on women, positions in the Naval Special Forces are not open to women in the HAF.

SUMMARY OF NATIONAL REPORTS 2020

NATO Nation

Greece



GRC

16.4%

of Armed Forces are Women

83.6%

of Armed Forces are Men

27.6%

of Applicants are Women

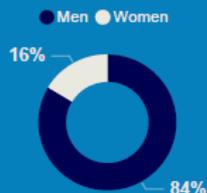
14.8%

of Women Applicants were Recruited

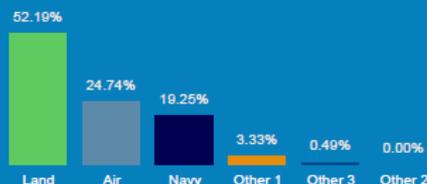
88.3%

of Women Completed Basic Training

Percentage of Men and Women in the Armed Forces



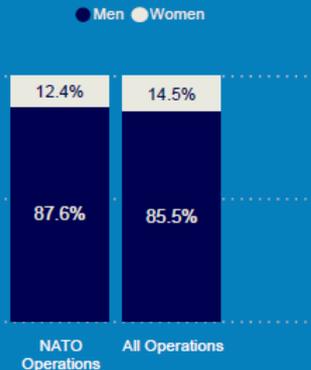
Distribution of Women by Branch



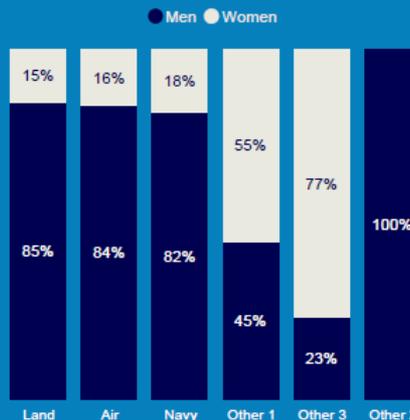
Percentage of Men and Women in Armed Forces by Branch

Gender	Branch	% of Total
Men	Air	21.08%
Women	Air	4.05%
Men	Land	47.80%
Women	Land	8.54%
Men	Navy	14.24%
Women	Navy	3.15%
Men	Other 1	0.45%
Women	Other 1	0.55%
Men	Other 2	0.05%
Women	Other 2	0.00%
Men	Other 3	0.02%
Women	Other 3	0.08%
Total		100.00%

Percentage of Men and Women on Operations



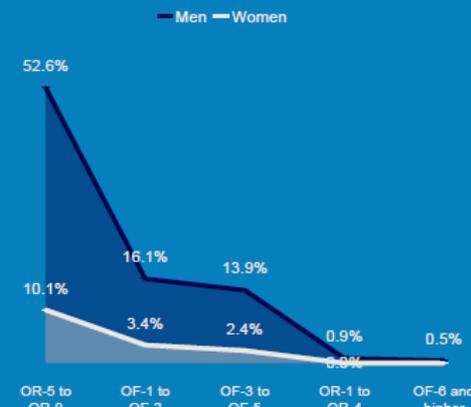
Distribution of Men and Women by Branch



Percentage of Women in Armed Forces Over Time



Distribution of Men and Women by Rank



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

Summary of National Reports 2020

Hungary

Overview

In 2020, the Hungarian Defence Forces (HDF) were composed of 20% women and 80% men. The HDF offer several policies to support families and parents of young children.

Key Success

- Policies to support work life balance

Work Life Balance

The HDF provide 24 weeks of maternal leave and 1 week of paternal leave, which is transferable between parents. The HDF also offer breastfeeding breaks, extra weeks of subsidised maternity/paternity leave and flexible working options.

HDF policies stipulate that parents with children younger than 3 are not required to participate in overtime work, nor can single parents with children under the age of 3 be moved to another garrison or deployed. Single parents with children between the age of 3-12 also have 100% more childcare per year. Parents with children younger than 6 are not assigned to 24 hour duty if they do not have child care available.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

The HAF have policies to prevent sexual harassment, sexual abuse and sexual assault.

Recruitment and Retention

The HDF have several programmes and policies to increase recruitment and retention. Within the reserves, voluntary reserve soldiers are entitled to a contract bonus (once) and an annual service pay after every year of service. During their actual service, they shall be entitled to military pay according to their military positions. There are no restrictions for women to serve in the HDF. In the HDF physical test requirements are different for men and women. Age is also considered when physical test is completed.

SUMMARY OF NATIONAL REPORTS 2020

NATO Nation

Hungary



HUN

19.9%

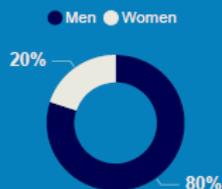
of Armed Forces are Women

80.1%

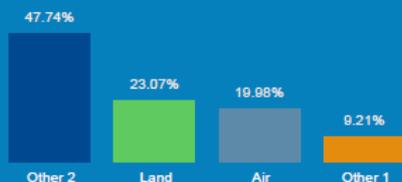
of Armed Forces are Men

This nation did not report their recruitment data.

Percentage of Men and Women in the Armed Forces



Distribution of Women by Branch



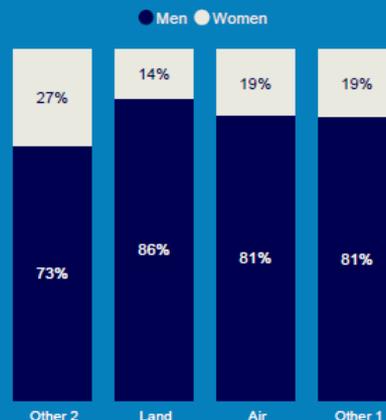
Percentage of Men and Women in Armed Forces by Branch

Gender	Branch	% of Total
Men	Air	17.44%
Women	Air	3.98%
Men	Land	29.12%
Women	Land	4.60%
Men	Other 1	7.91%
Women	Other 1	1.84%
Men	Other 2	25.58%
Women	Other 2	9.52%
Total		100.00%

Percentage of Men and Women on Operations

This nation did not report their operation data.

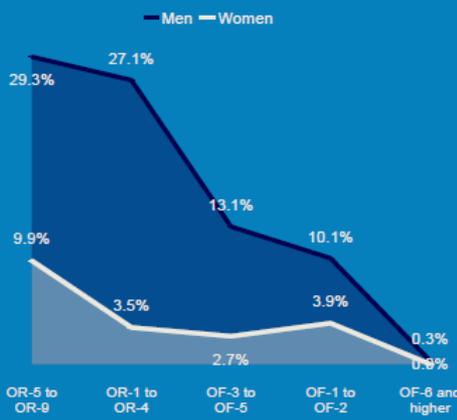
Distribution of Men and Women by Branch



Percentage of Women in Armed Forces Over Time



Distribution of Men and Women by Rank



Please note for Hungary Quantitative Data, Other 1 = Service Support | Other 2 = Military Service Support

Summary of National Reports 2020

Italy

Overview:

In 2020, the Italian Armed forces (IAF) were composed of 6% women and 94% men. For the IAF, the year was defined by key policy implementation. In 2020, Italy approved its fourth National Action Plan (NAP) with a special focus on: further enhancing women's presence in the National Armed Forces; increasing the number of Gender Advisors/Gender Field Advisors/Gender Focal Points; human rights training on discrimination; encouraging the active and meaningful participation of women in decision-making process and in peace operations; and increasing female military personnel and deployment.

Key Success:

- Implementation and publication of fourth National Action Plan and Sexual Harassment Guidelines for the Commanders
- Development of new work-life balance measures for COVID-19

Work Life Balance

The IAF provide 20 weeks of maternal leave and 20 weeks of paternal leave. The IAF offer breastfeeding breaks, time off for parents with sick children and daycare for children at military installations or the Ministry of Defense. The IAF also have several policies for family unity. Personnel are able to specifically apply for assignments in locations where their children reside. The IAF also offer the possibility of being assigned to specific duties, to apply for a temporary position in the area where children live and to avoid deployments in case of a single parent or of both parents at the same time for service couples. Parents within the same service are exempted from overlapping their working shifts until their children reach the age of 6. Furthermore, if both parents are in the military and they apply for family reunification, their request is prioritised, even if they belong to different services. Single parents, divorced parents or widows/widowers can request to be exempted from night time duties and 24 hour duty until their children reach the age of 12. Male single parents can also access leaves and breaks usually granted to mothers. While in the past the IAF did not typically allow for teleworking, part-time and flexible working hours, as an exception, the IAF partially adopted teleworking due to the COVID-19 crisis.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

The IAF include policies to prevent sexual harassment, sexual abuse and sexual assault. In 2020, the Italian Army General Staff General Security Office updated the 2018 edition of the Sexual Harassment Guidelines for the Commanders. The policy outlines several measures. The policy stipulates that every six months military psychologists, doctors, Gender Advisors, Legal Advisors, and Information Officers conduct analysis on commanders based on specific indicators. The publication outlines various seminars and workshops, specifically focusing on the appropriate use of social media. The Carabinieri Corps Schools provide training on sexual offences as part of Human Rights Courses programmes. The Armed Forces also provide lectures on the prevention of sexual offences within the basic training at all levels (i.e. NCOs Schools, Academies). Moreover, regular briefings are given to permanent personnel and sexual awareness training are provided during pre-deployment activities.

Recruitment and Retention

Retention policies are different for Army, Air Force, Navy and Carabinieri Corps. Moreover, years of retention changes based on the specialisations or duties, for example, Air Force Pilot Officers are obliged to remain on active duty for 10 years. The IAF maintain similar physical exercises tests but employ different parameters for men and women including weight, height and BMI. 34% of the IAF Reserve Force is composed of women.

SUMMARY OF NATIONAL REPORTS 2020

NATO Nation

Italy



ITA

6.2%

of Armed Forces are Women

93.8%

of Armed Forces are Men

24.4%

of Applicants are Women

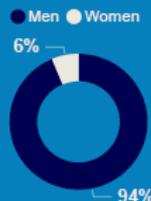
3.4%

of Women Applicants were Recruited

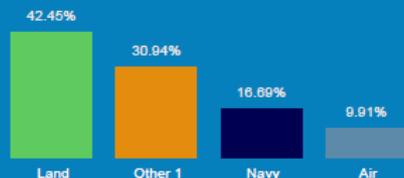
77.9%

of Women Completed Basic Training

Percentage of Men and Women in the Armed Forces



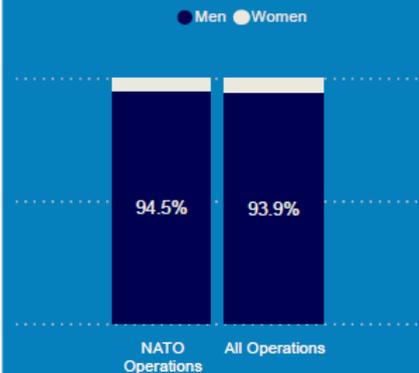
Distribution of Women by Branch



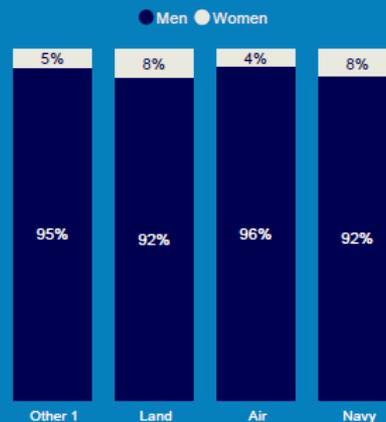
Percentage of Men and Women in Armed Forces by Branch

Gender	Branch	% of Total
Men	Air	13.30%
Women	Air	0.62%
Men	Land	30.94%
Women	Land	2.65%
Men	Navy	12.79%
Women	Navy	1.04%
Men	Other 1	36.74%
Women	Other 1	1.93%
Total		100.00%

Percentage of Men and Women on Operations



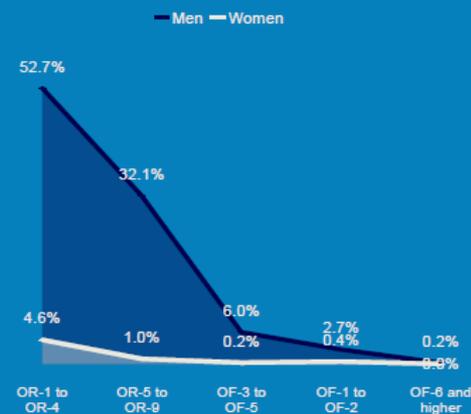
Distribution of Men and Women by Branch



Percentage of Women in Armed Forces Over Time



Distribution of Men and Women by Rank



Please note for Italy Quantitative Data, Other 1 = Carabinieri Corps



Summary of National Reports 2020

Latvia

Overview:

In 2020, the Latvian Armed forces (LAF) were composed of 16% women and 84% men. Latvia did not have a valid National Action Plan (NAP) in 2020, a new one is being drafted due to the expiration of its previous NAP.

Key Success:

- Inclusion of policies on breastfeeding breaks and part time employment for childcare

Work Life Balance

The LAF provide 16 weeks of maternal leave and 2 weeks of paternal leave which is transferable between parents. The LAF also offer breastfeeding breaks and part time employment for childcare.

Recruitment and Retention

The LAF promote equality, stability, social guarantees and the prohibition of any discrimination. There are no restrictions on women serving in the LAF. For reservists, the LAF provide reimbursement for employers; this remuneration cannot be above 50 euros per working day or 6.25 euros per working hour, and cannot exceed normal working hours. For the physical fitness tests, running distance differs with gender. Women are required to run 1.5 km while men run 3 km.

SUMMARY OF NATIONAL REPORTS 2020

NATO Nation

Latvia



LVA

15.8%

of Armed Forces are Women

84.2%

of Armed Forces are Men

19.4%

of Applicants are Women

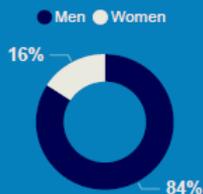
35.2%

of Women Applicants were Recruited

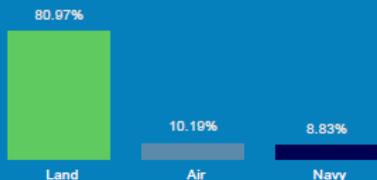
54.9%

of Women Completed Basic Training

Percentage of Men and Women in the Armed Forces



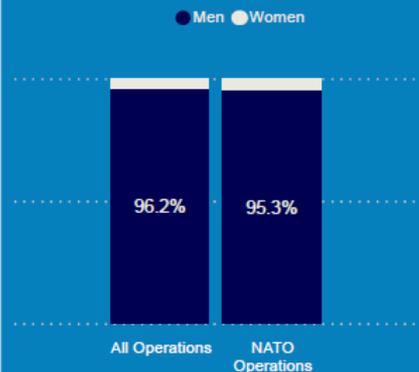
Distribution of Women by Branch



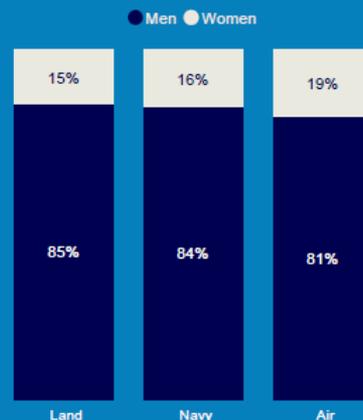
Percentage of Men and Women in Armed Forces by Branch

Gender	Branch	% of Total
Men	Air	6.84%
Women	Air	1.61%
Men	Land	70.18%
Women	Land	12.79%
Men	Navy	7.19%
Women	Navy	1.40%
Total		100.00%

Percentage of Men and Women on Operations



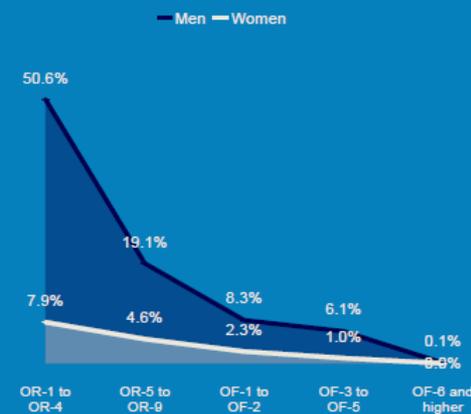
Distribution of Men and Women by Branch



Percentage of Women in Armed Forces Over Time



Distribution of Men and Women by Rank





Summary of National Reports 2020

Lithuania

Overview

In 2020, the Lithuanian Armed Forces (LAF) were composed of 12% women and 88% men. In June 2020, a new National Action Plan for the implementation of the Women, Peace and Security agenda was approved. It aims to ensure the implementation of United Nations Security Council Resolution 1325, strengthen the participation of women in international peacebuilding, and to increase women's involvement in security and democratic processes at both national and international levels.

Key Success

- Implementation and publication of new National Action Plan
- Development of new work-life balance measures for COVID-19

Work Life Balance

The LAF provide 156 weeks of maternal leave and 4 weeks of paternal leave which is transferable between parents. All personnel have the possibility to apply for flexible work for child care, elder care and educational reasons. Further, the LAF offer extra weeks of subsidised maternity/paternity leave as well as variable working and service hours. All personnel have the possibility to work remotely, as long as it does not exceed 20% of overall monthly work hours.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

The LAF have policies to prevent sexual harassment, sexual abuse and sexual assault.

Sexual harassment is defined in the Military Disciplinary Statute of Lithuania. As outlined in the Statute, personnel have a right to lodge a complaint in the chain of command, or directly to the Inspector General. Both military commanders and the Inspector General have an obligation to initiate an investigation when a complaint is received. In case of sexual abuse or sexual assault personnel have a right to lodge a complaint in the chain of command or directly to Military Police. In 2020 there was 1 instance of sexual harassment by women. Further regulations on dealing with discriminating behaviour and sexual harassment were developed in 2019/2020 to be implemented in 2021. All cadets are taught ethics at the Basic Officer Training Course to develop professional officer ethic competence, including the responsibility and ability to respect gender equality principles in their work. Through various training courses, LAF personnel are educated on gender perspective, including its impact to military operations, as well as key documents such as UNSCR 1325, NATO directives and the Vancouver Principles.

