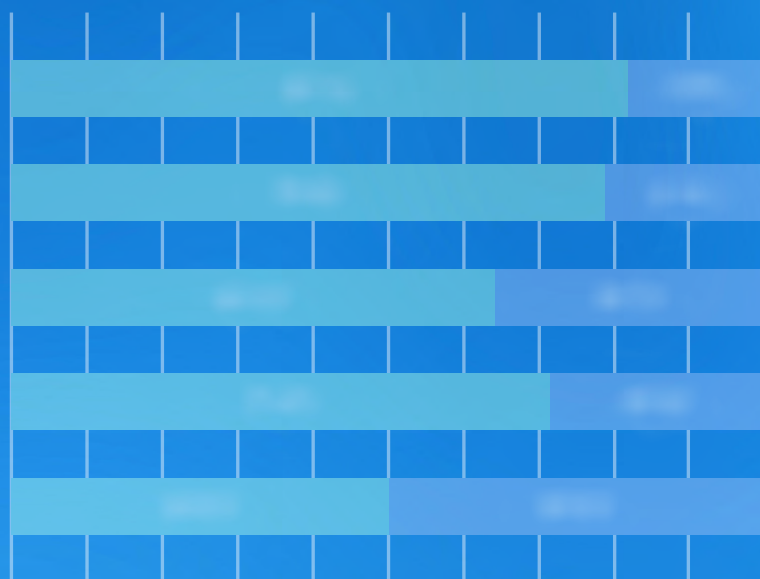




2017



Summary of the National Reports of NATO Member and Partner Nations to the NATO Committee on Gender Perspectives

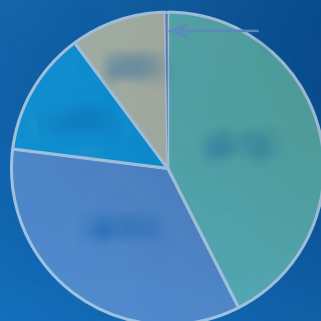


TABLE OF CONTENTS

Introduction	5
Acronyms	7
Executive Summary	13
1 Representation of Men and Women in the Armed Forces in 2017	15
2 Applications and Successful Recruitments in 2017	19
3 Retention Statistics in 2017	25
3.1. Average Age of Military Personnel in 2017	30
3.2. Reserves	31
3.3. Parental, Maternity and Paternity Leave	33
4 Services and Ranks in 2017	35
5 Integration of Gender Perspectives in 2017	41
5.1. Gender in Operations in 2017	45
6 Training and Education	49
7 2016 and 2017 NATO Committee on Gender Perspectives (NCGP) Recommendations to the Military Committee (MC)	51
8 Conclusion	61
9 2017 National Reports from NATO Member Nations	63
Albania	65
Belgium	71
Bulgaria	77
Canada	85
Croatia	99
Czech Republic	111
Denmark	117

Estonia	125
France	131
Germany	137
Greece	149
Hungary	155
Iceland	161
Italy	163
Latvia	173
Lithuania	177
Luxembourg	185
Montenegro	189
Netherlands	197
Norway	203
Poland	209
Portugal	215
Romania	223
Slovakia	229
Slovenia	233
Spain	239
Turkey	245
United Kingdom	249
United States	255

10 2017 National Reports from NATO Partner Nations	267
Australia	269
Austria	277
Finland	285
Georgia	291
Ireland	295
Japan	299
Moldova	305
New Zealand	311
Serbia	319
Sweden	323
the former Yugoslav Republic of Macedonia ⁽¹⁾	331

¹ Turkey recognizes the Republic of Macedonia with its constitutional name.

INTRODUCTION

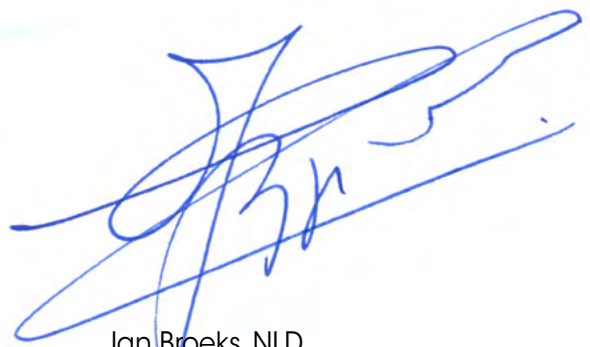
As an Alliance, NATO implements the United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security (WPS) through integrating a gender perspective into its three core tasks of collective defence, crisis management and cooperative security. In doing so, NATO leads by example in upholding the principles of democracy and human rights. Integrating principles of the WPS agenda and gender perspectives remain a priority and calls for accountability and practices of cooperating with our allies through an exchange of lessons learned and best practices in this domain.

The 2017 Summary of the National Reports of NATO Member and Partner Nations to the NATO Committee on Gender Perspectives (NCGP) on the implementation of the UNSCR 1325 is the fourth edition of NATO's overview on the integration of gender perspectives in the armed forces of NATO member and partner nations.

Documented in this report includes: new training and education programs that were implemented; the creation of policies and legislation related to the implementation of UNSCR 1325; and in addition a number of milestones bodies of government reached for the integration of women in the armed forces. These highlighting achievements strengthen an international endeavor to project stability through a diverse yet cohesive effort thus streamlining the WPS agenda through measures to promote the participation of women and strengthen policies that support guidance regarding the participation of women, as well as, the integration and institutionalization of gender perspectives.

This extensive review of collated data gathered from national statistics and policies focuses on recruitment, retention, work-life balance and in military operations which allows the viewer to encompass the targeted strategies of inclusion from the member and partner nations. From a comparative analysis, the 2017 Summary also provides within the respective domain a selection of practices from different national approaches. This collaborative work, therefore, demonstrates NATO member and partner nation's best practices, National Action Plans (NAPs) and determination to fulfill NATO's and their respective nation's commitments.

As this collection of national reports are being provided to the NATO Committee on Gender Perspectives and respectively, to NATO since 1998, I would like to extend my gratitude to all of the contributing nations and subject matter experts who were instrumental in the production of this body of work.



Jan Broeks, NLD
Lieutenant General
Director General of NATO
International Military Staff



ACRONYMS

A

AAF - Albanian Armed Forces/Austrian Armed Forces
ADF - Australian Defence Force
ADL - Advanced Distance Learning
AoO - Area of Operations

B

BAAINBw - Federal Office of Bundeswehr Equipment, Information Technology and In-Service Support
BAF - Belgian Armed Forces/Bulgarian Armed Forces
BCM - Body Cell Mass
BHFA - Blue Helmet Forum Austria
Bi-SC D - NATO Bi-Strategic Commands Directive
BMI - Body Mass Index
BUAFWA - Bulgarian Armed Forces Women Association
BUNDESWEHR - German Armed Forces

C

CAF - Canadian Armed Forces/Croatian Armed Forces
CASD - Centro Alti Studi per la Difesa (Centre for Higher Defence Studies)
CBRN - Chemical, Biological, Radiological and Nuclear Defence
CDS - The Chief of Defence Staff
CEDAW - The Convention on the Elimination of All Forms of Discrimination against Women
CERP - Compensation for Employers of Reservists Program
CFCU - Training for Unit Commanders
CFCV - The Feminist Association against Rape
CFIM - Tri-Service Basic Training Centres
CHOD - Chief of Defence
CIMIC - Civil-Military Cooperation
CLRP - The College Loan Repayment Program
CoC - Code of Conduct
COESPU - The Vicenza Centre of Excellence for Stability Police Units
Com Sem - Commanding Officer Seminar on Gender
COPD - Comprehensive Operation Planning Directive
CPTMs - Core Pre-Deployment Training Materials
CSAP - NATO Civil Society Advisory Panel
CSMV - Voluntary Military Service Centres
CSRT-SM - Canadian Armed Forces Strategic Response Team on Sexual Misconduct

D

DA - Training of Section Leaders
DAP - Defence Action Plan
DDR - Disarmament, Demobilization and Reintegration
DF - Defence Forces
DF HQ - Defence Forces' Headquarters
DHRD - Directorate of Human Rights and Diversity
DICOD - The Department of Information and Communication of the Ministry of Defence
DND - Department of National Defence
DOD - Department of Defence
DRDC - Defence Research and Development Canada
DWAOW - Defence Women's Advisory Organization
D&I - Diversity & Inclusion Training

E

EEAPC - Euro-Atlantic Partnership Council
EBSRP - The Navy Enlisted Bonus Source Rate Program
ED - Emergency Department
EDF - Estonian Defence Forces
EEM - Training for Staff Officers
EHS - Environment, Health and Safety
ENSOA - Non Commissioned Officers Schools
ESDC - The European Security and Defence College
EUPOL Afghanistan- European Union Police Mission in Afghanistan

F

FCA - Family Care Assistance
FCP - Family Care Plan
FDF - Finnish Defence Forces
FETC - The Female Engagement Team Course
FINCENT - Finnish Defence Forces International Centre
FLSD - Female Leaders in Security Defence

G

GAC - Global Affairs Canada
GAF - Georgian Armed Forces
GBA - Gender Based Analysis Plus
GBV - Gender Based Violence
GD HR - The Policy Office of the General Directorate for Human Resources
GENAD - Gender Advisor
GFA - Gender Field Advisor
GFP - Gender Focal Point
GPOI - Global Peace Operations Initiatives

GS – General Staff
GToT - Gender Training of Trainers Course

H

HADR - Humanitarian Aid and Disaster Relief
HDF - Hungarian Defence Force
HISB - Harmful and Inappropriate Sexual Behaviour
HQ - Headquarter
HR – Human Resources

I

IADT - Initial Active Duty Training
ICE - Integrated Clothing Ensemble
ICT - Information and Communications Technology
IHL - International Humanitarian Law
IIS - Washington DC Institute for Inclusive Security
IMS - International Military Staff
IPAP - Individual Partnership Action Plan
ISAF - International Security Assistance Force
ISTI – Istituto Superiore di Tecniche Investigative (Advanced Institute for Investigation Techniques)
ITN - The Italian Navy

J

J1 - Manpower, Personnel and Administration
JFC - Joint Force Command
JICCS - Joint Individual Common Core Skills Training
JMS - Joint Medical Service
JSDF - Japan Self-Defence Forces
JSS - Joint Support Service
JTF - Joint Task Force

K

KFOR - Kosovo Force
KLS - Key Leader Seminar

L

LEPL - Ministry of Internal Affairs of Georgia
LGBT - Lesbian, Gay, Bisexual and Transgender

M

MC - Military Committee
MELs - Medical Employment Limitations
MEO - Military Equal Opportunity
MFRCs - Military Family Resource Centres
MFSP - Abteilung für menschenorientierte Führung und Wehrpolitik (Military Family Services Program)
MFW - Unit for People-Oriented Leadership and Military Policy
MoD - Ministry of Defence
MoDS - The Federal Ministry of Defence and Sports
MOE - Military Observatory for Equality
MoFA - Ministry of Foreign Affairs
MOS - Military Occupational Specialties
MSFT - Multi-Stage Fitness Test
MSVS - Medium Support Vehicle System

N

NAP - National Action Plan
NATO - North Atlantic Treaty Organization
NCGM - Nordic Centre for Gender in Military Operations
NCGP - NATO Committee on Gender Perspectives
NCO - Non-Commissioned Officer
NGO - Non-Governmental Organization
NOAK - Network for Female Officers and Civilians
NORDEFCO - Nordic Defence Cooperation
NR - Not Reported
NZ - New Zealand
NZDF - New Zealand Defence Forces
NZ NAP - New Zealand National Action Plan

O

OEM - Original Equipment Manufacturers
OF - Officer
OPEX - Foreign Operations
Ops - Operations
OR - Other Ranks
OSCE - Organization for Security and Cooperation in Europe
OSCAD - Osservatorio per la Sicurezza contro gli Atti Discriminatori (the Observatory for Security against Discriminatory Acts)

P

PBF - Percentage of Body Fat
PCBMS - Permanent Compulsory Basic Military Service
PCS - Permanent Change of Station

PfP - Partners for Peace
PKO - Peace Keeping Operations
PoC - Points of Contact
POC - Protection of Civilians
PR - Public Relations
P Res - Primary Reserve
PSO - Peace Support Operations
PSTC - Peace Support Training Centre
PTI - Physical Training Instructors

R

RACIS - Raggruppamento Carabinieri Investigazioni Scientifiche (the Carabinieri Unit for Scientific Investigations)
RACVIAC - Regional Arms Control Verification and Implementation Assistance Centre
RAP - Readiness Action Plan
Reg F - Regular Force of the Canadian Armed Forces
RSM - Resolute Support Mission

S

SAF - Slovenian Armed Forces
SAPRO - The Department of Defence's Sexual Assault Prevention and Response Office
SCA - Service du Commissariat des Armées (Commissariat of the Defence Forces)
SEA - Sexual Exploitation and Abuse
SEDM - South-East Defence Ministerial
SEED - Sexual Ethics Education in Defence
SEESAC - South Eastern and Eastern Europe Clearinghouse for the Control of Small Arms and Light Weapons
SeMPRO - Sexual Misconduct Prevention and Response Office
SGBV - Sexual and Gender-based Violence
SGSR WPS - NATO Secretary General's Special Representative for Women, Peace and Security
SHDV - Sexual Harassment, Discrimination and Violence
Sl.Glasnik RS - Law on the Prevention of Harassment
SME - Subject Matter Expert
SOF - Special Operations Forces
SOFS-A - Status of Forces Survey
SOP - Standard Operating Procedure
SPS - NATO Science for Peace and Security
SSA - Service de Santé des Armées (French Defence Health Service)
SSBN - Sub-Surface Ballistic Nuclear Submarine
SSBNs - Sub-Surface Ballistic Nuclear Submarines
SSR - Security Sector Reform
SWEDINT - Swedish Armed Forces International Centre

T

TAAC-C - Train, Advise and Assist Command - Capital

TAF - Turkish Armed Forces

TIP - Trafficking in Persons

U

UK - United Kingdom

UN - United Nations

UNAR - Ufficio Nazionale Antidiscriminazioni Razziali (the Security Office Dealing with Racial Discriminations)

UN CPTM - UN Core Pre-Deployment Training Materials

UNDP - United Nations Development Program

UNMISS - United Nations Mission in South Sudan

UNSCR - United Nations Security Council Resolution

UNPOC - United Nations Protection of Civilians Course

UN Women - United Nations Entity for Gender Equality and Women's Empowerment

UPA - Protection Units against Harassment

W

WPS - Women, Peace and Security

EXECUTIVE SUMMARY

The '2017 Summary of the National Reports of NATO member and partner nations' (hereafter referred to as the 'Summary') to the NATO Committee on Gender Perspectives (NCGP) is a comprehensive compendium of statistics, policies, and programmes adopted by the NATO member and partner nations related to the implementation of the United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security (WPS) and related Resolutions in the armed forces.

Since 1998, the NCGP has annually collected national reports on women in the armed forces and their respective implementation of the UNSCR 1325. Following the progression of submitted reports, the year of 2015 marks the conception of a standardized online questionnaire that was encouraged to be completed by all NATO member and partner nations, upon the request of the International Military Staff Office of the Gender Advisor (IMS GENAD) at NATO HQ. The IMS GENAD Office acts as the Secretariat to the NCGP. Standardizing the national reports enables statistical analysis generated by responses to the questionnaire and provides a conclusive report outlining the implementation and mainstreaming of gender perspectives in the armed forces.

The 2017 Summary is the fourth edition of the report and conveys significant progress and the commitment of NATO member and partner nations to the WPS agenda. The Chapter of the Executive Summary provides comparative data through time series analyses and displays an overview of gender policies and programmes adopted by the nations. The 2017 Summary collects data from all NATO members and 11 partner nations - Australia, Austria, Finland, Georgia, Ireland, Japan, Moldova, New Zealand, Serbia, Sweden, and the former Yugoslav Republic of Macedonia.

Following the formatting of the previous reports, the first part of the 2017 Summary comprises of the Executive Summary, which is organized into eight chapters. These chapters are as follows: Representation of Men and Women in the Armed Forces, Applications and Successful Recruitments, Retention Statistics (including Reserves and Work-Life Balance), Services and Ranks, Integration of Gender Perspectives (including Gender in Operations), Training and Education, the 2016 and 2017 NCGP Recommendations to the Military Committee (MC), and the Conclusion.

The second segment of the 2017 Summary introduces the profiles of NATO member and partner nations separately and offers a detailed overview of national legislation, programmes and policies related to the advancement of the implementation of UNSCR 1325 and related Resolutions in the Armed Forces. The 29 NATO member nations are introduced first, followed by 11 NATO partner nations.

The 2017 Summary builds upon the work and analysis conducted in previous years with the target of providing comparative data in order to flag trends and developments. Upon further review, several supplemental questions and/or new sections have been introduced into the questionnaire. The most recent update can be found in the Retention Statistics Chapter, which includes the two new sections, Average Age of the Military Personnel and Training and Education.

Application of the 2017 Summary and previous publications should transcend beyond the presentation of quantitative data and statistical analysis, and towards a tool that NATO nations can use to refer to existing mechanisms which promote gender mainstreaming and outlines of innovative strategies that integrate gender perspectives in national armed forces. These practices of collaboration are supported through the sharing of best practices and different national approaches that are covered in the 2017 Summary.

While there is commonality in much of the data and its presentation, the written narratives can vary quite considerably. As such, the IMS GENAD has purposely chosen not to amend the general content in order for the data to be presented in the most transparent and accurate format as possible. Nations are encouraged to consider what works best for them in subsequent reports. All nations are responsible for the information they have submitted.

As the Summary becomes a continuous record that is increasingly effective and useful for all entities, NATO members and partner nations are encouraged to continue to submit their reports in the years to come.

1 Representation of Men and Women in the Armed Forces in 2017

This chapter presents an analysis of the representation of men and women in the armed forces, all active duty military personnel, based on statistical information provided by NATO member and partner nations. The first section provides averages based on the National Reports submitted by NATO member nations. The second section looks at the averages based on the reports from both NATO member and partner nations combined. The validity of the statistical analysis in this report is only possible when accurate, reliable and robust information is provided by NATO members and partner nations.

Representation of Men and Women in the Armed Forces of NATO Member Nations

Figure 1 shows that the average percentage of women in the armed forces of NATO member nations is 11.1% in 2017. This percentage is calculated based on the total number of active duty military personnel from only 28 of the 29 NATO member nations, as Iceland does not have an armed forces to report upon. In 2016, the average percentage of women in the armed forces was 10.9% and in 2015 it was 10.8%. Figure 2 shows the average percentage of female military personnel over the course of the last 19 years. This average has increased by 4% since 1999 when women represented 7.1% of the armed forces of NATO member nations.

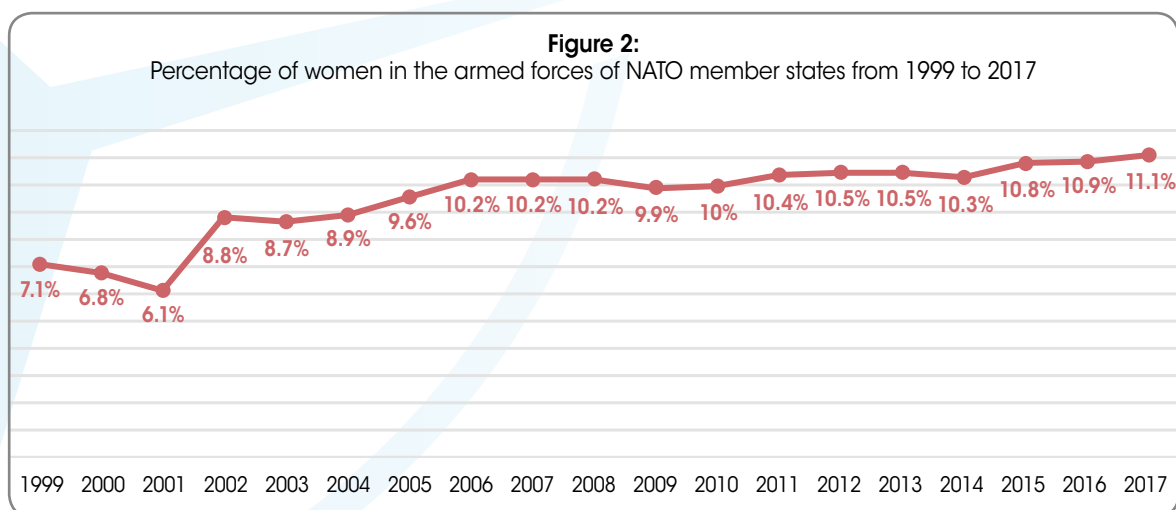
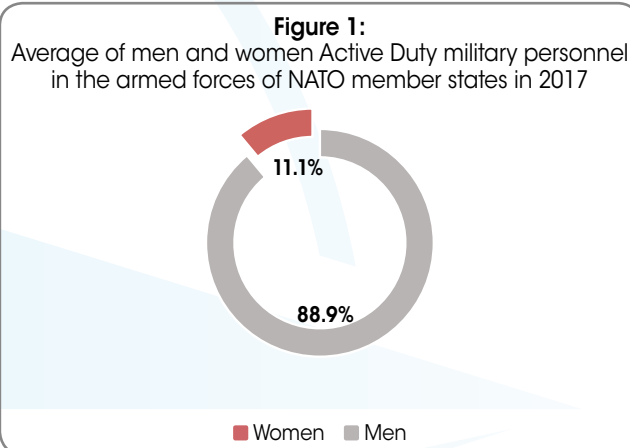


Figure 3 details the average percentage of women in the armed forces of each NATO member nation in 2017, with the exception of Iceland that does not have armed forces. The average percentage of women in the armed forces of each NATO member nation is 11.1%, which indicates an increase of 0.2% compared to 2016, when it was 10.9%. Compared to 2016, in 2017, 18 nations reported an increase in women's representation in their armed forces, 3 nations reported the same percentage, 7 nations reported a decrease in women's representation and 1 nation with no representation as they do not have an armed forces.

Hungary (19.3%), Slovenia (16.5%), the United States (16.2%), Bulgaria (15.9%) and Canada (15.7%) are the five nations with the highest percentage of women serving in their armed forces. Lithuania (from 8% in 2016 to 11.7%) had the largest increase (3.7%) with regards to the percentage of women in the armed forces between 2017 and 2018. Romania (from 5% in 2016 to 8.4% in 2017) had the second largest increase (3.4%), Norway (from 9.5% in 2016 to 11.6% in 2017) had the third largest increase (2.1%). Poland (from 4.3% in 2016 to 5.04% in 2017) had the fourth largest increase (1.1%). Both Denmark (from 6.2% in 2016 to 7.1% in 2017) and Germany (from 10.9% in 2016 to 11.8% in 2017) had the fifth largest increase (0.9%).

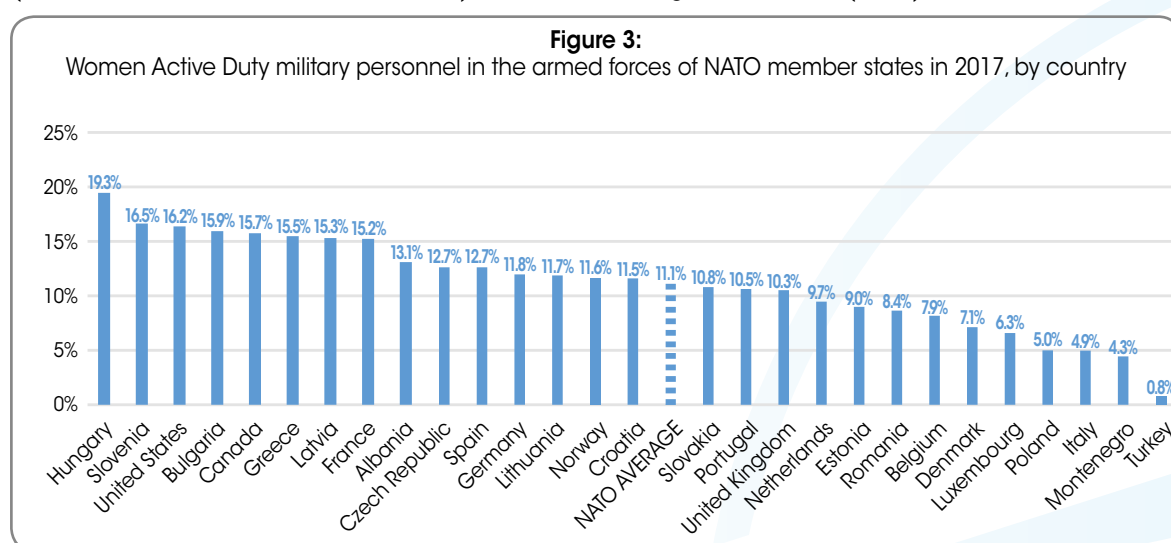


Figure 4 compares the 2017 percentage of men and women in NATO member nations armed forces, with the exception of Iceland which does not have an armed forces. Hungary, Slovenia, the United States, Bulgaria, Canada, Greece, Latvia, France, Albania, the Czech Republic, Spain, Germany, Lithuania, Norway and Croatia are above the NATO average, which is 11.1% for women and 88.9% for men. In 2017, 15 NATO member nations are above the NATO average compared to 13 nations in 2016.

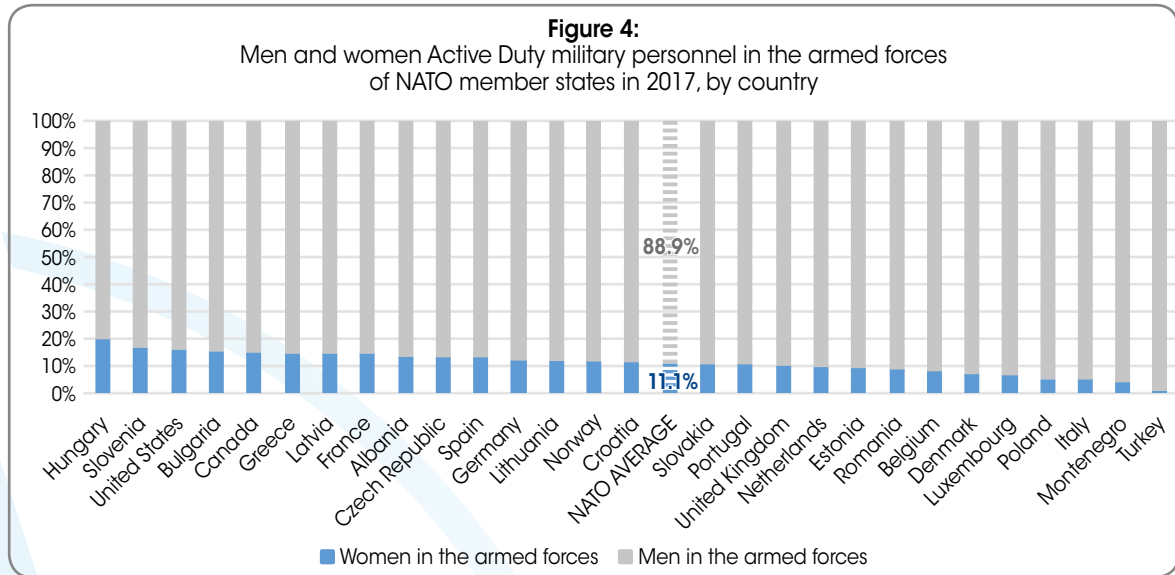
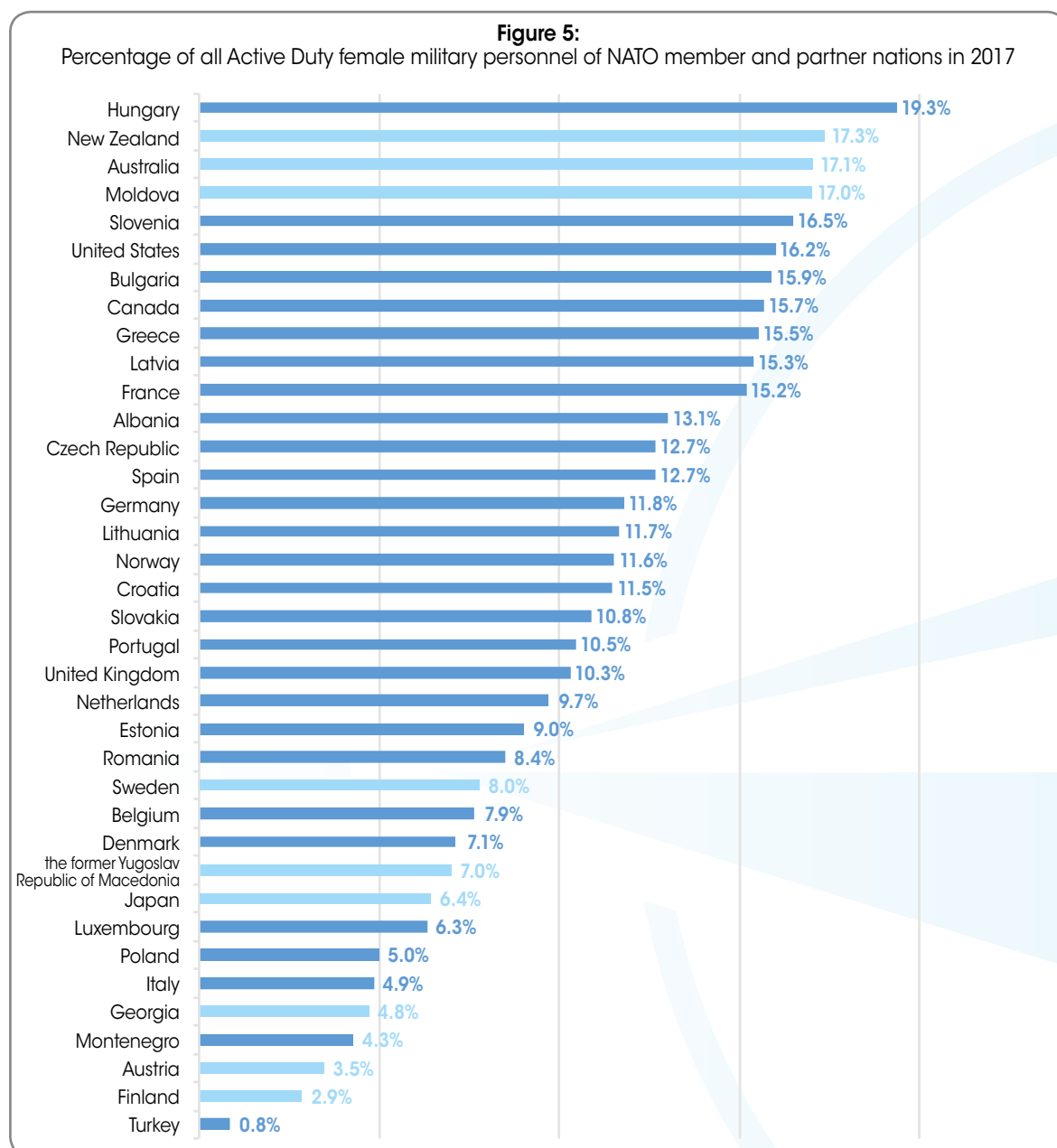


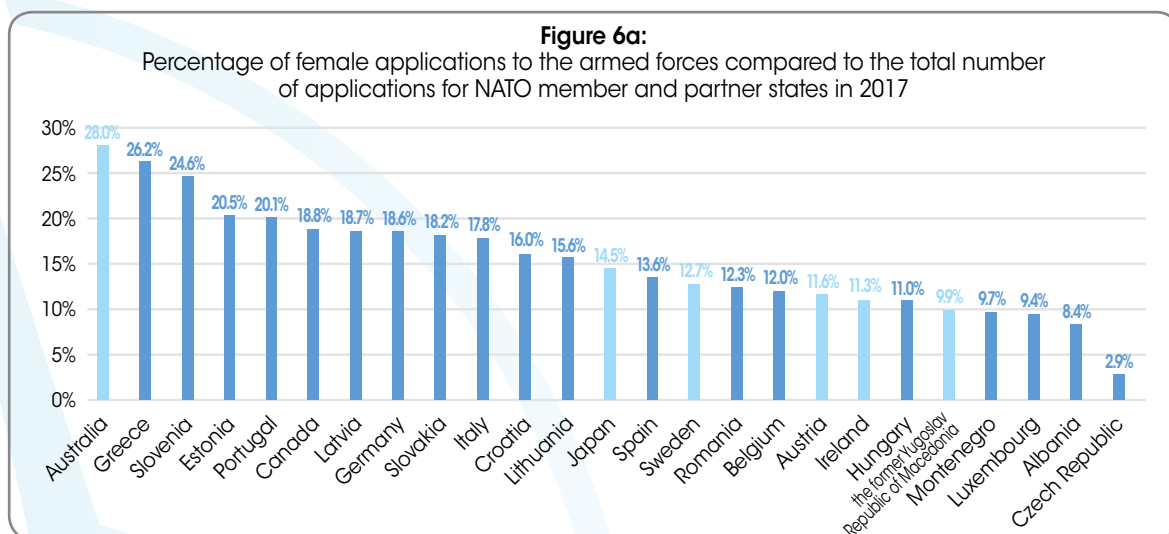
Figure 5 indicated the percentage of all active duty female military personnel in NATO member and partner nations, with the exception of Iceland. Information was received from the following NATO partner nations: Australia, Austria, Finland, Georgia, Japan, Moldova, Sweden and New Zealand, as well as, for the first time from the former Yugoslav Republic of Macedonia.