Recruitment and Retention

Enlistment requirements, including those related to physical characteristics and physical fitness tests, are different for men and women. Further, there are separate health assessment indexes established for injured and disabled personnel, which allows for more flexible working conditions.

SUMMARY OF NATIONAL REPORTS 2020

NATO Nation

Lithuania



LTU

12.2%

of Armed Forces are Women

87.8%

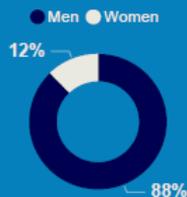
of Armed Forces are Men

This nation did not report their recruitment data.

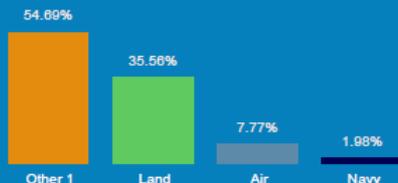
3.6%

of Women Completed Basic Training

Percentage of Men and Women in the Armed Forces



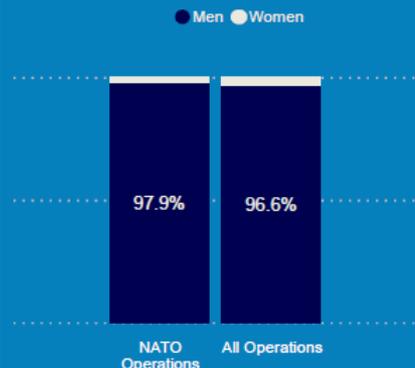
Distribution of Women by Branch



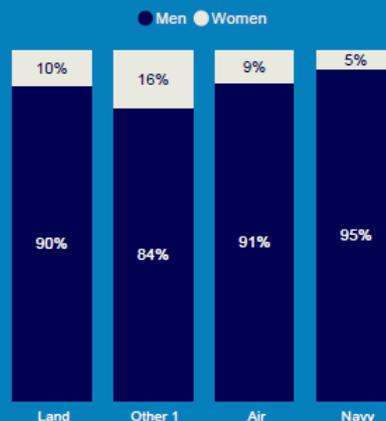
Percentage of Men and Women in Armed Forces by Branch

Gender	Branch	% of Total
Men	Air	9.52%
Women	Air	0.95%
Men	Land	39.30%
Women	Land	4.34%
Men	Navy	4.50%
Women	Navy	0.24%
Men	Other 1	34.46%
Women	Other 1	6.68%
Total		100.00%

Percentage of Men and Women on Operations



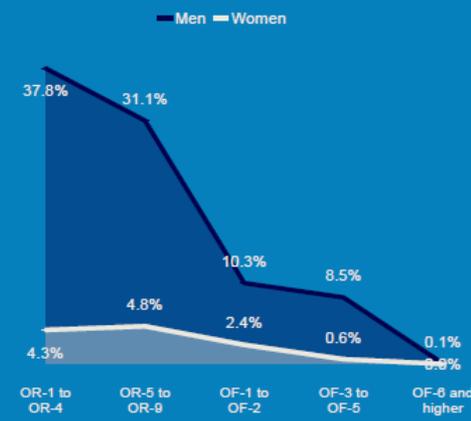
Distribution of Men and Women by Branch



Percentage of Women in Armed Forces Over Time



Distribution of Men and Women by Rank



Please note for Lithuania Quantitative Data, Other 1 = Logistics, Training, Special Operation Forces, General Staff, Administration and Command, Central Support.



Summary of National Reports 2020

Luxembourg

Overview

In 2020, the Luxembourg Armed Forces (LUXAF) were composed of 8% women and 92% men. In 2020, Luxembourg had a valid National Action Plan. The year was defined by the creation of the Women Committee which was formed to analyse best practices to improve women's recruitment and conduct target audience analysis through questionnaires sent to civilians. Additionally, the LUXAF appointed a Gender Advisor, as well as other key personnel to report on gender-related subjects.

Key Success

- Creation of the "Women Committee" to support women's recruitment and retention in the LUXAF
- Designation of a GENAD, as well as key personnel to report on gender-related subjects

Work Life Balance

The LUXAF provide 46 weeks of maternal leave and 26 weeks of paternal leave. Although measures are not implemented formally, it is internally agreed that dual serving couples are not deployed simultaneously. All personnel have the possibility to apply for teleworking and part-time work for child care, caring for the elderly and educational reasons. The LUXAF also offer breastfeeding breaks and variable start and finish hours.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

The LUXAF have policies to prevent sexual harassment, sexual abuse and sexual assault. Sexual harassment policies are part of national laws applicable to all civil servants and military personnel. While there are no formal procedures for female or male victims to report harassment, witnesses and victims report to the human Resources (HR) department. All military personnel receive awareness training on sexual harassment, sexual abuse and sexual assault.

Recruitment and Retention

The LUXAF employ several recruitment and retention strategies targeted at women. These include gender-specific campaigns such as videos, job days, FAQ sessions and podcasts for women. Further, as part of the new 2020 Women's Committee, best practice analysis was conducted to improve overall recruitment strategies. As part of physical testing, women and men complete the same tests but are evaluated according to a different scale. The LUXAF have set a target to reach the average percentage shown by NATO Armed Forces for the representation of women in their forces. The LUXAF offer personnel monthly bonuses each month that they serve. In order to be able to access funds, personnel are required to serve a minimum of 36 months. Soldiers that prolong their service to 48 months are offered the opportunity for additional time for reconversion at the end of their military service. For each additional year of military service, personnel are entitled to up to 6 additional months of reconversion. Finally, as part of a larger retention effort, personnel who have served the minimum 36 months have exclusive access to certain careers within civil service.

SUMMARY OF NATIONAL REPORTS 2020

NATO Nation

Luxembourg



LUX

7.7%

of Armed Forces are Women

92.3%

of Armed Forces are Men

3.1%

of Applicants are Women

71.4%

of Women Applicants were Recruited

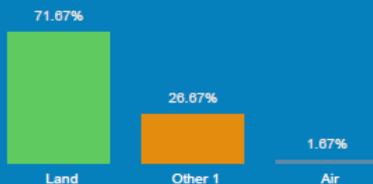
80.0%

of Women Completed Basic Training

Percentage of Men and Women in the Armed Forces



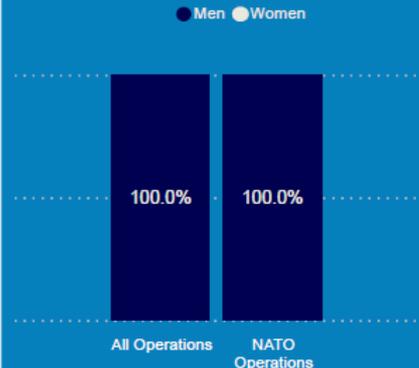
Distribution of Women by Branch



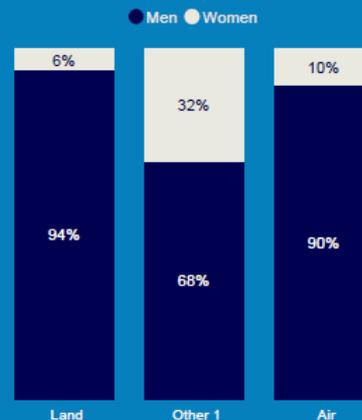
Percentage of Men and Women in Armed Forces by Branch

Gender	Branch	% of Total
Men	Air	1.15%
Women	Air	0.13%
Men	Land	86.81%
Women	Land	5.51%
Men	Other 1	4.35%
Women	Other 1	2.05%
Total		100.00%

Percentage of Men and Women on Operations



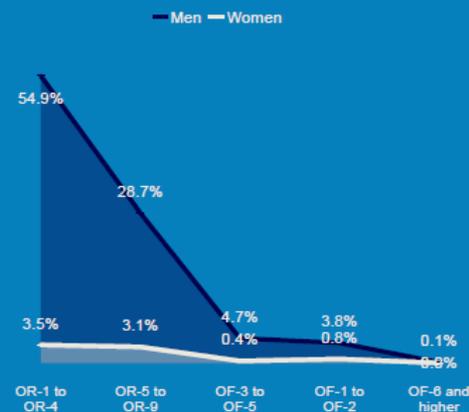
Distribution of Men and Women by Branch



Percentage of Women in Armed Forces Over Time



Distribution of Men and Women by Rank



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



Summary of National Reports 2020

Montenegro

Overview

In 2020, the Armed Forces of Montenegro (AFM) were composed of 10% women and 90% men. In 2020, Montenegro continued the implementation of activities for its National Action Plan (NAP) (2019-2022). As part of this NAP, the AFM set goals to increase the percentage of women military personnel to 10% and increase representation of women as military observers, staff officers and NCOs in peacekeeping and other missions and operations up to 5%. The two-year report on the 2019-2020 NAP Programme implementation is being finalised to serve as the basis for drafting the new implementation Programme for 2021-2022.

Key Success

- Implementation of National Action Plan and drafting of new Programme

Work Life Balance

The AFM provide 56 weeks of maternal leave, 52 weeks of paternal leave, or 56 weeks of transferable parental leave. There are specific programmes and policies to support the work-life balance of personnel, such as part-time work for childcare and care for the elderly. The AFM also apply policies to support single/divorced parents or widows/widowers with childcare obligations. Women cannot be put on night duty during their pregnancy and until the child reaches the age of 3 or, in the case of a single parent, the age of 7. Single parents of a child younger than 15 years old are also granted an additional two days of annual leave.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

The AFM have several policies and programmes to prevent sexual harassment, sexual abuse and sexual assault. The Law on Armed forces prescribe actions that can be undertaken in cases of sexual offences. There are also several pieces of legislation that are used in cases of sexual harassment and abuse, or gender-based discrimination. For example, the Law on the Prohibition of Discrimination allows for an ombudsperson that deals with complaints if no court proceedings have been instituted, and outlines that personnel who suffered from any form of discrimination have a right to submit a lawsuits. The AFM also offer trainings for prevention of sexual harassment, gender-based violence, the application of anti-discriminatory laws of Montenegro, as well as the UNSCR 1325 and accompanying resolutions. Finally, training on the Military Code of Ethics is obligatory for all military personnel.

Recruitment and Retention

AFM have several action plans under the Human Resources Management Strategy that aim improve the quality of work and life of personnel. The AFM have policies to increase recruitment and retention of women in the military. The Ministry of Defence (MoD) has Guidelines that aim at attracting and motivating women to start a career in the military, strengthening the professional development of women, as well as encouraging and training women to participate in peacekeeping. The AFM run various networks to support women in the military. In addition, activities and trainings to foster women's career development to leadership positions exist.

SUMMARY OF NATIONAL REPORTS 2020

NATO Nation
Montenegro



MNE

9.8%

of Armed Forces are Women

90.2%

of Armed Forces are Men

17.6%

of Applicants are Women

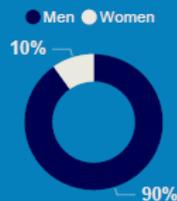
57.5%

of Women Applicants were Recruited

73.9%

of Women Completed Basic Training

Percentage of Men and Women in the Armed Forces



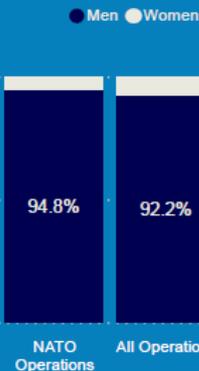
Distribution of Women by Branch



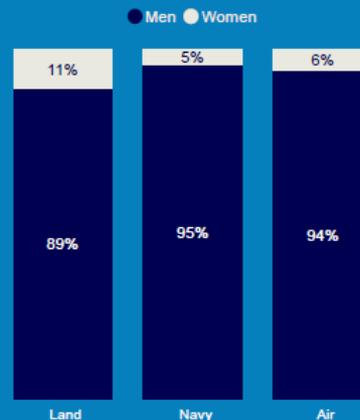
Percentage of Men and Women in Armed Forces by Branch

Gender	Branch	% of Total
Men	Air	8.90%
Women	Air	0.58%
Men	Land	67.97%
Women	Land	8.55%
Men	Navy	13.37%
Women	Navy	0.64%
Total		100.00%

Percentage of Men and Women on Operations



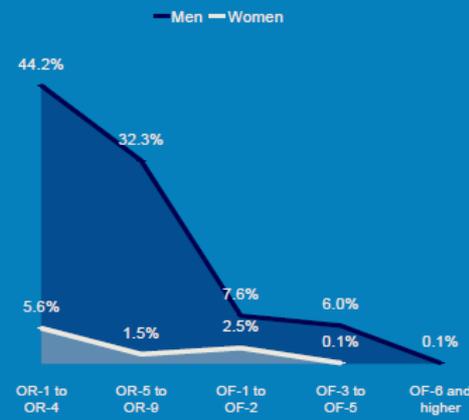
Distribution of Men and Women by Branch



Percentage of Women in Armed Forces Over Time



Distribution of Men and Women by Rank



Summary of National Reports 2020

Netherlands

Overview

In 2020, the The Dutch Armed Forces (DAF) were composed of 11% women and 89% men. The year was primarily defined by the development of the fourth Dutch National Action Plan (NAP) 1325 and Defence Action Plan 1325 (2021-2025) . The Defence Action Plan includes 8 goals and concrete actions such as: Gender integration throughout all operational activities within the DAF; integrating gender in training and education in all basic and advanced courses; providing necessary budget for implementing the DAP 1325; and developing a communication plan in order to raise gender awareness and to keep UNSCR 1325 high on the agenda.

Key Success

- Implementation and publication of fourth National Action Plan
- Development of new work-life balance measures for COVID-19

Work Life Balance

The DAF provide 16 weeks of maternal leave and 1 week of paternal leave. In response to the outbreak of COVID 19, teleworking became the primary mode for office work. Additionally, the DAF have several programmes to support work-life balance, including workshops, training, education and coaching. Dual service couples have the opportunity to choose to time their deployment or to make arrangements that they are not deployed at the same time. The DAF also have policies for flexible work for childcare, as well as special considerations for child leave up to the age of 8. The DAF also offer extra weeks of subsidised parental leave, flexible working hours and policy on duties assignments, night duties and overtime work.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

The DAF have a Code of Conduct which clearly states behaviours that are not tolerated. There is a central point for addressing unwanted behavior. Reports are treated by a Central Ethics & Integrity Organisation. The Inspector General of Defence is the highest level where individuals can submit reports to. All personnel can make a report for themselves. In case of a suspected incident, personnel may report on behalf of another person. All reports and notifications are taken care of by the Centre for Integrity through providing information and training on integrity, leadership and exemplary behavior and also acts as a point of contact centre where complaints and reports are treated. In case of a criminal act, the Royal Mareschausee is notified. The DAF also run workshops on diversity, inclusion and social behavior, training to address unwanted behavior and leadership training for teams to support creating a social secure environment for your team. In 2020, 21 incidents of sexual harassment were reported to the DAF.

Recruitment and Retention

Many priorities defined in the new NAP include measures aimed at recruitment and retention of women, for instance more women in leaderships positions and meaningful participation of woman and girls at all levels of decision making processes, prevention of armed conflict and the protection of women and girls against violence, the protection women and girls against violence in and out of conflict, aid, reconstruction and recovery meet the needs and empowerment of women and girls, and gender mainstreaming in improvement, development and evaluation of analysis, policy making and policy execution. Additionally, the DAF employ targeted online campaigns for the recruitment of women on snapchat, Spotify, Facebook, Instagram and YouTube and targeted campaigns for recruitment of women in magazines.

SUMMARY OF NATIONAL REPORTS 2020

NATO Nation

Netherlands



NLD

11.0%

of Armed Forces are Women

89.0%

of Armed Forces are Men

16.0%

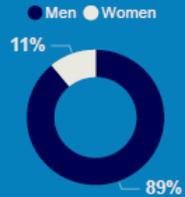
of Applicants are Women

20.6%

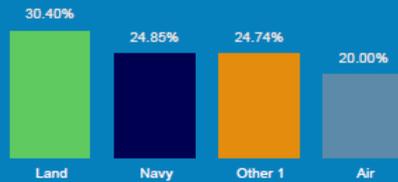
of Women Applicants were Recruited

This nation did not report their recruitment data.