The NATO partner nations that reported an increase in the percentage of women in the armed forces between 2016 and 2017 are Australia (from 15.8% in 2016 to 17.1% in 2017), Austria (from 2.8% in 2016 to 3.5% in 2017), Japan (from 6.1% in 2016 to 6.4% in 2017), Georgia (from 4.7% in 2016 to 4.8% in 2017) and New Zealand (from 17% in 2016 to 17.3% in 2017).



2 Applications and Successful Recruitments in 2017

This chapter includes data provided by NATO member and partner nations on the number of applications and successful recruitment of men and women. Figure 6a shows a statistical analysis of the percentage of female applications to the armed forces compared to the total percentage of applications received by 19 NATO member nations and 6 partner nations. Based on the number of recruiting applications received from each NATO member and partner nation, the percentage of male applicants is higher than the percentage of female applicants in every nation.



In 2017, Australia and Greece indicated that more than 25% of the applications were from women. Similarly, Slovenia had more than 20% of the applications were from women. In Portugal, Canada, Latvia, Germany, Slovakia, Italy, Croatia and Lithuania, applications from women accounted for more than 15%.

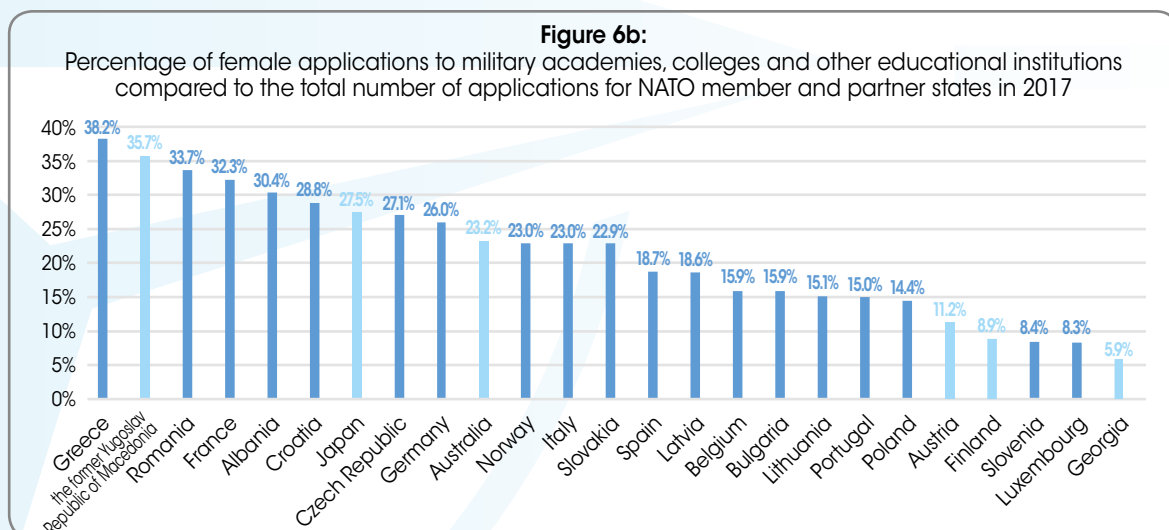


Figure 6b gives a statistical analysis of the percentage of female applications to military academies, colleges and other educational institutions. Out of the 19 NATO member nations and 6 partner nations applications received, the percentage of male recruiting applications received is higher than the percentage of female applicants in every nation.

In Greece and the former Yugoslav Republic of Macedonia more than 35% of the academic applications received in 2017 were from women. In Romania, France and Albania more than 30% of the applications received in 2017 were from women. In Croatia, Japan, the Czech Republic and Germany more than 25% of the academic applicants were from women. Conversely, in Australia, Norway, Italy and Slovakia more than 20% were women applicants.

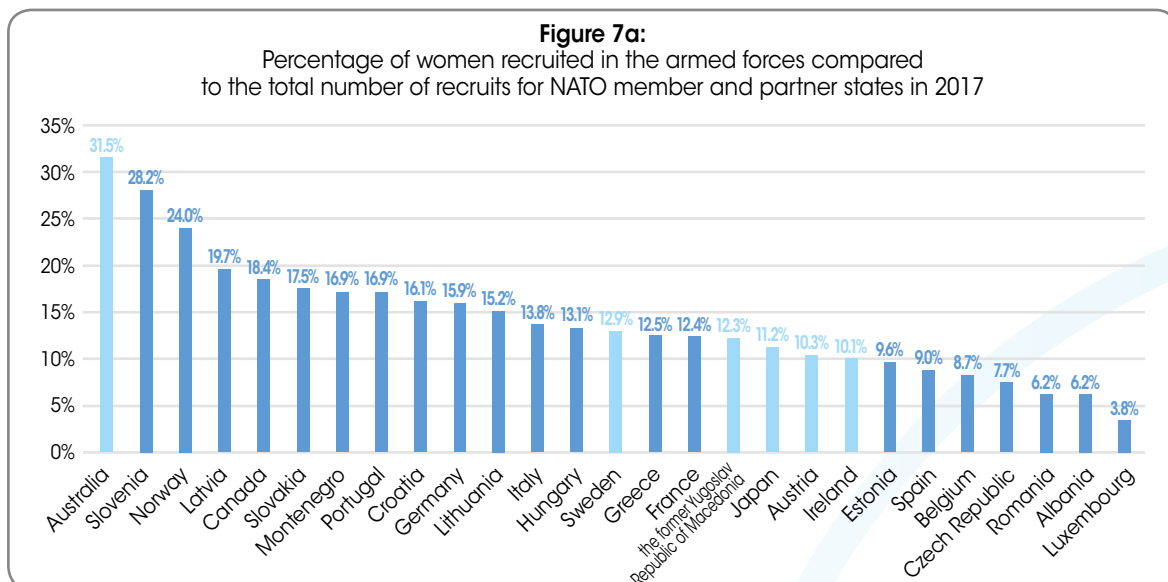


Figure 7a shows the 21 NATO member and 6 partner nations' percentages of women who were successfully recruited into the armed forces. In 2017, the top five nations with the highest successful female recruitments were Australia, with more than 30%, Slovenia with more than 25% and Norway, with more than 20%. Latvia, Canada, Slovakia, Montenegro, Portugal, Croatia, Germany and Lithuania have more than 15% of women who were successfully recruited.

Among the 21 NATO members nations, Slovenia (28.1%) and Norway (24.0%) had the highest percentage of women who were successfully recruited into their armed forces. In comparison, among contributing partner nations, Australia had the highest percentage (31.5%) of successfully recruited women.

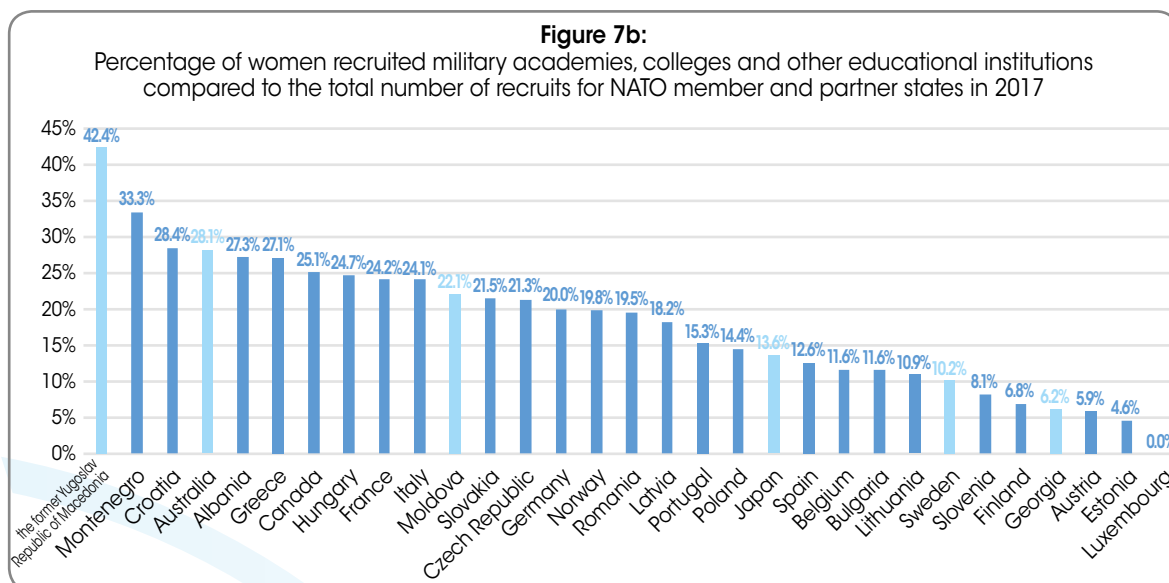


Figure 7b shows the percentage of women from the 24 NATO member and 6 partner nations who were successfully recruited into the military academies, colleges and/or other educational institutions. In the former Yugoslav Republic of Macedonia more than 40% of women were successfully recruited, with Montenegro following at more than 30% of women being recruited into academic institutions. In Croatia, Australia, Canada, Greece and Albania, more than 25% of women were successfully recruited. In addition, Hungary, France, Italy, Moldova, Slovakia, Czech Republic and Germany indicated that more than 20% of women were successfully recruited. Among the 24 NATO member nations, Montenegro (33.33%) and Croatia (28.43%) had the highest percentage of women successfully recruited into military academies, colleges and/or other educational institutions. Among contributing partner nations, the former Yugoslav Republic of Macedonia (42.42%) and Australia (28.04%) had the highest percentage of women successfully recruited into academic institutions.

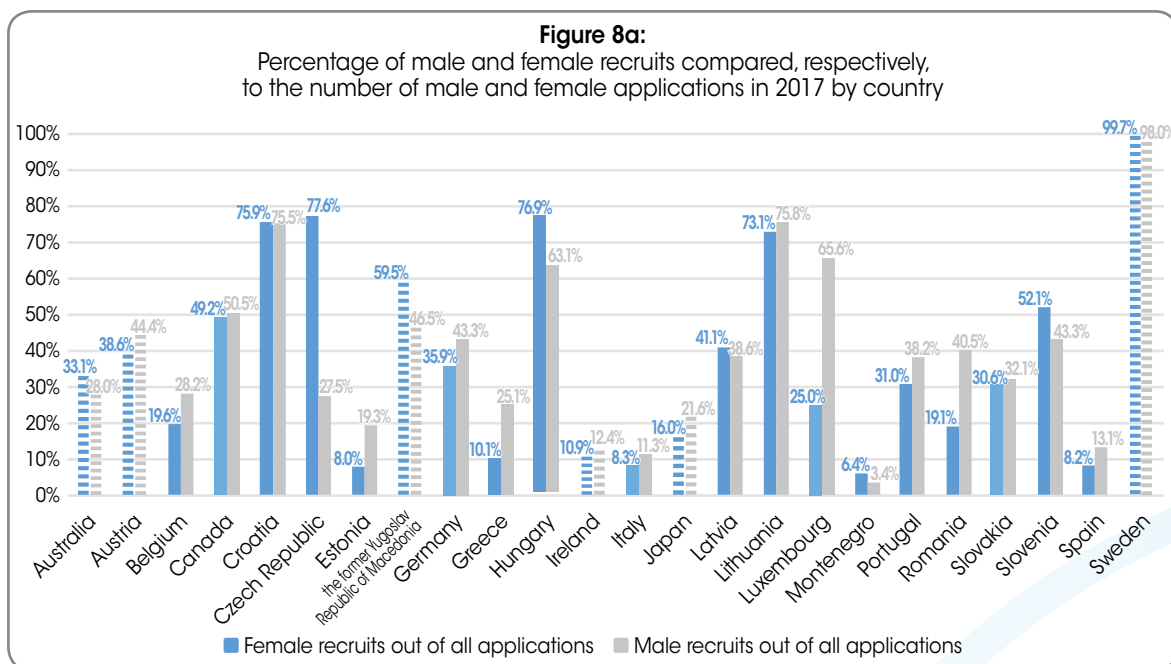


Figure 8a shows the percentage of women recruited based on the number of female recruiting applications compared to the percentage of men recruited based on the number of male recruiting applications for the 20 NATO member and 6 partner nations reported. Of the member nations Czech Republic, Hungary, Latvia, Montenegro and Slovenia had a higher percentage of successfully recruited women in their nations compared to the percentage of men. Of the partner nations Australia, the former Yugoslav Republic of Macedonia and Sweden had a higher percentage of successfully recruited women in their nations compared to the percentage of men.

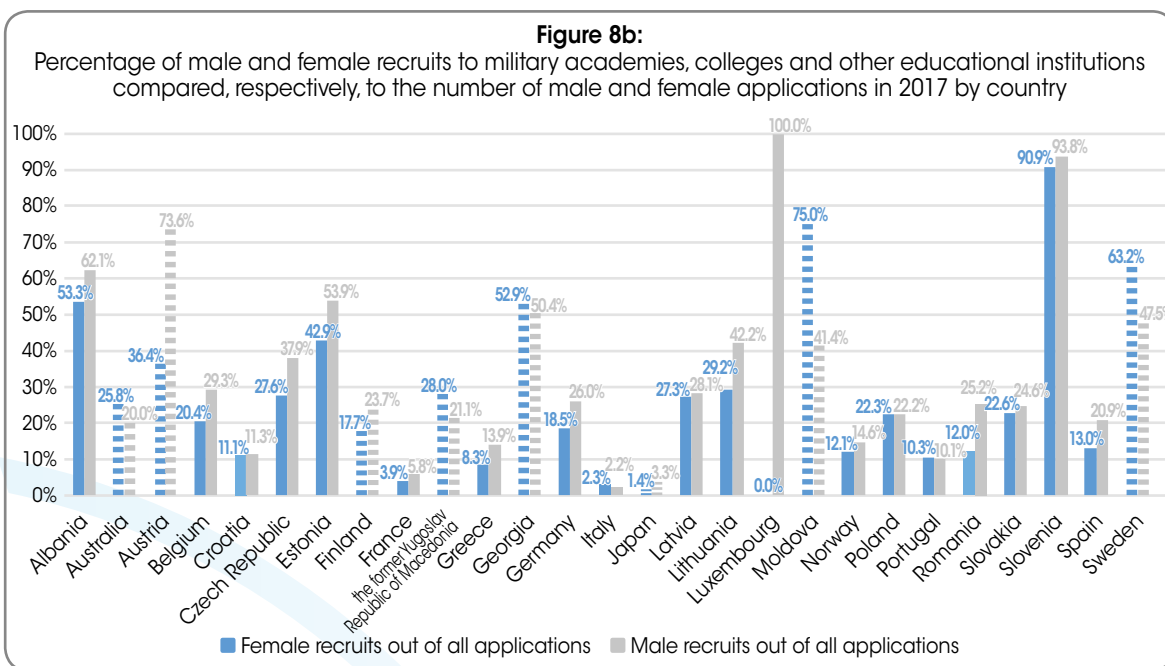


Figure 8b shows the percentage of women recruited to military academies, colleges and other educational institutions based on the number of female applications compared to the percentage of men recruited based on the number of male applications for 19 NATO member and 7 partner nations reported. Compared to the number of applications to military academies, colleges and other educational institutions, the percentage of successfully recruited women in military academies, colleges and other educational institutions is higher than that of men in Italy, Portugal and Poland for member nations. Similarly, for partner nations Australia, the the former Yugoslav Republic of Macedonia, Georgia, Moldova and Sweden shows that the percentage of successfully recruited women is higher than that of men.

3 Retention Statistics in 2017

This chapter outlines available retention statistics from NATO member and partner nations. Subchapters include data on the Reserve Forces and Work-Life Balance in NATO member nations. In addition, this section includes parental, maternity and paternity leave, as well as, the new age demographic category of military personnel.

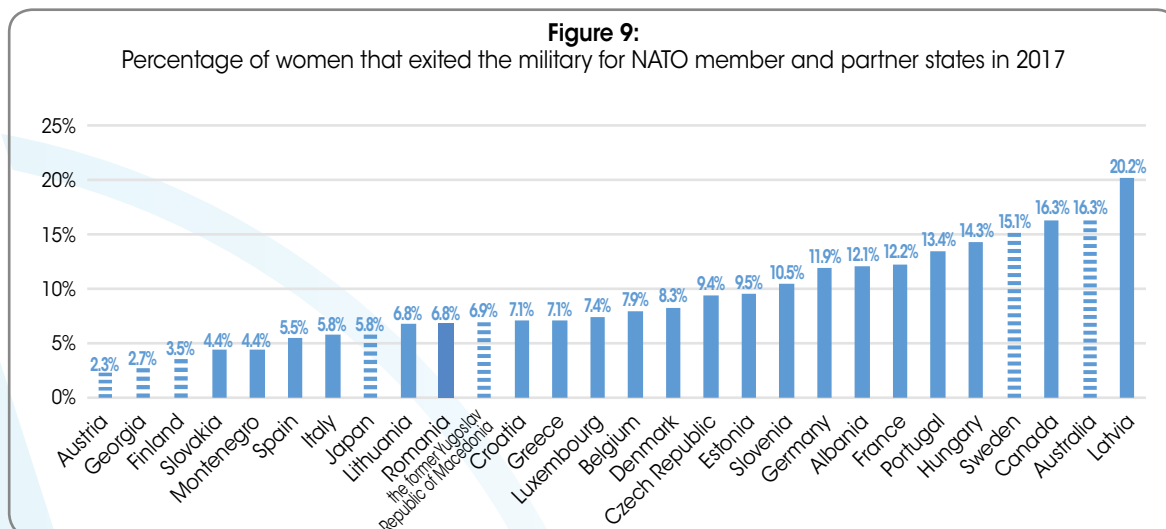


Figure 9 shows the percentage of women who left the armed forces in 2017. Of the 21 NATO member nations who provided responses, the data indicates that more men than women tend to leave the military. Slovakia (4.4%) and Montenegro (4.4%) have the lowest percentage of women leaving the military, followed by Spain (5.5%) and Italy (5.8%). With regards to the 7 partner nations, Austria (2.3%), Georgia (2.7%) and Finland (3.5%) are the three nations with the lowest percentage of women who left the armed forces in 2017.

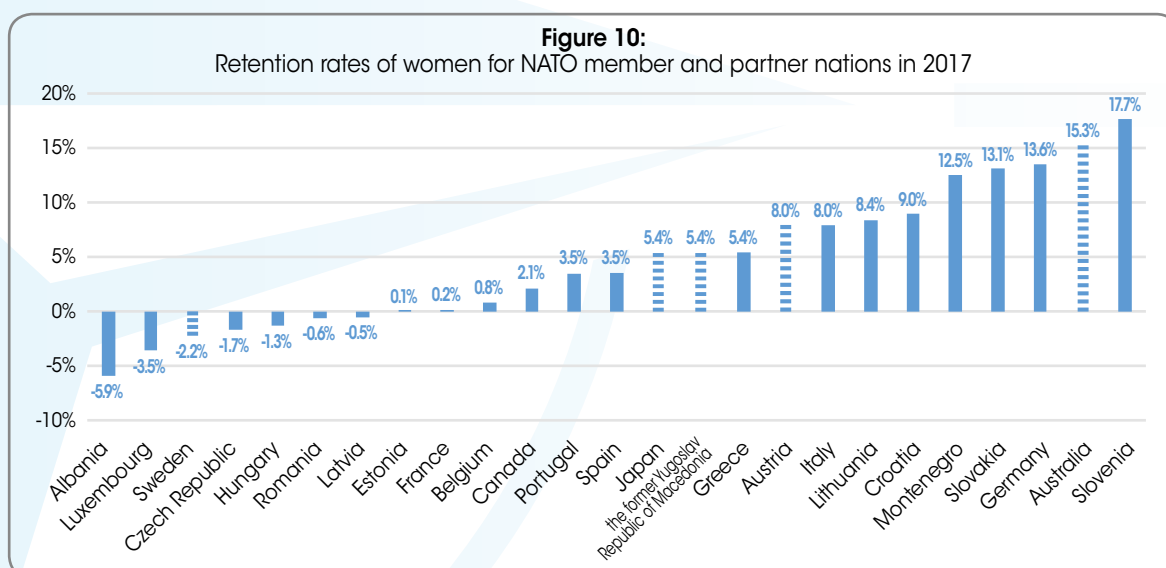


Figure 10 compares the average percentage of women in the military based on the total number of men and women who left the military in 2017. Slovenia retained 17.7% more women than men. While in Albania, the percentage of men who left the military in 2017 was proportionately 5.9% greater than women.

Figure 11 indicates the percentage of NATO member nations who have policies to encourage the retention of personnel. In 2017, 21 NATO member nations (excluding Iceland) reported that they have retention policies for their armed forces for personnel (men and women). Figure 12 shows that only five NATO member nations have retention policies that are specific for women.

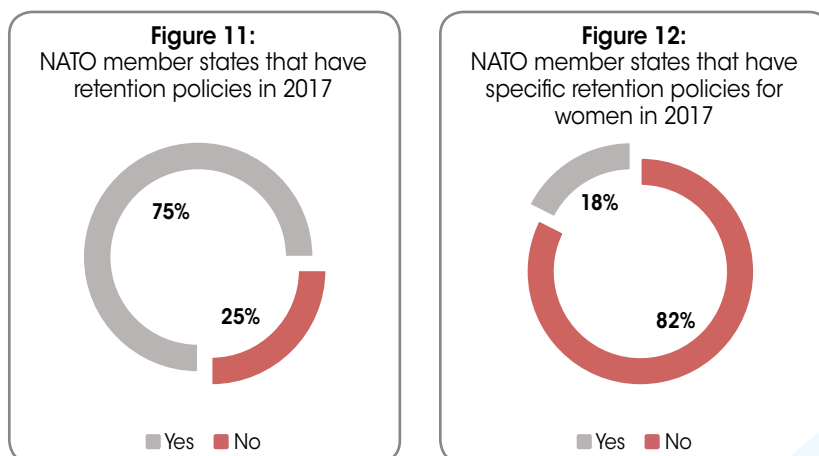


Table 1 provides examples among NATO member nations with regards to the adoption of specific retention policies for women in 2017.

Table 1. SPECIFIC RETENTION POLICIES FOR WOMEN*	
Bulgaria	The Labour Code establishes special protection of female personnel.
Canada	The Strategic Initiating Directive has made the retention and recruiting of women a priority. The next decade must bring significant positive change in terms of the number of women, visible minorities, and Indigenous peoples in the CAF. It is believed that attrition rates are high for women from a medical and voluntary release stand point. We are investigating this further to ensure that our policies and programs do not unknowingly contribute to higher attrition rates.
Germany	In 2016 a Bundeswehr-wide mentoring programme was implemented in the FMoD area of responsibility to facilitate purposeful promotion of young talent. The three-year pilot project is meant to provide tomorrow's leadership with the know-how they need to further their careers and develop into responsible leaders. The core of the mentoring programme is a personal exchange between experienced leaders as mentors and their mentees. The first iteration of the mentoring programme is directed exclusively at women. Another approach is increasing the share of female service personnel among the military instructors. This is meant to decrease the drop-out rate among women.
Spain	Courses and competitive exams take pregnancy into account, evaluation boards rely on a quota system and female personnel' salary cannot be cut or reduced if their post is changed due to pregnancy.
* More information on specific retention policies for women are explained in the relevant National Reports.	

Figures 13 and 14 illustrate the main reasons why men and women tend to leave the armed forces. The data provided by NATO member nations show that men and women leave the military mostly because of retirement and other reasons. The category of other reasons includes, but is not limited to transfers, end of contract, death, personal illness, pursue a different career opportunity or education, physical requirements and personal expectations not matching the realities of a military career.

Further responses provided for why women leave the military include other reasons, injury, personal undisclosed reasons, difficulties in balancing work-family life, dissatisfaction with military salaries, dismissal due to poor performance or disciplinary offences and lack of stability. The main reasons for men leaving the armed forces include retirement, other reasons, injury, personal undisclosed reasons, dissatisfaction with military salaries, difficulties in balancing work-family life, dismissal due to poor performance or disciplinary offences and lack of stability.

Compared to the provided statistics for 2016, there was a significant decrease in 2017 in the percentage of difficulties in balancing work-family life provided as a reason for women leaving the armed forces (33% in 2016 to 18% in 2017). The main cause for women leaving the armed forces in 2017 was retirement, which is reflected in the increased percentage from the previous year's response (63% in 2016 to 75% in 2017), as well as, an increase in the reports of injury (11% in 2016 to 21% in 2017).

Regarding the analysis in reasons men reported to leave the armed forces in 2017, there is a significant decrease in the percentage of other reasons (74% in 2016 to 57% in 2017). As per women, retirement is also the main reason for men to leave the armed forces in 2017 (67% in 2016 to 75% in 2017). In the category of difficulties in balancing work-life, men had a similar downward trend (37% in 2016 to 11% in 2017) as women.

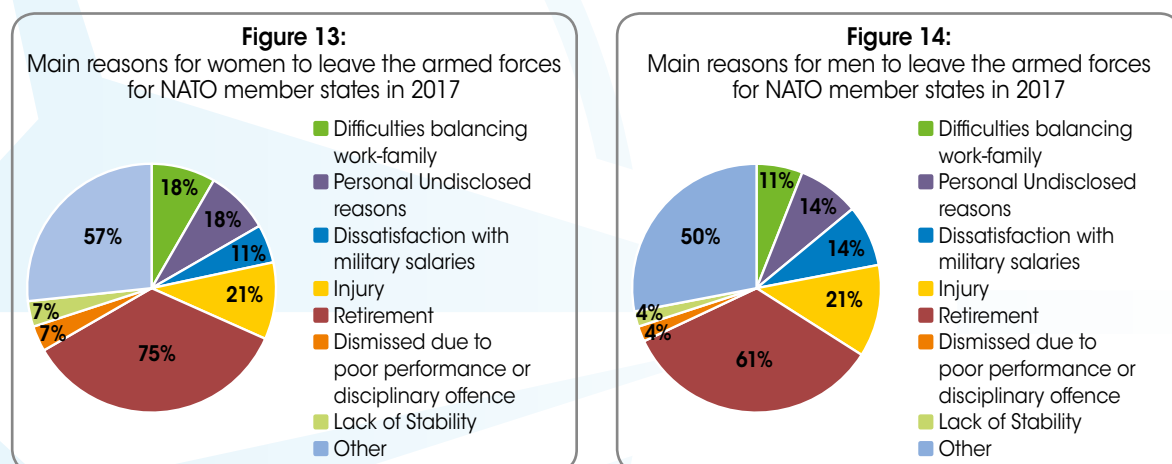


Figure 15 shows the percentage of NATO member nations (excluding Iceland) who have networks to support women in the military. The data indicates that 68% of NATO member nations offer supportive systems for women in the armed forces which is 20% greater than in 2016.

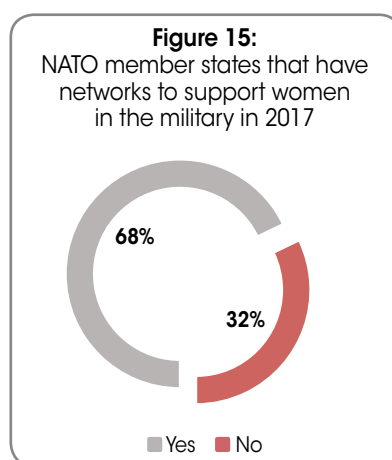


Table 2 contains a list of networks that support women in the military of NATO member nations.