Percentage of Men and Women in the Armed Forces



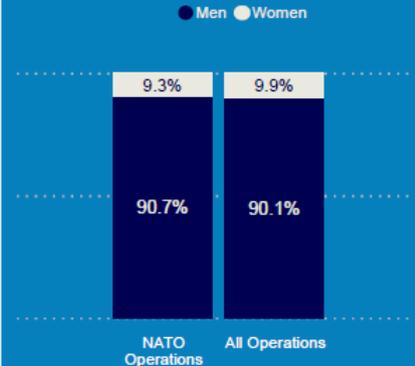
Distribution of Women by Branch



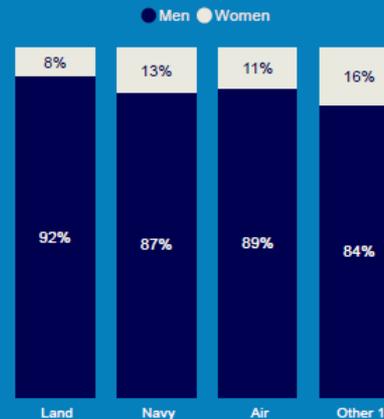
Percentage of Men and Women in Armed Forces by Branch

Gender	Branch	% of Total
Men	Air	17.15%
Women	Air	2.19%
Men	Land	38.86%
Women	Land	3.33%
Men	Navy	18.97%
Women	Navy	2.72%
Men	Other 1	14.06%
Women	Other 1	2.71%
Total		100.00%

Percentage of Men and Women on Operations



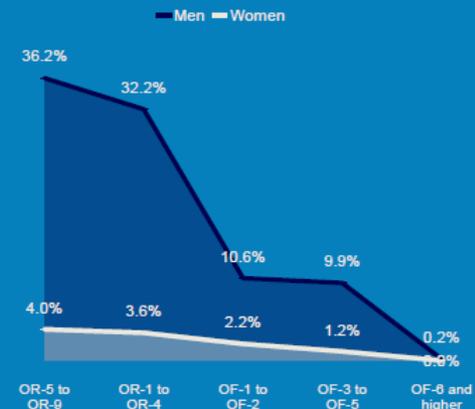
Distribution of Men and Women by Branch



Percentage of Women in Armed Forces Over Time



Distribution of Men and Women by Rank



Please note for Netherlands Quantitative Data, Other 1 = Royal Mareschaussee



Summary of National Reports 2020

Norway

Overview

In 2020 the Norwegian Armed forces (NAF) is composed of 14% women and 86% men. During the year, Norway worked on continuing the implementation of its fourth Women, Peace and Security National Action Plan (2019-2022) in efforts to support the implementation of peace agreements and strengthen the gender perspective in international operations and missions.

Key Success

- Implementation of 2019 Women, Peace and Security National Action Plan

Work Life Balance

The NAF provide 15 weeks of maternal leave, 15 weeks of paternal leave and 49 weeks of transferable parental leave. The NAF offer breastfeeding breaks, daycare for children at military installations or the Ministry of Defence and flexible working and service hours. Further, Norway has policies targeted at families, including special considerations for assignments, night duties and overtime work. On a case-by-case basis, the NAF provide paid travel costs for grandparents and other family members to support childcare.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

The NAF include policies to prevent sexual harassment, sexual abuse and sexual assault. The NAF policy documents state zero tolerance. The NAF have outlined an action plan, as well as training regarding attitudes, ethics and leadership in order to address sexual harassment. The NAF employ the survey tool "MOST" to provide information on sexual harassment, sexual abuse and sexual assault; results are used to support and action new policies. Further regulations are in place in the local, regional and national level to oversee and report incidents. Based on the MOST survey results, the system is currently under review. Finally, the NAF have an internal reporting mechanism to oversee the organisation and receive reports from individuals.

Recruitment and Retention

The NAF Military Female Network has been active since 1989. The association aims to work for equality, recruitment and career opportunities for women in their Armed Forces, in order to increase the number of women in the NAF. The NAF have universal conscript service that includes both women and men serves as a recruitment strategy for further education and employment in the Armed Force. Increasing level of pay can be used as an incentive to recruit and retain personnel, especially those who possess special skills or have made extraordinary efforts. The NAF provide mixed-gender rooms on a voluntary basis; however, where considered necessary, separate bathrooms and locker rooms are provided.

SUMMARY OF NATIONAL REPORTS 2020

NATO Nation
Norway



NOR

14.1%

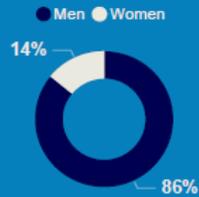
of Armed Forces are Women

85.9%

of Armed Forces are Men

This nation did not report their recruitment data.

Percentage of Men and Women in the Armed Forces



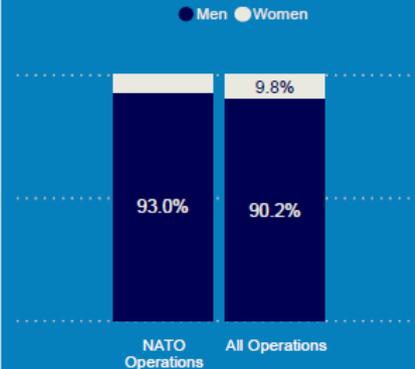
Distribution of Women by Branch



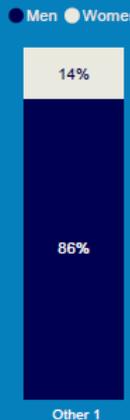
Percentage of Men and Women in Armed Forces by Branch

Gender	Branch	% of Total
Men	Other 1	85.88%
Women	Other 1	14.12%
Total		100.00%

Percentage of Men and Women on Operations



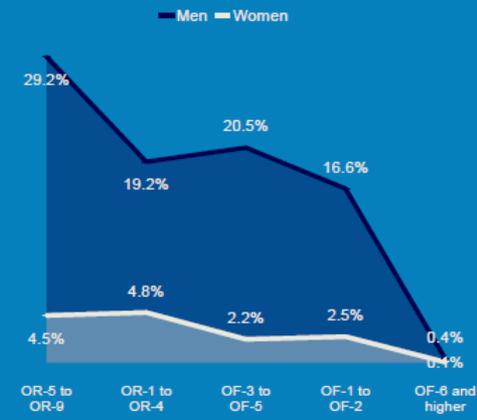
Distribution of Men and Women by Branch



Percentage of Women in Armed Forces Over Time



Distribution of Men and Women by Rank



Please note for Norway Quantitative Data, this nation did not disclose their branch breakdown



Summary of National Reports 2020

Poland

Overview

Poland had a valid National Action Plan on Women, Peace and Security for 2020. During the year, the PAF successfully ran 184 courses as part of the larger effort to prevent sexual harassment, sexual abuse and sexual assault. Finally, the PAF have an entity specifically dedicated to women in the Armed Forces. The Council on Women oversees gender perspective by evaluating the situation of female personnel, analysing documentation, and developing training.

Key Success

- Large spectrum of trainings and activities conducted on mobbing, as well sexual harassment, sexual abuse and sexual assault
- PAF reported that 15.5% of applicants were women, 36% of them were recruited and 100% of them completed basic training

Work Life Balance

The HAF provide 20 weeks of maternal leave, 2 weeks of paternal leave and 32 weeks of parental leave which is transferable between parents. Poland has adopted several policies to support parents and families. For example, female personnel with a child under 4 and who is married to another service member cannot be posted outside a place of professional military service at the same time as her spouse. Similarly, a single parent with a child under the age of 4 cannot be posted without their consent outside the place of their professional military service. When possible, two married personnel are appointed to posts in the same garrison or in nearby towns. Additionally, the HAF offer breastfeeding breaks.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

The PAF have policies and programmes on the prevention of sexual harassment, sexual abuse and sexual assault. There are obligatory trainings for professional soldiers and civilian employees on prevention and military discipline that cover such topics as behavioural norms, anti-mobbing procedures and policies, and gender equality in the workplace and at home. In 2020 the Military Police led 184 classes and activities on emotional violence in the workplace and in the. Within the PAF, there are codes of conduct that outline formal procedures for both women and men to report sexual harassment. In 2020, 5 incidents of sexual harassment and 4 incidents of sexual assault were reported by women and 1 incident of sexual assault was reported by men to the DAF.

Recruitment and Retention

The Council on Women is an opinion-advisory body that monitors the situation of women in the military service, both in Poland and abroad. Their promotion strategies include conducting conferences, meetings and exhibitions. The Polish Ministry of National Defence has implemented several policies aimed at generally raising the number of personnel in the armed forces. The goal of the programmes was to create a new comprehensive recruitment system for the PAF to increase the number of personnel and strengthen reserves. As part of this programme, the government increased promotional activities and presented the armed forces as an option for a stable salary, job training and professional development. Women and men have equal access to the mentoring, training and professional development activities to foster the advancement into military leadership positions. All positions in the PAF are accessible to women and men, except for posts in the chaplain corps, which are limited due to religious rules.

Please note for Poland Quantitative Data, this nation did not disclose their distribution of Armed Forces this year



Summary of National Reports 2020

Portugal

Overview

In 2020, the Portuguese Armed forces (PAF) were composed of 12% women and 88% men. Portugal's third National Action Plan was active for 2020. In 2020, the Ministry of Defense (MoD) established the Gender Equality Office. Additionally, the PAF approved an official GENAD job description, agreed by the CHOD and the three Services Commanders (Navy, Army, Air Force), for the GENAD position under their direct command. The Defence Gender Equality Award, established in 2019, was awarded for the first time in 2020. Finally, the PAF introduced a comprehensive new course on gender, covering topics like sexual harassment, feminist theory and project development.

Key Success

- Establishment of the Gender Equality Office and approval of an official GENAD job description
- Comprehensive recruitment initiatives to engage more women in the PAF
- Implementation of a new gender course covering a wide range of subjects

Work Life Balance

The PAF provide 16 weeks of maternal leave and 2 weeks of paternal leave, which is transferable between parents. Additionally, the PAF provide breastfeeding breaks and part time employment for childcare, additional weeks of subsidised parental leave, policies on duties assignments, night duties and overtime work, provisions protecting parents from deployment, as well as education allowances for children's schooling. The PAF offer several policies and programmes to support work-life balance, such as: teleworking, part-time work, continuous commute options, and flexitime. In addition to these policies, all branches have issued additional internal directives for their military personnel and have defined additional measures to support work-life balance. Finally, the General Staff is currently developing joint directives in order to guarantee the standardisation of criteria and procedures across the three services.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

The PAF have several policies on the prevention of sexual harassment, sexual abuse and sexual assault. There are formal procedures in place for all offences. As part of the Defense Action Plan for Gender Equality, the PAF approved a code of conduct for the prevention and combat of harassment, which includes definitions, preventive measures and explains how and to whom personnel can file a complaint. In 2020, new training on gender was also implemented targeting both civilian and military personnel.

Recruitment and Retention

In 2020, the Army developed a study on "Identification of communication paths for the female segment - 18/24 years old" to set a baseline for the development of a targeted campaign to recruit more women. Further, the Air Force Recruitment Centre developed various targeted campaigns to promote the enrolment of women. In 2020, the Portuguese MoD, in coordination with the PAF, led a national campaign called "Engineers for one day" encouraging young women and girls to enter science, technology, engineering and mathematics (STEM) fields of study and careers, which are also available through the Armed Forces.

SUMMARY OF NATIONAL REPORTS 2020

NATO Nation

Portugal



PRT

12.3%

of Armed Forces are Women

87.7%

of Armed Forces are Men

22.6%

of Applicants are Women

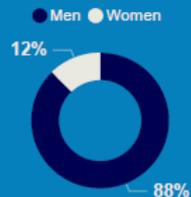
25.0%

of Women Applicants were Recruited

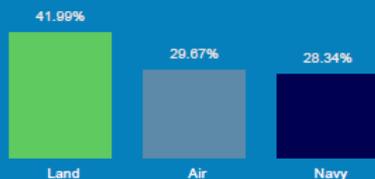
50.4%

of Women Completed Basic Training

Percentage of Men and Women in the Armed Forces



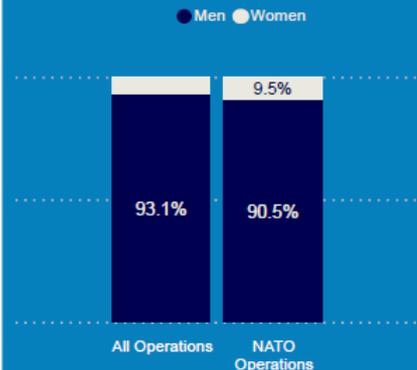
Distribution of Women by Branch



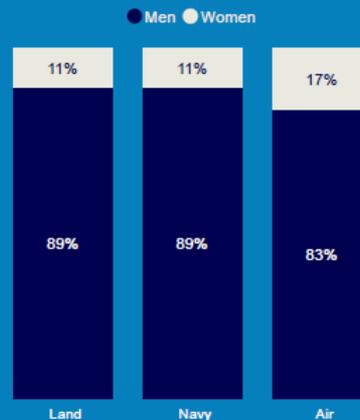
Percentage of Men and Women in Armed Forces by Branch

Gender	Branch	% of Total
Men	Air	17.60%
Women	Air	3.65%
Men	Land	42.23%
Women	Land	5.17%
Men	Navy	27.87%
Women	Navy	3.49%
Total		100.00%

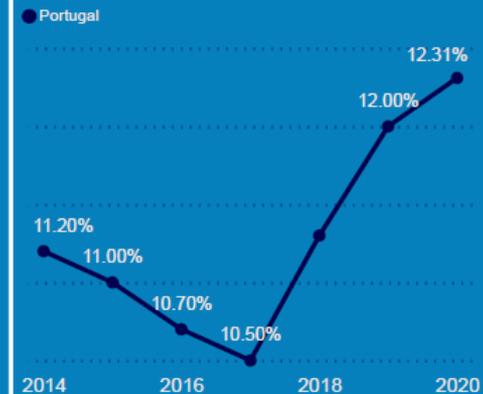
Percentage of Men and Women on Operations



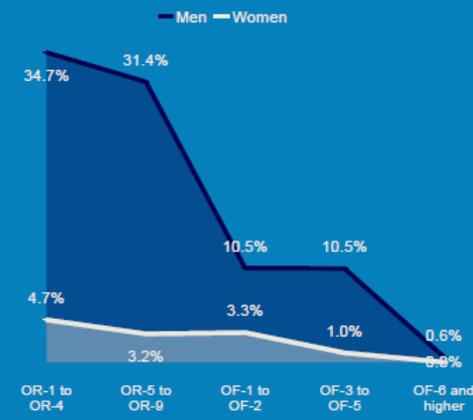
Distribution of Men and Women by Branch



Percentage of Women in Armed Forces Over Time



Distribution of Men and Women by Rank





Summary of National Reports 2020

Republic of North Macedonia

Overview

In 2020, the Armed Forces of the Republic of North Macedonia was composed of 8% women and 92% men. During 2020, the Government of the Republic of North Macedonia adopted its Second National Action Plan (NAP) 2020-2025. At the national-level lead, the Ministry of Defence (MoD) initiated the development of Individual Operation Plans for each government organisation, all of which were adopted at the beginning of 2021.

Key Success

- Implementation of comprehensive National Action Plan 2020-2025 Strategic Framework for UNSCR1325

Work Life Balance

The Armed Forces of the Republic of North Macedonia provide maternal leave for a period of 9 months continuously, or up to 15 months if several children are born at once. An employee adopting a child is entitled to the same leave policy above. Leave is transferable between parents, but there are defined conditions when and which parent can use leave. During pregnancy or with a child up to one year of age, personnel do not work overtime or night shifts. Similarly, personnel with a child from 1-3 years old can only work overnight with their written consent. Caregivers with children younger than 7 years, with disabilities or with serious illnesses may be ordered to perform overtime or night work only with their written consent. Fathers can access these same benefits if the mother dies or is deemed medically incapable to care for children. All personnel have the possibility to apply for teleworking and part-time work for child care, caring for the elderly and educational reasons. Breastfeeding breaks are also offered.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

Guidelines for Protection against Workplace Harassment, aligned with NATO Policy for Preventing and responding to Sexual Exploitation and Abuse, were adopted in 2020 and a special Brochure to inform the employees of the manner of reporting was created. The National Strategy for Gender Equality outlines the protection measures against workplace harassment, formal procedures for reporting incidents of harassment and regulation on the appointment of personnel overseeing allegations of harassment. The also MoD has a special window with relevant information for the manner and procedure for reporting workplace harassment, including telephone line and e-mail address for reporting. The MoD has one appointed personnel to oversee allegation of sexual harassment. This person performs several tasks related to the protection against workplace harassment, including: providing expert assistance and advice to the MoD and Armed Forces of the Republic of North Macedonia employees; receiving reports on sexual harassment, sexual abuse and sexual assault; leading discussion on protection against workplace harassment; and working to raise awareness for reporting mechanisms.

Recruitment and Retention

The MoD and the Armed Forces of the Republic of North Macedonia apply affirmative action measures to recruit personnel. Additionally, the recruitment teams include women role models that share their experiences and explain the benefits of joining the armed forces. In addition, brochures and videos to promote success stories of female members of the Armed Forces are shared through social media. The Long Term Defence Capability Development Plan 2019-2028 outlines the development of a programme increase of women's participation in operations.