Country	Network	Main Activities *
Belgium	'Gender in Motion'	The implementation of a gender network "Gender in Motion" was planned for 2017 but will be launched in 2018.
Bulgaria	Bulgarian Armed Forces Women Association	The Bulgarian Armed Forces' Women's Association (BUAFWA) is a nongovernmental organization, established in 2006. Most of the members are women on active duty and female Reservists. The main goals of BUAFWA are the promotion and endorsement of the prestige and social status of women in the armed forces; and implementation of Women, Peace and Security agenda. Relations between the association and the MoD are regulated by an agreement that follows the main goal of BUAFWA itself - to protect their common interests. BUAFWA can directly inform the Minister of Defence and the Chief of Defence about cases of discrimination and can participate in the decision-making process within MoD by giving opinions and statements.
Canada	Defense Women's Advisory Organization (DWAOW)	The Defence Women's Advisory Organization (DWAOW) is a voluntary group tied to the requirement of the Employment Equity Act for a consultative body formed from the organization's employees who represent four designated groups, namely Aboriginal peoples, visible minorities, persons with disabilities, and women. The DWAOW has groups nationwide at various levels of the Department of National Defence (DND)/CAF organization, and its membership is not restricted to women only. The basic role of the DWAOW is to provide advice and feedback to DND/CAF leadership on matters such as policy, process, or procedures that potentially constitute employment barriers to military and civilian women within the organization. There is no formal training given to these representatives, but an initiative is currently underway (Training Needs Analysis), focused on identifying and remedying that training gap.
Czech Republic	Work Group on Equal Opportunities for Men and Women	Initiating and Advisory Body of the Department of Personnel of the Ministry of Defense
* More information about the work and activities of the networks are explained in detail in each country's National Report		

Table 2. NETWORKS TO SUPPORT WOMEN IN THE MILITARY		
Country	Network	Main Activities*
Denmark	The information was not specified.	Mentors for both men and women are offered on an optional basis. In 2013, mentorship was established for women voluntarily doing national service. Since 2016, male conscripts are included as well.
France	Women of Defence	In 2016, the association "Avec les femmes de la Défense" has been created to gather military and civil women working at the Ministry of Defence (MoD), at providing advice, charity, solidarity, etc.
Germany	The information was not specified.	A permanent network for female service personnel has not been established as yet. The Act on Equal Opportunities for Female and Male Military Personnel of the Bundeswehr (SGleiG) has been established. The purpose of the act is equal opportunities for female and male military personnel of the Bundeswehr, and the elimination and prevention of present and future discrimination on the grounds of sex (Section 1 SGleiG). Military equal opportunities officers (GleiBmil) must be elected at the division and comparable level and above (Section 16a SGleiG). Military equal opportunities spokeswomen must be appointed at the battalion and comparable level and above. The military equal opportunities officers run a network, which is coordinated by a military equal opportunities officer at the Federal Ministry of Defence. When it comes to equal opportunities issues, all female and male service personnel may contact either the military equal opportunities spokeswomen or they may directly contact their responsible military equal opportunities officer. In addition, the military equal opportunities officer will convene meetings or assemblies of female service personnel within her organisational element if the circumstances require it.
Hungary	Committee of Military Women	The information was not specified.
Luxembourg	The information was not specified.	Gender delegates are formally designated.
Montenegro	The information was not specified.	Networks to support women in the military include a point of contact and coordinator for gender equality in the armed forces and a Female Officer Network that was established in 2015.
Netherlands	The information was not specified.	Three of the networks to support women are related to LGBT, women, and bi-cultural employees. These networks work together and adjust their respective activities in order to best support employees of the Dutch Armed Forces. They support activities within the new policy on diversity & inclusion (not yet approved).
Norway	Armed Forces Female Association	The Armed Forces Female Association (AFFA) is a network to support women in the military. The AFFA aims to strengthen the Armed Forces and the individual female personnel, through creating awareness of career opportunities for women and the importance of their participation in international operations to fulfil the obligations with respect to UNSCR 1325. But also contribute to the work for equality, recruitment and career opportunities for women in the Armed Forces, and also increase understanding for the Armed Forces in society.
Poland	Council for Women's Affairs	In addition to the Council for Women's Affairs, women are also supported by the Plenipotentiary of the MoD for Women's Military Service.
Portugal	The information was not specified.	Each Service has its own network. Since 2008, the Portuguese Navy has had a permanent advisory/consulting team to the Chief of Naval Personnel, within the Bureau of Naval Personnel, working on issues related to women in the military, together with the Gender Perspective Office of the Personnel Naval Command.
Slovakia	Association of Women in the Military	The information was not specified.
* More information about the work and activities of the networks are explained in detail in each country's National Report		

Table 2. NETWORKS TO SUPPORT WOMEN IN THE MILITARY		
Country	Network	Main Activities*
Spain	Gender Network	The Gender Network enhances equality of men and women in the Armed Forces.
United Kingdom	Women's Service Network	Each of the Services has a dedicated Women's Service Network to provide support, direction and to communicate new developments.
United States	Defense Advisory Committee for Women in the Services, Center for Women Veterans, Lean in circles	"Defense Advisory Committee for Women in the Services" in the Services is composed of civilian men and women who are appointed by the Secretary of Defence to provide advice and recommendations on matters and policies relating to the recruitment and retention, treatment, employment, integration, and well-being of highly qualified professional women in the armed forces. Centre for Women Veterans advocates for cultural transformation to raise awareness about the service and sacrifice of women Veterans. The Centre also serves as resource for female Veterans. Lean-In Circles meet at regular intervals to help men and women feel more connected to their units, feel more comfortable talking openly about gender issues in the military, and share experiences and advice on acknowledging, changing and overcoming biases.
* More information about the work and activities of the networks are explained in detail in each country's National Report		

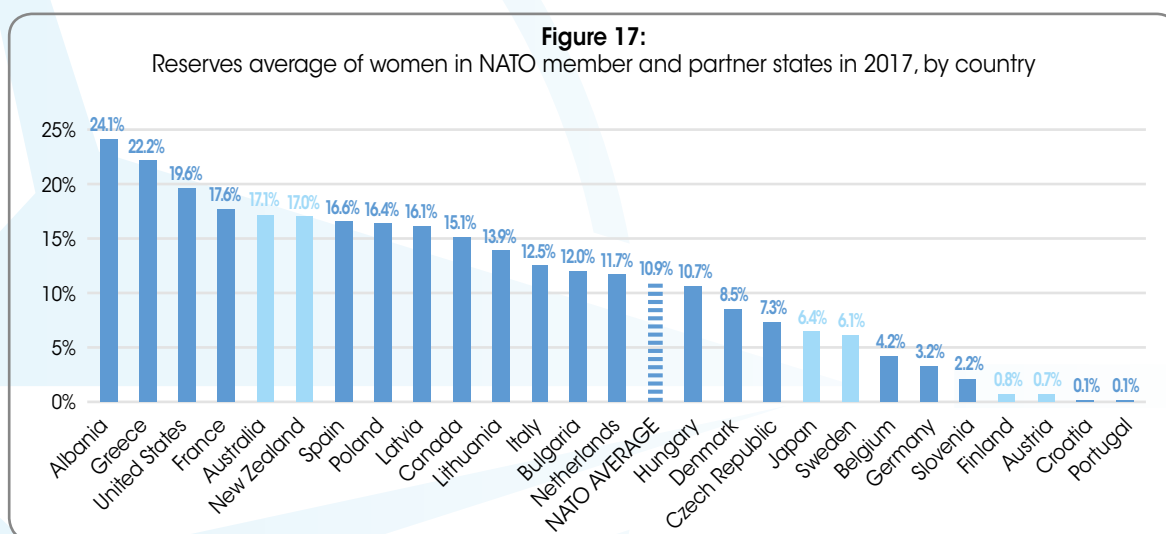
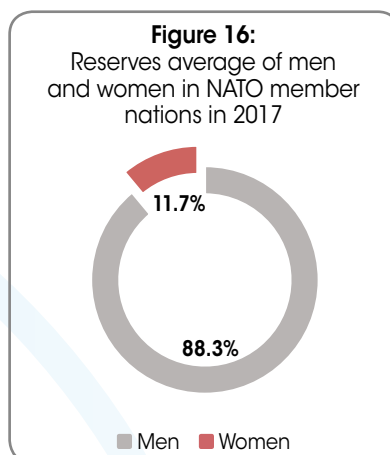
3.1. Average Age of Military Personnel in 2017

Table 3 provides information regarding the average age of men and women in the armed forces of 22 NATO member nations who provided data for this section. In general, women are almost two years younger than men when comparing the average age of all military personnel. Within Operations and Missions, the average age of female military personnel is 34 years of age, which is one year younger than men in this category. The largest age difference is noted by the approximate four-year age gap between men and women in the Officers category.

Table 3. Average age of military personnel of 22 NATO member nations, in 2017		
Average age	women	men
All Military Personnel	36.9 years	38.5 years
Non-Commissioned Officers (NCOs)	37.8 years	38.3 years
Officers	36.8 years	40.2 years
Deployed Military Personnel (Operations, Missions)	34.6 years	35.2 years

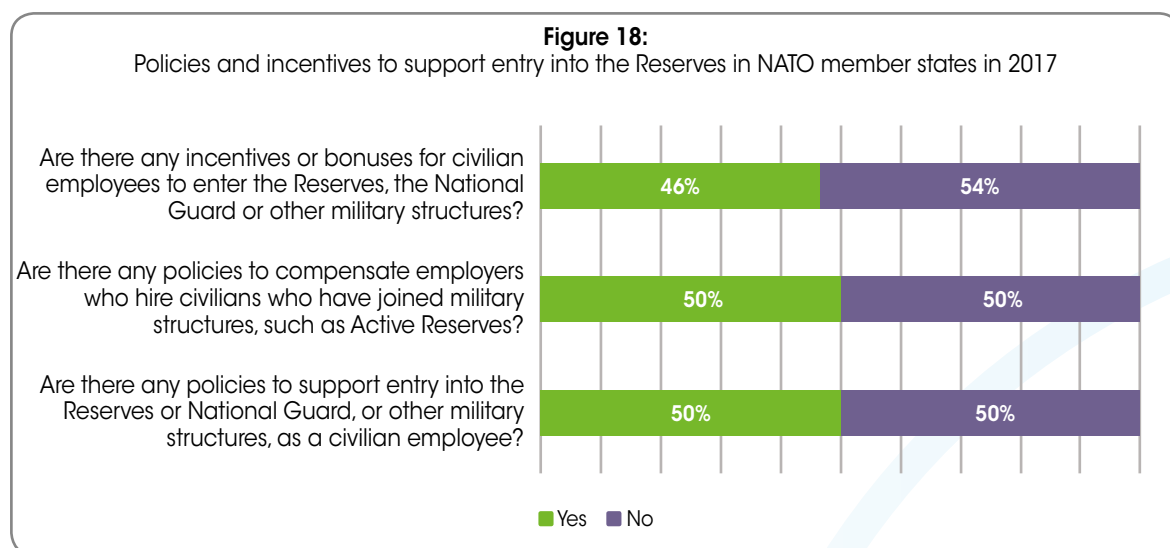
3.2. Reserves⁽¹⁾

This subchapter details available data from NATO member nations in 2017 on statistics for Reserves. The percentage of female and male Reserve personnel for 21 NATO member and 5 partner nations is indicated in Figure 16. On average, female Reservists in NATO member nations amount to 11.7% of the total Reserve Service which is 1.7% more compared to 2016 (10%). Figure 17 shows the percentage of women who serve as Reserves in NATO member and partner nations. Albania (24.1%), followed by Greece (22.2%), the United States (19.6%), Spain (16.6%), Poland (16.4%) and Latvia (16.1%) have the highest percentage of women Reservists compared to total Reserves. With regards to partner nations, Australia (17.1%) has the highest percentage of women Reservists out of all Reserves.



¹ 'Reserves' include Reserves, Active Reserves, National Guard and other Non-Active Military Services

Figure 18 shows the percentage of NATO member nations who have policies to support entry into the Reserves and compensate employers who hire civilians who serve in the military. The data shows that 14 of the NATO member nations have policies to support entry into the Reserves (50% in 2017 and 52% in 2016). There are fewer incentives or bonuses for civilian employees to enter the Reserves or National Guards in 2017 (46%) than in 2016 (50%). More NATO member nations reported that they have policies to compensate employers who hire civilians that serve in the military in 2017 as compared to 2016 (44%).



3.3. Parental, Maternity and Paternity Leave

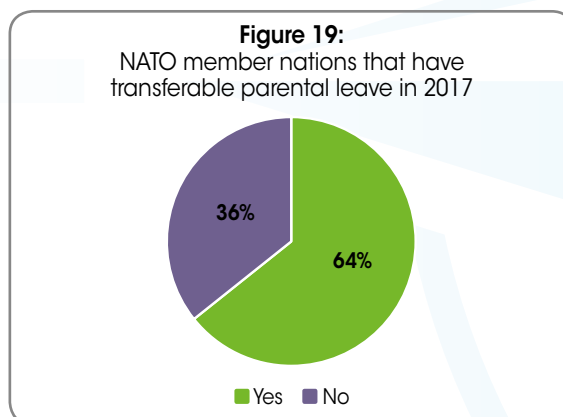
Table 4 provides data on parental, maternity and paternity leave for NATO member nations. Whilst the table gives an overview of parental leave policies in NATO member nations, more detailed and exhaustive information can be found in the respective country's National Report.

Table 4. Parental, Maternal and Paternal Leave expressed in weeks, by country			
Country	Parental leave	Maternity Leave	Paternity Leave
Albania	The provided parental leave is 52 weeks.	The mother is entitled to minimum 9 weeks of leave, then from 9 to 52 weeks the leave becomes optional and transferable to the father. If the mother decides to work after the 63-day postpartum period she is entitled to take 2 hours off during the normal working day or work 6 hours for the same salary until the child is 1 year old.	The father is entitled up to maximum 43 weeks of paternity leave only after 63 days from the birth of the child.
Belgium	The provided parental leave is 17 weeks.	The provided maternity leave is 15 weeks.	The provided paternity leave is 2 weeks.
Bulgaria	The provided parental leave is 84 weeks and transferable.	The provided maternity leave is 52 weeks.	The provided paternity leave is 32 weeks, after the infant is 6 months old.
Canada	The provided parental leave is 50 weeks and transferable.	Only the mother is entitled to take 15 weeks of leave.	Both the mother and father are entitled to 35 weeks of leave.
* More information about the work and activities of the networks can be found in the relevant National Reports			

Table 4. Parental, Maternal and Paternal Leave expressed in weeks, by country			
Country	Parental leave	Maternity Leave	Paternity Leave
Croatia	The provided parental leave is 52 weeks and transferable.	The provided maternity leave is 26 weeks.	No data was reported.
Czech Rep	From 28 to 37 weeks, parental leave is provided and can be extended up to 144 weeks. Parental leave is transferable.	No data was reported.	No data was reported.
Denmark	The provided parental leave is 32 weeks.	The mother is entitled to paid maternity leave 6 weeks before the birth of the child and 14 weeks after. Afterwards there are up to 32 weeks of parental leave: 12 weeks are paid and 20 weeks are unpaid.	The father is entitled to 2 weeks of leave together with the mother, then up to 32 weeks of parental leave. 13 weeks are paid and 19 weeks are unpaid.
Estonia	The provided parental leave is 156 weeks and transferable.	There are 20 weeks leave for pregnancy, child-birth and a post-partum period, up to 3 years of maternity and paternity leave (of which 1.5 years with retained medium salary) and 3 extra days leave to care for the child per year.	There are up to 3 years of maternity and paternity leave.
France	The provided parental leave is 156 weeks.	There are 6 weeks of prenatal leave and 10 weeks of postnatal leave provided to the mother.	There are 11 consecutive days or 18 consecutive days provided to the father in the case of multiple births.
Germany	The provided parental leave is 156 weeks and transferable.	No data was reported.	No data was reported.
Greece	The provided parental leave is 40 weeks and transferable.	No data was reported.	No data was reported.
Hungary	The provided parental leave is 24 weeks.	No data was reported.	No data was reported.
Italy	The provided parental leave is 40 weeks.	There are a compulsory 20 weeks for maternity leave.	Compulsory in alternative to maternity leave - 20. Paternity leave is from 24 to 28 weeks.
Latvia	The provided parental leave is 78 weeks and transferable.	The provided maternity leave is 68 weeks.	The provided paternity leave is 68 weeks.
Lithuania	The provided parental leave is 160 weeks and transferable.	The provided maternity leave is 156 weeks.	The provided paternity leave is 4 weeks.
Luxembourg	The provided parental leave is 52 weeks.	The provided maternity leave is 26 weeks.	The provided paternity leave is 26 weeks.
Montenegro	The provided parental leave is 52 weeks and transferable.	Maternity leave for women may begin 45 days, and imperatively, 28 days before delivery.	No data was reported.
Netherlands	The provided parental leave is 29 weeks.	The provided maternity leave is 13 weeks.	The provided paternity leave is 13 weeks.
Norway	Parental leave is 49 weeks with 100% salary or 59 weeks with 80% salary and is transferable.	The provided maternity leave is 6 weeks.	The provided paternity leave is 10 weeks.
Poland	The provided parental leave is 28 weeks and transferable.	The provided maternity leave is 20 weeks.	The provided paternity leave is 2 weeks.
*More information about the work and activities of the networks can be found in the relevant National Reports			

Table 4. Parental, Maternal and Paternal Leave expressed in weeks, by country			
Country	Parental leave	Maternity Leave	Paternity Leave
Portugal	The provided parental leave is 21 weeks and transferable.	The provided maternity leave is 6 weeks.	The provided paternity leave is 3 weeks.
Romania	Parental leave is from 96 up to 156 weeks, in case of severe health issues of the child. The leave is transferrable.	No data was reported.	No data was reported.
Slovakia	The provided parental leave is 156 weeks and transferrable.	The provided maternity leave is 122 weeks.	The provided paternity leave is 122 weeks.
Slovenia	The provided parental leave is 53 weeks (combined with 15 weeks of maternity leave and 38 weeks of parental leave). The parental leave is transferrable.	The provided maternity leave is 15 weeks.	The provided paternity leave is 4 weeks.
Spain	The provided parental leave is 20 weeks and transferrable.	The provided maternity leave is 16 weeks.	The provided paternity leave is 14 weeks.
Turkey	The provided parental leave is 8 +1 weeks (can be prolonged up to 52).	The provided maternity leave is 8 weeks.	The provided paternity leave is 1 week.
United Kingdom	The provided parental leave is 52 weeks.	The provided maternity leave is 32 weeks.	The provided paternity leave is 2 weeks.
United States	The provided parental leave is 12 weeks.	No data was reported.	The provided paternity leave is 2 weeks.
* More information about the work and activities of the networks can be found in the relevant National Reports			

Figure 19 shows that 64% of NATO member nations allow transferable parental leave which is a 10% decrease compared to 2016. More information can be found in the Work-life Balance Initiative subchapter within Chapter 5.

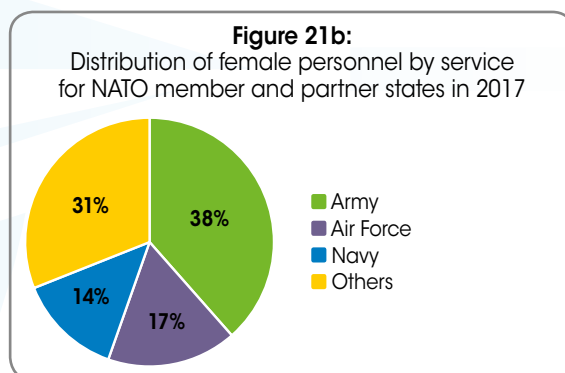
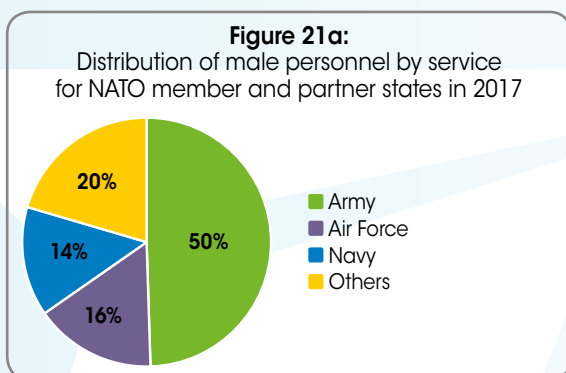
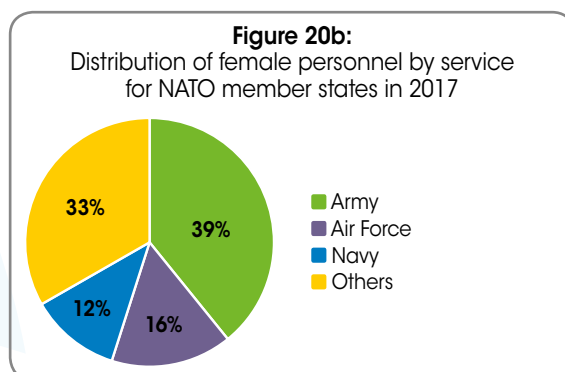
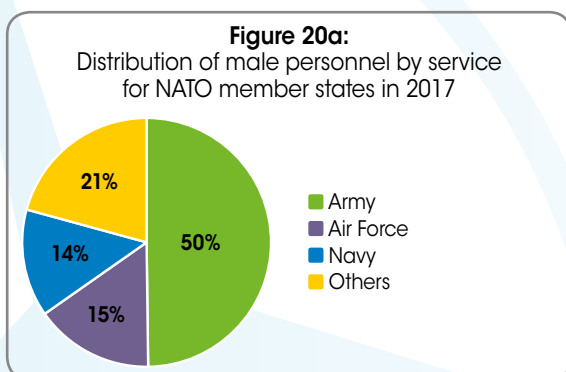


4 Services and Ranks in 2017

Percentage of Men and Women by Services

Figures 20a and 20b show the findings illustrating the distribution of men and women in the armed forces of 27 NATO member nations by Service as reported. Figures 21a and 21b illustrate the distribution of men and women in the armed forces of NATO member and partner nations, as reported according to Service. Reported data was provided by 6 NATO partner nations.

The proportionate distribution of men and women in NATO member nations is almost the same in the Navy (14% men to 12% women), however, the percentage of men in the Army is 11% higher than women (50% men to 39% women). However, there is a 12% increase difference of women in the 'Others' category (33% women compared to 21% men). The percentage of women is slightly higher in Air Force (15% men to 16% women) for NATO member nations. This also applies to graphs of NATO member and partner nations with the exception of the Navy and Air Force categories, where the percentages are similar for men and women. The category for 'Others' is further explained in the following paragraph.



Main Areas of Employment

Figure 22a shows the main areas of employment where women serve in the armed forces of 17 NATO member nations. The data indicates that the top occupations for women in 2017 are as follows: Logistics, Medical Services, Administration, Infantry, Communications and Others 1. The category for 'Others' is split into 1, 2 and 3 and is defined differently by each NATO member and partner nation. For nations that defined the 'Other' category, different areas of employment include, for example, the Ministry of Defence, General Staff, Instructors (Training Units), Engineers, Technicians, Geo Information Service, General Management, Operational Support, Air Control, Air Support, Military Police, Missiles and Anti-Air Artillery, Chemical Corps, Environmental Protection Units, Athletes, Land Combat and Naval Combat.

Despite the previous decrease in women's representation in Logistics (18.9% in 2015 to 13.7% in 2016), there was a notable increase of 5.6% in the number of women in Logistics based on the 18.1% that was reported in 2017. Additionally, there was an increase of 11.3% in women's representation in Administration from 3% in 2016 to 14.3% in 2017.

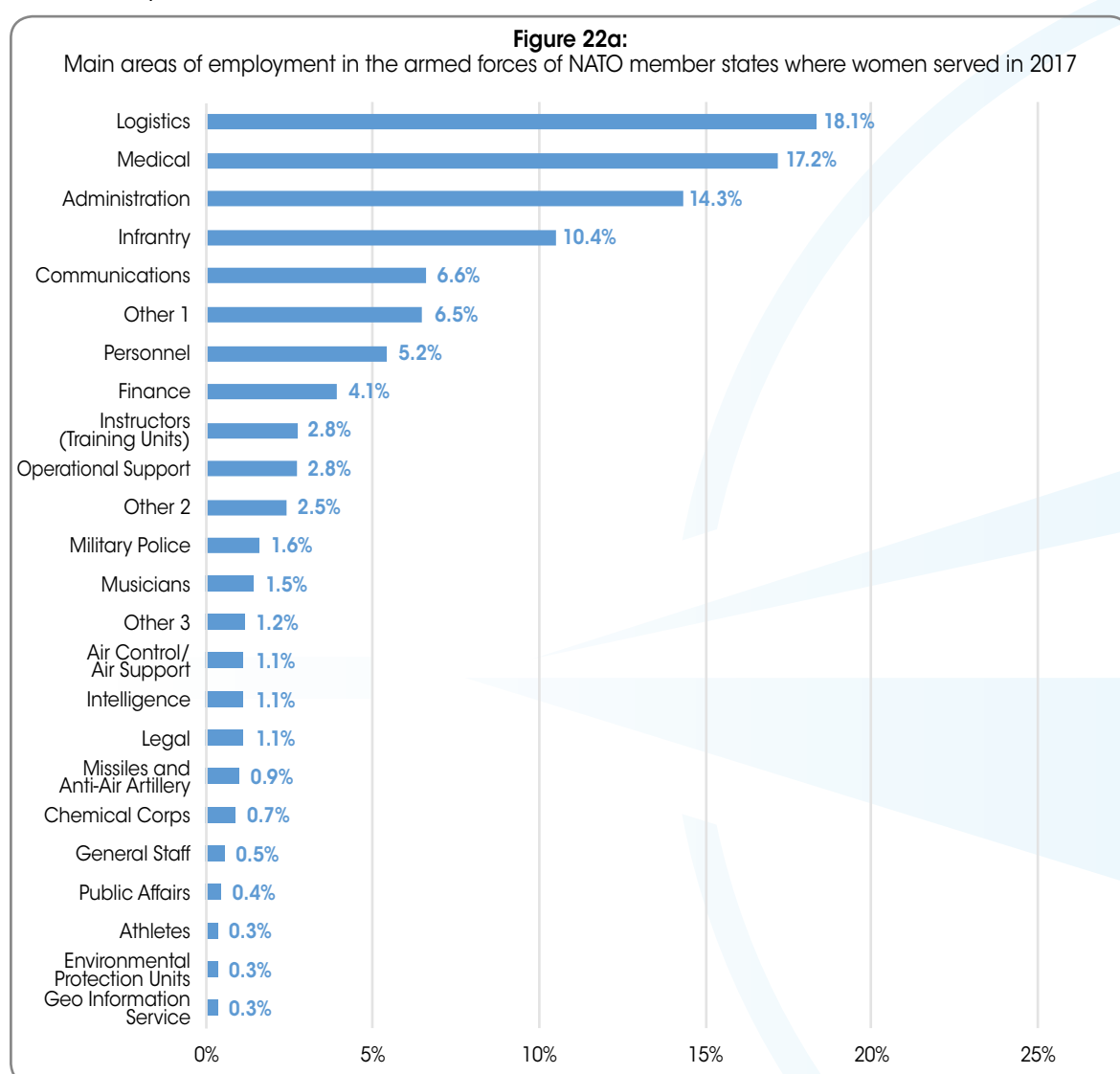
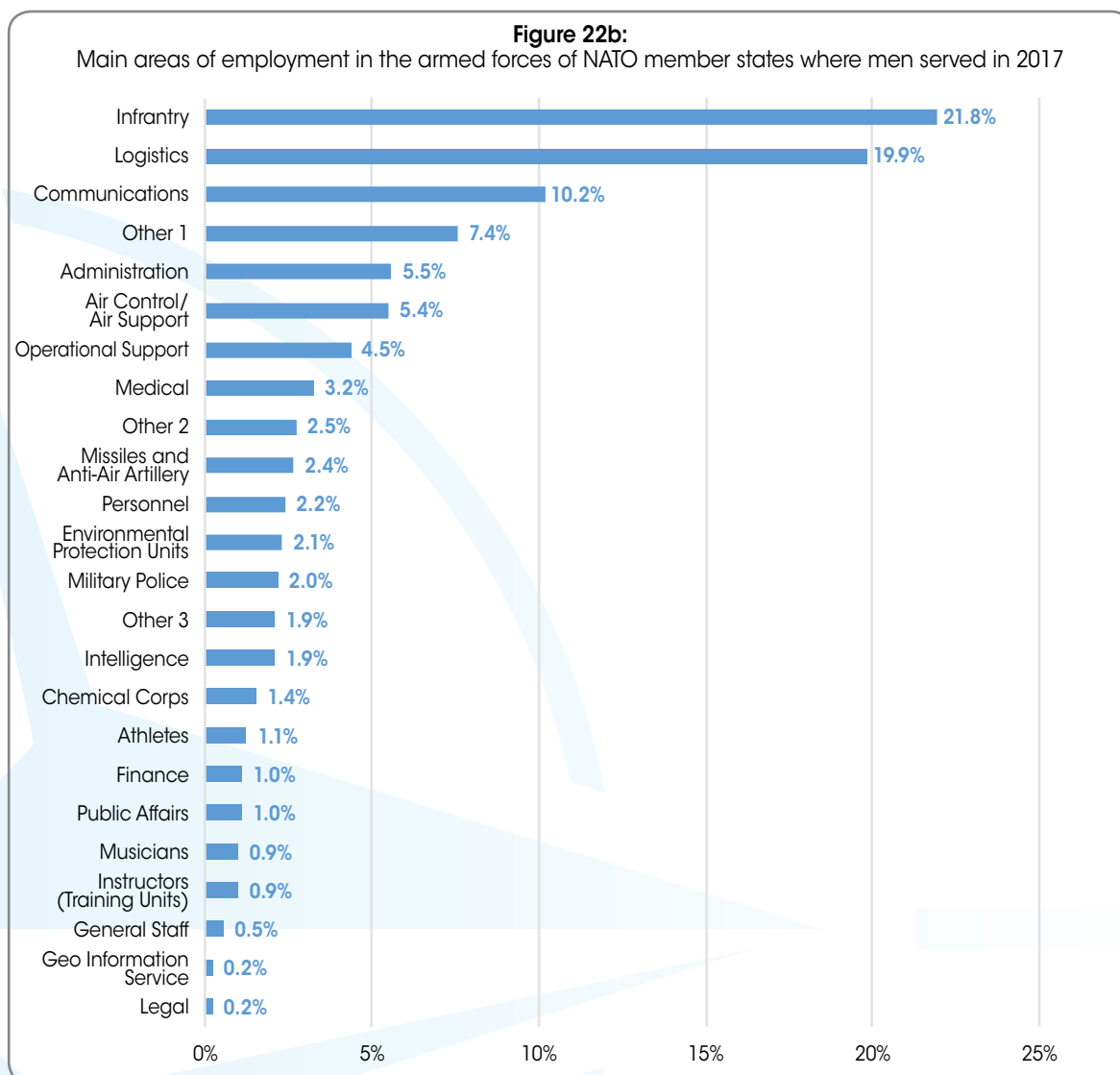


Figure 22b shows the main areas of employment for men in the armed forces of 17 NATO member nations. The data indicates that the top occupations for men in 2017 are as follows: Infantry, Logistics, Communications, Other 1 and Administration. The category for Other 1 is defined the same as in the previous section for women's areas of employment.

The main area of employment of men changed from Others at 44% in 2016 to Infantry at 21.8% in 2017. There was a 4% decrease in the representation of men in the Communications field compared to 2016.



Percentage of Women by Ranks

Ranks in accordance with STANAG 2116, 2010 (Edition 6)

Other ranks (OR):	Officers (OF):
<ul style="list-style-type: none"> OR 5-9: Non-Commissioned Officers (NCOs) OR 1-4: Private and Corporal Ranks 	<ul style="list-style-type: none"> OF 6 and above: General Officers OF 5: Colonel OF 4: Lieutenant Colonel OF 3: Major OF 1-2: Officers

Figure 23a illustrates the percentage of men and women in the armed forces of 26 NATO member nations, disaggregated by rank. The highest percentage of women is 14.9% for Officers ranks (OF) 1-2, compared to 85.1% for men. The lowest percentage of women is 9.7% for OF-6 and higher, compared to 90.3% for men. In general, the percentage of women in the armed forces of NATO member nations disaggregated by rank, compared to men, decreased for Other Rank (OR) 5-9 (11.8% in 2016 and 11.5% in 2017), but increased for the following ranks: OF-6 (9.5% in 2016 and 9.7% in 2017), OF 3-5 (13.3% in 2016 and 13.6% in 2017), OF 1-2 (14.7% in 2016 and 14.9% in 2017) and OR 1-4 (12.3% in 2016 and 12.5% in 2017).