SUMMARY OF NATIONAL REPORTS 2020

NATO Nation

Republic of North Macedonia



MKD

8.4%

of Armed Forces are Women

91.6%

of Armed Forces are Men

9.2%

of Applicants are Women

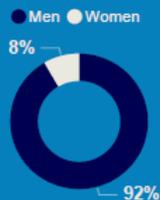
22.6%

of Women Applicants were Recruited

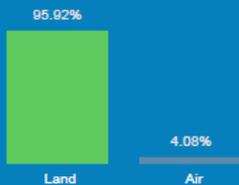
98.1%

of Women Completed Basic Training

Percentage of Men and Women in the Armed Forces



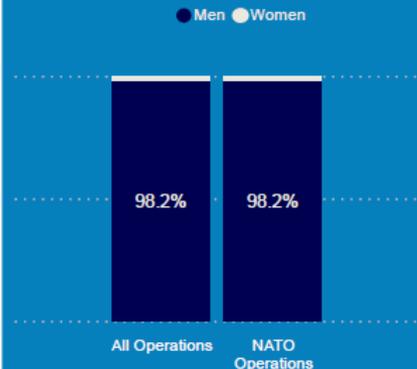
Distribution of Women by Branch



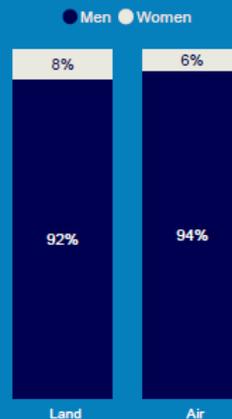
Percentage of Men and Women in Armed Forces by Branch

Gender	Branch	% of Total
Men	Air	5.39%
Women	Air	0.34%
Men	Land	86.26%
Women	Land	8.01%
Total		100.00%

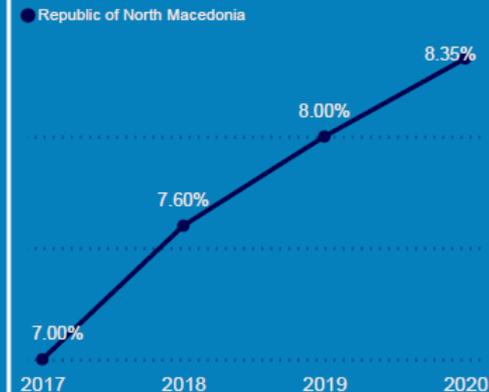
Percentage of Men and Women on Operations



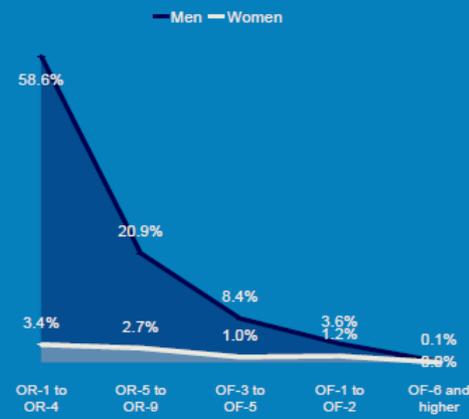
Distribution of Men and Women by Branch



Percentage of Women in Armed Forces Over Time



Distribution of Men and Women by Rank





Summary of National Reports 2020

Romania

Overview

2020 was marked by important legislation regarding integration of gender perspective and Women, Peace and Security (WPS) for the Romanian Armed Forces (RAF). Through the implementation of the 2020-2023 National Action Plan on UNSCR 1325/WPS, as well as through the RAF National Strategy, Romania worked to integrate the gender perspective. The most notable aspects highlighted the need to develop a code of conduct from a gender perspective, appointing a gender focal point at all levels and appointing the chief of the Gender Management Office.

Key Success

- Implementation and publication of National Action Plan (2020-2023)
- Appointment of a Chief of Gender Management as the National Gender Focal Point

Work Life Balance

The RAF provide 104 weeks of transferable parental leave. Romania offers support for single parents, divorced parents, or widows/widowers looking after their child, including provisions for single parents to not take part in international missions. Regarding international missions, spouses can opt to not be deployed simultaneously. Financial support is given to mothers during pregnancy and to both parents of a newborn child. The RAF also provide breastfeeding breaks, daycare for children at military installations or the Ministry of National Defense, education allowances for child's primary/secondary schooling, flexible working and service hours and provisions protecting parents from deployment.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

Romania has implemented policies and programmes to prevent sexual harassment and sexual abuse. Prior to deployment to theaters of operation, all personnel are trained with regard to gender perspective, especially with regard to sexual harassment and its consequences and to gender advisors' responsibilities. There are appointed personnel to deal with or to whom to report sexual harassment. The MoD, the RAF and the General Staff have gender advisors, trained via courses delivered by military educational institutions. However, no gender advisors have been deployed so far.

Percentage of Women and Men in Operations

The RAF reported 94% of men and 4% of women in both all operations and in NATO operations. In comparison to 2019, there was no change in percentage. The RAF supported in operations Resolute Support Mission Afghanistan (RSM), NATO Mission Iraq (NMI), Kosovo Force (KFOR), and United Nations Multidimensional Integrated Stabilization Mission in Mali (MINUSMA). There are no restrictions on women serving in the RAF.

Please note for Romania Quantitative Data, this nation did not disclose their distribution of Armed Forces this year



Summary of National Reports 2020

Slovakia

Overview

In 2020, the Slovak Armed Forces (SVKAF) were composed of 12% women and 88% men. Slovakia had a valid National Action Plan for Gender Equality for 2020. The SVKAF have in place measures to support families and due process for reporting sexual abuse.

Key Success

- Retention policies to support entry into the reserve forces
- Variety of programming for military families

Work Life Balance

The SVKAF provide 34 weeks of maternity leave and 28 weeks of paternity leave, transferable between parents. The SVKAF also have a variety of measures to support families, including programs to support parents when both are members of the armed forces, as well as for single/divorced parents or widows and widowers with children. Further, there are several family programs, for instance for families with special needs children and for families of soldiers who are serving in operation. The SVKAF also offer the possibility of reduced working hours, and ensure that if both parents are members of the SVKAF both will not be deployed concurrently. The SVAK also provide for breastfeeding breaks.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

Sexual abuse is reported through chain of command or to the General inspectorate and Military Police. There are internal procedures of General inspectorate defining the process of reporting an incident. The SVKAF also include lectures on human trafficking, sexual exploitation and abuse during training, The SVAK maintain a strict code of conduct.

Recruitment and Retention

The SVKAF have policies to support entry into the reserve forces, including the National Act 378/2015 in which successful voluntary military training graduates will have easier access to join the Slovak Armed Forces, Police Forces and Firefighting and Rescue Services, financial awards, and National Act 570/2025 on remuneration for active reservists. Additionally, the SVAK maintain different The Association of Women in Military also exists as a network that supports women in military. Lastly, Service uniforms are designed to accommodate men and women's physical characteristics. The SVAK have no restrictions for women to serve in the armed forces.

SUMMARY OF NATIONAL REPORTS 2020

NATO Nation

Slovakia



SVK

12.1%

of Armed Forces are Women

87.9%

of Armed Forces are Men

18.8%

of Applicants are Women

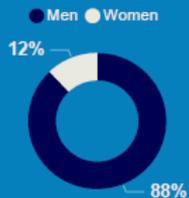
17.8%

of Women Applicants were Recruited

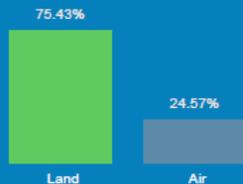
99.3%

of Women Completed Basic Training

Percentage of Men and Women in the Armed Forces



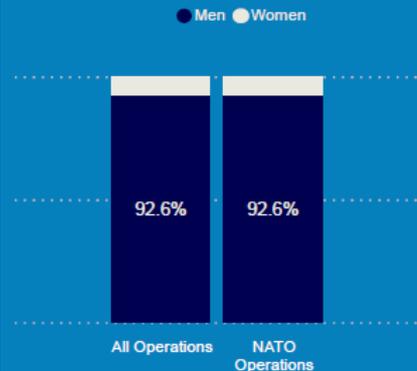
Distribution of Women by Branch



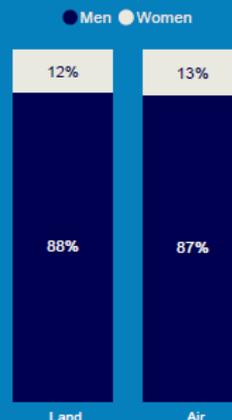
Percentage of Men and Women in Armed Forces by Branch

Gender	Branch	% of Total
Men	Air	20.49%
Women	Air	2.97%
Men	Land	67.44%
Women	Land	9.11%
Total		100.00%

Percentage of Men and Women on Operations



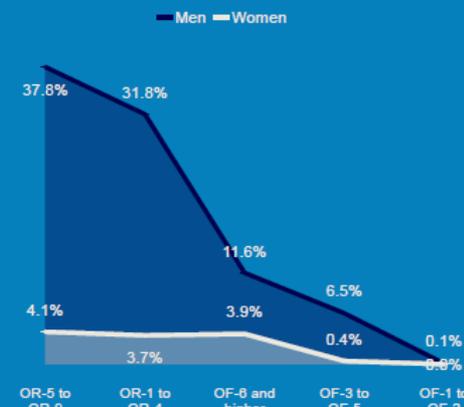
Distribution of Men and Women by Branch



Percentage of Women in Armed Forces Over Time



Distribution of Men and Women by Rank





Summary of National Reports 2020

Slovenia

Overview

In 2020, the Slovenian Armed Forces (SAF) were composed of 17% women and 83% men. Slovenia had a valid National Action Plan on Women, Peace and Security for 2020. The year was defined by the issue of the New Directive for the Implementation of UNSCR 1325 and 1820, which was first issued by General-staff of the SAF in 2009. In 2020 the SAF also focused on improving recruitment policies, including: accelerating procedures for promotions, scholarship opportunities, gaining education during employment, and generally strengthening the promotion of the profession and employment. The SAF only have a Land Force component. Air and Sea related military occupations are positioned within their Land Forces.

Key Success:

- Progress on boosting retention and recruitment through new policies

Work Life Balance

The SAF provide 53 weeks of maternity leave and 13 weeks of paternity leave. Parental leave is transferable between parents. The general rules for employees in the Republic of Slovenia apply also for the members of SAF, such as the right to paid leave due to childbirth, including maternity leave, paternity leave, parental leave, compensation deriving from parental protection insurance and the right to work part-time. The Ministry of Defense is obliged to follow the provisions of the Labor Relations Act, which stipulates that employers are obliged to facilitate convenient balance of work and family life for the worker. As such, if both parents are members of the SAF, it is ensured that they are not simultaneously deployed to an international operation or mission. The SAF also provide breastfeeding breaks, flexible working and service hours or variable start/finish times and policy on duties assignments, night duties and/or overtime work.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

The SAF have several policies and programmes that comprise the legal backbone of their sexual harassment, sexual abuse and sexual abuse strategy. This includes: SAF Statement on Zero Tolerance to Sexual Harassment and the Standard Operating Procedure for protecting dignity (including preventing sexual harassment and Mobbing). The SAF also employ Dignity Advisers appointed by the Decree of the Chief of General Staff in order to help and support victims. Mandatory trainings related to the prevention of misconduct, mobbing, and sexual harassment are carried out on annual basis at the SAF's commands and units. If SAF members do not wish to resolve their complaints within the military, they have the right to address their complaint to the Labor and Social Court.

SUMMARY OF NATIONAL REPORTS 2020

NATO Nation

Slovenia



SVN

16.9%

of Armed Forces are Women

83.1%

of Armed Forces are Men

17.2%

of Applicants are Women

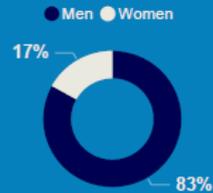
56.3%

of Women Applicants were Recruited

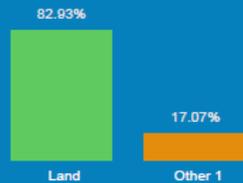
100.0%

of Women Completed Basic Training

Percentage of Men and Women in the Armed Forces



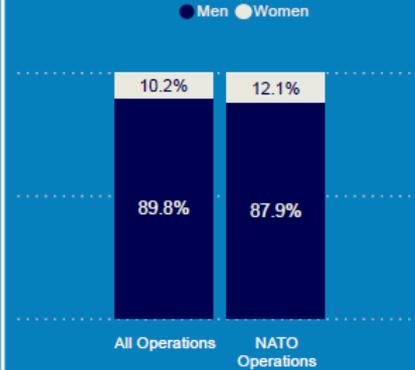
Distribution of Women by Branch



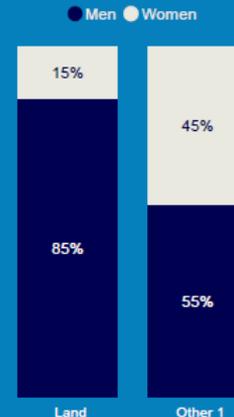
Percentage of Men and Women in Armed Forces by Branch

Gender	Branch	% of Total
Men	Land	79.61%
Women	Land	14.00%
Men	Other 1	3.50%
Women	Other 1	2.88%
Total		100.00%

Percentage of Men and Women on Operations



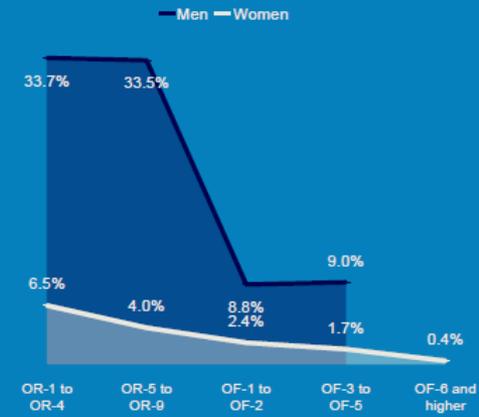
Distribution of Men and Women by Branch



Percentage of Women in Armed Forces Over Time



Distribution of Men and Women by Rank



Please note for Slovenia Quantitative Data, Other 1 = Civilian personnel in the Slovenian Armed Forces



Summary of National Reports 2020

Spain

Overview

In 2020, the Spanish Armed Forces (SAF) were comprised of 13% women and 87% men. The SAF have implemented a National Action Plan. Additionally, in 2020 policy in response to the COVID-19 Pandemic was enacted and the Public Employee Law was ordered to be applied to Military personnel.

Key Success

- Variety of work life balance programming, especially in regards to childcare and COVID-19
- Annual Conference on women's professional development in the military

Work Life Balance

The SAF provide 16 weeks of non-transferable maternity and paternity leave respectively. In July of 2020, the Public Employee Law was applied to Military personnel concerning breastfeeding, paternity and maternity leave, adoption and for victims of gender violence. Due to Covid-19, different measures to alleviate the negative impact from closures of schools as well as elderly care centres were also applied to military personnel. Further, the SAF employ a legal framework with provisions to protect parents from deployment, extra weeks of subsidised maternity/paternity leave, breastfeeding breaks, policy on duty assignments, night duty, overtime work, day care for children at the Ministry of Defense (MoD) and Military and exemption from duties, security services and training, maneuvers or exercises.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

The MoD develops and manages measures of prevention, which includes education, courses and a Hotline. There are eight Harassment Protection Units to implement these measures. The MoD has also adopted a policy on fighting impunity. The Spanish Military Criminal Code punishes sexual assault in relation to crimes related to the exercise of fundamental rights and public freedom by the military, which also include crimes of sexual abuse, sexual harassment and specifically sexual assault. There is a complete guide of how to behave when someone has been the aim of a sexual offence. Any person trusted by the victim or a Military who observes conduct or has the knowledge that the offence has been produced can report by judicial or disciplinary ways. In the first case the complaint has to be filed before a civil court and in the second case it can be reported to the Head of the Unit of directly to the Harassment Protection Unit. Repetitive trainings on awareness and avoiding sexual crimes are mandatory throughout all stages of military education and for all ranks.

Recruitment and Retention

Various outreach and recruitment activities are carried out through a Defence Culture programme to advertise for a military career as a career choice and showcase opportunities for female personnel. The SAF also have an annual meeting on the "Promotion of Women's Leadership in The Armed Forces," which brings together civilian and military leadership to address to all ranks of female personnel. The main objectives of this conference are: to promote women's careers in the Armed Forces; encourage women's leadership; and facilitate the visibility of female talent and increase the number of women across all ranks. There are networks to support women in the military and to enhance gender equality in the SAF, which are related to the Military Observatory for Equality.

SUMMARY OF NATIONAL REPORTS 2020

NATO Nation

Spain



ESP

12.8%

of Armed Forces are Women

87.2%

of Armed Forces are Men

17.1%

of Applicants are Women

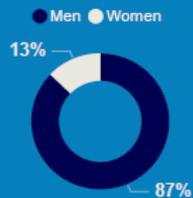
86.3%

of Women Applicants were Recruited

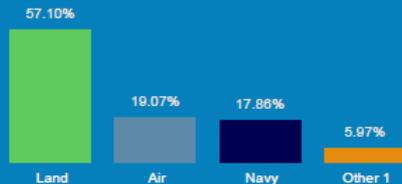
13.8%

of Women Completed Basic Training

Percentage of Men and Women in the Armed Forces



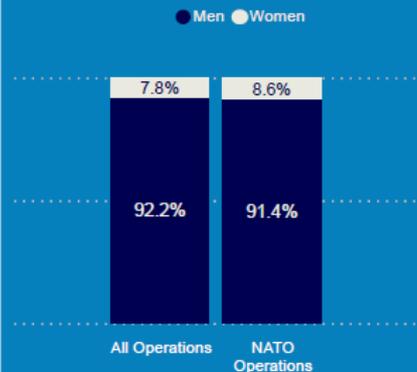
Distribution of Women by Branch



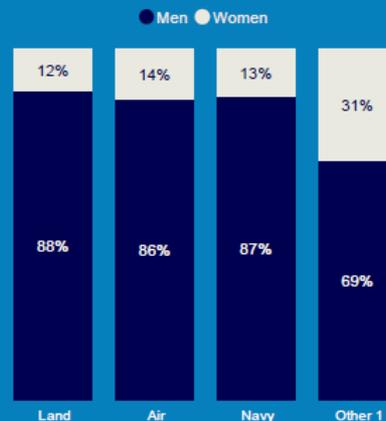
Percentage of Men and Women in Armed Forces by Branch

Gender	Branch	% of Total
Men	Air	14.79%
Women	Air	2.45%
Men	Land	55.85%
Women	Land	7.33%
Men	Navy	14.87%
Women	Navy	2.29%
Men	Other 1	1.66%
Women	Other 1	0.77%
Total		100.00%

Percentage of Men and Women on Operations



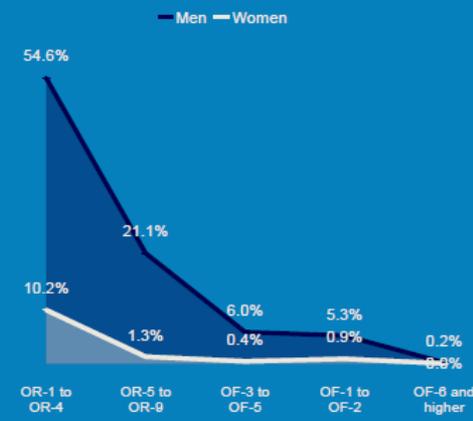
Distribution of Men and Women by Branch



Percentage of Women in Armed Forces Over Time



Distribution of Men and Women by Rank



Please note for Spain Quantitative Data, Other 1 = Signals



Summary of National Reports 2020

Turkey

Overview

In 2020, the Turkish Armed Forces (TAF) were composed of less than 1% women and more than 99% men. There is a quota system for women in the TAF, aiming for 4% out of the total number of annually recruited officers.