Figure 23a: Distribution of men and women by rank compare to total of men and women in the rank in 2017

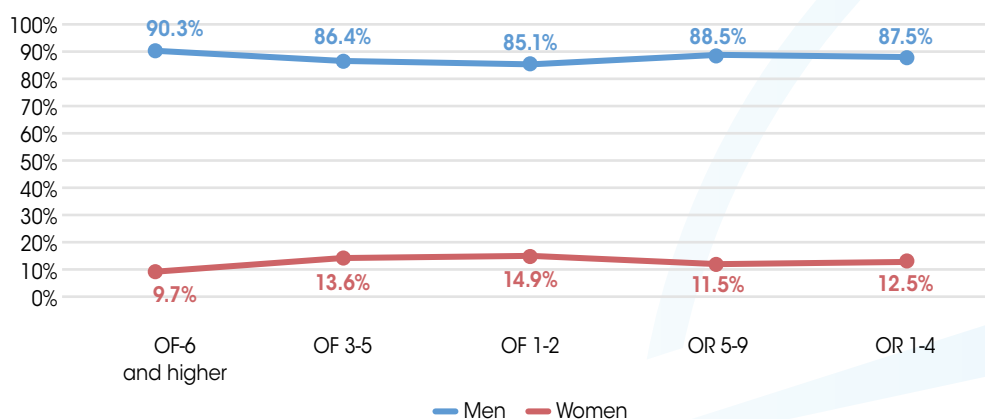


Figure 23b provides the same information as Figure 23a in different graphic rendering.

Figure 23b: Distribution of men and women by rank compare to total of men and women in the rank in 2017

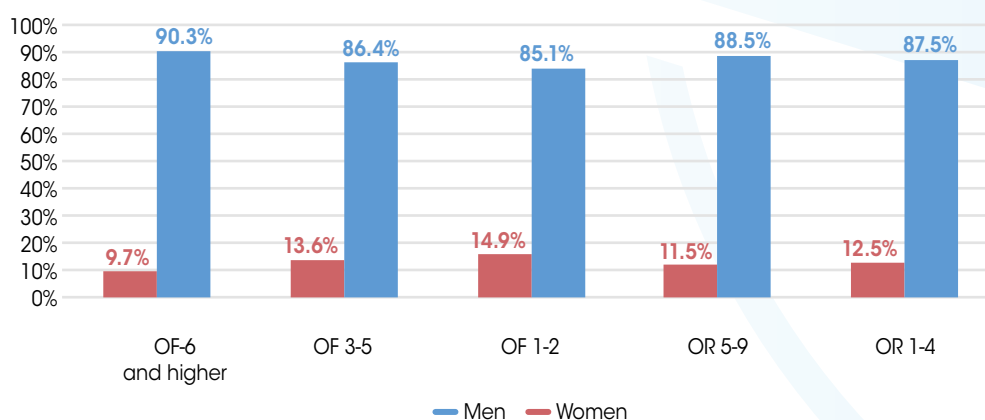


Figure 24a gives a comparison between the distribution of female and male personnel by rank as reported by 25 NATO member nations. In addition, Figure 24a provides the percentage of men and women who served for each rank out of the total number of personnel. The proportion of men and women personnel serving in OF 3-5 (8.95% for women and 9.84% for men) and OF 5-9 (35.27% for women and 36.38% for men) is relatively similar.

However, men are represented in greater numbers in OR 1-4 and women in OF 1-2. Significant differences remain in ranks OF-6 and above, where men account for 0.24% and women only 0.07%. The representation of men in the OF-6 and above ranks tripled when compared to women. The slight decrease in women's representation compared to 2016 can also be seen for almost all ranks: OF 3-5 (8.99% in 2016 to 8.85% in 2017), OF 1-2 (20.44% in 2016 to 19.69%), and OR 1-4 (36.39% in 2016 to 36.02% in 2017). In 2017, there was 1.16% increase of women personnel in OR 5-9. As for men, the increase in men's representation compared to 2016 can be seen for only OR 5-9 (34.50% in 2016 to 36.38% in 2017).

Figure 24a: Distribution of men and women in the armed forces of NATO member states by rank in 2017

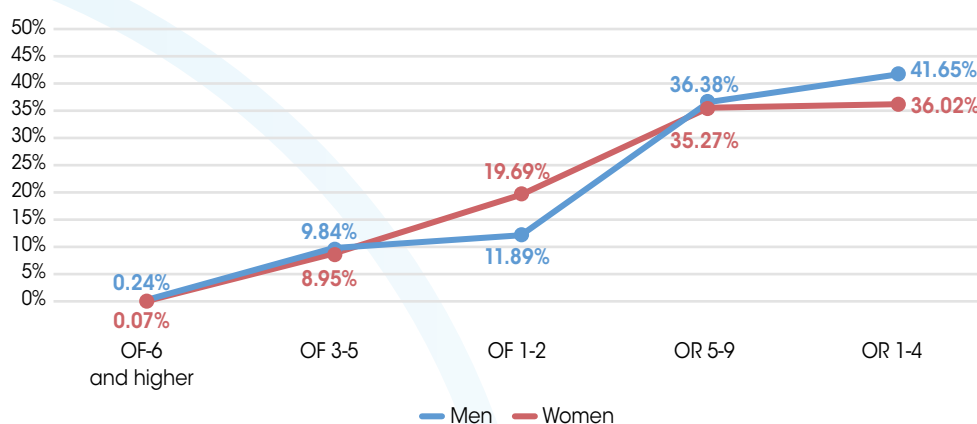


Figure 24b provides the same information as Figure 24a in different graphic rendering.

Figure 24b: Distribution of men and women in the armed forces of NATO member states by rank in 2017

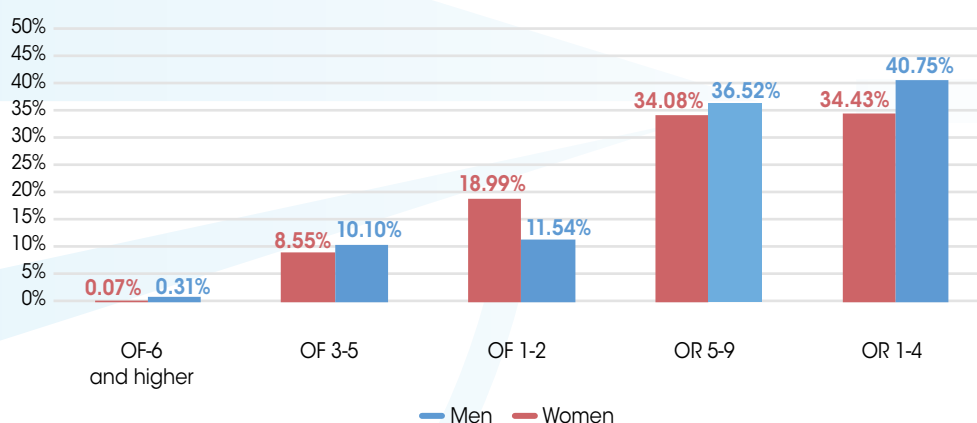
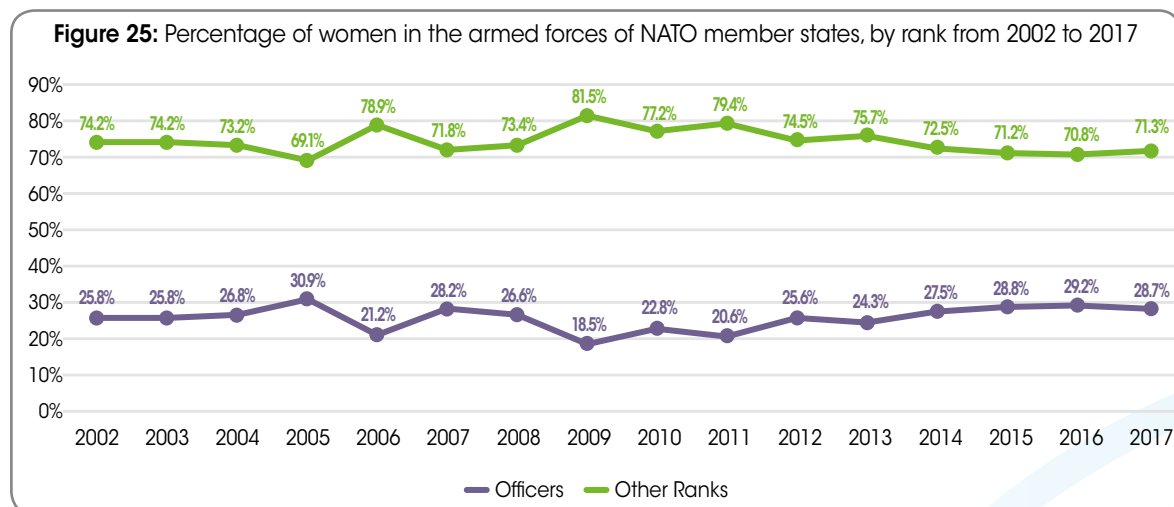
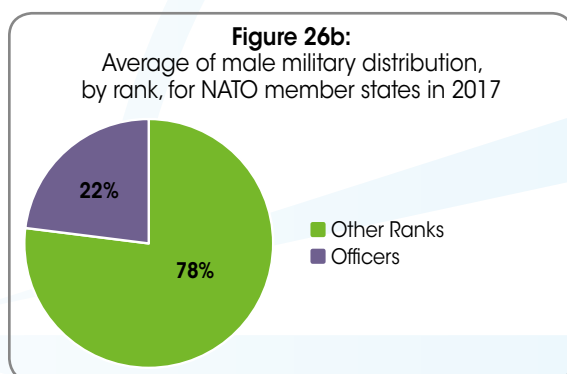
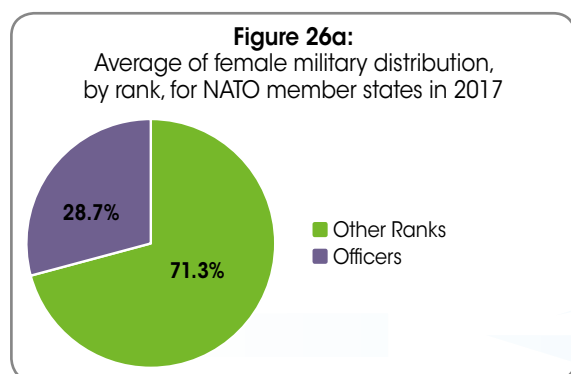


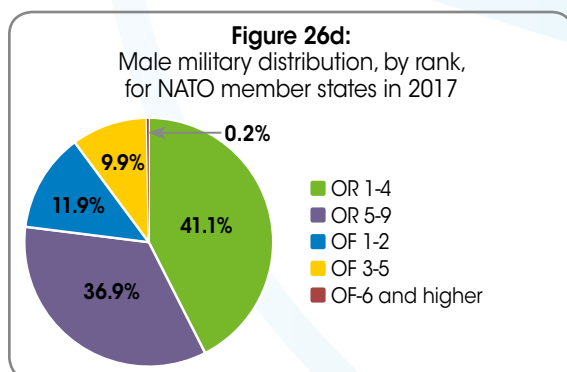
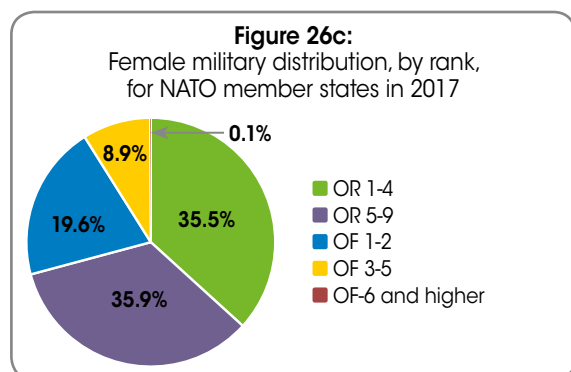
Figure 25 gives a historical analysis that shows the average percentage of women in OF ranks and OR respectively from 2002 to 2017. In 2017, of the 25 NATO member nations who reported, 28.7% of women were in OF ranks and 71.3% in OR.



Figures 26a and 26b illustrate the percentages of men and women who serve as OF ranks and OR. Data from 25 NATO member nations shows that in 2017, 28.7% of women and 22.0% of men served in OF ranks, while 71.4% of women and 78.0% of men served in OR ranks. Between 2016 and 2017, there was a decrease in the number of women serving in OF ranks (29.2% in 2016 to 28.6% in 2017), as well as, in the number of men in OF ranks (23% in 2016 to 22% in 2017).



Figures 26c and 26d illustrate the percentages of men's and women's representation by ranks.



5 Integration of Gender Perspectives in 2017

Policies

Figure 27 provides 2017 data reported by 28 of the 29 NATO member nations, indicating that 39.3% introduced new policies or legislation related to the integration of gender perspective. Furthermore, 82.1% reported having military entities that deal with the integration of gender perspective. Between 2016 and 2017, more nations have established military entities to deal with integration of gender perspectives in the military with an almost 5% increase from 77.8% in 2016 to 82.1% in 2017.

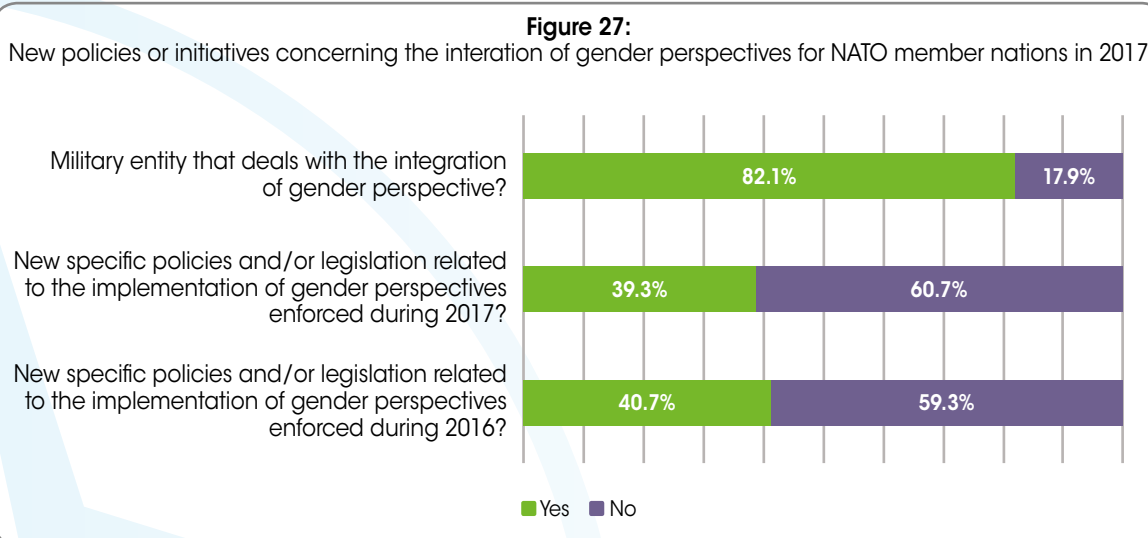
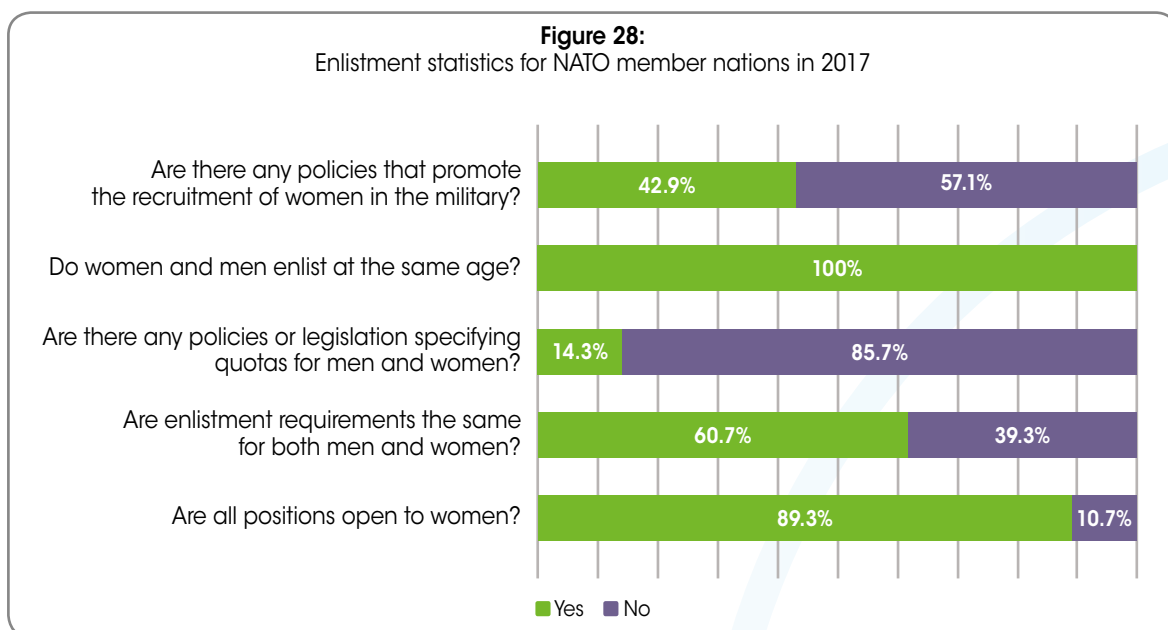
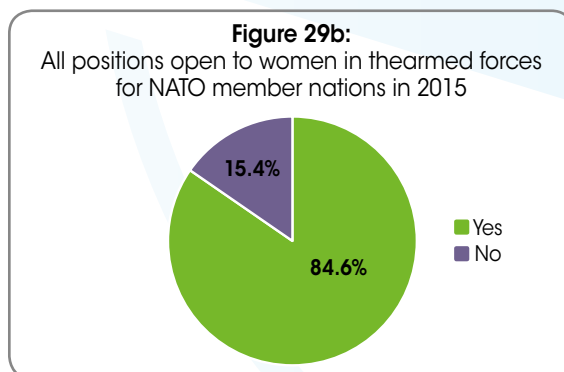
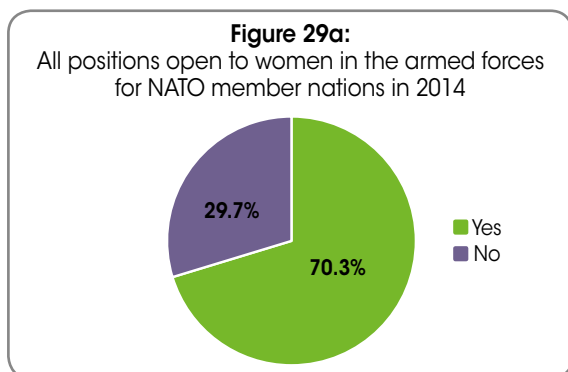


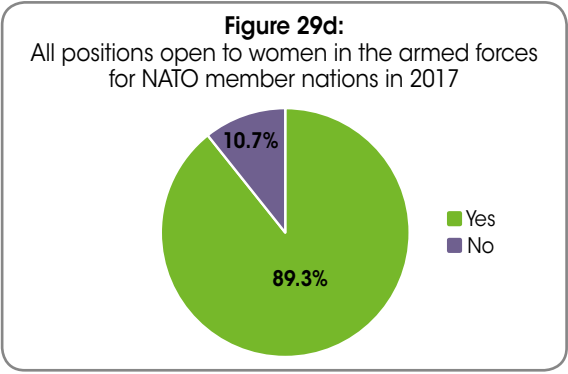
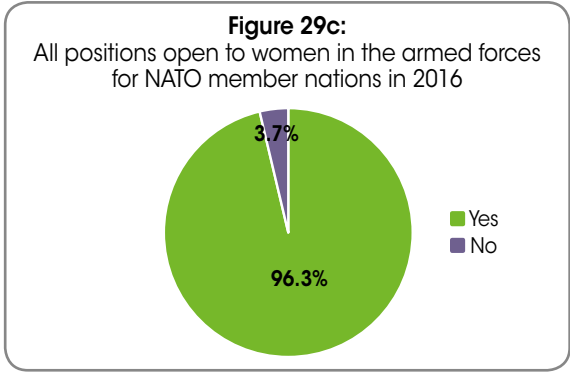
Figure 28 depicts data reported by 28 of the 29 NATO member nations that 42.9% have policies to promote recruitment of women in the military. This shows an increase of more than 16% (25.9% in 2016 and 42.9% in 2017). Men and women continue to enlist in the armed forces at the same age, as previously reported in 2016 and 14.3% of the nations have a quota system for women in the armed forces. This shows an increase that almost doubled compared to 2016 (7.4%).

In 2017, 60.7% of all NATO member nations have the same enlistment requirements for men and women, which is an increase compared to 2016 (55.6%). In 2017, 89.3% of all NATO member nations all positions were open to women, which is a 7% decrease compared to 2016 (96.3%).



Figures 29a, 29b, 29c and 29d show the annual changes in the percentage of member nations that opened all military positions to women. In 2014, almost 30% of all NATO member nations had restrictions on women in the military. In 2015, the percentage of nations that had restrictions for women in the military had decreased to 15%. Subsequently in 2016, only 3.7% of nations had not opened all military positions to women. Based on reports received from 28 NATO member nations in 2017, excluding Iceland who does not have an armed forces, the percentage of restrictions on women in the armed forces increased to 10.71%. In 2017, more than 89% of NATO member nations had opened all military positions to women.

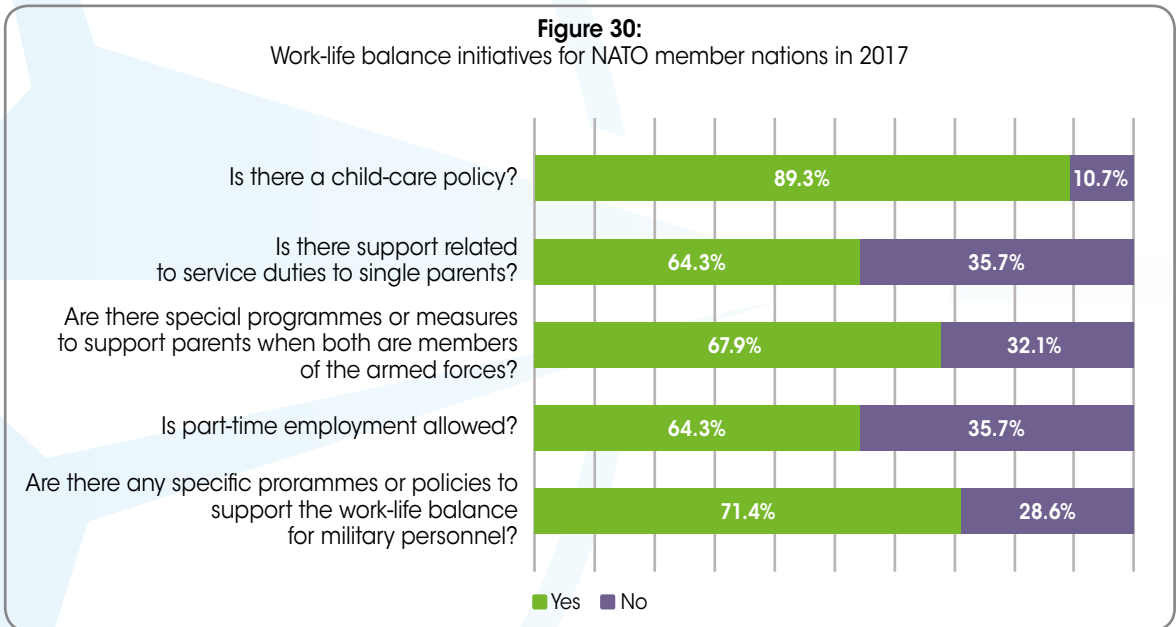




Work-life Balance Initiatives

Figure 30 provides data reported by 28 of the 29 NATO member nations on work-life balance initiatives. According to the nations, 71.4% reported that they have specific programmes or policies to maintain the work-life balance. In addition, 67.9% have measures to support parents when both are members of the armed forces, for example not deploying both members at the same time. Furthermore, 89.3% of nations reported having child-care policies that include day-care facilities for children, breastfeeding breaks or flexible working hours. Additional data indicates that 64.3% of nations had part-time employment and 64.3% of nations provided support or facilitation for single parents with regard to service duties.

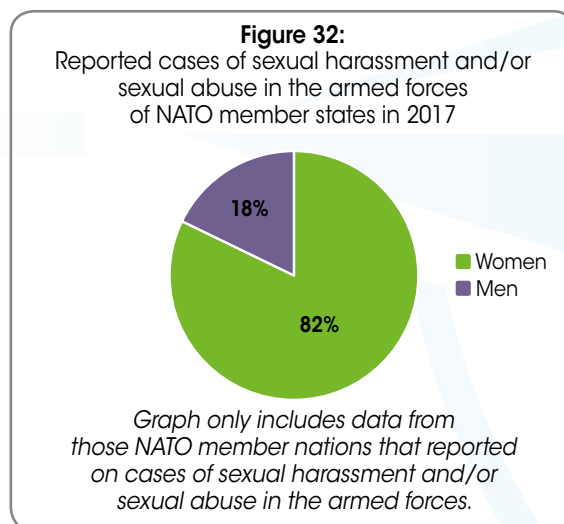
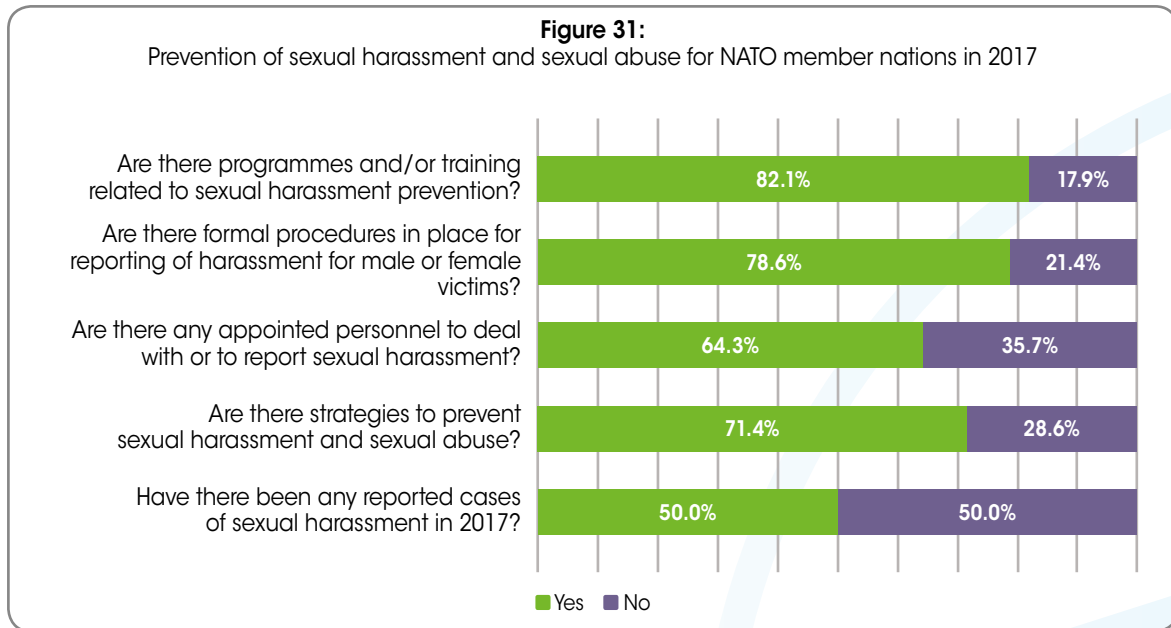
From 2016 to 2017, almost all of the categories of work-life balance increased in percentage. The most significant increase by 12% can be seen in specific programmes or policies to support work-life balance for military personnel (59.3% in 2016 and 71.4% in 2017). The percentage of NATO member nations that provide support related to service duties to single parents decreased approximately 4% (66.7% from 2016 to 64.3% in 2017).



Prevention of Sexual Harassment and Sexual Abuse

In Figure 31, data reported by 28 of the 29 NATO member nations illustrates that almost 82.14% of NATO member nations have training and programmes related to the prevention of sexual harassment. In addition, 78.6% of NATO member nations have formal procedures in place for reporting incidents of sexual harassment, which is an increase of 8% compared to 70.4% in 2016. Furthermore, 50% of NATO member nations had reported cases of sexual harassment. This constitutes an increase by approximately 10% (40.7% in 2016).

Figure 32 shows the percentages of men and women who reported sexual harassment from 10 NATO member nations. In 2017, data indicates that 82% of women and 18% of men reported cases of sexual harassment and/or sexual abuse in the armed forces. This data indicates that there is an increase of 10% in the number of reports by men (8% in 2016).



5.1. Gender in Operations in 2017

In Figure 33a, data reported by 28 of the 29 NATO member nations, excluding Iceland who does not have an armed forces, illustrates that 6.2% of women were deployed for three months or longer within the All Operations category (AU, EU, NATO, OSCE and/or UN). Trending data suggests that there is almost a negligible difference from 2016, which was 6.3%. Figure 33b provided by 26 NATO member nations, indicates that in 2017 there are 5.6% of women who were deployed for three months or longer in the NATO Operations category. In comparison to 2016 data (6.8%), there is a 1.2% decrease in the number of women deployed for three months or longer in the 2017 NATO Operations.

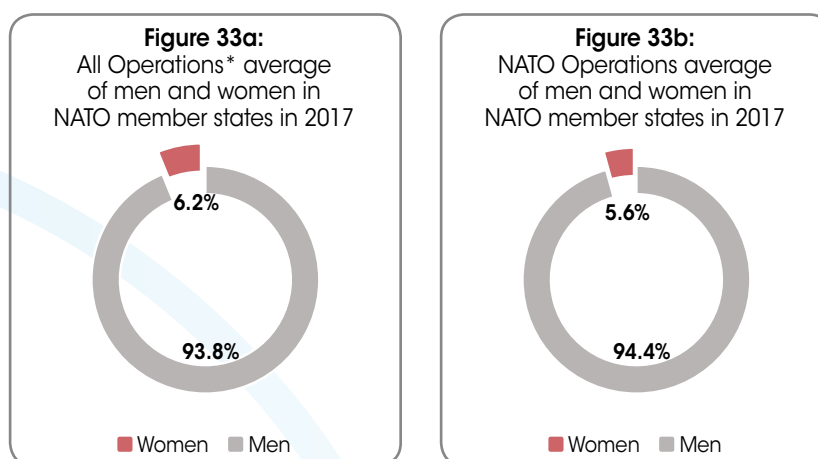


Figure 34 represents reports from 28 of the 29 NATO member nations, illustrating that more than 96.4% of NATO member nations in 2017 included gender in pre-deployment training and exercises, compared to 2016 with 96.3%. In addition, almost 78% of NATO member nations include gender in operational planning, which is a minor increase from 2016 (77.8%). Furthermore, 60.7% of NATO member nations have trained Gender Advisors in their armed forces, which is a significant decrease from 2016 (74.1%). Additionally, data indicates that there is an increase in Gender Advisors in their Ministry of Defences (MoDs) from 48.1% in 2017 to 42.3% in 2016. There were 13 NATO member nations who reported that they have Gender Focal Points (GFP) in their armed forces.

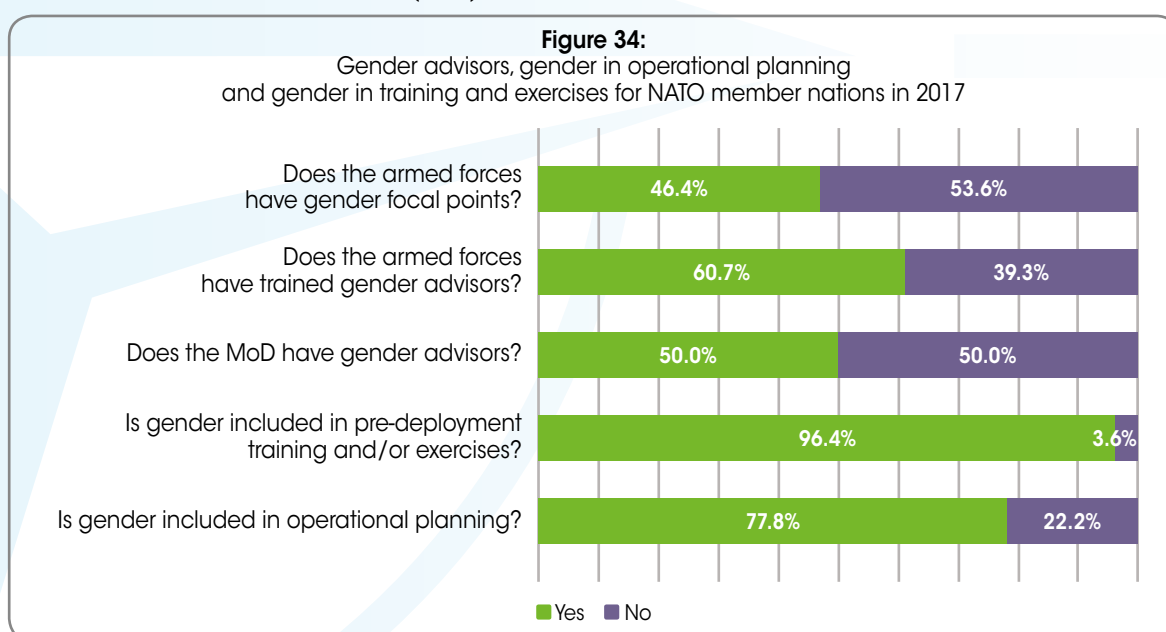


Table 5 indicates the number of trained and/or deployed gender advisors in 2017 for 19 NATO member nations. In 2017, there were 594 trained gender advisors, whereas in 2016, there were 553 reported trained gender advisors. This was an increase of 41 more gender advisors when compared to the data provided in 2016. The relevant difference is contributed to the fact that there were 22 NATO member nations who reported data in 2016 in comparison to the 2017, where there were three less reported nations.

In 2016, there were 11 NATO partner nations with a total of 143 trained gender advisors. In 2017, there were 10 NATO partner nations who reported to have a total of 216 trained gender advisors. The data indicates that there is a significant increase in the number of trained gender advisors in NATO partner nations.

In 2017, there were 23 gender advisors who were deployed by 10 NATO member nations. Up to this reporting time, 119 trained gender advisors have been deployed from 21 out of 29 the NATO member nations. The number of deployed gender advisors from NATO partner nations increased from 16 in 2016 to 39 in 2017. Subsequently, these 10 NATO partner nations have deployed 67 trained gender advisors.

Table 5. Gender advisors in the armed forces in 2017			
NATO members nations	Trained Gender Advisors in the Armed Forces	Gender Advisors deployed in 2017	Gender Advisors deployed so far
Belgium	20	0	0
Bulgaria	5	0	2
Canada	15	1	1
Croatia	8	2	6
Czech Republic	1	0	0
Denmark	6	0	0
Estonia	1	0	0
Germany	9	0	0
Iceland*	2	2	2
Italy	180	0	4
Montenegro	1	0	0
Netherlands	24	3	24
Norway	22	0	12
Poland	3	1	1
Slovenia	3	1	1
Spain	276	8	50
Turkey	5	2	7
UK	10	2	6
USA	3	1	3
Total	594	23	119

* Gender advisor in the Resolute Support Mission in Afghanistan

NATO partners nations	Trained Gender Advisors in the Armed Forces	Gender Advisors deployed in 2017	Gender Advisors deployed so far
Australia	62	27	9
Austria	19	1	4
Finland	40	2	10
the former Yugoslav Republic of Macedonia	2	0	0
Georgia	40	0	0
Ireland	15	3	9
Japan	1	1	1
New Zealand	24	3	24
Serbia	1	0	0
Sweden	12	2	10
Total	216	39	67

In 2017, 13 out of 29 NATO member nations who reported to have GFP positions in place within their armed forces are as follows: Belgium, Canada, the Czech Republic, Denmark, Germany, Italy, Montenegro, Norway, Portugal, Romania, Spain, the United States and the United Kingdom.



6 Training and Education

The Training and Education (T&E) questions were applied for the first time in the NCGP questionnaire. The questions addressed whether NATO member nations used the T&E tools that were provided by NATO through a cooperative effort with Allied Command Transformation (ACT) and the Nordic Centre for Gender in Military (NCGM).

Nations who responded to the T&E questions (respondents), indicated that approximately 40% of the NATO member nations used the NATO's 'Gender Training and Education Package for Nations' in the development of national training programmes and 70% of the respondents deemed it useful.

More than 40% of the respondents used other NATO product(s) for their training in order to instruct their respective national armed forces. Nations using product(s) developed by NCGM and Advance Distance Learning courses indicated that they frequently used the T&E product.

The collated data shows that 88% of respondents indicated that their gender advisors had been trained at NCGM, while only 12% indicated they did not receive training at NCGM but received training elsewhere. The supplemental and/or 'other' indicated training provided to gender advisors were most often courses through the European Security and Defence College (ESDC) or in a national capacity.



7 2016 and 2017 NATO Committee on Gender Perspectives (NCGP) Recommendations to the Military Committee (MC)

2016 NCGP Recommendations to the MC

From the NCGP Annual Conference deliberations, it was noted that NATO and its partners aim to contribute to the full implementation of the UNSCR 1325 and the related Resolutions on WPS. This is achieved through the full integration of gender perspectives at the strategic, operational and tactical levels within the three core tasks of the Alliance. Given this priority and noting the Military Committee Permanent Session (MC/PS) discussion, it is recommended that:

- a. The MC develop a Strategic Communications Framework for Gender Equality and the Integration of Gender Perspective;
- b. Nations take all necessary measures to incorporate the NATO Gender Education and Training Package⁽¹⁾ in their military education and training system with specific emphasis, in the near term, on all levels of leadership;
- c. Nations ensure that leaders at all levels of their Armed Forces are accountable for the assessment, development, resourcing and evaluation to facilitate institutional and operational integration of gender perspective; and
- d. Nations formalize and actively support mechanisms for regular consultation and dialogue between senior leadership and civil society.

2017 NCGP Recommendations to the MC

The NCGP recommends that a Gender Perspective be further integrated throughout NATO's three core tasks, thereby reinforcing the importance of a comprehensive Gender Perspective mind-set. Additionally, re-targeting the context of Gender to Projecting Stability will serve to further uphold the common NATO values. Therefore, the MC has endorsed the following specific NCGP recommendations:

- a. Integration of the Gender Perspective in the development of the military concept of Projecting Stability;
- b. Integration of NATO and Allied Gender Perspective's best practices in NATO and/or NATO-led capacity building activities;
- c. The development of guidelines regarding the integration of the Gender Perspective in NATO and/or NATO-led, but not limited only to, Maritime Operations;
- d. The role of the Civil Society Advisory Panel as a resource for consultation and dialogue on matters pertaining to the Women, Peace and Security agenda and Gender Perspectives;
- e. Encourage Nations to develop mixed gender engagement capabilities in supporting NATO Maritime Operations.

¹ Gender Education and Training Package for Nations (<http://www.act.nato.int/gender>).

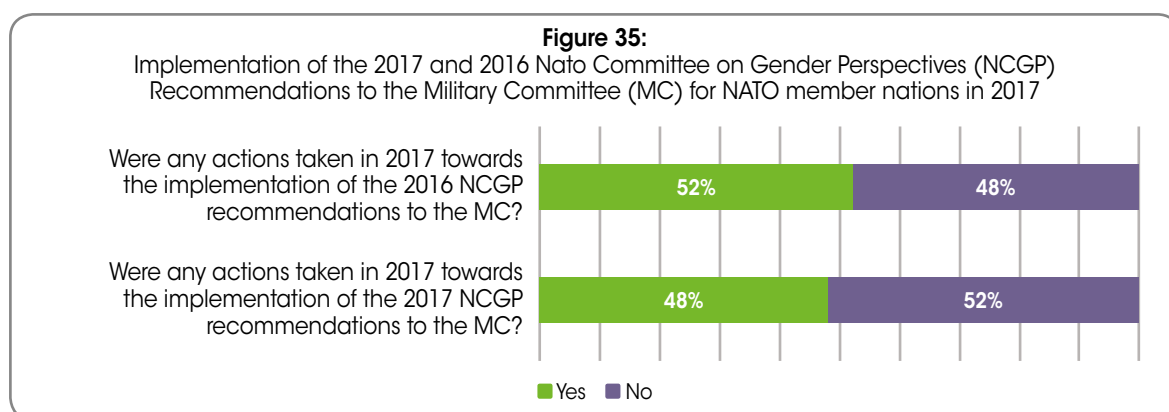


Figure 35 shows that 52% of the 25 NATO member nations who reported took steps towards the implementation of the 2016 NCGP Recommendations. The percentage of 25 reporting member nations who took action regarding the implementation of the 2017 NCGP Recommendations was 48%. This indicates there has been a 4% drop in implementation of the 2017 NCGP Recommendations by NATO member nations.

Table 6 presents the actions taken by 18 NATO member nations and 6 partner nations to implement the 2016 and 2017 NATO Committee on Gender Perspectives Recommendations to the Military Committee.

Table 6: Actions taken by NATO member and partner nations to implement the 2016 and 2017 NATO Committee on Gender Perspectives (NCGP) Recommendations to the Military Committee (MC)			1/8
Country	2016 NCGP Recommendations to MC	2017 NCGP Recommendations to MC	
Albania	Regarding the enhancement of female personnel representation in decision making positions for 2016, there are respectively 7 female civilian personnel and 3 female military personnel as Head of Directorates in the MoD and General Staff. For the first time in Albanian Armed Forces, a Colonel (female) was promoted to Brigadier General, and she is currently serving as Deputy Head of the General Staff. Also, in 2016 three LTC (females) were promoted to Colonel. AAF have one female representative in a leading position as military representative/ military attaché in an Albanian diplomatic mission as well as a further 13 female representatives (7 military personnel and 6 civilian personnel) in military representatives' offices.	Regarding the enhancement of female personnel representation in decision-making positions for 2017, there are respectively 6 civilian personnel and 3 military personnel in the position of Head of Directorates in the Ministry of Defence and the General Staff. The Albanian Armed Forces have one female heading the Military Presentation in the diplomatic mission as well as a further 11 female representatives (5 military personnel and 6 civilian personnel) in the Military Representative's office.	
Belgium	The NATO Gender Education and Training Package for Nations has been used in the development of national training programmes. Module ADL 169 has been used as a required entry level for the national 'Gender Focal Point Education' course.	No actions were reported.	
Bulgaria	The NATO "Gender Education and Training Package" is being used in the military education and training system.	There is an ongoing process of dialog between the Ministry of Defence and the Bulgarian Armed Forces Women Association. In 2017 Bulgaria also took action towards implementing the 2016 NCGP Recommendations to the Military Committee- the NATO "Gender Education and Training Package" is being used in the military education and training system.	
* More information about the actions taken by the nations to implement the NCGP Recommendations can be found in the relevant National Reports.			

Table 6: Actions taken by NATO member and partner nations to implement the 2016 and 2017 NATO Committee on Gender Perspectives (NCGP) Recommendations to the Military Committee (MC)

2/8

Country	2016 NCGP Recommendations to MC	2017 NCGP Recommendations to MC
Canada	<p>The Canadian Armed Forces (CAF) revised its Diversity Strategy with a focus on respect for and appreciation of differences in ethnicity, language, gender, age, national origin, disabilities, sexual orientation, education, and religion. Through their personal example, leaders play a central role in creating and fostering a culture of respect and inclusion for all CAF members, including Gender perspectives. The Chief of the Defence Staff (CDS) has mandated that all CAF personnel take the On-line Introduction to Gender Based Analysis Plus (GBA+) training package which is an analytical tool used to assess the potential impact of policies, programs, services, and other initiatives on diverse groups of women and men, taking into account gender and other identity factors. Refer to: http://www.swc-cfc.gc.ca/gba-acsc/course-cours-en.html. The Department of National Defence and CAF have established a GBA + Champion at the General Officer level who reached out nationally and internationally to exchange ideas and share best practices. CAF in conjunction with Global Affairs Canada (foreign affairs department) have reached out, consulted and maintained a dialogue with our partners in Civil Society through the WPS-Network, some of whom participate as members of the of the NATO Civil Society Advisory Panel (CSAP).</p>	<p>The Department of National Defence published Strong, Secure Engaged (SSE), and Canada's Defence Policy. A number of initiatives are embedded within the SSE. These initiatives fully leverage continuing to implement the gender perspective across the Defence Team and in all activates including recruitment, procurement, professional military education, as well as operational planning and deployment. There are also regular consultations with Civil Society in partnership with other Canadian Governmental Departments. Additionally, the Department of National Defence and Canadian Armed Forces partnered with other Canadian Government Agencies and published an updated Canadian National Action Plan on WPS. The Canadian Armed Forces also hosted a Gender Conference to discuss lessons learned and best practices with likeminded Nations. Additionally, during the United Nations Peacekeeping Ministerial held in Vancouver Canada in November 2017 Canada partnered with both the UK and Bangladesh to launch the WPS Chiefs of Defence (CHOD) Network. The Network will provide a peer forum for Champions to discuss candidly the barriers to effective implementation of WPS commitments, including the integration of a gender perspective into military planning and operations and to improving the participation of women of their organisations, including in non-traditional military roles. Members will work with others in the network to identify solutions to these challenges, sharing their knowledge, experience and best practice, including examples of 'what works'.</p>

*More information about the actions taken by the nations to implement the NCGP Recommendations can be found in the relevant National Reports.

Table 6: Actions taken by NATO member and partner nations to implement the 2016 and 2017 NATO Committee on Gender Perspectives (NCGP) Recommendations to the Military Committee (MC)

3/8

Country	2016 NCGP Recommendations to MC	2017 NCGP Recommendations to MC
Croatia	<p>The continuation of efforts as per information provided in 2016. The MOD and CAF remain committed to continuing efforts geared towards ensuring the integration of a gender perspective both in military operations and throughout the defence sector at all levels, which includes the continued promotion of gender equality and the prevention of SEA / SGBV, in accordance with the relevant national policies, action plans and orders based on UNSCR 1325 (2000) and related Resolutions on WPS and the correlating international documents (such as: NATO/EAPC Action Plan for the Implementation of UNSCR 1325; NATO Bi-SC Directive 40-1 Rev 2). Military education, training and exercise activities are recognised as key tools for increasing interoperability with NATO allies/partners and ensuring operational effectiveness.</p>	<p>The CAF continued with efforts to incorporate topics related to the implementation of UNSCR 1325 on WPS and related resolutions and the integration of a gender perspective into all levels of education, training and exercise activities conducted at national military education and training institutions, including within units. The education/training activities incorporating the aforementioned related topics are not limited to programmes for national armed forces' personnel but also extend to activities that are open to foreign armed forces' participants and civilian participants from relevant national and foreign governmental institutions. Bilateral and multilateral cooperation, including in the field of education, training and exercises contributes to fostering good relations and enhancing interoperability in joint efforts with regards to participation in international military missions and peace support operations, including humanitarian operations. This is one of the keys towards projecting stability and in capacity building efforts. It should be noted that the Croatian Defence Academy launched a pilot project in 2017 - an International Command Senior Enlisted Leaders Course with participants from the armed forces of Adriatic Charter member and observer countries, which included a gender perspective related topic in its programme. This CSM Course not only enhanced the international dimension in education/training at the NCO level, but contributed to fostering understanding, stability and good relations among participants as representatives of their respective national armed forces.</p> <p>During 2017, CAF continued to contribute to international military missions and peace support operations (NATO/UN/EU) with the deployment of male and female personnel, including CAF's contribution to Resolute Support Mission (RSM) in Afghanistan, with the primary mission being to train, advise and assist the Afghan security forces (Afghan National Army - ANA) in building security capacities. The post of Advisor for the training of female members of the Afghan Special Police continued to be embedded within the Croatian Contingent's Special Operations Advisory Team (SOAT), which operates at the Special Police Training Centre (SPTC) in Afghanistan. Therefore, in order to optimally train female CAF personnel selected to fill the post of Advisor as noted above, the tailored pre-deployment training programme initiated in 2016 continues to be conducted. In addition, the same female CAF personnel also attended the Gender Training of Trainers Course (GTot), prior to deployment.</p> <p>All the CAF branches - Army, Air Force and Navy, have personnel certified as instructors by NCGM (NATO's Department Head concerning gender) who have been trained in the integration of a gender perspective in military operations at the above-mentioned GTot Course (or similar). In order to carry out humanitarian operations at sea and deal with migrants/refugees, mixed engagement teams receive(d) training on gender perspective prior to deployment. With the integration of a gender perspective naval vessels are temporarily adapted and equipped to meet the needs of the migrants/refugees - men, women, boys and girls (e.g. sanitary facilities, first aid, provision of hygiene products etc.). These operations also include cooperation/coordination with civil society on land, particularly in terms of logistics. Efforts shall continue to ensure the integration of a gender perspective, as relevant, at all levels in all areas of work "as routine", both in military missions and peace support operations abroad including humanitarian operations, and within national armed forces.</p>

* More information about the actions taken by the nations to implement the NCGP Recommendations can be found in the relevant National Reports.

Table 6: Actions taken by NATO member and partner nations to implement the 2016 and 2017 NATO Committee on Gender Perspectives (NCGP) Recommendations to the Military Committee (MC)

4/8

Country	2016 NCGP Recommendations to MC	2017 NCGP Recommendations to MC
Czech Republic	The Czech Ministries (Ministry of Foreign Affairs in the lead, Ministry of Interior and Ministry of Defence in collaboration with the Bureau of Government) drafted the first National Action Plan (NAP) on the implementation of UNSCR 1325. The first NAP was adopted in January 2017.	No actions were reported.
Denmark	In November 2017, the Denmark Defence Command, in cooperation with the NCGM, held a Key Leader Seminar on gender perspectives in operational planning to further enhance the institutional and operational integration of gender perspectives.	<p>As for the first 2017 NCGP recommendation, Denmark has a whole-of-government approach supporting a number of peace and stabilization projects and within this, a broad range of initiatives promoting women as peacebuilders in conflict-afflicted states, i.e. Afghanistan, Kenya and Mali. Below are some examples illustrating progress achieved as of 2017.</p> <p>In Afghanistan, Danish support has been helping the Civil Society Trust Fund Tawanmandi to strengthen Afghan civil society organisations to advocate for improved good governance, in which gender is a mainstreamed issue. Tawanmandi has had great results strengthening civil society through political changes in regard to i.e. access to media and fighting sexual harassment in work places. In Kenya, a specific focus is being applied to women and youth participation in local Peace Committees. There has been a rise in the number of women participating in local peace committees. In some areas, more than two thirds of the committee members are women.</p> <p>In Mali, Denmark has ensured that around 2000 women have been able to participate in activities supporting the implementation of the national peace and reconciliation processes, i.e. by giving them the possibility to identify reasons and possible solutions to the conflict.</p> <p>In regard to the second 2017 NCGP recommendation to the MC, Denmark contributes to NATO's work on policy development and implementation related to UNSCR 1325 and related resolutions and continue, along with like-minded nations, to raise awareness on the subject within the Alliance and promotes integration of the WPS agenda as added value to the Alliance and the wider international peace-building efforts.</p>
Italy	The Italian Defence Higher Studies Institute (OF5 - OF6) and the Joint Services Staff College include lessons in their syllabus on gender perspectives and Women, Peace and Security agenda using the NATO 'Gender Education and Training Package' tools. The Chief of the Italian Defence is highly committed to the assessment, development, resourcing and evaluation of facilitating the institutional and operational integration of gender perspectives. He also supports the 'Equal Opportunities and Gender Perspective' Office that oversees relevant training programmes to further integrate a gender perspective, conducts statistical studies, organizes training on special topics and events, including media-related ones, in order to spread the gender equality culture.	The recommendations' topics have been taken into account during the pre-deployment phase. The National Action Plan includes mixed gender engagement capabilities development.
*More information about the actions taken by the nations to implement the NCGP Recommendations can be found in the relevant National Reports.		

Table 6: Actions taken by NATO member and partner nations to implement the 2016 and 2017 NATO Committee on Gender Perspectives (NCGP) Recommendations to the Military Committee (MC)

5/8

Country	2016 NCGP Recommendations to MC	2017 NCGP Recommendations to MC
Lithuania	<p>The curricula of the General Jonas Žemaitis Military Academy of Lithuania include the subject-matters of gender equality as follows:</p> <ul style="list-style-type: none"> • All bachelor degree study programmes include a topic which is aimed at providing the cadets with knowledge on the main categories of law, human rights, principles of international law and their application in conflicts; • The topics of Humanitarian Law and International Organisations and International Operations which are included in all bachelor degree study programmes teach the application of the provisions of international law in conflict and humanitarian crisis zones, provide basic knowledge about the content and implementation of UNSCR 1325; • The topic of the Fundamentals of Political Science of the International Relations bachelor study programme contains a few topics on female movements, types of feminism, development of women's political rights and their representation in parliaments all over the world; • The topic of the Theories of International Relations of the Military Diplomacy master degree study programme analyses the theoretical feminist perspective of international relations and the problem of the visibility of women in international politics; • The subject matter of 'Moral Problems in Modern-day Society' of the Ethics and Courtesy topic which is included in all study programmes examines the issue of equality between men and women taking into consideration the qualification requirements for NATO officers' training; • The Department of Foreign Languages (DFL) has included a subject matter related to the issues of equality between men and women in its English Language Study Programme; lecturers of the Academy's DFL teach the cadets gender-neutral terms. There were no new Gender advisors trained in 2017, because of the limited number of seats on the Gender Advisor courses in SWEDINT. 	<p>One CIMIC officer (female) participates in MINUSMA international operation (Mali), who actively participates in project development. One of the key preconditions for the projects is Gender equality promotion, female enhancement. At the same time, this officer also has the additional task of gender focal point.</p>
Luxembourg	<p>The Ministry of Defence and the Armed Forces of Luxembourg developed a support package for the family of deployed personnel.</p>	<p>At the Government's initiative, and together with other ministries, the Ministry of Defence and armed forces participate in the development of a national plan to implement UNSCR 1325.</p>

* More information about the actions taken by the nations to implement the NCGP Recommendations can be found in the relevant National Reports.

Table 6: Actions taken by NATO member and partner nations to implement the 2016 and 2017 NATO Committee on Gender Perspectives (NCGP) Recommendations to the Military Committee (MC)

6/8

Country	2016 NCGP Recommendations to MC	2017 NCGP Recommendations to MC
Montenegro	<p>Based on the following documents: the 'Plan for Implementation of Gender Equality in Montenegro 2017-2021', the 'Implementation Programme 2017-2018' and the 'Action Plan for Implementation of UNSCR 1325 in Montenegro (2017-2018)', the MoD has adopted the 'Action Plan for the Implementation of Gender Equality Policy and Resolution 1325 in the Ministry of Defence and the Armed Forces of Montenegro in 2017'. In turn, on the basis of the adoption of the Action Plan, activities to increase women's participation in decision-making and peace processes have been initiated. Moreover, there is an initiative to educate members of the armed forces on gender-based violence, on the application of the anti-discrimination laws of Montenegro, on UNSCR 1325 and its accompanying resolutions with a special emphasis on human rights, international humanitarian law, gender-based violence, sexual violence and trafficking in human beings. Since 2013, the Training Instructions of the AFMNE, as a key document for training, included training in the field of gender equality and UNSCR 1325 for all members of the Armed Forces of Montenegro (AFMNE), as well as those who are going on peacekeeping missions and those who attend basic officer and NCO courses.</p>	<p>The Ministry of Defence (MoD) has adopted the 'Human Resources Management Strategy in the MoD and the Armed Forces of Montenegro (AFMNE)', and an Action Plan for its implementation in 2017, which defines the gender equality policy and certain strategic goals to increase the representation of women in AFMNE, on command duties, in missions, and also the continuous implementation of national gender equality policies, UNSCR 1325 and related regulations. The MoD has also adopted the 'Personnel Support Plan in the MOD and AFMNE'. In this document, measures and activities are projected for the implementation of strategic guidelines from the Strategic Defence Review; the Long-term Defence Development Plan; the Human Resources Management Strategy as well as the Action Plan for its implementation and the regulations related to this area that include measures and activities related to support for women in the MOD and AFMNE.</p> <p>Based on the 'Plan for Implementation of Gender Equality in MNE 2017-2021', 'the Implementation Programme 2017-2018' and 'Action Plan for Implementation of UNSCR 1325 in Montenegro (2017-2018)' were adopted by the Government of Montenegro. The MoD has adopted the 'Activity Plan for the Realisation of Activities on the Implementation Policy of Gender Equality and UNSCR 1325 in the MOD and AFMNE', on the basis of which, activities are conducted on increasing women's participation in decision-making and peace processes, the protection of women and girls in conflict zones and the integration of gender perspective and gender education in peaceful operations.</p> <p>The Law on the Armed Forces of Montenegro, which was passed in 2017, stipulates that during admission to the Service in the Armed Forces of Montenegro, the gender balance is taken into account. The MoD has also adopted the 'Plan of Employment in the MoD and AFMNE'. It consists of promotional and educational activities to attract personnel for the needs of the AFMNE. The plan allows women to approach the service in the AFMNE through the possibility of participating in MoD projects, education at foreign military academies with scholarships, admission to the service and through positive examples and career achievements of women in the AFMNE. It incentivizes women to apply by 'positive advertising' in the form of publishing public announcements for admission to the AFMNE, for education in military establishments and for registering girls for participation in MoD projects.</p>

*More information about the actions taken by the nations to implement the NCGP Recommendations can be found in the relevant National Reports.

Table 6: Actions taken by NATO member and partner nations to implement the 2016 and 2017 NATO Committee on Gender Perspectives (NCGP) Recommendations to the Military Committee (MC)

7/8

Country	2016 NCGP Recommendations to MC	2017 NCGP Recommendations to MC
Norway	Formal assignments were given from the Ministry of Defence to the Chief of Defence regarding implementation of gender perspectives and UNSCR 1325 (Annual Plan).	Norway has incorporated a gender annex in national planning directives. Work on the successful implementation of universal conscription continues. There is cooperation with national representatives in the NATO civil advisory panel.
Portugal	In the Army, the NATO 'Gender Education and Training Package' was adopted and translated during 2017, in order to prepare the mandatory modules for all pre-deployment training, starting in 2018.	No actions were reported.
Slovenia	Since 2010, SAF have conducted pre-deployment training for SAF personnel prior to peacekeeping missions and operations on UNSCR 1325 and 1820. In 2015, SAF included gender as a topic at all levels of the military education and training system (including leaders).	No information was provided.
Spain	Gender mainstreaming became part of the military education at all levels (academies and high level courses on human resources management), including gender and international humanitarian law. A report is developed every month to assess gender integration in all branches.	Spain took action towards the implementation of the 2017 NCGP Recommendations to the MC. This includes participation by civilian entities (NGO, Institutions, etc.) in the final document approval of the second National Action Plan (2017-2023).
Turkey	The national courses were developed based on the Gender Training and Education Package for Nations.	No actions were reported.
United Kingdom	The United Kingdom did not need to take any action towards implementation of the 2016 NCGP Recommendations due to already existing processes.	Work is underway to scope deploying mixed patrols.
United States	The U.S.A. government agencies with WPS responsibilities regularly and frequently interface and consult with senior leadership and civil society. Mechanisms are the National Security Council-led Policy Coordinating Committee process and the Civil Society Working Group.	The U.S.A. continues to develop mixed gender engagement capabilities.
Australia	The ADF Gender Perspective Training Framework established an implementation plan to incorporate integration of gender perspective throughout all ADF training continuums.	Specifically, the ADF Gender Advisor personnel framework, submitted to the Chief of Services Committee (endorsed Dec 17), was established.
Austria	No information was provided.	No information was provided.
Finland	Finland has been rewriting Finland's 1325 National Action Plan. There were some delays and the work will be finalised in the spring of 2018. The National Action Plan is aimed for the period 2018-2022 and in it, recommendations 3 and 4 are taken in account.	No actions were reported.
Ireland	The Defence Forces are implementing a gender mainstreaming approach in order to institutionalise a gender perspective. The Second Defence Forces Action Plan on WPS was designed to complement gender perspective training programmes.	Ireland is taking action towards the implementation of the 2017 NCGP Recommendations to the MC.
New Zealand	No actions were reported.	Gender perspective was integrated in the development of the military concept of Projecting Stability. This has been considered in the development of the NZDF Strategy for UNSCR 1325. Scenario aspects to test this topic were in a major NZDF Joint Exercise in late 2017. There is development of a female engagement team to support operations.

*More information about the actions taken by the nations to implement the NCGP Recommendations can be found in the relevant National Reports.

Table 6: Actions taken by NATO member and partner nations to implement the 2016 and 2017 NATO Committee on Gender Perspectives (NCGP) Recommendations to the Military Committee (MC)

8/8

Country	2016 NCGP Recommendations to MC	2017 NCGP Recommendations to MC
Sweden	The first recommendation is not relevant for Sweden. Regarding the second recommendation, the focus of Sweden has been on the national training. There were no steps taken in relation to the third recommendation. Regarding the fourth recommendation-contact between the SwAF leadership and civilian agencies and organisations is frequent.	In particular, regarding the first recommendation - it is being followed through in planning. In regards to the third and fifth recommendation, Sweden has not participated in any maritime operations during 2017 and in any NATO-led maritime operations. As to the fourth recommendation, civil-military cooperation has taken place through the ministry working group for the National Action Plan UNSCR 1325 and also through the government agency working group Gender Force. Many coaches in the Gender Coach programme come from civil society.

*More information about the actions taken by the nations to implement the NCGP Recommendations can be found in the relevant National Reports.



8 Conclusion

The United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security (WPS) was the first Resolution to address the disproportionate impact of armed conflict on women and reaffirms the importance women's contribution at all levels, ranging from conflict prevention to post-conflict reconstruction, peace negotiations and human security. The UNSCR 1325 is supported by four pillars: participation, protection, prevention, and relief and recovery, which have been adapted to the changing nature of warfare.

NATO and its Allies are committed to supporting the implementation of UNSCR 1325 and its follow-up Resolutions 1820, 1888, 1889, 1960, 2106, 2122 and 2422. From the enhancement of education programs to policy development, NATO is forging ahead towards promoting inclusive practices and gender integration into everyday business. An example of actions taken is the NATO/EAPC⁽¹⁾ Policy on Women, Peace and Security⁽²⁾, which promotes the role of women in peace and security through active participation in all stages of conflict.

The NATO/EAPC Action Plan for the Implementation of the NATO/EAPC Policy on Women, Peace and Security⁽³⁾ (the NATO/EAPC Action Plan) is a fundamental policy document that addresses gender inequality and provides avenues to integrate gender perspectives into the Alliance's three core tasks: collective defence, crisis management, and cooperative security. Implementation of the policy is targeted to reflect current discourse relevant to the inclusion of gender perspectives in NATO's tasks and functions.