Key Success

- 2 non-NATO Gender Advisors were deployed in 2020

Work Life Balance

The TAF provide 16 weeks of paid maternal leave and 10 days of paid paternal leave. Female personnel also have the option to take 2 years of unpaid leave. Furthermore, Turkey grants breastfeeding breaks up to 3 hours per day for the first 6 months, and up to 1.5 hours per day for the 16 weeks afterwards. Turkey provides childcare centres on military bases. appointments of military personnel who are married to their colleagues to the same garrisons with their spouses in order to protect unity of family. In addition, female personnel who are married to a colleagues from a different service can be transferred to the services of their spouses.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

Turkey does not have any special mechanisms or policy for sexual harassment or abuse. Formal mechanisms work according to Military Discipline Law, Turkish and Military Panel Codes. In addition, bathrooms, sleeping rooms and gyms are designed for both women's and men's needs.

Recruitment and Retention

Currently, there are restrictions on women serving in the TAF, as well as restrictions that apply only to operations. Not all active duty positions are open to women in the Armed Forces. Restrictions apply to Armour, Artillery and Infantry (front-line combat positions), Submarines, Divers, and Special Forces. While Turkey does not have any special retention programmes, military personnel who are married to their colleagues are posted to the same garrisons with their spouses in order to protect unity of family. In addition, female personnel who are married to personnel from a different service can be transferred to the services of their spouses.

Please note that Turkey underwent an official name change to Türkiye in 2022

SUMMARY OF NATIONAL REPORTS 2020

NATO Nation

Türkiye



TUR

0.3%

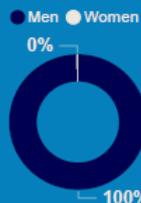
of Armed Forces are Women

99.7%

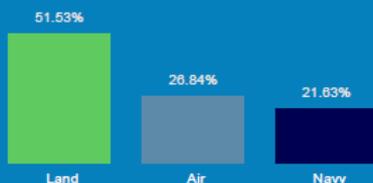
of Armed Forces are Men

This nation did not report their recruitment data.

Percentage of Men and Women in the Armed Forces



Distribution of Women by Branch



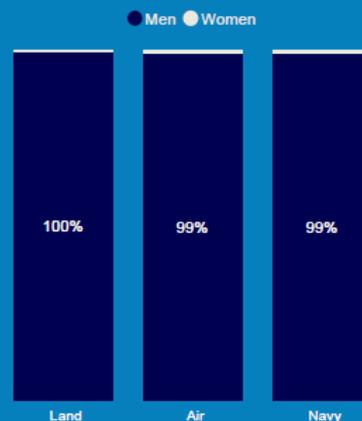
Percentage of Men and Women in Armed Forces by Branch

Gender	Branch	% of Total
Men	Air	13.36%
Women	Air	0.07%
Men	Land	76.52%
Women	Land	0.14%
Men	Navy	9.85%
Women	Navy	0.06%
Total		100.00%

Percentage of Men and Women on Operations

This nation did not report their operation data.

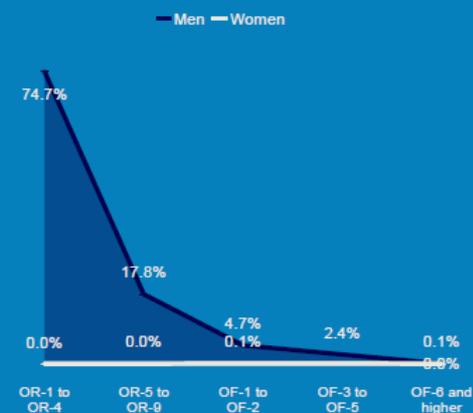
Distribution of Men and Women by Branch



Percentage of Women in Armed Forces Over Time



Distribution of Men and Women by Rank





Summary of National Reports 2020

United Kingdom

Overview

In 2020 the British Armed Forces (BAF) were composed of 11% women and 89% men. The United Kingdom had a valid National Action Plan on Women, Peace and Security for 2020. For the BAF the year was defined by key policy implementation. With the introduction of the Lateral Entry Policy, the formation of Improving Gender Balance Working Group and increased marketing and engagement efforts, the UK moved forward with increasing women's representation in their armed forces. Furthermore, Levels of Ambition for female representation were set and published internally (November 2020) by the Single Services and other business areas to be held to account.

Key Success

- Implementing new policies to promote the recruitment of women in the BAF
- Supporting gender mainstreaming through strong emphasis on gender training at all levels

Work Life Balance

The BAF provide 52 weeks of maternity leave, 2 weeks of paternity leave and 52 weeks of parental leave. Leave is transferrable between parents. Additionally, there are also a variety of flexible service options and alternative working patterns, such as compressed hours or working from home, professional, personal and academic career intermissions, enhanced leave and time off for dependents. For dual service couples, the BAF require one parent remains with the child or children, unless they also volunteer to deploy and then they must have nominated a trusted guardian. Commanders will work within policy compliance to support dual serving couples where they can - case by case. The BAF have a variety of special programmes related to childcare including: day care for children at military installations or the Ministry of Defence; education allowances for child's primary/secondary schooling; support and facilitation to single and divorced parents or widows/widowers to look after their children; extra weeks of subsidised maternity/paternity leave; flexible working and service hours or variable start/finish times of working day; and policy on duties assignments, night duties and/or overtime work.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

The Tri-Service Policy on Domestic Abuse and Sexual Violence is designed to be used by all those responsible for dealing with violence and abuse within the Service community. Further, the Joint Service Publication 834 provides direction and guidance on the safeguarding principles and procedures that apply to all people in Defence, both in the UK and overseas. It highlights that safeguarding remains a key responsibility of the Chain of Command. On behalf of the MOD, the Global Safeguarding Team provides oversight of all safeguarding allegations, including those of a sexual nature. In 2020 the BAF received 97 instances of sexual assault reported by women and 21 cases of sexual assault by men.

Recruitment and Retention

The BAF do not have a standalone retention policy, but employ other policies that have elements which support retention. As well, each single service has a volunteer women's network group. There is also a Gender champion and advocate network throughout all services. In the military the Vice Chief of the Defence Staff champions WPS and Human Security. Lastly, in 2020 the BAF reserve force were composed of 15% women.

SUMMARY OF NATIONAL REPORTS 2020

NATO Nation

United Kingdom



GBR

11.0%

of Armed Forces are Women

89.0%

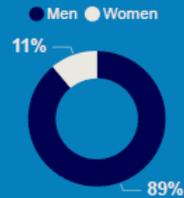
of Armed Forces are Men

This nation did not report their recruitment data.

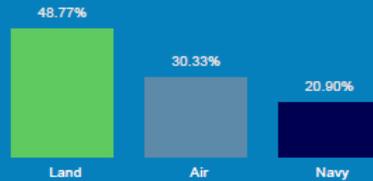
85.1%

of Women Completed Basic Training

Percentage of Men and Women in the Armed Forces



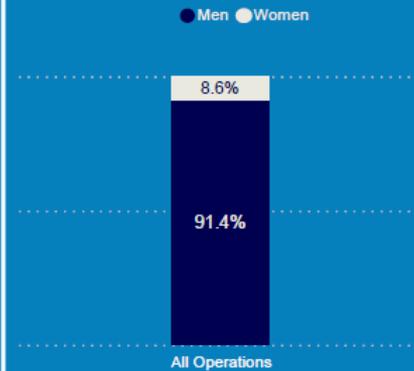
Distribution of Women by Branch



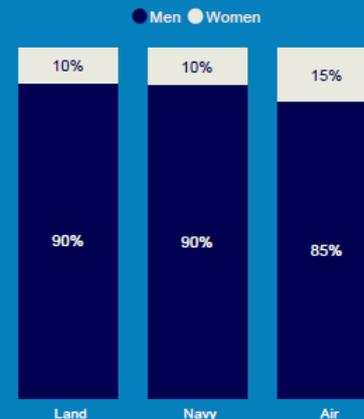
Percentage of Men and Women in Armed Forces by Branch

Gender	Branch	% of Total
Men	Air	19.14%
Women	Air	3.34%
Men	Land	49.33%
Women	Land	5.37%
Men	Navy	20.52%
Women	Navy	2.30%
Total		100.00%

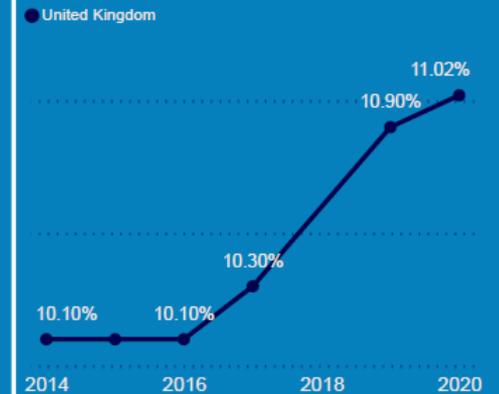
Percentage of Men and Women on Operations



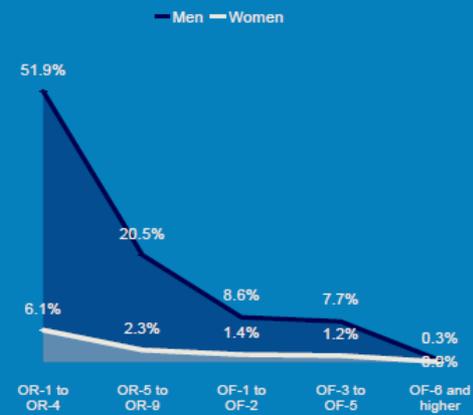
Distribution of Men and Women by Branch



Percentage of Women in Armed Forces Over Time



Distribution of Men and Women by Rank





Summary of National Reports 2020

United States

Overview

In 2020, the United States (US) Armed Forces were composed of 18% women and 82% men. The United States had a valid National Action Plan in 2020. For the US Armed Forces, the year was defined by the implementation of new policies. In June 2020, the Department of Defence (DoD) published the Women, Peace and Security Strategic Framework and Implementation Plan to promote the safety, equality and meaningful contributions of women around the world. Finally, in June 2020, the US Secretary of Defence also released a memorandum outlining several goals and actions to increase diversity in the Armed forces.

Key Success

- Implementation of UNSCR 1325 through Women, Peace and Security Strategic Framework and Implementation Plan
- Implementation of the “Actions for Improving Diversity and Inclusion in the Department of Defence” memorandum

Work Life Balance

The US Armed Forces provide 12 weeks of maternal leave and 2 weeks of paternal leave. There are also a variety of policies and programmes to support work-life balance, with leave and telework determined by individual Military Department eligibility. Further, the Career Intermission programme (CIP) for Service Members is designed to allow the flexibility to manage short-term conflicts between service responsibilities and life priorities. CIP also offers the opportunity for a one-time temporary transition from active duty to the Individual Ready Reserve. Each Service has programmes in place to assist dual-military couples navigate their careers and assignments. The US Armed Forces also include policies which allow couples to be detailed as a family unit. The US Armed Forces also provide breastfeeding breaks, daycare for children at military installations or the Ministry of Defence, extra weeks of subsidised maternity/paternity leave. And policy on duties assignments, night duties and/or overtime work.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

The US Armed Forces apply different policies to prevent sexual harassment, sexual abuse and sexual assault. The DoD Plan to Prevent and Respond to Sexual Assault of Military Men includes researched-informed, gender-specific prevention techniques to protect military men from sexual assault. The US Armed Forces also have a number of roles to support personnel, including Sexual Assault Response Coordinators, Victim Advocates, Special Victim Investigators and the Special Victims’ Counsel/Victims’ Legal Counsel.

Recruitment and Retention

In June 2020, the Secretary of Defence released a memorandum entitled “Actions for Improving Diversity and Inclusion in the Department of Defence.” As part of the memo, a review of all DoD, Military Department, and Military Service policies, programmes and processes was assessed to determine if they had any negative effect on equal opportunities, diversity, and inclusion. The US has various programmes and policies to increase recruitment and retention of women in the armed forces. For example, the US professional military education institutions coordinate to increase the number of women who receive advanced military education and training. The DoD also works in partnership with external organisations to promote and bolster the participation of women in professional development programmes and has several formal and informal groups that women can join for support organisations. Lastly, in 2020 the US Armed Forces reserve force were composed of 28% women.

SUMMARY OF NATIONAL REPORTS 2020

NATO Nation
United States of America



USA

17.6%

of Armed Forces are Women

82.4%

of Armed Forces are Men

23.1%

of Applicants are Women

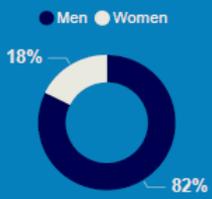
54.5%

of Women Applicants were Recruited

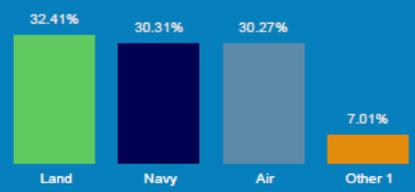
84.0%

of Women Completed Basic Training

Percentage of Men and Women in the Armed Forces



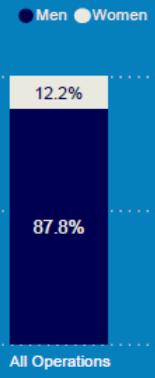
Distribution of Women by Branch



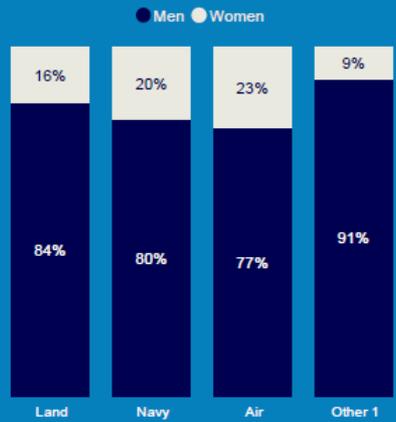
Percentage of Men and Women in Armed Forces by Branch

Gender	Branch	% of Total
Men	Air	18.08%
Women	Air	5.34%
Men	Land	30.85%
Women	Land	5.71%
Men	Navy	20.83%
Women	Navy	5.34%
Men	Other 1	12.62%
Women	Other 1	1.24%
Total		100.00%

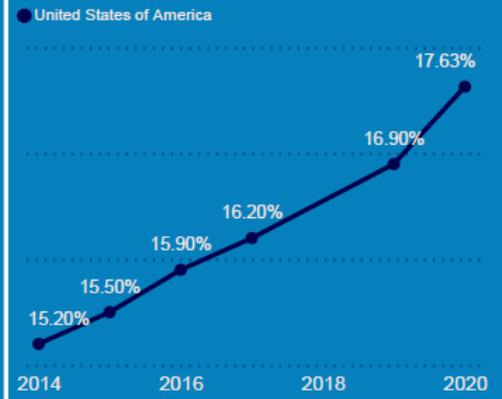
Percentage of Men and Women on Operations



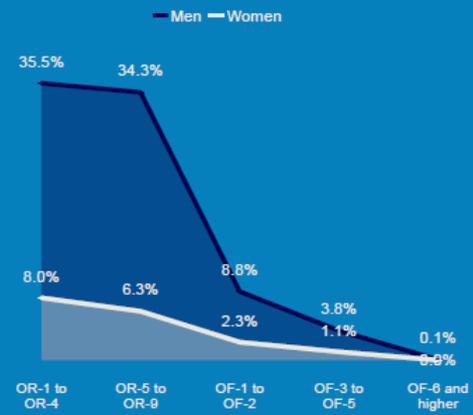
Distribution of Men and Women by Branch



Percentage of Women in Armed Forces Over Time



Distribution of Men and Women by Rank



Please note for United States Quantitative Data, Other 1 = US Marine Corps

Summary of National Reports 2020

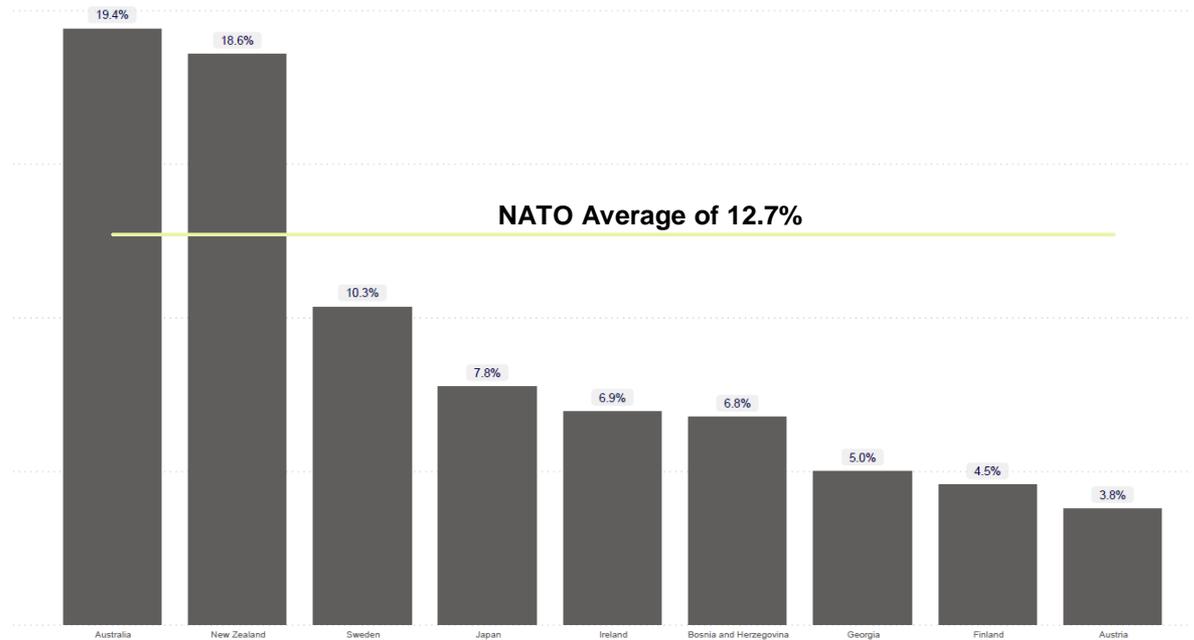
Partner Nations

This final section incorporates the national reports from NATO Partner Nations, which are submitted on a voluntary annual basis to the International Military Staff Office of the Gender Advisor (IMS GENAD) at NATO Headquarters (HQ). In 2020, 11 NATO Partner Nations submitted data for the Summary of National Reports.