The 2017 Summary of National Reports is an instructive platform for NATO member and partner nations to share lessons learned and illustrates the leverage of the UNSCR 1325 and its follow-up Resolutions. The Summary provides statistical analysis on NATO member and partner nations stance in their common endeavour to ensuring more representation and participation of women in the armed forces. The questionnaire that nations are requested to submit covers topics aligned with the NATO/EAPC Action Plan indicators and thereby allows the Summary to provide a comprehensive overview of the annual progress on the integration of the principles of UNSCR 1325 and related Resolutions in the everyday business of NATO member and partner nations.

In the 2017 Summary, the tracked progress can be identified specifically in the work-life balance and retention domains. Such markers of progression are:

- Increase of women networks in the armed forces of the NATO member nations;
- Decrease in reports of work-life balance as the main reason women leave the armed forces;
- Increase of policies to promote the recruitment of women in the armed forces;
- Increase of overall work-life balance incentives for men and women in the armed forces; and
- Increase in the number of formal procedures established for men and women to report incidents of sexual harassment and sexual abuse.

1 Euro-Atlantic Partnership Council

2 NATO/EAPC Policy for the implementation of UNSCR 1325 on Women, Peace and Security and related resolutions, http://www.nato.int/cps/en/natohq/official_texts_109830.htm?selectedLocale=en

3 NATO/EAPC Action Plan for the Implementation of the NATO/EAPC Policy on Women Peace and Security, http://www.nato.int/nato_static_files2014/assets/pdf/pdf_2016_07/160718-wps-action-plan.pdf

The Summary also gathers different practices and examples of approaches with the intention to stimulate more discussion around the integration of gender perspectives in the armed forces. The emphasis on different thematic areas and the examination of specific best instances allow nations to share the most effective practices of gender mainstreaming in the armed forces. The participation of NATO partner nations allows an extensive analysis of the way gender perspectives are mainstreamed in the armed forces, both widening the geographic focus and enabling more meaningful comparisons among the countries.

Therefore, all NATO members and partner nations are highly encouraged to track this explicit and sustainably progressing roadmap. The validity and strength of statistical analysis in this report is only possible with the information provided by NATO members and partner nations, so each nation is encouraged to contribute to the advancement and diversity of the Summary. Nations of the Alliance are recommended to keep on collecting gender disaggregated data and upon request, to submit the annual questionnaire.

9 2017 National Reports from NATO Member Nations

This chapter presents the annual National Reports on the implementation of the United Nations Security Council Resolution 1325 and related resolutions from the 29 NATO member nations for 2017. The National Reports are submitted annually to the International Military Staff Office of the Gender Advisor at NATO HQ.

The 2017 Summary presents detailed information and data for every nation, including policies and legislation related to the implementation of gender perspectives in the armed forces, quota systems, restrictions on the incorporation of women in the armed forces, Reserves, enlistment requirements, retention policies, reasons for leaving the military, adaptation of military equipment, facilities and uniforms, parental rights, prevention of sexual harassment and sexual abuse, gender education and training, gender advisors and lastly, implementation of the 2016 and 2017 NATO Committee on Gender Perspectives Recommendations to the Military Committee.

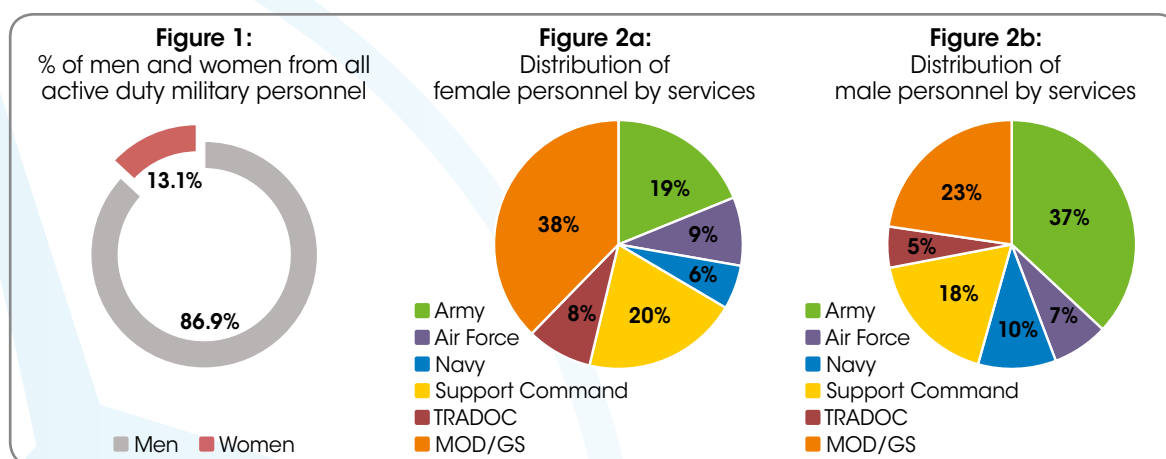




Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2017

The National Strategy and Action Plan on Gender Equality 2016-2020 aims to serve as a guidance to assist the Government of Albania and the society as a whole with regard to gender equality and the reduction of gender-based and domestic violence. The vision of this document is to achieve a society where gender equality is a prerequisite for sustainable development, zero tolerance towards gender-based and domestic violence. The National Strategy for Development and Integration 2015-2020 aims to eliminate gender-based discrimination, protect women's rights and involve women in all institutions, including legislative, executive, judicial and other public institutions.

No new specific policies or legislation related to the implementation of gender perspectives in the Albanian Armed Forces (AAF) were enforced during 2017.



Quotas

There is a quota system for men and women in the armed forces. According to the Human Resources Management Strategy in the Armed Forces 2015-2019, the number of female military personnel in the AAF should reach 15%.

Restrictions on the Incorporation of Women in the Armed Forces

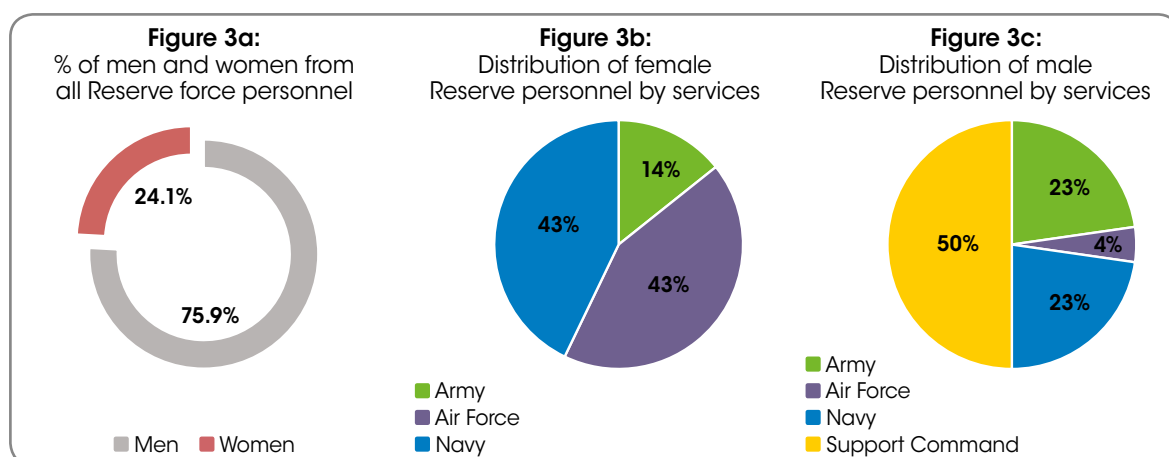
There are restrictions on the incorporation of women in the armed forces. The restrictions apply to specific specialties such as driver, navy, guard, mine clearance and others. There are also restrictions that apply only to operations; for instance working in submarines, as divers and in mine clearance. There is a military entity that deals with the integration of gender perspectives in the armed forces.

Reserves, National Guard and Other Military Services

There are no policies to support entry into the Reserves or National Guard, or other military structures, as a civilian employee, nor are there any policies to compensate employers who hire civilians who joined military structures, such as the Active Reserve.

There are no incentives or bonuses for civilian employees to enter the Reserves, National Guard, or other military structures.

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



Enlistment Requirements

Enlistment requirements in the armed forces are different for men and women. Enlistment requirements differ for physical tests and the height of men and women. Physical tests differ in the time allocated to complete them. Men have to run 2 miles in a shorter time than required of women. The number of push-ups and sit-ups is greater for men than for women. Enlistment requirements related to physical characteristics differ with regard to men's and women's height. The minimum height for male officers is 165 cm and for female officers 160 cm. The minimum height for Military Police NCOs (Non-Commissioned Officers) must be at least 170 cm for men and 165 cm for women. Men and women enlist at the same age.

There are policies to promote the recruitment of women in the military, including the Guidance on Procedures and Criteria for Active NCO Recruitment in the Albanian Armed Forces; Guidance on Procedures and Criteria for Active Soldier Recruitment in the Albanian Armed Forces; and Policies and Procedures for New Officer Recruitment in the Albanian Armed Forces. In 2017, in the armed forces, out of 46 female applicants, 25 were successfully recruited. Out of 504 male applicants, 381 were successfully recruited. In 2017, 24 out of 45 female applicants were successfully recruited in military academies, colleges and other educational institutions and 64 out of 103 male applicants were successfully recruited.

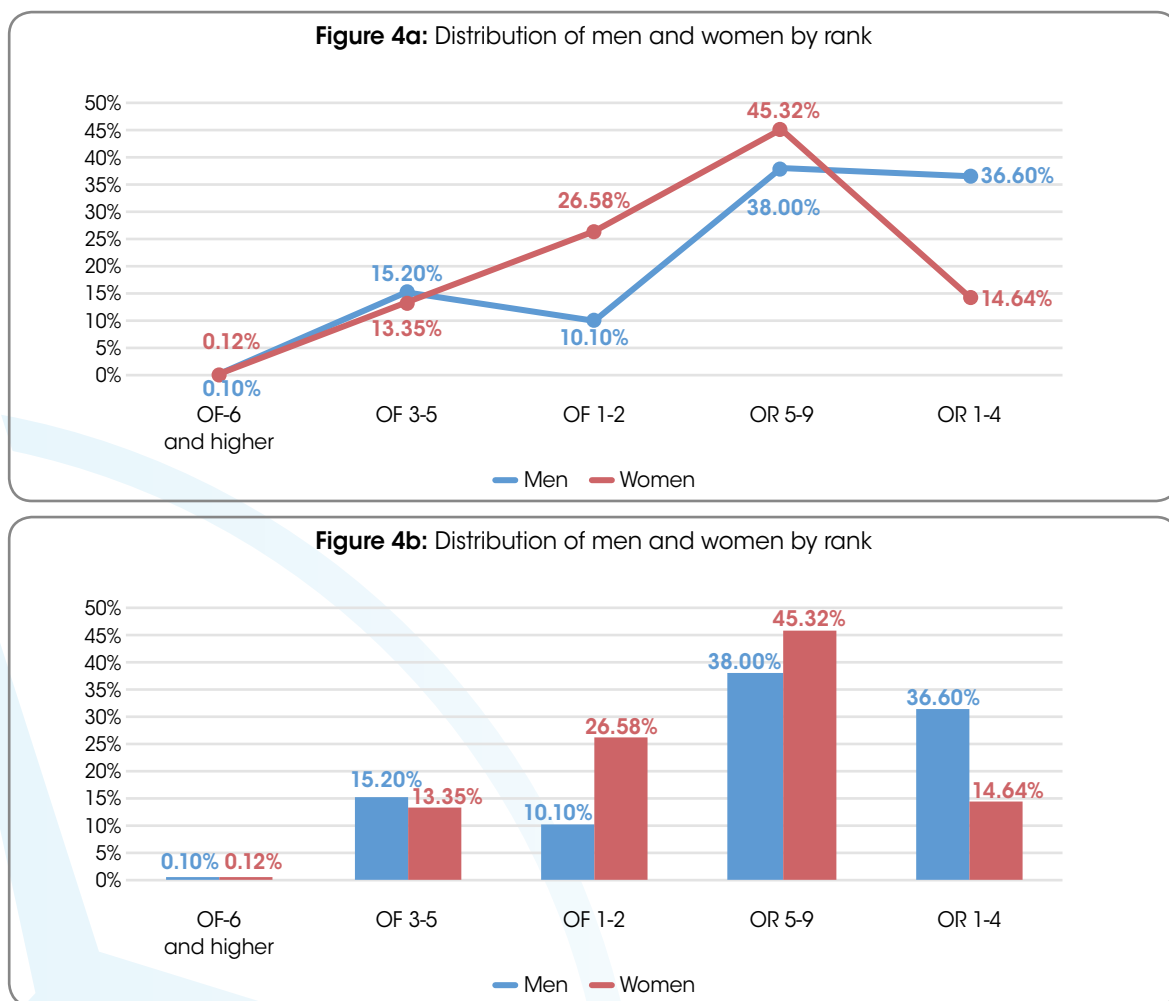
Retention Policies

The national armed forces do have retention policies. The Council of Ministers' decision on the legalization of residence solves military personnel's accommodation problems.

The Human Resources Management Strategy in the Armed Forces 2015-2019 also includes a retention phase. The 'Policy and Procedures for the Management of Civilian Personnel in the Armed Forces, who do not have the Status of Civil Servants', approved by Order No. 1090, of the Minister of Defence dated 02.06.2016, have indicated specific requirements giving priority to taking employment in the military reserve.

The national armed forces do not have specific retention policies for women. There is no network to support women in the military.

The Figure 4b provides the same information as Figure 4a in different graphic rendering.



Reasons for Leaving the Military

The national armed forces do not carry out exit surveys for men and women who leave the military. The management system shows the statistics and reasons for leaving the armed forces.

In 2017, 32 women and 233 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 12.1%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 87.9%.

The main reasons why men and women tend to leave the armed forces are retirement, injury, dissatisfaction with military salaries, assignment to another institution, at their own request, medical reasons, completion of years of military service or age according to the law.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment (e.g. tanks, aircraft, submarines) is not adapted for men and women in particular. Military facilities are adapted for both men and women and they are separated. Uniforms are fitted for both men and women (e.g. combat uniforms). Women's uniforms are available to suit their size and physical constitution.

Parental Rights

Parents of new-born babies enjoy legal social support. According to the amended Law on Social Insurance in the Republic of Albania, husbands are eligible for parental leave only when the child is 63 days old. Total parental leave is granted 52 weeks and is transferable between mothers and fathers. 9 weeks of leave are mandatory for mothers, while 43 weeks are the maximum for fathers.

There are specific programmes or policies to support military personnel's work-life balance. Based on the Military Status in the Armed Forces Law, military personnel are granted annual paid leave and other benefits to make it easier for them to manage the work-life balance.

Part-time employment is allowed in case of studies. Civilian personnel in the armed forces can work in other institutions either during normal working hours or on the weekend. Flexible hours are allowed in case of parental leave and studies.

There are no special programmes/measures to support parents when both parents are members of the armed forces (e.g. there is a commitment that Services will endeavour to avoid deploying both serving parents at the same time). There is no support or accommodations for service duties for single parents, divorced parents, or widows/widowers looking after their children.

There is a child-care policy, such as providing breastfeeding breaks and flexible working and service hours or variable starting/finishing times during the working day.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	32,1%	2,5%
Air Force	6,3%	1,2%
Navy	8,8%	0,8%
Support Command	15,3%	2,7%
TRADOC	4,6%	1,1%
MOD/GS	19,7%	4,9%
Total	86,8%	13,2%
Ranks	Men	Women
OF 6 and above	0,1%	0,11%
OF 3-5	15,2%	13,35%
OF 1-2	10,1%	26,58%
OR 5-9	38,0%	45,32%
OR 1-4	36,6%	14,64%

Table 2: All Operations		
Service	Men	Women
Army	37,1%	0,8%
Air Force	0,0%	0,0%
Navy	33,3%	0,5%
Support Command	9,4%	0,3%
TRADOC	0,9%	0,5%
MOD/GS	16,4%	0,8%
Total	97,1%	2,9%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	13,02%	36,37%
OF 1-2	18,28%	27,27%
OR 5-9	41,0%	18,18%
OR 1-4	27,70%	18,18%

Table 3: NATO Operations		
Service	Men	Women
Army	38,1%	0,7%
Air Force	0,0%	0,0%
Navy	34,0%	0,6%
Support Command	7,5%	0,3%
TRADOC	0,8%	0,6%
MOD/GS	16,6%	0,8%
Total	97,0%	3,0%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	12,25%	27,28%
OF 1-2	18,23%	36,36%
OR 5-9	41,03%	18,18%
OR 1-4	28,49%	18,18%

Table 4: Reserve Force Personnel		
Service	Men	Women
Army	17,2%	0,0%
Air Force	3,7%	0,0%
Navy	0,0%	3,4%
Support Command	17,2%	10,3%
MOD/GS	37,9%	10,3%
Total	75,9%	24,0%
Ranks	Men	Women
OF 6 and above	0,0%	0,0%
OF 3-5	31,8%	14,3%
OF 1-2	0,0%	14,3%
OR 5-9	36,4%	71,4%
OR 1-4	31,8%	0,0%

Average Age of Military Personnel

The average age for all military personnel is 37.5 years old for women and 38.7 for men. Among NCOs, the average age is 39 years old for women and 38.4 for men. Among Officers, the average age for women is 35.8 years old and for men 39 years. The average age for deployed personnel in operations is 32 years old for women and 35 for men.

Prevention of Sexual Harassment and Sexual Abuse

There are existing strategies to prevent sexual harassment and sexual abuse. The Law on Military Discipline in the Armed Forces of the Republic of Albania (No. 173/2014, dated 18 December 2014), classifies sexual harassment committed by military personnel during and after working hours as cases of serious disciplinary violation. The purpose of this law is to prohibit sexual harassment in order to defend human dignity, freedom and privacy and to promote equality between the sexes.

Programmes and/or trainings related to the prevention of sexual harassment are available to service members. The issue of sexual harassment is part of educational programmes at all levels, as well as, part of the pre-deployment training.

There is no appointed personnel to handle deal with sexual harassment or to report it to. There are formal procedures to allow male or female victims to report harassment. The MoD website allows individuals to file complaints related to discrimination and/or sexual harassment. In 2017, there were no reported cases of sexual harassment or sexual abuse in the armed forces.

National Education and Training Programmes Related to Gender Perspectives

The AAF have six gender-related training programmes:

1. Initial Officers Course: The programme focuses on gender issues, protection of women's rights and gender discrimination in the armed forces. It targets the training of personnel in OF-1 to OF-2 and is part of pre-deployment training.
2. Command and General Staff Course: It focuses on the AAF's engagements in humanitarian emergency operations, International Humanitarian Law, equal opportunities and gender equality in the armed forces, and human rights in areas of armed conflict. It targets the training of personnel in OF-3 to OF-5 and is part of the standard national training.
3. Higher Officers Course: It focuses on the AAF's engagements in humanitarian emergency operations. International Humanitarian Law Equal Opportunities and Gender equality in the Armed Forces, sexual harassment, prevention and reaction. It targets the training of personnel in OF-3 to OF-5 and is part of the standard national training.
4. Advanced Course: It focuses on the AAF's engagements in humanitarian emergency operations, International Humanitarian Law, equal opportunities and gender equality in the Armed Forces, Human Rights in areas of armed conflict. It targets the training of personnel in OR-5 to OR-9 and is part of the standard national training.
5. Higher NCO Course- It focuses on the Albanian Armed Force's engagements in humanitarian emergency operations, International Humanitarian Law, equal opportunities and gender equality in the Armed Forces, Human Rights in areas of armed conflict It targets the training of personnel in OR-5 to OR-9 and is part of the standard national training.

6. Pre-deployment training for Albanian Military Troops, participating in international peacekeeping missions. Albanian Military Troops participating in international peacekeeping missions conduct specific pre deployment training including issues related to the protection of the rights of girls and women in the conflict areas; they are well acquainted with the costumes, traditions, and culture of the country where they serve. It targets the training of personnel in OF-3 to OF-5, OF-1 to OF-2, OR-5 to OR-9, and OR-1 to OR-4. It is a part of pre-deployment training.

Use of NATO Training and Education Tools

The NATO Gender Education and Training Package for Nations has been used in the development of national training programmes, through the implementation of six modules. Gender issues, protection of women's rights and gender discrimination, are included in the education programs for the military personnel in the armed forces. The Albanian Military Troops participating in international peacekeeping missions conduct specific pre-deployment training that includes issues related to the protection of the rights of girls and women in the conflict areas, and the familiarization with the country costumes, traditions, and culture of the country where they serve. Albania, as a troop sending country, is part of these peacekeeping missions conducted mostly abroad. Part of the prevention measures are systematic analyses for gender in areas of conflict, which include gender-desegregation, and socio-economic indicators. The armed forces found the NATO Gender Education and Training Package for Nations useful.

Gender in the Armed Forces and in Operation

Gender is a topic in operational planning and is included in pre-deployment training and/ or exercises.

Gender Advisors and Gender Focal Points

Neither the Albanian MoD nor the AAF have gender advisors. There were no Gender Advisors deployed in 2017.

The armed forces have no Gender Focal Points. Therefore, no gender focal points were deployed.

Implementation of the 2016 and 2017 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

Some measures were taken to implement the 2017 NCGP Recommendations to the Military Committee (MC). Regarding the enhancement of female personnel representation in decision-making positions for 2017, there are respectively six civilian personnel and three military personnel in the position of Head of Directorates in the Ministry of Defence and the General Staff. The Albanian Armed Forces has one female heading the Military Presentation in the diplomatic mission, as well as, 11 female representatives (five military personnel and six civilian personnel) in the Military Representative's office.

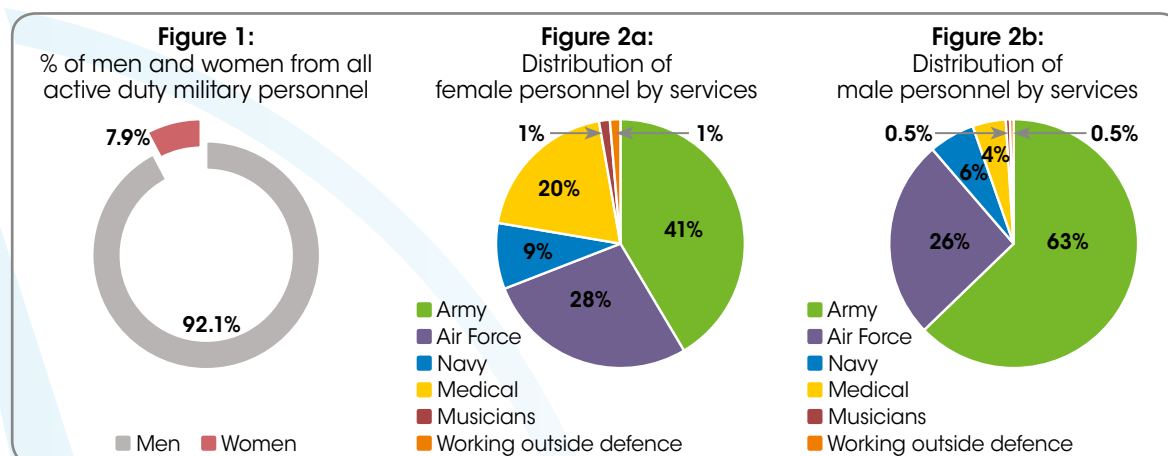
Some measures were taken to implement the 2016 NCGP Recommendations to the MC. For the first time in the AAF, a female Colonel was promoted to Brigadier General, who is currently serving as Deputy Head of the General Staff (GS). Also, in 2016, three female Lieutenant Colonels (LtC) were promoted to the rank of Colonel.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2017

Belgium adopted its third Belgian National Action Plan (NAP) on Women, Peace and Security (WPS). This covers the implementation of the United Nations Security Council Resolution (UNSCR) 1325 and related Resolutions from the period of January 2017 to December 2021.

On 25 June 2017, a new Belgian law was adopted on equal rights for the transgender population.



Quotas

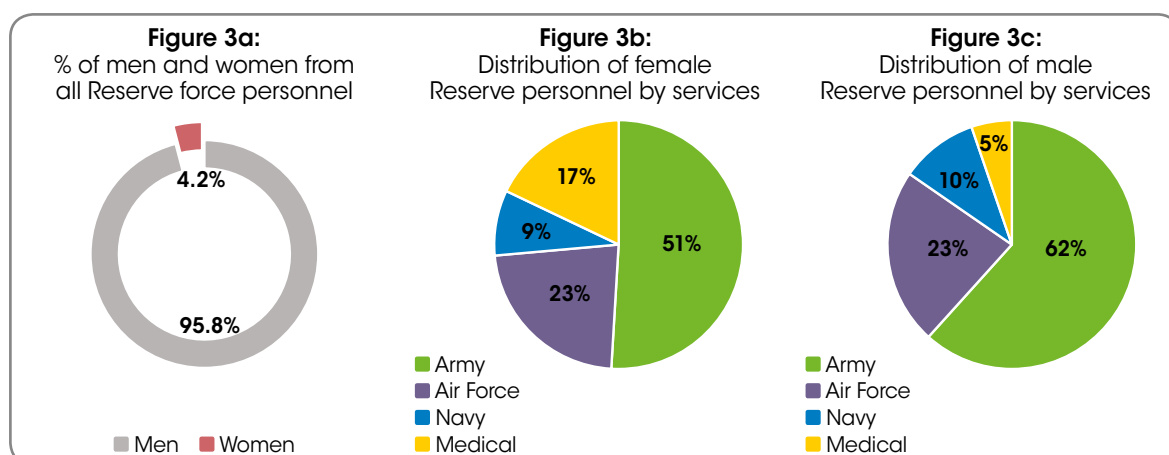
There is no quota system for men or women in the Belgian Armed Forces (BAF).

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the BAF, nor are there restrictions that only apply to operations. The Policy Office of the General Directorate for Human Resources (GD HR) is responsible for integrating gender perspectives in the armed forces. The GD HR addressed the Diversity Policy that includes the Gender Policy through Human Resources Management.

Reserves, National Guard and Other Military Services

There are policies in place to support entry into the Reserves or National Guard, or other military structures, as a civilian employee and to compensate employers who hire civilians who have joined such military structures. There are incentives for civilian employees to enter the Reserves, National Guard or other military structures.



Enlistment Requirements

Enlistment requirements in the armed forces differ for men and women. Physical fitness tests are identical, but the quota tables of some specific tests can be different to ensure gender neutrality. There are no differences in enlistment requirements related to physical characteristics, or further differences between enlistment requirements for men and women. Men and women enlist at the same age.

There are policies to promote the recruitment of women in the BAF. In 2017, Belgian Defence continued its specific marketing campaign and continued with the information sessions on physical fitness training for candidates (men and women) in preparation for the physical fitness tests required for recruitment. 50% of the registration for the information sessions were reserved for women.

In 2017, 118 out of 603 female applicants were successfully recruited in the armed forces. 1,241 out of 4,405 male applicants were successfully recruited in the armed forces. In 2017, 88 out of 431 female applicants were successfully recruited into military academies, colleges and other educational institutions. 669 out of 2,284 male applicants were successfully recruited into military academies, colleges and other educational institutions.

Retention Policies

The national armed forces do not have retention policies. The implementation of a gender network "Gender in Motion" was planned for 2017 but will be launched in 2018.

The Figure 4b provides the same information as Figure 4a in different graphic rendering.

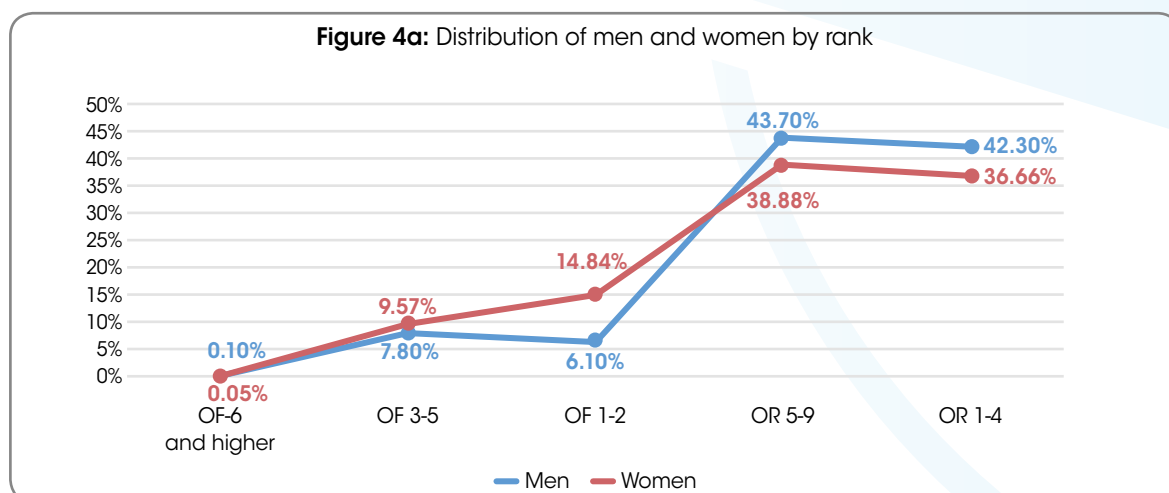
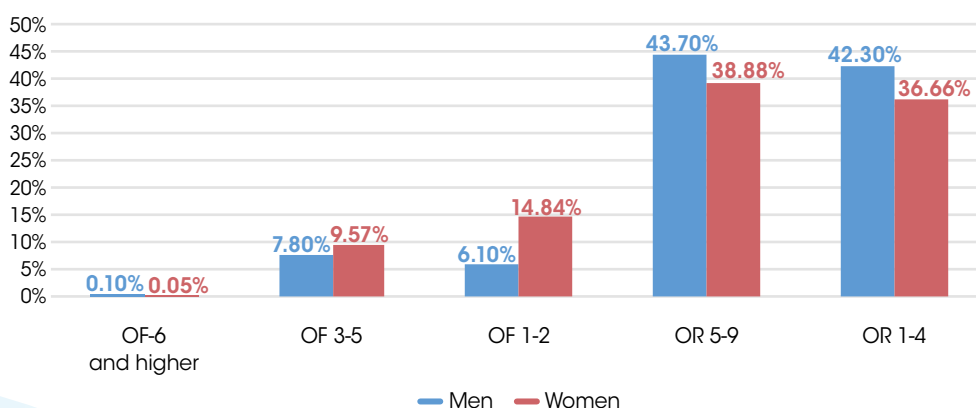


Figure 4b: Distribution of men and women by rank



Reasons for Leaving the Military

The national armed forces carry out exit surveys for men and women who leave the military. Every person who leaves the service during the first part of her/his career is requested to give her/his reasons during an interview with a psychologist. This is done on a voluntary basis and all students (candidates) do so willingly. Both men and women attend these exit interviews. Statistics are provided to their units and special investigations sometimes follow if necessary. The national armed forces do not use any (other) system or method to find out why military women leave the armed forces.

In 2017, 216 women and 2,519 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 7.9% and the percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 92.1%. The main reasons for leaving the military for both men and women are injury, retirement, personal undisclosed reasons, dismissal due to poor performance or disciplinary offences.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment (e.g. tanks, aircraft, and submarines) is suitable for both men and women. There is no specific configuration. Military facilities are adapted for both men and women. Military installations are adapted and have separate sanitary facilities and accommodation.