This section provides the national narratives of NATO Partner Nations to give the reader the opportunity to learn about the different national strategies of integrating the gender perspective in their respective policy and procedures and about the progression of the integration of women into their armed forces. Some partners include targeted recruitment strategies or focus on increasing the work life balance of men and women in their armed forces. NATO Partner Nation reports provide insight into the similar data and trends that are highlighted in the NATO Member Nation reports. Following the lessons identified and lessons learned processes, the participating NATO Partner Nations have voluntarily provided crucial facts and figures for the 2020 Summary of National Reports that are now being shared with the gender community in terms of the military and beyond.

The Partner Nations who provided data were: Australia, Austria, Bosnia and Herzegovina, Finland, Georgia, Ireland, Japan, New Zealand, Republic of Moldova, Sweden, and Republic of Serbia.

Percentage of Women in Armed Forces of NATO Nations



Summary of National Reports 2020

Australia

Overview

In 2020, the Australian Defence Force (ADF) was composed of 19% women and 81% men. In 2020 the previous National Action Plan expired and the new Action Plan (2021-2031) was being drafted. Since 2012, the ADF made an effort to increase their representation of women to meet set participation targets. As a result, female representation has increased from 13.8% in 2012 to 19.2% in 2020. In October 2020, Australia's Chief of Defence Force released the Gender, Peace and Security Mandate.

Key Success

- Substantial increases in the representation of women
- Targeted mentoring and training programmes to support the advancement of women throughout the ADF

Work Life Balance

The ADF provides a total of 52 weeks of paid and unpaid maternity leave consisting of 14 weeks at full pay, 28 weeks at half pay. Additionally, the ADF provides 4 weeks of fully paid parental leave for those ineligible for maternity leave. The ADF also provides up to 10 weeks of special parental leave in the early days of becoming the parent of a child in circumstances when the other parent is not available to be the primary caregiver. There are specific programmes to support work life balance for military personnel for a variety of circumstances and the ADF has provisions protecting a parent from deployment. The ADF have a flexible work policy that is available to all military personnel, which includes part-time work, variable working hours and teleworking. Part-time employment is allowed for parental leave, elderly care, studies and other cases. The ADF also has special programmes for daycare, as well as breastfeeding breaks.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

The ADF has a Sexual Misconduct Prevention and Control Office with an informed approach to sexual misconduct focused on safety, trust, collaboration, choice and empowerment for persons affected. Assistance is provided to personnel directly impacted by sexual misconduct. Further, advice is given to commanders and managers for incident response and management. There are also debriefs with personnel working in sensitive areas. The ADF also develops and delivers education products. In 2020, the ADF received 63 reports on instances of aggravated Sexual Assault from women and 8 from men. Additionally, the ADF received 57 reports of instances of female Non-Aggravated Sexual Assault and 13 from men.

Recruitment and Retention

The ADF has focused heavily on women's participation and advancement through targeted mentoring, training and career opportunities. The ADF sets participation targets of women, including 15% for Army, and 25% for the Navy and Air Force respectively. The ADF also offers a variety of mentorship opportunities for women, including: The Navy Women's Mentoring programme, the Diversity Reference Group, the Chief Executive Women's Leadership programme and the "Women in Aviation" partnership programme. These programmes target a variety of causes; for example the Navy Women's Mentoring programme offers mentees three different streams of participation: pre/post-partum, parenting and professional development. Other programmes are focused on grassroots feedback from Navy women. A leadership programme brings together women from diverse backgrounds and aims to enhance participants' potential in future employment.

SUMMARY OF NATIONAL REPORTS 2020

Partner Nation
Australia



AUS

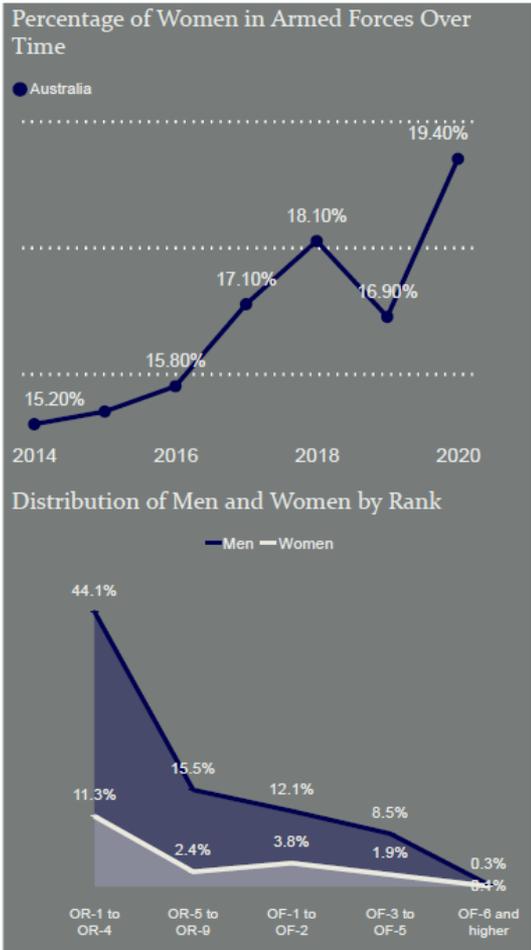
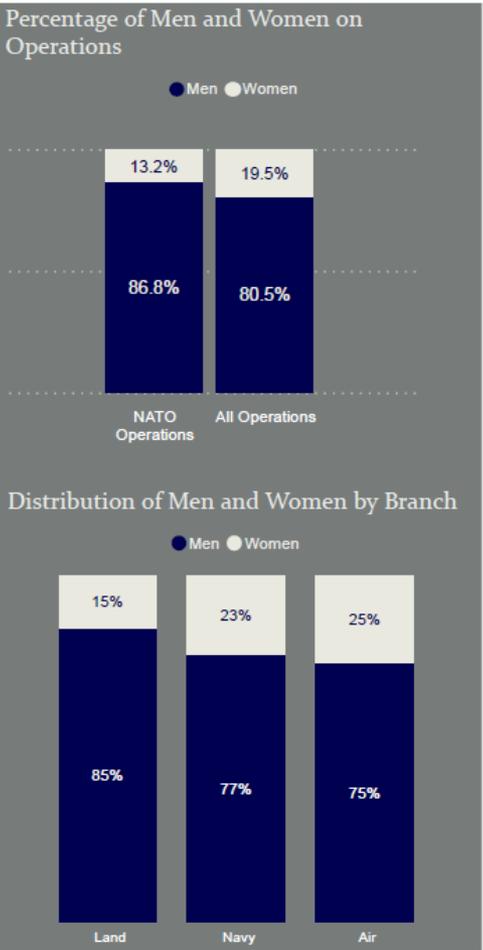
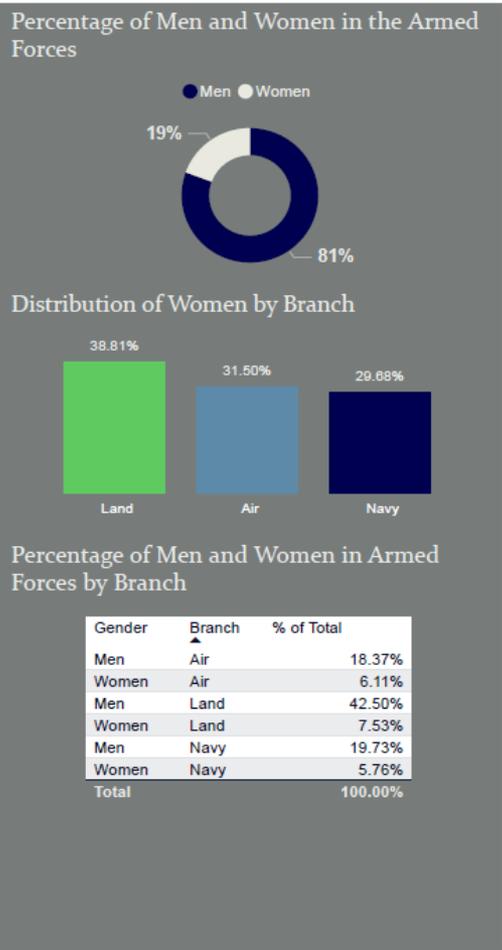
19.4%
of Armed Forces are Women

80.6%
of Armed Forces are Men

37.8%
of Applicants are Women

5.2%
of Women Applicants were Recruited

62.4%
of Women Completed Basic Training



Summary of National Reports 2020

Austria

Overview

In 2020, the Austrian Armed forces (AAF) were composed of 4% women and 96% men. In 2020 Austria had a valid National Action Plan. The AAF are working towards a long-term target of 50%, with a mid-term goal of 10%. As such, the AAF have adopted comprehensive policies and programmes for retention and recruitment of women, including mentorship programmes and gender-sensitive hiring processes and job applications.

Key Success

- Comprehensive recruitment and retention goals and programming to support women's careers in the AAF
- Comprehensive trainings on gender perspective

Work Life Balance

The AAF provide 16 weeks of maternal leave and 5 weeks of paternal leave, as well as 96 weeks of parental leave which is transferable between parents. All personnel have the possibility to apply for teleworking and part-time work for child care, caring for the elderly and educational reasons. The AAF also offer breastfeeding breaks and daycare services on bases and at the Ministry of Defence (MoD).

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

The AAF apply several policies to prevent sexual harassment, sexual abuse and sexual assault. For example, these offences are covered through an overarching anti-mobbing policy, which dictates a zero-tolerance policy for mobbing. Information and rules on sexual harassment, sexual abuse and sexual assault is taught during the obligatory training on conduct and discipline, including additional anti-mobbing lectures. The AAF also offer numerous trainings on gender perspective. These trainings focus on understanding the relevance of gender equality in daily life, as well as the operational benefits of gender perspective in military operations. The courses also teach participants to apply a gender-sensitive approach.

Recruitment and Retention

The Austrian Ministry of Defence (MoD) and the AAF created the Women Advancement Plan to set an overall long-term target of 50% for the representation of women in their national armed forces. Based on the AAF's Sub-Strategy for Defence Policy, the mid-term target for the representation of women is 10%. The AAF also offers a mentoring programme for female recruits and women entering public service. Entitled "Empowering women," this programme is available to public service positions and supports the advancement of women regarding job advertisements. The AAF give preference to women with equal qualification for appointment. Across the AAF, there are Female Alumni Meetings of the Non-Commissioned Officers Academy, the Military Academy and the National Defence Academy. The AAF offer monetary bonuses for service within the national guard and reserve. These personnel are offered the opportunity to participate in paid trainings. There are also monetary bonuses for completing the reserve officers or reserve Non-Commissioned Officer education and training. Finally, the AAF offer the option to temporarily enter active duty state at any time, including when personnel are bridging between civilian positions.

SUMMARY OF NATIONAL REPORTS 2020

Partner Nation

Austria



AUT

3.8%

of Armed Forces are Women

96.2%

of Armed Forces are Men

12.8%

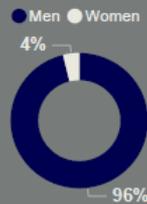
of Applicants are Women

23.3%

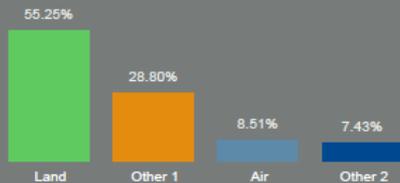
of Women Applicants were Recruited

This nation did not report their recruitment data.

Percentage of Men and Women in the Armed Forces



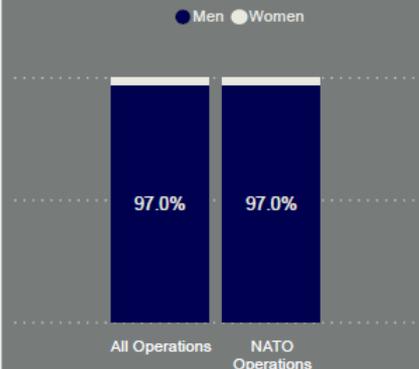
Distribution of Women by Branch



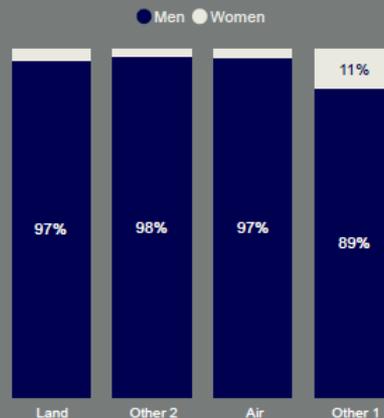
Percentage of Men and Women in Armed Forces by Branch

Gender	Branch	% of Total
Men	Air	12.49%
Women	Air	0.32%
Men	Land	62.28%
Women	Land	2.09%
Men	Other 1	8.58%
Women	Other 1	1.09%
Men	Other 2	12.88%
Women	Other 2	0.28%
Total		100.00%

Percentage of Men and Women on Operations



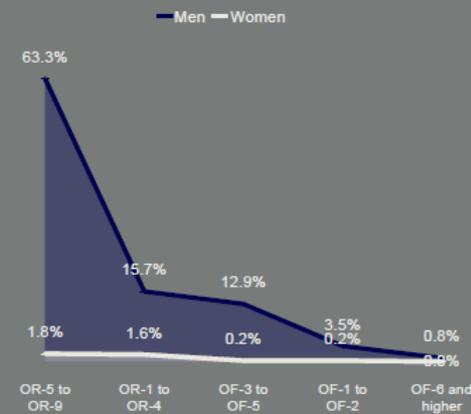
Distribution of Men and Women by Branch



Percentage of Women in Armed Forces Over Time



Distribution of Men and Women by Rank





Summary of National Reports 2020

Bosnia and Herzegovina

Overview

In 2020, the Bosnia and Herzegovina Armed Forces (BiH AF) were composed of 7% women and 93% men. For the BiH AF, the year was defined by key policy changes in sexual harassment legislation and the new appointment of gender advisors throughout the chain of command. In 2020, BiH had a valid National Action Plan. The BiH National Action Plan for the Implementation of UNSCR 1325 centers on six main components for the BiH AF. These include: increasing the participation of women in the military and in peacekeeping missions; increasing women in decision-making processes; raising awareness of gender equality through training and other forms of information activities; harmonisation of laws and regulations with the Law on Gender Equality of BiH; keeping statistics and records disaggregated by gender and improving the living and working conditions within the MoD and BiH AF.

Key Success

- Implementing National Action Plan
- Implementation of new sexual harassment policy

Work Life Balance

BiH AF provide 52 weeks of maternity and paternity leave respectively.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

In October 2020 an advisor for the prevention of gender-based harassment and sexual harassment in the workplace has been appointed within in the MoD of BiH. Points of contact were also appointed in the commands and units of the BiH AF. The Inspector General of the BiH MoD conducts investigations into the professional conduct of members of the BiH AF who are bound by the Code of Ethics. Members of the BiH AF are also bound by the Law on Service and Rules of Service in the BiH AF, the law on Gender Equality in BiH, and the law on Prohibition of Discrimination. The BiH AF have training programmes on ethics, professionalism, and integrity building. These are run through the Peace Support Operation Training Centre, also including courses on the prevention of sexual harassment.

Recruitment and Retention

BiH has set a 10% quota as a standard that is sought to be realised at each admission to the PVS, however, the BiH Gender Equality Policy defines the goal of achieving full gender balance in accordance with the Law on Gender Equality. The BiH National Action Plan for the Implementation of UNSCR 1325 centers on six main components for the BiH AF, these include: increasing the participation of women in the military, and in peacekeeping missions; participation in decision-making ; raising awareness of gender equality through training and other forms of information activities ; harmonisation of laws and regulations with the Law on Gender Equality of BiH; keeping statistics and records disaggregated by gender; and improving the living and working conditions within the MoD and BiH AF.