Uniforms are fitted for both men and women. Combat uniforms are unisex, but smaller sizes are now available to meet specific female requirements. Combat boots are also available in smaller sizes (up to EU 39 size) and are adapted for women. Ballistic protection vests are unisex, but they are available in different sizes and allow proper fitting. These vests were tested and approved by a panel of men and women during trials. Service uniforms are different for women and men. Women's service uniforms include both skirts and trousers.

Parental Rights

Parental leave is 17 weeks in total and is not transferable between parents. Maternity leave can last up to 15 weeks and paternity leave up to two weeks. There are specific programmes to support the work-life balance for military personnel. Except for certain critical posts, military personnel can work part-time at a 4/5 rate and enjoy flexible working hours. Part-time is allowed five years before retirement. Military personnel (except officers) have a 38-hour working week. The week consists of 36 hours per 7 working days. While following flexi-time schedule, the working day can start between 7 and 9 a.m. and ends between 3 and 6 p.m. The Unit Commander can decide the timeframe, but flexibility is granted whenever it does not hamper the unit's operational capacity.

There are special programmes and measures to support parents when both are members of the armed forces. If one of the partners in a military couple is involved in an operation, the partner staying at home can request to work a four-day week during the mission at reduced pay.

There is no support or facilitation for service duties for single parents, divorced parents or widows/widowers looking after their children. The child-care policy includes provisions to protect parents from deployment, breastfeeding breaks, and policy on duty assignments, night duties and overtime work, day care for children at defence ministries and military installations or child vouchers.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	57,7%	3,3%
Air Force	23,8%	2,2%
Navy	5,5%	0,7%
Medical	4,0%	1,5%
Musicians	0,5%	0,1%
Working out of Defense	0,4%	0,1%
Total	92,1%	7,9%
Ranks	Men	Women
OF 6 and above	0,1%	0,05%
OF 3-5	7,8%	9,57%
OF 1-2	6,1%	14,84%
OR 5-9	43,7%	38,88%
OR 1-4	42,3%	36,66%

Table 2: All Operations		
Service	Men	Women
Army	58,7%	2,0%
Air Force	20,4%	1,5%
Navy	10,4%	0,8%
Medical	4,6%	1,6%
Total	94,1%	5,9%
Ranks	Men	Women
OF 6 and above	0,11%	0,00%
OF 3-5	7,94%	8,52%
OF 1-2	10,10%	28,98%
OR 5-9	40,64%	46,59%
OR 1-4	41,21%	15,91%

Table 3: NATO Operations		
Service	Men	Women
Army	53,1%	3,2%
Air Force	13,0%	1,5%
Navy	21,8%	0,9%
Medical	4,6%	1,9%
Total	92,5%	7,5%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	5,38%	1,79%
OF 1-2	7,27%	32,14%
OR 5-9	43,02%	48,21%
OR 1-4	44,33%	17,86%

Table 4: Reserve Force Personnel		
Service	Men	Women
Army	59,1%	2,2%
Air Force	22,0%	1,0%
Navy	9,7%	0,3%
Medical	4,9%	0,7%
Musicians	0,1%	0,0%
Total	95,8%	4,2%
Ranks	Men	Women
OF 6 and above	0,08%	0,0%
OF 3-5	7,62%	0,9%
OF 1-2	20,90%	22,7%
OR 5-9	49,80%	48,1%
OR 1-4	21,60%	28,3%

Average Age of Military Personnel

The average age of military personnel as a whole is 39.01 years for women and 41.63 years for men. Among NCOs, the average age for women is 41.11 years and for men is 41.99 years. Among Officers, the average age for women is 33.65 years and for men 39.38 years.

Prevention of Sexual Harassment and Sexual Abuse

There are specific strategies to prevent sexual harassment and sexual abuse. There are programmes and training related to the prevention of sexual harassment. Prevention consists in taking organizational measures, informing all employees about the psychosocial stress policy and assurance that the right people will be contacted, and raising awareness and education through the Joint Individual Common Core Skills (JICCS) Training conducted yearly, where prevention of sexual harassment and sexual abuse is addressed.

There are appointed personnel to deal with or to report sexual harassment to. Formal procedures exist to report harassment of female or male victims. There are two possible procedures:

- an internal formal procedure (conducted by a psychosocial prevention consultant);
- an external procedure that could lead to prosecution.

In 2017, 14 women reported cases of sexual harassment (due to professional secrecy the types of sexual harassment cannot be specified) in the armed forces. In 2017, 15 men reported cases of sexual harassment (due to professional secrecy the types of sexual harassment cannot be specified).

National Education and Training Programmes Related to Gender Perspectives

The BAF have four gender-related training programmes:

1. The 'Diversity Theatre training' has been part of the basic military training of volunteers, NCOs and officers since 2006. Gender topics are well covered in briefings and scenarios offered by the training. It targets all NCOs and OF-1 to OF-2, OR-5 to OR-9, and OR-1 to OR-4. It is a part of pre-deployment training.
2. The 'Department World Politics: International Humanitarian Law' mainly covers the protection regime for women and children. It targets OF-3 to OF-5 and OF-1 to OF-2. It is a part of the standard national training.
3. The 'Gender Focal Point (GFP) Education' is a two-day education programme. Its purpose is to educate and train the Company Sergeant-Majors of the military detachment which is about to be deployed on operation. The GFP has an add-on function: s/he advises the Military Commander and reports on the gender dimension and s/he is responsible for the practical integration of the gender dimension in the Area of Operations (AoO). This education and training programme is conducted in Dutch and French and the aim is to have at least one GFP available in each deployed detachment. It targets OF-1 to OF-2 and OR-5 to OR-9. It is a part of pre-deployment training.
4. The 'Pre-Deployment Training' covers gender issues. Because of close links with the local culture in the AoO, it is integrated into the cultural awareness briefings. There is a specific chapter dedicated to gender for each cultural awareness briefing and for each specific operational detachment, as well as, for all individual augmentees to the various deployed multinational headquarters. This enables all deployed personnel to have an accurate picture of the gender situation in their respective operation zone.

The training also presents some 'dos' and 'don'ts' related to interaction with women, men, girls and boys. This integrated approach ensures that the topic is well understood by the military personnel about to be deployed. It targets all officers including all ranks and NCOs preparing to be/and already deployed. It is part of pre-deployment training.

Use of NATO Training and Education Tools

The NATO Gender Education and Training Package for Nations was used in the development of national training programmes and was deemed useful by the national armed forces. Module Advanced Distance Learning (ADL) 169 - 'Improving Operational Effectiveness by Integrating Gender Perspective' has been used as a required entry-level module for the national 'GFP Education' course.

Gender in the Armed Forces and in Operation

Gender is a topic in operational planning and is included in pre-deployment training and exercises.

Gender Advisors and Gender Focal Points

The BAF and the Ministry of Defence (MoD) have 20 trained Gender Advisors (GENAD). They were trained at the Nordic Centre for Gender in Military Operations (NCGM) and attended the 'Comprehensive Approach to Gender in Operations' course in the Netherlands or Spain.

The armed forces have Gender Focal Points (GFP). So far, none have been deployed in a sole GENAD capacity. GFP have been deployed since 2012. In 2017, 12 GFP were deployed.

Implementation of the 2016 and 2017 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

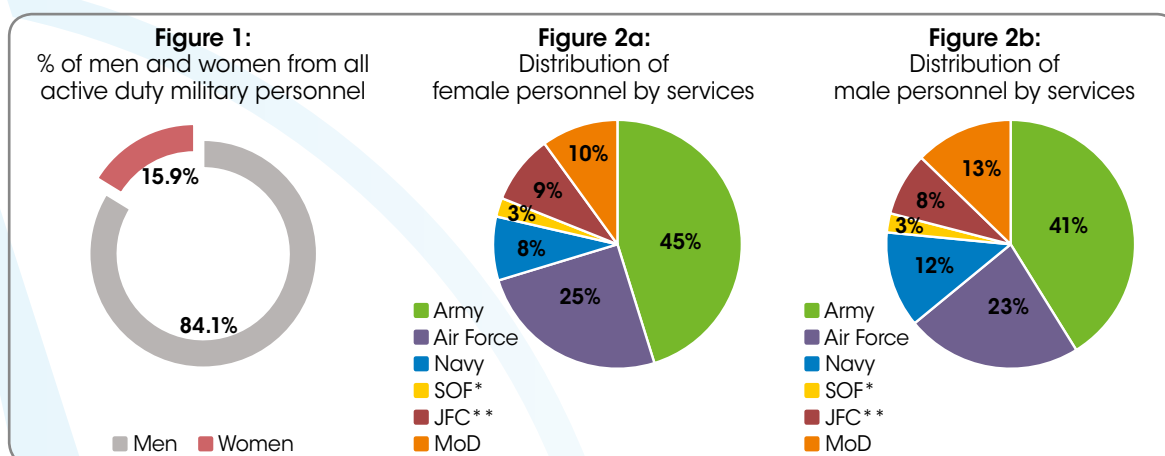
No actions have been taken towards implementation of the 2017 NCGP Recommendations to the Military Committee (MC).

Some measures were taken to implement the 2016 NCGP Recommendations to the MC. The NATO Gender Education and Training Package for Nations has been used in the development of national training programmes. Module ADL 169 has been used as a required entry level for the national 'GFP Education' course.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2017

After two working groups from the Ministry of Defence (MoD's) directorates and structures from the Bulgarian Armed Forces (BAF) reviewed the Defence Law, a substantial difference was discovered regarding parental leave between both sexes. The working groups proposed to the MoD military and political leadership that the Defence Law should be changed to provide equal opportunities for military women and men; enabling them to use different types of leave to raise a child/children. The national procedure was finalised in 2017 with a new amendment of the Defence Law, para. 203 which has been in force since 18 July 2017.



Quotas

There is no quota system for men or women in the BAF.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the BAF; nor are there restrictions that apply only to operations.

There is a military entity that handles the integration of gender perspectives in the BAF. According to the Rules of Organization of the Ministry of Defence of the Republic of Bulgaria, the Social Policy Directorate in the Ministry of Defence of the Republic of Bulgaria is tasked with assisting the Minister in carrying out the gender policy, equality, protection of human rights and fundamental freedoms in the armed forces.

Reserves, National Guard and Other Military Services

There are policies to support entry into the Reserves, National Guard or other military structures, as a civilian employee. In Bulgaria, the Reserves are organized on a voluntary basis. Reservists' contracts cannot be terminated by their employer solely because there might be interference between their civilian job and the Reservists' obligations when called upon for active duty.

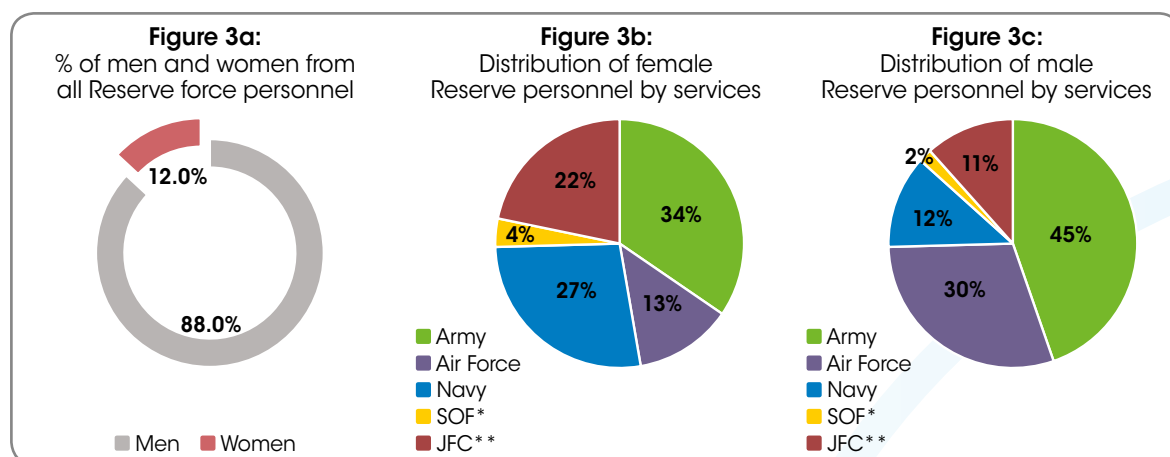
* Special Operations Forces

** Joint Force Command

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

There are policies to compensate employers who hire civilians who have joined military structures, such as the Active Reserves. The employer/appointing authority of Reservists is entitled to financial compensation from the State/MoD for the duration that the Reservist is on active duty.

There are incentives or bonuses for civilian employees to enter the Reserves, National Guard or other military structures. In addition, the Reservist receives perks for accepting the military service and receives training in military schools under equal conditions. The Reservist can use the health care system, receive long-term treatment, rehabilitation, and enjoy the MoD's recreation centres under terms and conditions laid down in a MoD Act.



Enlistment Requirements

Enlistment requirements in the Bulgarian Armed Forces are the same for men and women. Enlistment requirements for the physical fitness tests are different for men and women for those who apply to military college, military university and military academy. They are described in the Armed Forces' Unified Test laid out in the Ministry of Defence's 2010 Order. Requirements differ according to age. The different physiological characteristics of men and women are taken into consideration in strength, speed and physical resistance tests.

There are differences in enlistment requirements based on physical characteristics. According to the MoD's Regulations, on the conditions and procedures for acceptance of cadets in higher military schools, applicants must meet the following requirements: a minimum height of 150 cm for both men and women; a minimum weight of 50 kg for men and minimum weight of 48 kg for women. For pilot specialization, the maximum height is 185 cm and the maximum weight is 80 kg for both genders. The National Guard Unit military personnel is required to have a specific height of 178 to 182 cm and a maximum weight of 85 kg. There are special restrictions for National Guard Unit military personnel regarding tattoos on the face, arms and legs.

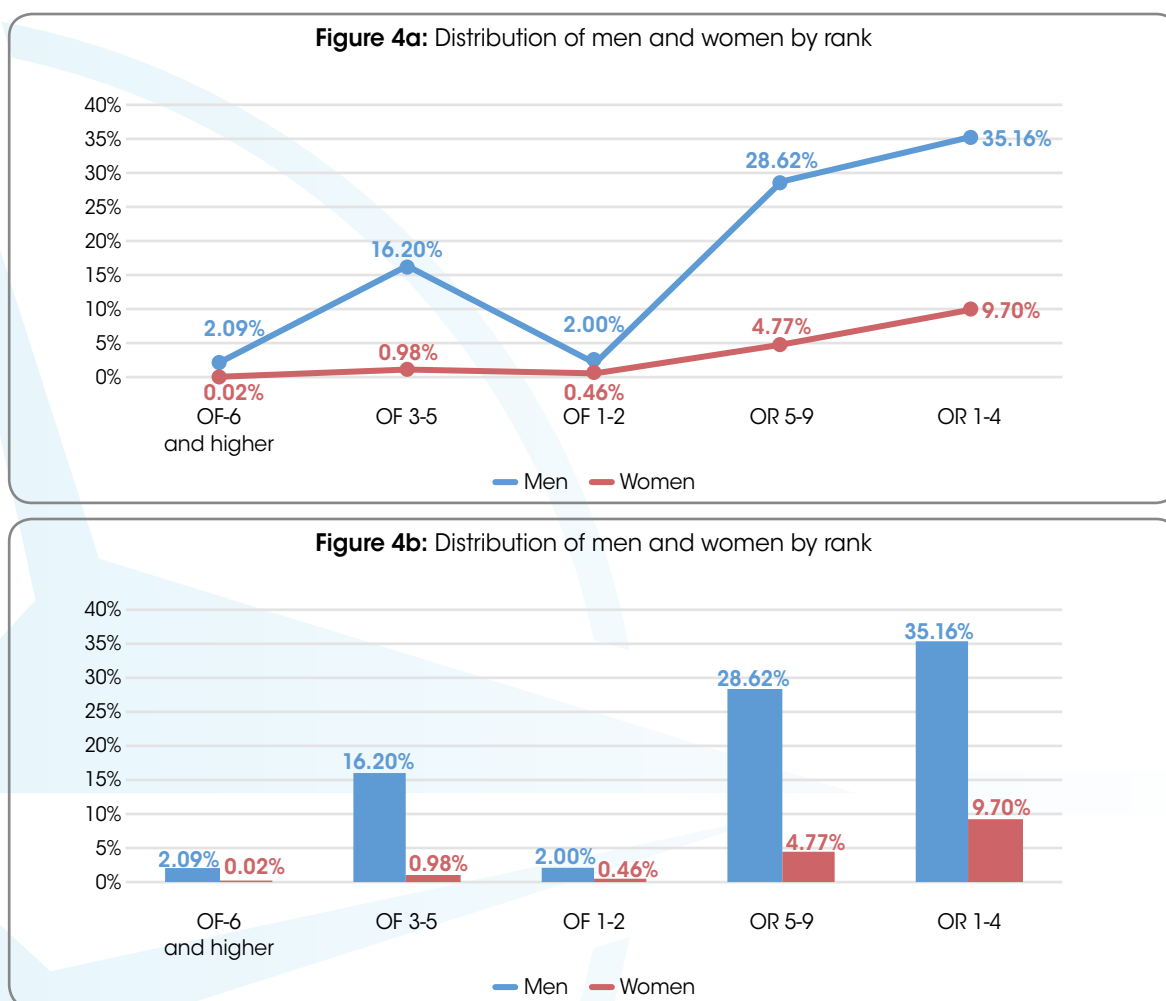
Men and women enlist at the same age. There are no specific policies that promote the recruitment of women in the military. In 2017, 58 out of 158 female applicants were successfully recruited. 291 out of 732 male applicants were successfully recruited.

Retention Policies

The BAF have retention policies which consist of an additional monthly payment for confirmed or assigned class speciality; a salary increase and a rise in the minimum wage for military personnel and the development of new regulations on a national level; career opportunities with a developed career model; social benefits with additional leave days, free medical care, medical checks and recreation incentives depending on the number of years of service.

The Bulgarian Armed Forces have specific retention policies for women. The Labour Code provides for special protection for women. Additionally, there is a network to support women in the military. The Bulgarian Armed Forces' Women's Association (BUAFWA) is a nongovernmental organization, established in 2006. Most of the members are women on active duty and female Reservists. The main goals of BUAFWA are the promotion and endorsement of the prestige and social status of women in the armed forces; and implementation of Women, Peace and Security agenda. Relations between the association and the MoD are regulated by an agreement that follows the main goal of BUAFWA itself - to protect their common interests. BUAFWA can directly inform the Minister of Defence and the Chief of Defence about cases of discrimination and can participate in the decision-making process within MoD by giving opinions and statements.

The Figure 4b provides the same information as Figure 4a in different graphic rendering.



Reasons for Leaving the Military

The Bulgarian Armed Forces carry out exit surveys for men and women who leave the military. The MoD's Human Resources Management Directorate organises sociological research on the attitudes of the military, staff problems in military units and reasons for leaving the armed forces. The national armed forces do not use any other systems or methods to detect reasons why military women leave the armed forces.

The main reasons why men and women tend to leave the armed forces are uncertain national social policies regarding the reform of requirements for retirement and retention policies.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment is adapted for both men and women. The working environment is suitable for both sexes. There are generally accepted norms and conditions for equal access of men and women in all spheres of military life.

Uniforms fit both men and women. Military female and male personnel are given uniforms in accordance with MoD directives. Service and combat uniforms are adapted for both men and women.

Parental Rights

Legal social support is given to mothers during pregnancy and both parents of a newborn child. According to the Labour Code, maternity leave is 410 days for each child, of which 45 days must be taken before the birth and paternity leave is 15 days.

Total parental leave is 84 weeks. Parental leave is 52 weeks for the mother and 32 weeks for the father after the baby is 6 months old and is transferable between parents.

There are specific programmes to support the work-life balance for military personnel. Every year, the MoD makes a list of female military personnel that will have flexible working schedules. Flexible hours are allowed in case of parental leave and when caring for elderly and sick people or studies. Part-time employment is not allowed.

There are special programmes to support parents when both are serving in the armed forces. All Services endeavour not to deploy both serving parents at the same time. The same policy is applied to single parents and those caring for elderly people etc. Single and divorced parents as well as widowers/widows who are in the military are granted material assistance on a one-off basis to meet seasonal or occasional needs (purchase of textbooks, clothing, etc.).

There is a child-care policy that includes provisions protecting parents from being deployed, breastfeeding breaks, policy on duty assignments, night duty, overtime work, flexible working and service hours or variable start/finish times during the working day, extra weeks of subsidized maternity/paternity leave, day care for children at defence ministries and military installations or child vouchers, and flexible working and service hours or variable start/finish times of working day. There are military day care facilities for children (kinder gardens) appointed to the biggest military garrisons. There are services such as a duty officer who supervises kinder garden children when parents are busy or late due to military training or exercises.

Table 1: All Active Duty Military Personnel

Service	Men	Women
Army	34,60%	7,20%
Air Force	19,30%	4,00%
Navy	10,50%	1,32%
SOF	2,07%	0,39%
JFC	6,90%	1,43%
MoD	10,70%	1,59%
Total	84,07%	15,93%
Ranks	Men	Women
OF 6 and above	NR	NR
OF 3-5	NR	NR
OF 1-2	NR	NR
OR 5-9	NR	NR
OR 1-4	NR	NR

Table 2: All Operations

Service	Men	Women
Army	85,9%	8,0%
Air Force	3,8%	0,3%
Navy	1,3%	0,0%
SOF	0,6%	0,0%
Total	91,7%	8,3%
Ranks	Men	Women
OF 6 and above	NR	NR
OF 3-5	NR	NR
OF 1-2	NR	NR
OR 5-9	NR	NR
OR 1-4	NR	NR

Table 3: NATO Operations		
Service	Men	Women
Army	88,3%	6,8%
Air Force	3,8%	0,0%
Navy	0,3%	0,0%
SOF	0,8%	0,0%
Total	93,2%	6,8%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	14,93%	16,66%
OF 1-2	10,48%	5,56%
OR 5-9	16,53%	16,67%
OR 1-4	58,06%	61,11%

Table 4: Reserve Force Personnel		
Service	Men	Women
Army	39,35%	4,13%
Air Force	26,31%	1,52%
Navy	10,65%	3,26%
SOF	0,00%	0,00%
JFC	1,52%	0,44%
MoD	10,22%	2,60%
Total	88,0%	11,95%
Ranks	Men	Women
OF 6 and above	NR	NR
OF 3-5	NR	NR
OF 1-2	NR	NR
OR 5-9	NR	NR
OR 1-4	NR	NR

Table 5: Other Personnel in all Operations		
Service	Men	Women
Army	33,3%	66,7%
Air Force	0,0%	0,0%
Navy	0,0%	0,0%
Total	33,3%	66,7%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	66,67%	0,00%
OF 1-2	33,33%	0,00%
OR 5-9	0,00%	100%
OR 1-4	0,00%	0,00%

Table 6: Other Personnel in NATO Operations		
Service	Men	Women
Army	0,0%	0,0%
Air Force	0,0%	0,0%
Navy	0,0%	0,0%
Total	0,0%	100%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	0,00%	0,00%
OF 1-2	0,00%	0,00%
OR 5-9	0,00%	100%
OR 1-4	0,00%	0,00%

Average Age of Military Personnel

The average age of all military personnel is 38 years for women and 39 years for men. Among NCOs, the average age for both women and men is 42 years. Among Officers, the average age for women is 36 years and for men is 42 years.

Prevention of Sexual Harassment and Sexual Abuse

Sexual harassment and sexual abuse are treated as crimes under the Penal Code. There are strategies to prevent sexual harassment and sexual abuse: different projects and events organised by BUAFWA, common education, seminars with non-governmental organizations (NGOs), international conferences, and public discussions.

Gender issues including the topic of sexual harassment are part of educational programmes or modules in military Academies and Colleges. This issue is part of the pre-deployment preparation for missions and operations. It is also a part of the educational programmes for the initial military training in the military units.

There is no appointed personnel to deal with or to whom to report sexual harassment. There are formal procedures in place for female or male victims to report such incidents. Crimes connected with sexual harassment fall under Chapter 2 of the Criminal Code - 'Crimes against personality'. One case of sexual harassment in the Bulgarian Armed Forces was reported in 2017.

National Education and Training Programmes Related to Gender Perspectives

The Bulgarian Armed Forces have four gender-related training programmes:

1. In the Logistics and Training Centre of the Military Police, a specialised training course is being conducted with newly appointed military personnel including the sessions on gender equality, which address UN Resolution 1325. It targets OR 1-4 military personnel. It is part of the standard national training.
2. At the G. S. Rakovski National Defence College, the gender perspectives and UNSCR 1325 are included in some academic disciplines. Some questions from UN Resolutions and gender perspectives topic are discussed in the compulsory course "Human Resource Management" and in the postgraduate qualification course "Human Resources Management". It targets OF 1-2 and OF 3-5 military personnel. It is part of the standard national training.
3. At the Vasil Levski National Military University and NCO College, "Gender equality" as a subject is part of the Leadership training modules for cadets and sergeants. The training covers the policies on gender equality both as part of an international framework and documents as well as the work with gender equality in international documents. There are discussions on NATO member's implementation of the policies of gender equality and the national framework and policies of implementation on gender equality in the BGRF. Practices and data on the integration of policies on gender equality in planning, implementation and evaluation of military operations and missions are analysed. Military personnel of OF-1 to OF-2, OR-5 to OR-9 and OR-1 to OR-4 are targeted. It is part of the standard national training.
4. At the Nikola Vaptsarov Naval Academy there is planned and provided additional information and education about UNSC Resolution 1325 for different categories of military personnel. There is planned additional training for graduated cadets for NATO Directive 40-1. Military personnel of OF-1 to OF-2, OR-5 to OR-9 and OR-1 to OR-4 are targeted. It is part of the standard national training.

Use of NATO Training and Education Tools

The NATO Gender Education and Training Package for Nations has been used in the development of national training programmes. Three modules have been used: Strategic-Operational-Tactical, Pre-deployment training and Standard national training. The NATO Gender Education and Training Package for Nations has proven to be useful by the national armed forces. In addition, the national armed forces have also used another NATO product-4 of the ACT interactive modules – Advanced Distance Learning.

Gender in the Armed Forces and in Operation

Gender is not a topic in operational planning. Gender is included in pre-deployment training and exercises.

Gender Advisors and Gender Focal Points

The armed forces and the MoD have five gender advisors. The gender advisors have received training from the Nordic Centre for Gender in Military Operations (NCGM) and attended the European Security Course 'A Comprehensive Approach to Gender in Operations' at the European Security and Defence College (ESDC).

In total, two gender advisors have been deployed so far and one was deployed in 2016 (EUPOL, Afghanistan). No gender advisors were deployed in 2017. The armed forces have no gender focal points.

Implementation of the 2016 and 2017 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

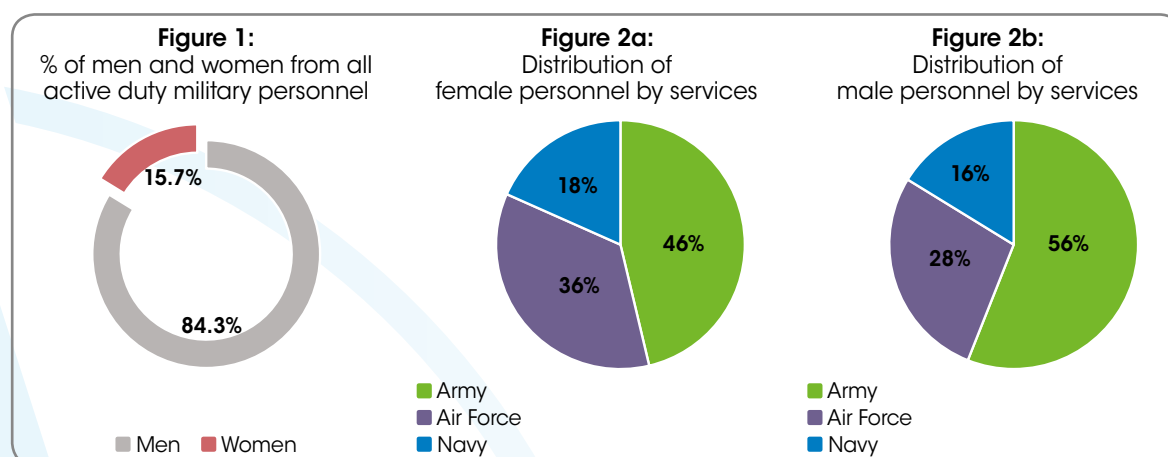
Actions have been taken towards the implementation of the 2017 NCGP Recommendations to the Military Committee. There is an ongoing process of dialog between the Ministry of Defence and the Bulgarian Armed Forces Women Association. In 2017, Bulgaria also took action towards implementing the 2016 NCGP Recommendations to the Military Committee (MC). The NATO "Gender Education and Training Package" is being used in the military education and training system.





Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2017

There were specific policies related to the implementation of gender perspectives in the Canadian Armed Forces (CAF) enforced during 2017. All Memoranda to Cabinet and Treasury Board Submissions must have completed a Gender-Based Analysis Plus and have a gender perspective incorporated into the submissions.



Quotas

Although not specifically quotas, the Canadian Armed Forces (CAF) have an Employment Equity Goal to increase the overall percentage of women in the CAF by 1% a year over the next 10 years to reach 25% by 2026.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the Canadian Armed Forces. There is a military entity that deals with the integration of gender perspectives in the armed forces. The Director Integration of Gender Perspectives for the CAF works through the Strategic Joint Staff to support the Chief of the Defence Staff (CDS) in implementing, monitoring, evaluating, and reporting on the execution of the campaign plan to integrate the requirements of the United Nations Security Council Resolution (UNSCR) 1325 and related Resolutions, 'Canada's National Action Plan for the implementation of UNSCR 1325 and Related Resolutions' (C-NAP), and the Government of Canada direction on the integration of 'Gender-Based Analysis Plus' (GBA+) into CAF operations and institutions, including but not limited to: planning, the conduct of operations, training and education, doctrine, personnel policies, procurement, and infrastructure. There are also three gender advisors, one at the strategic level and two at the operational level that support implementation. Staffing is also underway for policy support. As well Gender Focal Points (GFP) are being trained and incorporated throughout different units.

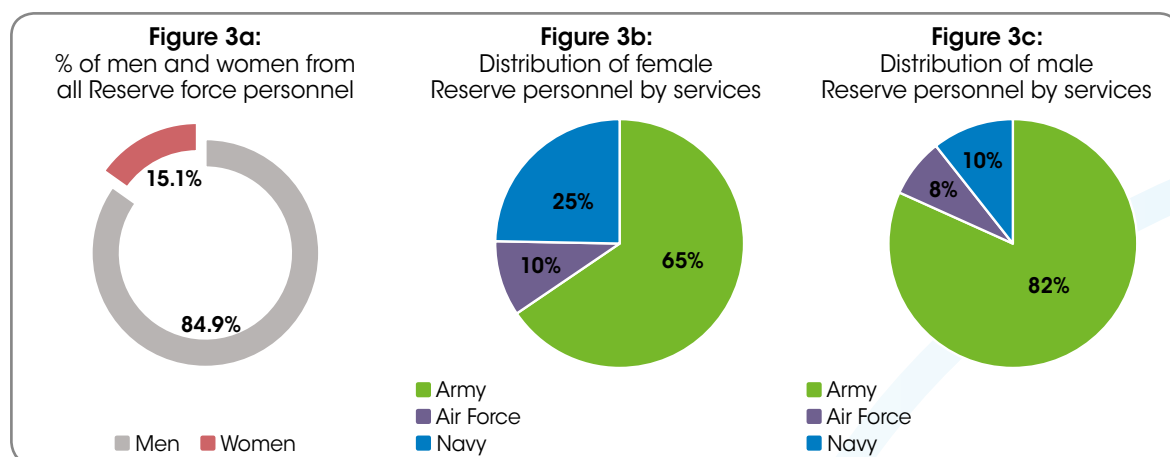
Reserves, National Guard and Other Military Services

There are policies to support entry into the Reserves, National Guard or other military structures, as a civilian employee. All provinces have job protection legislation for military service. The specifics vary between jurisdictions, but all are intended to enable Reservists to serve Canada's interests.