SUMMARY OF NATIONAL REPORTS 2020

Partner Nation

Bosnia and Herzegovina



BIH

6.8%

of Armed Forces are Women

93.2%

of Armed Forces are Men

15.4%

of Applicants are Women

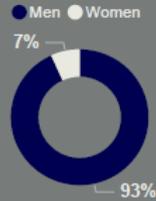
11.7%

of Women Applicants were Recruited

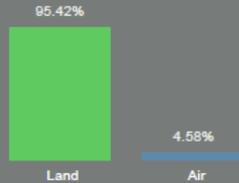
70.8%

of Women Completed Basic Training

Percentage of Men and Women in the Armed Forces



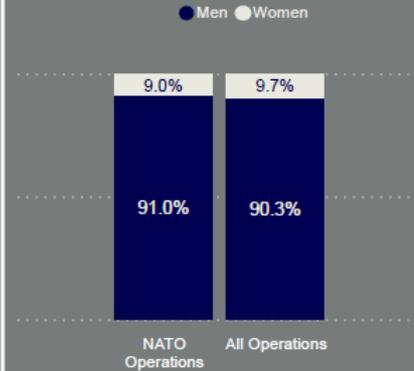
Distribution of Women by Branch



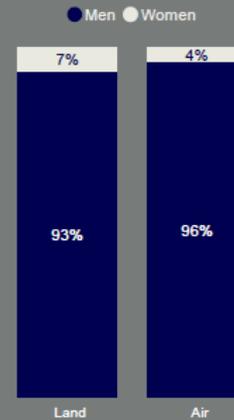
Percentage of Men and Women in Armed Forces by Branch

Gender	Branch	% of Total
Men	Air	6.98%
Women	Air	0.31%
Men	Land	86.26%
Women	Land	6.44%
Total		100.00%

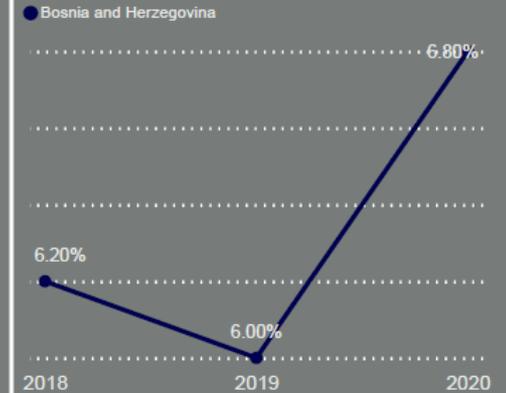
Percentage of Men and Women on Operations



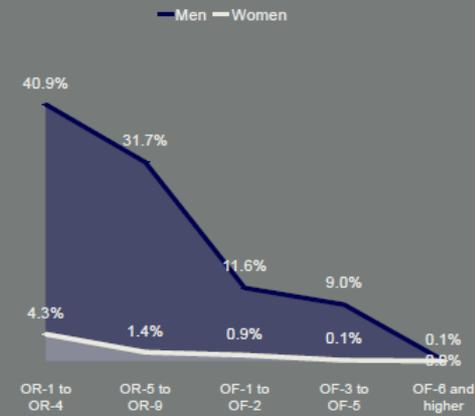
Distribution of Men and Women by Branch



Percentage of Women in Armed Forces Over Time



Distribution of Men and Women by Rank



Summary of National Reports 2020

Finland

Overview

In 2020, Finnish Defense Forces (FDF) were composed of 5% women and 95% men. The year was defined by key policy implementation, including the FDF Gender Equality Plans, the Finnish National Action Plan, and the Women, Peace and Security Action Plan. The Action Plan supports the entry of women into the armed forces, increased gender training, and increased regulations on sexual harassment and bullying. In 2020, the FDF also piloted an innovative shared accommodations programme for conscript service members, supporting women's transition and inclusion into the FDF.

Key Success

- Implementation of 2019 National Action Plan, as well as the Women, Peace and Security Action Plan
- Progressive approach to testing shared accommodations and supporting women's transition into the armed forces

Work Life Balance

The FDF provide 18 weeks of maternity leave, 9 weeks of paternity leave and 26 weeks of parental leave which is transferable between parents. The FDF follow Finnish Government Policy, which supports mothers and fathers of young children. Teleworking, part-time employment and flexible working hours for personnel are also available.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

The FDF have policies and procedures for the prevention of sexual harassment, sexual abuse and sexual assault. Victims of abuse and are advised to notify their supervisors and occupational safety and health personnel. The FDF endeavour to solve all problems within the chain of command. However, if this is not possible, the occupational safety and health personnel may refer the case to the civil police. All serious cases are investigated by the civil police and tried through civil courts. In 2020 the FDF reported 24 cases of sexual harassment reported by women and 12 cases of sexual harassment reported by men.

Recruitment and Retention.

FDF are mainly based on men's compulsory conscript service and reservists. All men are required to perform military service lasting 6 to 12 months. This period is considered a civic duty and they will not receive a salary. Women can perform the service as a volunteer. These individuals form reservist forces. Virtually all soldiers who work and are paid in the armed forces are non-commissioned officers and they work in the armed forces until retirement age. Additionally, FDF have a high share of civilian employees and civilian employees often perform the same tasks as soldiers. In 2020, 34% of all full-time employees were civilian employees, and 46% of civilian employees were women. In 2020, the FDF developed and updated the Gender Equality Plans for Defence Forces units, with a special focus on equal treatment and the prohibition of discrimination and bullying. The FDF also developed their WPS Action Plan. Based on the Finnish NAP, the plan underlined the importance of gender perspective and advanced gender training, as well as the recruitment of women to operations and operational contexts. There are no restrictions on women serving in the armed forces, nor are there restrictions that apply to operations. All active duty positions are open to women in the armed forces.

SUMMARY OF NATIONAL REPORTS 2020

Partner Nation

Finland



FIN

4.5%

of Armed Forces are Women

95.5%

of Armed Forces are Men

4.9%

of Applicants are Women

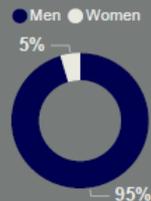
76.9%

of Women Applicants were Recruited

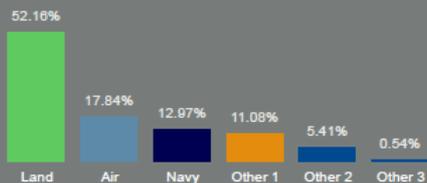
90.0%

of Women Completed Basic Training

Percentage of Men and Women in the Armed Forces



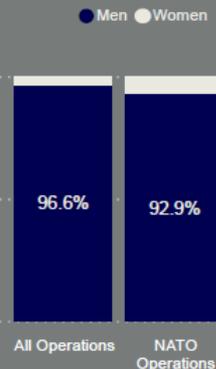
Distribution of Women by Branch



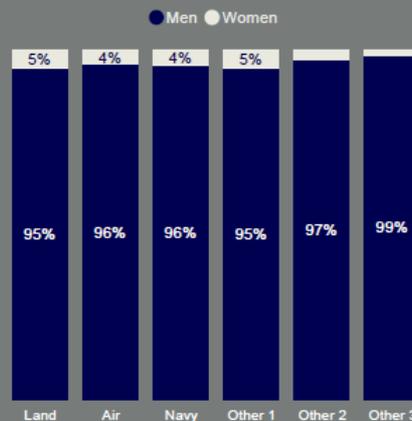
Percentage of Men and Women in Armed Forces by Branch

Gender	Branch	% of Total
Men	Air	19.37%
Women	Air	0.81%
Men	Land	42.74%
Women	Land	2.37%
Men	Navy	13.38%
Women	Navy	0.59%
Men	Other 1	9.48%
Women	Other 1	0.50%
Men	Other 2	8.76%
Women	Other 2	0.25%
Men	Other 3	1.72%
Women	Other 3	0.02%
Total		100.00%

Percentage of Men and Women on Operations



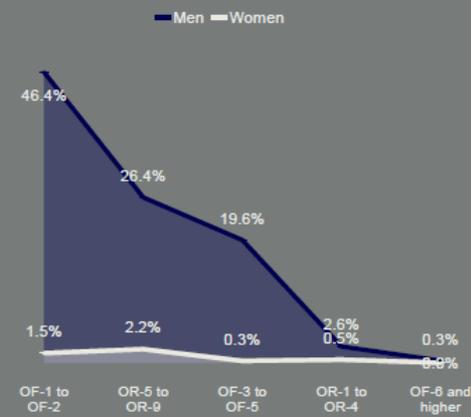
Distribution of Men and Women by Branch



Percentage of Women in Armed Forces Over Time



Distribution of Men and Women by Rank



Please note for Finland Quantitative Data, Other 1 = Headquarters and subordinate military institutions | Other 2 = Department of Defense Logistics | Other 3 = Defence University

Summary of National Reports 2020

Georgia

Overview

In 2020, the Georgian Defence Forces (GDF) were composed of 5% women and 95% men. Georgia reflected on their 2018 – 2020 National Action Plan stating how it was part of the nation's commitment to human rights, gender equality, and women's empowerment. The NAP was harmonised with the Action Plan of the Government of Georgia for the Protection of Human Rights. Additionally, the final draft of the Gender Equality Strategy was updated.

Key Success

- Plans to adapt military equipment to be ergonomically suitable for men and women
- Taken actions towards incorporating the 2019 NCGP Recommendations

Work Life Balance

The GDF provide 24 weeks of maternity leave and 24 weeks of paternity leave that are transferable between parents. The GDF allow for flexible working hours for child care and educational studies. For the special programme related to child care, the GDF offer breastfeeding breaks and education allowances for child's primary and secondary schooling.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

The GDF have policies to prevent sexual harassment, sexual abuse and sexual assault. Their "Gender Equality Strategy" focuses on preventing any sexual offences in the national armed forces. Specifically, the GDF offer an online course on the "Elimination of Sexual Harassment in the Workplace" to its national forces. Gender advisors handle reporting incidents of sexual harassment to the as part of the obligation of their jobs. At the tactical level and for pre-deployment training, the GDF have the 'NATO Gender Education and Training Package for Nations' been used in national training programmes. The GDF have 1 NATO certified and 12 non-NATO certified gender advisor in their Ministry of Defence and 2 NATO-certified gender advisors in their general staff. As well, the GDF have 20 non-NATO certified gender advisors for their National Armed Forces.

Recruitment and Retention

The GDF did not specify specific recruitment policies. For retention, the GDF policies are to conduct a survey twice a year prior to the 6 month and 12 month contract expiration. This survey identifies the contingent reasons for leaving the Defence forces. There are no specific retention policies for women.

SUMMARY OF NATIONAL REPORTS 2020

Partner Nation

Georgia



GEO

5.0%

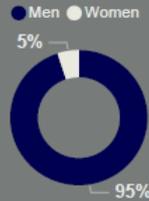
of Armed Forces are Women

95.0%

of Armed Forces are Men

This nation did not report their recruitment data.

Percentage of Men and Women in the Armed Forces



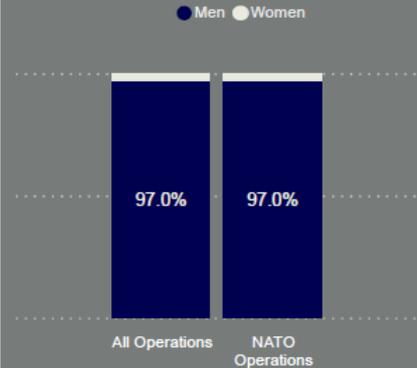
Distribution of Women by Branch



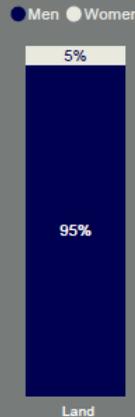
Percentage of Men and Women in Armed Forces by Branch

Gender	Branch	% of Total
Men	Land	95.00%
Women	Land	5.00%
Total		100.00%

Percentage of Men and Women on Operations



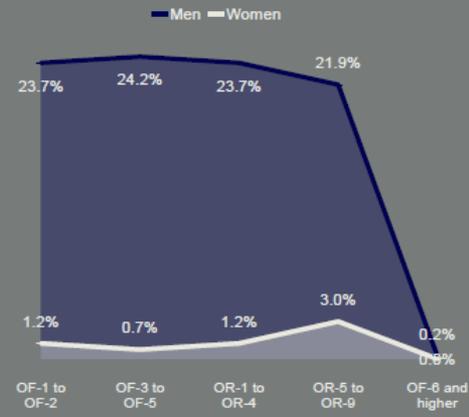
Distribution of Men and Women by Branch



Percentage of Women in Armed Forces Over Time



Distribution of Men and Women by Rank





Summary of National Reports 2020

Ireland

Overview

In 2020, the Irish Defence Forces (IDF) were composed of 7% women and 93% men. In 2020, Ireland implemented its third National Action Plan for the Implementation of UNSCR 1325 and Related Resolutions (2020-2024), underlining WPS as a central element of Ireland's broader commitment to gender equality in all of its actions.

Key Success

- Implementation of third National Action Plan

Work Life Balance

The IDF provide 26 weeks of maternal leave and 4 weeks of paternal leave which is transferable between parents. Additionally, the IDF offer a variety of work life balance regulations and programmes as part of a larger retention policy. Such provisions include breastfeeding breaks, remote working, working from home and shorter “family friendly” overseas deployments. In addition, parents have access to special policies on duty assignments, night duties and/or overtime work, as well as provision protecting parents from deployment.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

The IDF have policies to prevent sexual harassment, sexual abuse and sexual assault.

As part of the defence force syllabus, training on sexual harassment, sexual abuse and sexual assault include induction level training, career course training and overseas pre-deployment training. The IDF also have a comprehensive complaints process to deal with interpersonal relationships within the military work environment. Victims are able to report to the Military Police, Grievance management and HR.

Additionally, the IDF run trainings on gender perspective, gender mainstreaming, UNSCR 1325, Sexual Exploitation and Abuse, as well as on awareness of gender based violence.

Recruitment and Retention

The IDF have a 12% target for female personnel and employ various strategies to increase the number of female candidates, including female focused advertising, the creation of female focused recruitment material, targeted social media advertising, special initiatives with Irish sporting bodies and visits to schools. For example, the Defence Forces Women's Network aims to identify any actual or perceived barriers to the progression of women to leadership and decision making levels.

SUMMARY OF NATIONAL REPORTS 2020

Partner Nation

Ireland



IRL

6.9%

of Armed Forces are Women

93.1%

of Armed Forces are Men

12.8%

of Applicants are Women

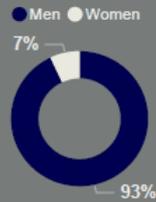
4.5%

of Women Applicants were Recruited

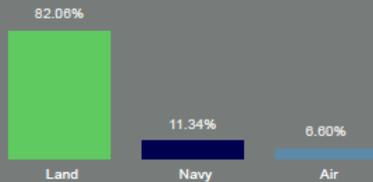
76.3%

of Women Completed Basic Training

Percentage of Men and Women in the Armed Forces



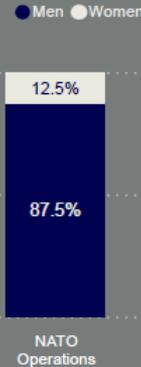
Distribution of Women by Branch



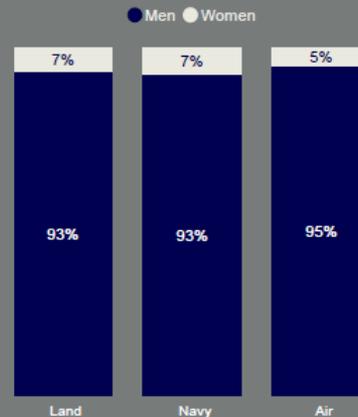
Percentage of Men and Women in Armed Forces by Branch

Gender	Branch	% of Total
Men	Air	8.13%
Women	Air	0.46%
Men	Land	75.16%
Women	Land	5.70%
Men	Navy	9.76%
Women	Navy	0.79%
Total		100.00%

Percentage of Men and Women on Operations



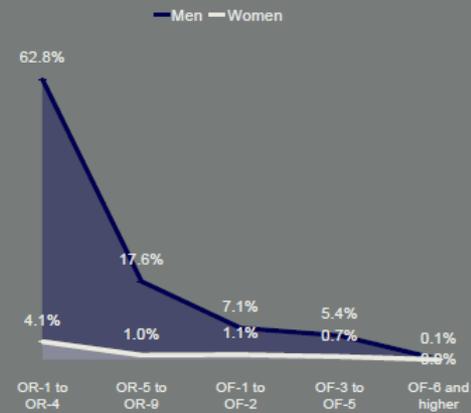
Distribution of Men and Women by Branch



Percentage of Women in Armed Forces Over Time



Distribution of Men and Women by Rank



Summary of National Reports 2020

Japan

Overview

In 2020, the Japan Self-Defence Forces (JSDF) were composed of 8% women and 92% men. The JSDF had a valid National Action Plan on Women, Peace and Security for 2020. The JSDF have several policies and programmes targeted towards women. Under the Action Plan for Promoting the Active Participation of Female Employees and Work-Life Balance, initiatives for greater flexibility and support for women's career growth have been implemented.

Key Success

- Programming to support women's career development
- Implementation of MOD Hotline for Sexual Harassment

Work Life Balance

The JSDF provide 163 weeks of maternal leave and 157 weeks of paternal leave, which is not transferable between parents. As outlined in the Medium Term Defence programme, the JSDF promote various measures, such as the "Action Plan for Promoting the Active Participation of Female Employees and Work-Life Balance". Through this Action Plan, the JSDF investigate and analyse common causes of severance, works for the prevention of severance and further promotes the active engagement of female JSDF personnel. Policies and regulations such as the Act on Childcare Leave of National Public employees help to provide special considerations for parents and pregnant personnel. Further, the JSDF offer breastfeeding breaks, daycare for children at military installations or the ministry of defense, extra weeks for subsidised maternity or paternity leave, flexible working and service hours or variable start/finish times and temporary childcare in the event of emergency operations such as disaster relief.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

The JSDF apply policies to prevent sexual harassment, sexual abuse and sexual assault. The JSDF are guided by the Operation of the Instruction on Prevention on Sexual Collective, which supports education on harassment prevention, including education at each branch of service and online learning. In December 2019, the JSDF established the Ministry of Defence (MoD) Hotline for Sexual Harassment at the Honors and Discipline Division, Bureau of Personnel and Education. This was part of a larger strategy to prevent, monitor and respond to sexual harassment through consultations with personnel. The total number of consultations (both cases of sexual harassment and cases that were not determined to be sexual harassment) to this hotline in the fiscal year 2019-2020 was 73.

Recruitment and Retention

Based on the Ministry of Defence's (MoD) Action Plan for Promoting the Active Participation of Female Employees and Work-Life Balance, the JSDF aim to ensure that women account for more than 10% of total newly employed SDF personnel, in order to reach the set target for the representation of women in the JSDF to be over 9% by 2027. In 2020 the JSDF Reserve forces were composed of 7% women. Through the "initiative to Promote Active Engagement of Female SDF Personnel" the JSDF promote specific retention policies for women. As well the JSDF actively provide opportunities for women to take on leadership opportunities, including the executive candidate examination and the internal executive selection examination. JSDF also offer a mentorship programme. While almost all positions are open to female personnel, limitations exist based on labor legislation and equipment, including a part of the JSDF Nuclear Biological Chemical Weapon Defense Unit and Tunnel Company Units.

SUMMARY OF NATIONAL REPORTS 2020

Partner Nation
Japan



JPN

7.8%

of Armed Forces are Women

92.2%

of Armed Forces are Men

19.0%

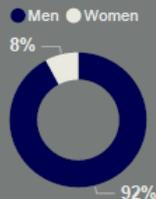
of Applicants are Women

19.4%

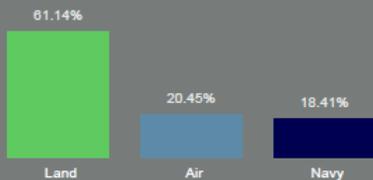
of Women Applicants were Recruited

This nation did not report their recruitment data.

Percentage of Men and Women in the Armed Forces



Distribution of Women by Branch



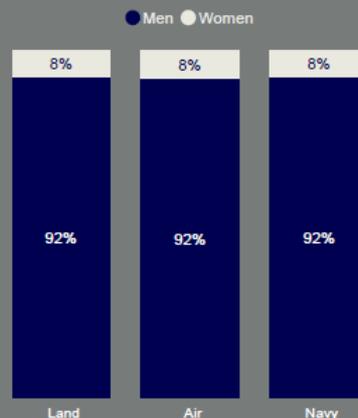
Percentage of Men and Women in Armed Forces by Branch

Gender	Branch	% of Total
Men	Air	17.74%
Women	Air	1.58%
Men	Land	57.13%
Women	Land	4.74%
Men	Navy	17.38%
Women	Navy	1.43%
Total		100.00%

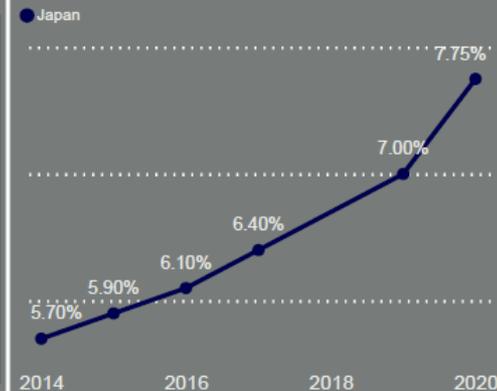
Percentage of Men and Women on Operations

This nation did not report their operation data.

Distribution of Men and Women by Branch



Percentage of Women in Armed Forces Over Time



Distribution of Men and Women by Rank





Summary of National Reports 2020

Republic of Moldova

Overview

2020 was defined by the approval of the Regulation on the Procedure for Prevention, Identification, Registration, Reporting and Examination of Cases of Discrimination, Sexual Harassment And Gender-Based Violence by the order of the Minister of Defense. This built on previous measures, including the Moldova Government Action Plan for 2020-2023 and National Action Plan 2018-2022.

Key Success

- Implementing new measures on the prevention of sexual harassment, sexual abuse and sexual assault

Work Life Balance

The Moldovan National Army (MNA) provides 18 weeks of maternity leave and 2 weeks of paternity leave. Leave is transferable between parents. Based on written request, parents can be granted additional partly paid leave for children until the age of 3, this may be used in whole or in part at any time, afterwards one of the parents can use unpaid leave until the child is 4. There are special considerations for single, divorced and widowed parents, including leave for family reasons, for the care of the sick child up to 10 years old and for the care of the child up to 18 years old suffering from oncological disease or disability. Further, mandatory annual leave is granted on request at any time of the year for the following categories: military who have a disabled child under the age of 16; military single parents educating one or more children under the age of 16; military spouses deployed simultaneously, when possible; military personnel whose wives are on maternity leave; and military who have two or more children under the age of 16. The MNA also provide breastfeeding breaks, flexible working times and policy of duties assignments, night duties and/or overtime work.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

In 2020, the MNA adopted regulations on the procedure for prevention, identification, registration, reporting and examination of cases of discrimination, sexual harassment and gender-based violence. The procedure include reports to the MoD Coordinating Group on Gender Perspectives, to the Gender Focal Points, to the Chief/Commander, to the General Inspection Directorate of the Military Inspectorate and to the Military Police, as well as 24/7 hotlines, where victims can report to the higher authorities. Further, there are additional strategies to prevent sexual harassment in the MNA outlined in the Strategy for ensuring equality between women and men in the Republic of Moldova, as well as in the Action Plan on its implementation. The MNA also offers training specific to the prevention of sexual harassment and sexual abuse. This takes into account the cultural aspects of the area of responsibility and the area of operation. For example, personnel receive cultural and gender-based training on sexual harassment; for example, what rules should be followed with reference to women in a Muslim community.

Recruitment and Retention

The MNA has different standards and requirements for the application and recruitment of men and women into the armed forces. In accordance with the national legislation, only men are eligible for conscript service (which is mandatory for all men who have reached 18 years of age) and for short-term military service. Men are eligible for contract services after initial military training. Women may be employed without initial military training if they have reached the age of 18 and have had specialised training. The National Army Women's Association, founded in 2019, acts as a network to support women in the military. Lastly Moldova includes policies and campaigns to promote the recruitment of women within its National Programmes, and National Defense and Military strategies and Action Plans.



Summary of National Reports 2020

New Zealand

Overview

In 2020 the New Zealand Defence Forces (NZDF) were composed of 19% women and 81% men. In 2020 the previous National Action Plan expired with a new one set to be drafted. A defining accomplishment for the NZDF was the formal adoption of the United Nations Women's Empowerment Principles in March 2020, becoming the first military globally to take action. Further, as part of this initiative, the Royal New Zealand Navy used the pilot to implement gender based analysis in the development of policy.

Key Success

- First military globally to adopt the United Nations Women's Empowerment Principles
- Comprehensive policies on the Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault, including new educational measures introduced in 2020

Work Life Balance

The NZDF provide 52 weeks of maternal leave and 52 weeks of paternal leave. NZDF offer flexible working options for staff whenever possible, including working reduced hours, flexible hours and flexible locations. All personnel have the possibility to apply for teleworking and part-time work for child care, caring for the elderly and educational reasons. In case of dual service couples, the NZDF Career Management consider both service persons' career requests and seek to ensure that service couples are posted to the same locations.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

The NZDF have policies and programmes to prevent sexual harassment, sexual abuse and sexual assault. A Sexual Assault Prevention and Response Advisor receives disclosures of sexual offences which may or may not be reported to the Military Police or New Zealand Police. Military Police conduct investigations of some sexual offences, for example indecent assault. The New Zealand Police are the preferred investigators of rape or unlawful sexual connection. The NZDF plan to implement a case management system to provide greater ability to report more widely on gendered and ethnic statistics. In terms of training, the NZDF offers mandatory Sexual Ethics and Respectful Relationships (SERR) training. Tailored briefs are also delivered as requested, for example regarding safe social media use. In 2020, Sexual Assault Prevention and Response Advisors (SAPRA) began tailoring briefs as part of the NCO promotional courses to expand on SERR.

Recruitment and Retention

NZDF Recruiting conducts a number of career experiences targeted at women. Among these initiatives, there are specific programmes to include more women in Science, Technology, Engineering and Maths/Mechanics in the Defence Force. The NZDF is currently developing a recruitment campaign based on current market research specifically targeting women to join the NZDF. NZDF have established recruitment targets for women in each of the three services to achieve by 2025: Navy 30%, Air Force 25% and Army 17%. NZDF sponsor women to attend various conferences and courses and offer a scholarship for the Halifax Programme. NZDF also have a formalised mentoring programme for both the RNZAF and NZ Army. The NZDF have established Gender Equality Networks across camps and bases. These are supported by the Gender Equality Network Steering Group. They are gender inclusive, and implemented to enhance the participation of women in NZDF. There are also network groups for women at senior leadership levels within the organisation called Kawau Maro.

SUMMARY OF NATIONAL REPORTS 2020

Partner Nation

New Zealand



NZL

18.6%

of Armed Forces are Women

81.4%

of Armed Forces are Men

27.6%

of Applicants are Women

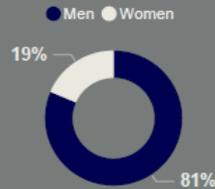
6.0%

of Women Applicants were Recruited

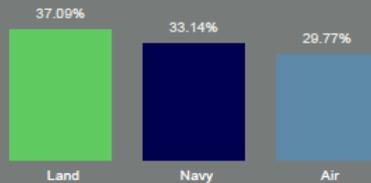
87.2%

of Women Completed Basic Training

Percentage of Men and Women in the Armed Forces



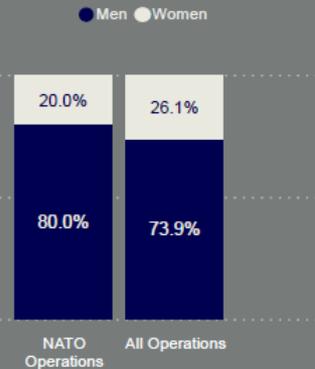
Distribution of Women by Branch



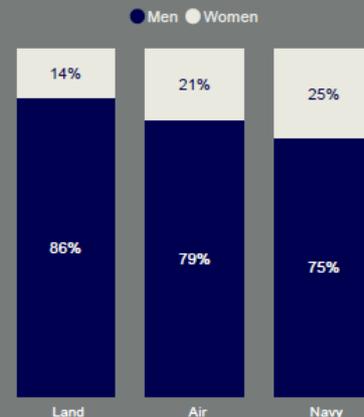
Percentage of Men and Women in Armed Forces by Branch

Gender	Branch	% of Total
Men	Air	21.34%
Women	Air	5.53%
Men	Land	42.10%
Women	Land	6.89%
Men	Navy	17.99%
Women	Navy	6.15%
Total		100.00%

Percentage of Men and Women on Operations



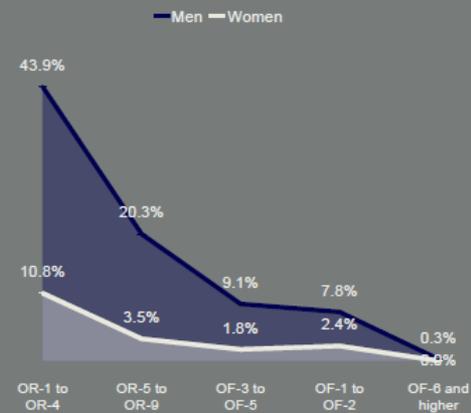
Distribution of Men and Women by Branch



Percentage of Women in Armed Forces Over Time



Distribution of Men and Women by Rank





Summary of National Reports 2020

Republic of Serbia

Overview

The Serbian Armed Forces (SAF) have a clear legal foundation in regards to rights of pregnant women, single parent or guardians to children with disabilities. The National Action Plan for the implementation of UNSCR 1325 is headed by the Ministry of Defense and SAF, and continues to be implemented.

Key Success

- Clear legal structure outlining labor and sexual harassment laws
- Variety of provisions for pregnant personnel, as well as childcare provisions

Work Life Balance

The SAF provide 52 weeks of transferrable maternity and paternity leave. The SAF follow Serbian labour and military laws dictating rules around equality and discrimination, as well as maternity and paternity leave. The Law on the Serbian Armed Forces stipulates that personnel who are prevented from performing duty due to pregnancy, maternity leave, child care or special child care cannot be dismissed from duties and have the rights prescribed by the general labour regulations. Further, pregnant or breastfeeding personnel cannot work in positions that are detrimental to their child's health, including lifting loads, harmful radiation or exposure to extreme temperatures and vibrations. Single parents who have children up to 7 years of age or a child who is severely disabled can only work overtime or night shifts with written consent. Parents with a child under the age of 7 or a seriously ill member of a close family in need of care and assistance and have no spouse or adult household member shall not be assigned as internal duty personnel, The SAF also provide extra weeks of subsidised parental leave.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

SAF follows national and military laws that clearly outline prevention of sexual harassment, abuse and assault, including The Law on the Prevention of Abuse at Work, and Labor Law. Procedure for reporting sexual harassment are laid down in the Rules of Conduct of Employers and Employees Regarding the Prevention and Protection against Abuse at Work. The SAF also utilise a "Trusted Person" method for reporting. All units and organisations in the Ministry of Defense and the SAF appoint "Trusted Persons" for reporting on all forms of misconduct. Upon receiving a complaint the Trusted Person writes a formal report and submits it to the superior instance, thus initiating a formal procedure for protection.

Recruitment and Retention

SAF laws include provisions for various early promotions and employment benefits, including special military home loans and pay bonuses. The SAF maintain separate bathrooms and sleeping quarters for male and female personnel.

Please note for Republic of Serbia Quantitative Data, this nation did not submit quantitative data for the year 2020.



Summary of National Reports 2020

Sweden

Overview

In 2020, the Swedish Armed Forces (SwAF) were composed of 10% women and 90% men. For the SwAF, the year was defined by the implementation of new policies. While there was a valid National Action Plan for 2020, Sweden began the process of revision on their National Action Plan, with a continued focus on conflict prevention, protection of women and girls, inclusive peace processes and female leadership and expertise. Further, guidelines for preventing and combatting sexual harassment and bullying were changed and implemented. These new guidelines more closely linked Swedish legislation and the SwAF Code of Conduct in order to guide commanders, directors and personnel in preventing sexual harassment and abuse.

Key Success

- Implementation of new policies, programmes, and guidelines for preventing and combatting sexual harassment and bullying

Work Life Balance

The SwAF provide 78 weeks of maternity and paternity leave, respectively and 96 weeks of combined transferable parental leave. Sweden offers part time working hours for education and childcare, as well as flexible working hours.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault:

During 2020, SwAF implemented updated strategies and policies to prevent sexual harassment. A central function was established with the task of overseeing allegations of sexual harassment within the organisation, to ensure they are handled in a professional and uniform way. These changes included: formal procedures regarding incident reporting; a course on equal treatment; local training to prevent sexual harassment; a gender coach programme; and training of local focal points on gender perspective. The reporting function was also designed to be anonymous if necessary. A Gender Focal Point (GFP) structure is in place as well. As a secondary role, GFPs act as Points of Contact (PoCs) for the reporting of harassment and discrimination.

Recruitment and Retention :

The SwAF have the following targets for the percentage of women in the national armed forces: OF 6.8%; NCO 12%; Civ 40%, OR 14%, Military academy officer training 20% and Basic military training 20%. In 2020, 7% of the Reserve force personnel were women. The SwAF offer mentorship programmes, as well as leadership training on gender equality with a focus on women. Further, the SwAF target communication and recruitment campaigns at women in order to increase their knowledge about military service and potential employment and career opportunities. The SwAF aim to integrate gender perspective throughout the organisation. There are three GENADs at the Headquarters-level within strategic and operational planning, as well as within the peace-time. These GENADs are part of the staff and act as advisors to three different Generals. Additionally, the Nordic Centre for Gender in Military Operations (NCGM) supports the SwAF with courses, strategic support, networking and in military exercises. The NCGM provides expertise on integrating gender perspective into military operations. There are no restrictions on women serving in the armed forces, nor are there restrictions that apply to operations. All active duty positions are open to women in the armed forces.

Please note for Sweden Quantitative Data, this nation did not disclose their branch breakdown

SUMMARY OF NATIONAL REPORTS 2020

Partner Nation

Sweden



SWE

10.3%

of Armed Forces are Women

89.7%

of Armed Forces are Men

24.5%

of Applicants are Women

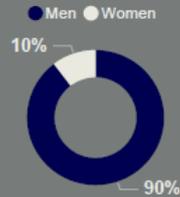
20.6%

of Women Applicants were Recruited

87.9%

of Women Completed Basic Training

Percentage of Men and Women in the Armed Forces



Distribution of Women by Branch



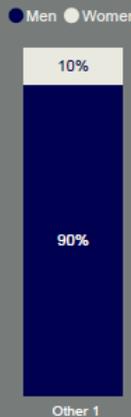
Percentage of Men and Women in Armed Forces by Branch

Gender	Branch	% of Total
Men	Other 1	89.65%
Women	Other 1	10.35%
Total		100.00%

Percentage of Men and Women on Operations



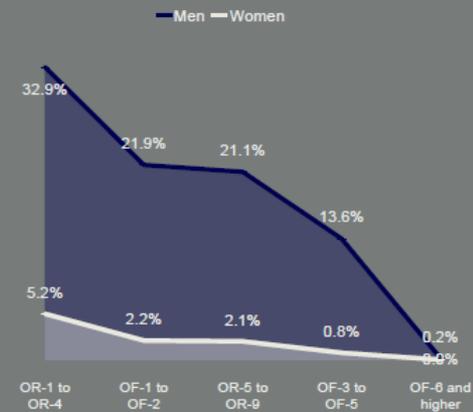
Distribution of Men and Women by Branch



Percentage of Women in Armed Forces Over Time



Distribution of Men and Women by Rank



Please note for Sweden Quantitative Data, this nation did not disclose their branch breakdown