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

There are policies to compensate employers who hire civilians who have joined military structures, such as Active Reserves. The Compensation for Employers of Reservists Programme (CERP) provides financial support to civilian employers and self-employed Reservists, to help offset operational costs their businesses may incur when a Reserve employee is deployed away from work on a Chief of Defence Staff named (international or domestic) operation. Eligible applicants will receive a lump sum payment, in the form of a grant, following the deployment period of the Reservist employee.

There are no incentives or bonuses for civilian employees to enter the Reserves, National Guard or other military structures.



Enlistment Requirements

Enlistment requirements in the armed forces, including the physical fitness test, are the same for men and women. Men and women enlist at the same age. There are no policies that promote the recruitment of women in the military. Although not specifically policies, the CAF has designed programmes to promote the recruitment of women. Women in Force is a weeklong trial prior to women's enlistment in order to learn about life in the military and try basic skills.

It is estimated that there were 42,000 completed applications to join the military in 2017, but gender information is not collected at that initial stage. From 1,633 female applicants (applicant sex is only recorded post medical and aptitude testing), 1,420 (804 Regular and 616 Reserves) were successfully recruited.) 6,393 (3,557 Regular and 2,836 Reserves) out of 7,042 male applicants (applicant sex is only recorded post medical and aptitude testing) were successfully recruited. In military academies, colleges and other educational institutions during 2017, a total of 64 women and 191 men were recruited.

Retention Policies

The CAF have retention policies. They will develop a Canadian Armed Forces retention strategy in the 2017-18 fiscal year that will ensure that retaining qualified, competent, and motivated members in uniform is a fundamental aspect of how the CAF manages its people. While the focus will continue to be the overall personnel requirements using the Annual Military Occupational Requirements process and the Strategic Intake Plan, the CAF will manage occupational health by implementing tailored retention strategies as required.

The Canadian Armed Forces have specific retention policies for women. The Strategic Initiating Directive has made the retention and recruiting of women a priority. The next decade must bring significant positive change in terms of the number of women, visible minorities, and Indigenous peoples in the CAF. It is believed that attrition rates are high for women from a medical and voluntary release stand point. These rates are to be further reviewed to ensure that our policies and programs do not unknowingly contribute to higher attrition rates.

There are networks to support women in the military. The Defence Women's Advisory Organization (DWAOW) is a voluntary group tied to the requirement of the Employment Equity Act for a consultative body formed from the organization's employees who represent four designated groups, namely Aboriginal peoples, visible minorities, persons with disabilities, and women. The DWAOW has groups nationwide at various levels of the Department of National Defence (DND)/CAF organization, and its membership is not restricted to women only. The basic role of the DWAOW is to provide advice and feedback to DND/CAF leadership on matters such as policy, process, or procedures that potentially constitute employment barriers to military and civilian women within the organization. There is no formal training given to these representatives, but an initiative is currently underway (Training Needs Analysis), focused on identifying and remedying that training gap.

The Figure 4b provides the same information as Figure 4a in different graphic rendering.

Figure 4a: Distribution of men and women by rank

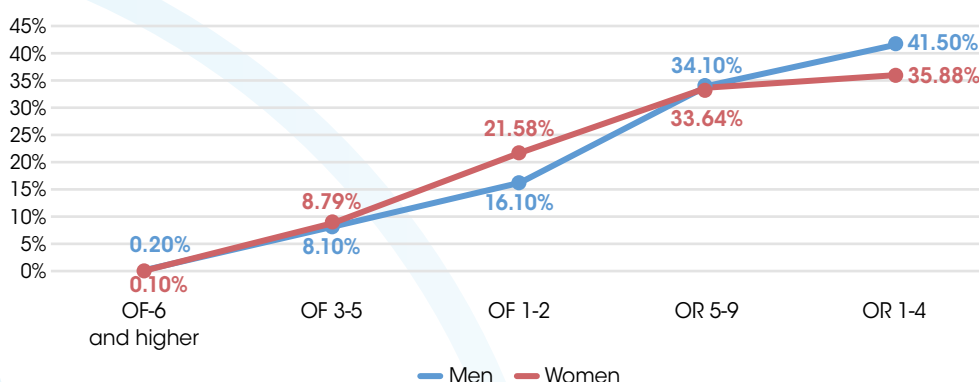
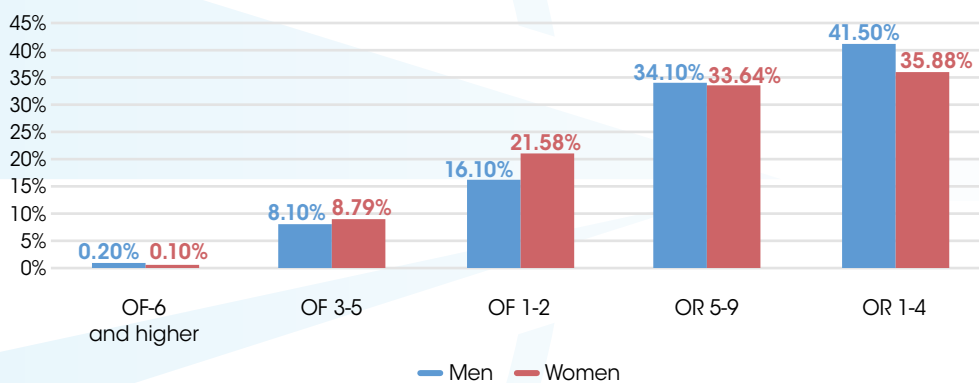


Figure 4b: Distribution of men and women by rank



Reasons for Leaving the Military

The Canadian Armed Forces carry out exit surveys for men and women who leave the military. The CAF Exit Survey targets all Regular Force members who are voluntarily leaving the Canadian Armed Forces. Survey completion is voluntary and is done electronically. One of the goals of the CAF Exit Survey is to identify departing members' reasons for leaving the Canadian Armed Forces, their satisfaction levels with several organizational factors, as well as to determine the extent to which these organizational issues and dissatisfiers influenced their decision to leave the Canadian Armed Forces.

The national armed forces also use other systems or methods to detect reasons why female military personnel leave the armed forces. During the release process, the release type (voluntary, medical, etc.) is captured in the Human Resources Management System. These release types are detailed in Chapter 15 of the Queen's Regulations and Orders. Furthermore, through the Attrition Monitoring Programme, voluntarily releasing members will be asked to indicate the top three reasons (from a list of 35 reasons) motivating their decision to release from the armed forces. The CAF Regular Force (Reg F) and Primary Reserve (P Res) Retention Surveys are used to provide information regarding work and organizational factors that influence commitment and retention of CAF personnel. In these surveys, CAF members are asked whether they intend to leave the Canadian Armed Forces; those who intend to leave are asked the reasons motivating their intent to release from the Canadian Armed Forces. Analysis of work and organizational factors are also conducted by comparing men and women to identify differences in satisfaction levels. Additionally, in retention studies for some occupations where gender is known to be a factor, separate focus groups are conducted for men and women.

In 2017, 1,038 women (629 Regular Force and 409 Reserve Force) and 5,333 men (3,459 Regular Force and 1,874 Reserve Force) left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women, who left the armed forces, is 16.29% (15.39% Regular Force and 17.92% Reserve Force). The percentage of men who left the armed forces, out of the total number of men and women, who left the armed forces, is 83.71% (84.61% Regular Force and 82.08% Reserve Force).

During the 2017 calendar year, the most frequent reasons for release for women in the armed forces were medical (401), followed by voluntary (307) and service completion (35). During the same period, the most frequent reasons for release for men in the armed forces were voluntary (2,419), followed by medical (1,468) and also service completion (462).

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment is adapted for both men and women. The procurement of new CAF capabilities ensures that consideration for both men and women is taken into account in the design, selection, testing and validation phases of the project. Often, projects have assigned positions that are solely responsible for economics and human systems interface consideration and implementation with the assistance of Defence Research and Development Canada (DRDC) as the departmental scientific and technical expertise in this field. As an industry standard, Original Equipment Manufacturers (OEM) often conduct 3-dimensional modelling in Human Factors Engineering as part of the critical design reviews to account for both genders. For example, the Medium Support Vehicle System (MSVS) project addressed this requirement in the procurement process through the requirements definition phase. *"The Vehicle, Armour Protection System and Trailer shall be configured to accommodate the full range of 5th percentile female characteristics through 95th percentile male characteristics, wearing the Integrated Clothing Ensemble (ICE) fighting order, including winter clothing, to carry out all functions and duties related to operating, maintaining or servicing the Vehicle, Trailer, and Armour Protection System including all installed systems, subsystems and components. The range of*

all dimensional characteristics shall be IAW DCIEM Report 98-CR-15 for CF personnel (Anthropometric Survey of the Land Forces)."

Military facilities are adapted for both men and women. All military buildings have facilities such as separate toilets for men and for women. Further, the Government of Canada requires that all submissions made to Treasury Board ensure that a Gender-Based Analysis is conducted in order to determine the effects of the policy or acquisition of facilities or equipment on both men and women.

Uniforms are adapted for both men and women. Design and fit of new or modified environmental clothing and personal protective equipment must be suitable for both genders. The science of ergonomics is well entrenched within the Department of National Defence when it comes to the design of new or modified items of clothing or protective equipment. The CAF work with human factors bioscience personnel to apply anthropometric data in support of the design and acquisition of appropriately sized clothing and equipment for the target group being supported, both females and males. Combat equipment and clothing are designed to ensure all CAF members have an acceptable level of protection and comfort, regardless of the person's sex. Female dress uniforms are similar in design to the men's uniform but conform to the female figure and are functional and practical. Women are also provided with an annual financial entitlement for the purchase of properly supportive brassiere undergarments suitable for combat operational environments. The CAF has integrated GBA+ in all defence activities, from the design and implementation of programs that support our personnel to equipment procurement and operational planning.

Parental Rights

Legal social support is provided for mothers during pregnancy and both parents of a new-born child. In regards to legal social support given for pregnancy, members of the CAF who are pregnant are assigned temporary employment limitations to reflect the clear requirement to protect the member and her foetus from situations that could place them at risk. The limitations are obviously temporary and the recommended Medical Employment Limitations (MELs) may be modified based upon the individual and case specific needs of the member and the advice of the treating physician.

The CAF have specific Canadian Forces Health Services Group Instructions – 3100-23/ Medical Administration of Pregnant Members. In reference to legal social support given for maternity and parental leave and benefits the Canadian Armed Forces provide, maternity and parental benefits are instituted to assist both female and male members in balancing the demands of military service with family responsibilities associated with the birth or adoption of their children. This support is done to ensure recruitment, employment and retention of suitably qualified men and women. The Canadian Armed Forces will provide eligible members with time away from their military duties and compensation to care for their new-born or adopted children free from undue financial or duty-related concerns. Maternity leave is 15 weeks, and solely applies to the mother. Parental leave is 35 weeks, and it is for the mother or father. Parental leave is 50 weeks combined, and it is transferable between parents. There are no specific programmes to support the work-life balance for military personnel. There is a Directive on Workplace Accommodations, allotting four to six weeks paid vacation yearly, flexible work schedules and access to wellness programs including: Healthy Lifestyles, Managing Stress, family counselling as well as, access to health and wellness gyms and facilities.

Part-time employment is allowed. For instance, return to work programs after sickness or injury is permitted only until the time that the members are medically able to work full time. Flexible hours are allowed. Depending upon the operational requirements of the unit (note: this does not normally apply in operational units), flexible work hours can be arranged between CAF members and their Chain of Command. In some locations, including those who work in the National Capital Headquarters, there is a policy on Alternate Work Arrangements which includes options for variable work hours, flexible work hours, telework, or compressed work weeks. The goal of this policy is to increase productivity, workplace wellbeing and alleviate travel time and costs for workers. The aim is to help members meet their personal and professional needs which will lead to better recruitment and retention.

There are special programmes and measures to support parents when both are members of the armed forces. Under the Family Care Plan (FCP), all CAF personnel must complete the FCP form and update it on a regular basis. Military Family Resource Centres (MFRCs) can also assist the CAF member (and their family) in finding appropriate caregivers. The FCP is administered by local units, and is designed to ensure that members have a plan in place to care for their family in the event of an emergency callout or planned deployment. The FCP is not a legally binding contract, but rather an exchange of information between the family and the Commanding Officer. It is kept on the CAF member's file and is designed to improve individual and unit operational effectiveness. The FCP is protected in accordance with the Privacy Act. Through the Military Family Service Programme, Canadian Armed Forces are able to offer additional child-care support in times of emergency, absence, illness, injury or death.

There is support and facilitation for service duties for single parents, divorced parents, or widows/widowers looking after their children: Compensation and Benefits Directive (209.335) - the Family Care Assistance (FCA). Administered by local units, FCA is designed to assist CAF single parents and service couples by offsetting increases in their normal costs for child care or attendant care when service requires them to be absent from their home unit for 24 hours or longer. FCA is available if CAF members are absent for 24 hours or more from their place of duty or from their family home (for service reasons), or if they have a dependant who is either under 18 years of age or 18 years of age or older but requires assistance due to a physical or mental disability and who is not receiving a pension. Also in case the CAF member either does not have a spouse or common-law partner, or has a spouse or common-law partner who is also a CAF member and who is away from their place of duty for service reasons. In terms of funding, the member is entitled to be reimbursed for either the daily amount established by the Treasury Board or the difference between the amount paid for dependent care during their absence and the amount normally paid for care, whichever is the lesser amount.

There is a child-care policy. There is day care for children at Defence Ministries and military installations or child vouchers. Breastfeeding breaks are allowed. Flexible working and service hours or variable start/finish times during the working day have been instituted. The CAF Child-Care Policy focuses on the Military Family Resource Centre provision of child care for families because of military lifestyle conditions, particularly through the Military Family Services Programme (MFSP) - Emergency Child-Care Policy. The MFSP provides families with support by facilitating their short-term emergency child-care requirements. MFRCs are family-governed, provincially incorporated, and federally funded non-profit partner organizations with charitable status. Each retains the operational flexibility to meet the unique needs of their Canadian Armed Forces community. Though they have many services in common, no two resource centres are exactly alike. Treasury Board directive indicates that Military Family Services is the primary funder of MFRCs, but not the only funder. As such, those who operate as non-profit organizations have the ability to fundraise and apply for grants and funding from various agencies for non-publically funded activities such as child care. Some MFRCs choose to operate their own full-time licensed child care centres as a site-specific user-pay

service. Resource centres also partner with various community organizations to provide military families with appropriate local child care options. The Department of National Defence has the duty to accommodate a request for breastfeeding breaks and alternate work schedule up to the point of undue hardship on the institution.

The resilience of the CAF family is enriched through support during uniquely challenging conditions of the modern military family life as it relates to child care. In addition, many MFRCs operate local child-care centres based on the needs of their communities. These are not funded by Canadian Armed Forces, rather by user fees, provincial/municipal grants and local fund generation. Because day care is not mandatory (as per policy above) it may not be available at all locations.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	47,0%	7,2%
Air Force	23,6%	5,6%
Navy	13,7%	2,9%
Total	84,3%	15,7%
Ranks	Men	Women
OF 6 and above	0,20%	0,10%
OF 3-5	8,10%	8,79%
OF 1-2	16,10%	21,58%
OR 5-9	34,10%	33,65%
OR 1-4	41,50%	35,88%

Table 2: All Operations		
Service	Men	Women
Army	46,2%	4,4%
Air Force	20,0%	3,5%
Navy	22,6%	3,3%
Total	88,8%	11,2%
Ranks	Men	Women
OF 6 and above	0,29%	0,00%
OF 3-5	8,76%	9,41%
OF 1-2	15,14%	27,06%
OR 5-9	36,60%	33,83%
OR 1-4	39,21%	29,70%

Table 3: NATO Operations		
Service	Men	Women
Army	47,7%	3,1%
Air Force	8,8%	1,5%
Navy	34,6%	4,3%
Total	91,1%	8,9%
Ranks	Men	Women
OF 6 and above	0,00%	0,0%
OF 3-5	3,93%	4,0%
OF 1-2	11,55%	25,6%
OR 5-9	39,12%	28,8%
OR 1-4	45,40%	41,6%

Table 4: Reserve Force Personnel		
Service	Men	Women
Army	69,4%	9,9%
Air Force	6,5%	1,5%
Navy	9,0%	3,7%
Total	84,9%	15,1%
Ranks	Men	Women
OF 6 and above	0,04%	0,03%
OF 3-5	4,70%	3,10%
OF 1-2	11,90%	13,90%
OR 5-9	22,00%	17,60%
OR 1-4	61,36%	65,37%

Table 5: Other Personnel in all Operations		
Service	Men	Women
Army	61,1%	6,2%
Air Force	7,9%	2,2%
Navy	14,1%	8,5%
Total	83,1%	16,9%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	23,81%	0,00%
OF 1-2	19,73%	33,33%
OR 5-9	21,09%	20,00%
OR 1-4	35,37%	46,67%

Table 6: Other Personnel in NATO Operations		
Service	Men	Women
Army	55,5%	8,7%
Air Force	2,5%	1,2%
Navy	21,0%	11,1%
Total	79,0%	21,0%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	14,06%	0,00%
OF 1-2	23,44%	23,53%
OR 5-9	10,94%	35,29%
OR 1-4	51,56%	41,18%

Average Age of Military Personnel

The average age within all military personnel is 37 years for women and 36 years for men. Among NCOs, the average age is 37 years for women and 35 years for men. Among Officers, the average age for women is 36 years and for men is 38 years.

Prevention of Sexual Harassment and Sexual Abuse

In August 2015, the CDS launched Operation HONOUR to eliminate harmful and inappropriate sexual behaviour within the Canadian Armed Forces. The CAF Strategic Response Team on Sexual Misconduct (CSRT-SM) is the primary co-ordinating organization for this effort, the CAF has numerous initiatives and programmes underway to address not only gender-based violence but also harassment, abuse, bullying and discrimination. The CDS has instituted a widespread CAF approach with literally every unit and organisation within the institution being directly engaged to not only understand the issues within our institution and the impact on our operational effectiveness but the engagement in culture change and increased vigilance and diligence in victim support, response, prevention and deterrence. Action is not restricted to personnel policies or programs but activities across the services and direct participation in the development and implementation of initiatives and programs to effect the desired changes following direction and orders from the CDS.

Operation HONOUR was initiated to specifically address issues related to sexual misconduct within the CAF. An operational approach was applied, rather than an institutional stance due to operations resonating better with the troops. The plan to address sexual violence, which we refer to as harmful and inappropriate sexual behaviour, originally published 27 April 2015, remains the guiding strategy for the ongoing CAF response to gender-based violence in the workplace.

Simply defined, the strategy consists of four distinct but inter-related lines of effort; understanding the issue, responding to incidents of harmful and inappropriate sexual behaviour, supporting victims, and preventing occurrences. The difference in this approach from past attempts at addressing sexual misconduct is threefold; it is an integrated holistic approach to the problem, progress is being measured throughout implementation, and the effort will be sustained over the long-term. To address harmful and inappropriate sexual behaviour across the institution, the CAF must fully understand the problem before it can be addressed – thus the immediate task for the institution was to understand the nature of the issue and grasp the scope and complexity of harmful and inappropriate sexual behaviour. Concurrently, the CAF must continue to respond to incidents promptly, effectively and fairly. Hence, the second line of effort is to enhance reporting and improve the CAF's overall response to incidents of harmful and inappropriate sexual behaviour. As a priority, the CAF must be able to deliver an improved level of support to victims of harmful and inappropriate sexual behaviour, and this support must be provided effectively and with sensitivity. Thus, the third line of effort is to improve the support available to members. The strategy's fourth line of effort is the long-term prevention of harmful and inappropriate sexual behaviour, in part through the development of more effective education and training programs and pertinent policies, and partly through increased strategic level awareness through an effective performance measurement capability. These combined efforts will help ensure that the long-term vision for the Canadian Armed Forces is attained and maintained, thus upholding the culture of dignity and respect for everyone with the highest standards of conduct.

The CAF has made significant progress through training and education; policy and programs; increased vigilance and diligence and enhancements to victim support as well as reporting and investigation; however, there is much work ahead, and engagement across the CAF while sustaining the effort to achieve the necessary culture change are critical to the success of this endeavour.

One of Operation HONOUR's defining features is its focus on victims – providing more responsive and effective support to victims of sexual harassment and sexual assault is the first priority, consistent with our absolute responsibility to care for our people. Canada has enhanced victim care, support and reporting through the Sexual Misconduct Response Centre; specialized training and dedicated police resources on Regional Sexual Offence Response Teams; enhanced medical and chaplain services; facilitated reporting and prioritization of cases within the military justice system and greater vigilance and diligence across the CAF.

The Sexual Misconduct Response Centre provides appropriate support to military members who have experienced or been affected by what we term as harmful and inappropriate sexual behaviour, with an emphasis on providing, coordinating, and monitoring support. The Centre is independent of the Chain of Command, as this fosters reporting of incidents and minimises the risk of reprisals for victims. This is a highly visible operation with three report releases to date. Progress Report One 02 Feb 16, Progress Report Two 30 Aug 16 and the Statistics Canada Survey on Sexual Misconduct in the CAF report release 28 Nov 16 (available online).

Canada continues to develop a Performance Measurement Framework and tools to assess the current workplace climate and the impact of programs, policies, education, training and support services. The CAF partnered with Statistics Canada for a prevalence survey on Sexual Misconduct in the CAF that was conducted between Apr and June 2016. Results from this were released 28 Nov and help to shape the ongoing work of Operation HONOUR and influence training, education, support, policies and programs.

The CAF has a series of policies and programs specifically-related to harmful and inappropriate behaviour as well as gender, diversity, employment equity, inclusivity, harassment and workplace conduct.

Policies (including prevention strategies and administrative actions):

- DAOD 5012-0 Harassment Prevention and Resolution
- DAOD 5019-5 Sexual Misconduct and Sexual Disorders
- DAOD 5019-1 Personal Relationships and Fraternization
- QR&O 4.02 - General Responsibilities of Officers
- QR&O 5.01 - General Responsibilities of Non-Commissioned Members
- QR&O: Volume II - Chapter 104 Punishments and Sentences

The CAF Chain of Command has a range of administrative and disciplinary actions that can be taken to address incidents of harmful and inappropriate sexual behaviour, gender based violence and criminal offences of a sexual nature. Administrative and disciplinary actions serve different purposes. Administrative action may be appropriate when an incident, a special circumstance, or a professional deficiency occurs that calls into question the viability of a Canadian Armed Forces member's continued service. Disciplinary action, on the other hand, is appropriate when there are reasons to believe that a person subject to the Code of Service Discipline has committed a service offence.

The policing/judicial process is open and transparent; both the Provost Marshal and the Judge Advocate General annually deliver publicly available reports and alleged offenders have professional defenders to ensure their rights are observed. By contrast, the administrative system, while less formal, makes a wider range of measures available to the Chain of Command to deal with minor to major misconduct that falls below the threshold for disciplinary or criminal action. For example, an alleged offender can have a formal warning recorded on his or her personnel file to ensure that a second occurrence of inappropriate behaviour is dealt with more severely even if it occurs under the supervision of a different chain of command. More serious conduct issues can result in much more serious consequences – up to and including a release from the military.

Measures that are taken under administrative procedures may not be readily apparent or transparent because no information is released due to concerns about breaching the privacy of the individual, even to inform a victim who may have brought the offence to the attention of the chain of command. As a result, it may appear to internal and external observers, including the victim that nothing has happened to the perpetrator. Administrative measures may be applied even in circumstances where the policing/judicial system has determined that there is insufficient evidence to lay charges or sustain charges once laid.

Remedial measures are serious steps to assist a Canadian Armed Forces member in overcoming their conduct or performance deficiency and are based on established CAF standards. Remedial measures are part of the range of administrative actions which may be initiated and are intended to:

- make the member aware of any conduct or performance deficiency;
- assist the member in overcoming the deficiency; and
- provide the member with time to correct their conduct or improve their performance.

Remedial measures which may be initiated and are, in increasing significance:

- initial counselling;
- recorded warning; and
- counselling and probation.

Administrative actions are not punishments under the Code of Service Discipline. Both disciplinary actions under the Code of Service Discipline and administrative actions are meant to address a CAF member's conduct or performance deficiency. They may operate independently or one may complement the other.

Administrative actions are initiated under regulations, orders, instructions or policies. In addition to the remedial measures, administrative actions include:

- occupational transfer;
- transfer between sub-components;
- posting;
- an offer of terms of service in any case in which an offer has not been made by CAF authorities;
- reversion in rank; or
- release or recommendation for release, as applicable.

Administrative actions other than remedial measures may be initiated if:

- a remedial measure has been unsuccessful or breached;
- the conduct or performance deficiency is serious enough to warrant such actions; or
- the conduct or performance deficiency may be better resolved through such actions.

There are programmes and/or training related to the prevention of sexual harassment. The CAF completed a system-wide Training Needs Analysis of all training and education programs related to harmful and inappropriate sexual behaviour. This work informed our efforts and the targeted development of educational and training products and syllabi.

Sexual misconduct prevention training begins at the recruitment level and continues throughout a member's career. In addition to general pan-CAF training initiatives, professionals such as healthcare practitioners, Chaplains, Military Police and Legal Officers are receiving additional training and professional development opportunities.

Specific examples of training include:

- Respect in the CAF: Facilitated workshops across the country aimed at ensuring a positive, respectful work environment free from sexualized behaviour or sexual misconduct.
- Bystander intervention training: Small group scenario-based discussions at the unit and sub-unit level, developed and implemented to assist members in increasing the awareness, skills, and confidence needed to recognise and successfully intervene in situations of harmful and inappropriate sexual behaviour.
- Legal and police training: The Canadian Forces Provost Marshal and the Director of Military Prosecutions have undertaken specific training initiatives in relation to the investigation and prosecution of offences of a sexual nature to provide investigators and prosecutors with the necessary skills, enhancing their overall interaction with complainants of an offence of a sexual nature.

Training programs have been developed and implemented for Gender-Based Analysis and gender considerations on operations, as well as programs or packages for all forms of harassment, harassment investigations as well as Harassment Advisors. Diversity training is also implemented as part of leadership training, pre-deployment in addition to our training on ethics, human rights and discrimination.

There is appointed personnel to deal with or to whom to report sexual harassment. The Harassment Prevention and Resolution policy and instructions outlines the policy and procedures for reporting of harassment as well as training and awareness for all DND employees and CAF members. Efforts have been made to streamline reporting procedures of harassment, through the use of the Integrated Conflict and Complaint Management (ICCM) Program, which combines numerous complaint mechanisms into one system.

There were cases of inappropriate sexual behaviour reported by men to the Sexual Misconduct Response Centre in 2017. Data are still being collected. There were cases of inappropriate display of sexual imagery, inappropriate jokes, and sexualized comments.

National Education and Training Programmes Related to Gender Perspectives

Canada has 11 gender-related training programmes:

1. 'Gender-Based Analysis Plus Course' is an analytical tool used to assess the potential impacts of policies, programmes, services, and other initiatives on diverse groups of men and women, taking into account gender and other identity factors. The 'plus' in the name highlights that GBA+ goes beyond gender, and includes the examination of a range of other intersecting identity factors (such as age, education, language, geography, culture and income). Completing this course will make it possible to:
 - a. Recognize how sex, gender, and diversity can influence the outcomes of policies, programmes, and legislation;
 - b. Define the key concepts of GBA+ and begin to identify how they can be used to enhance the responsiveness and effectiveness of your work; and
 - c. Apply some basic GBA+ concepts and processes. It targets military ranks. It is part of the standard national training. (<http://www.swc-cfc.gc.ca/gba-accs/indexen.html>).
2. The 'Basic Military Qualification and Basic Military Officer Qualification' is a gender related training embedded in numerous topics such as team building, ethos, being a leader, and in lessons focused on specific policy, such as harassment, employment equity, human rights, and dispute resolution. It targets OF-1 to OF-2 and OR-1 to OR-4.. It is a part of the standard national training.

3. 'Primary Leadership Qualification' is diversity training in a leadership role introduced at the primary leadership qualification level. Gender is an important element of diversity in the CAF and has been highlighted as a critical aspect.
This has been incorporated into the leadership and the operations modules of the course. It targets OR-1 to OR-4. It is a part of the standard national training.
4. 'Intermediate Leadership Qualification' includes diversity training in a leadership role. GBA+ has been made a prerequisite for this course. Additionally, understanding the impact of gender and diversity on leadership, problem solving and operations has been introduced. It targets OR-5 to OR-9. It is a part of the standard national training.
5. 'Advanced Leadership Programme' includes more advanced training on diversity. It targets OR-5 to OR-9. It is a part of the standard national training.
6. 'Senior Appointment Programme' is a training intended to develop institutional management and leadership ability. Diversity, including gender, is an integral topic of discussion. It targets OR-5 to OR-9. It is a part of the standard national training.
7. 'CAF Junior Officer Development Programme' integrates diversity training into Module 2 of this compulsory self-study programme. DAOD 5015-0 Workplace Accommodation and CANFORGEN 038/14 are referenced and linked to the lessons, as well as the Interim Policy on Religious Accommodation, the Canadian Human Rights Act and the Employment Equity Act, which discuss women and minorities - and the supervisor's responsibilities with respect to diversity. Cultural Intelligence (which includes gender considerations on operations) is also introduced as part of this CAFJOD Module. It targets OF-1 to OF-2. It is a part of the standard national training.
8. 'Executive Leader's Programme' includes a specially designed Diversity Package to the senior leadership of the armed forces. The training is delivered by the Director of Human Rights and Diversity and the Chief Warrant Officer. This training is delivered either before or immediately after Base and Unit Commanders and their Chief Warrant Officers/Chief Petty Officers take command of their organizations. It targets OF-3 to OF-5. It is a part of the standard national training.
9. 'Joint Command and Staff Programme' at the Canadian Forces College includes gender mainstreaming and the integration of gender perspectives through seminars in the Joint Command and Staff College. Gender training is in the Build Teamwork and Cohesion module, consistent with the following references: Leading People, Canada First Defence Strategy, Civilian HR Strategy Horizon One, and the interim policy on Religious Accommodation. GBA+ is a prerequisite for the course. Implicit bias and impacts of gender and diversity are examined in the leadership module. It is also in the module on Advanced Topics in Institutional Policy Development, which includes the integration of women and minorities in the armed forces. Gender considerations on operations has been introduced into the operational planning components of the course. It targets OF-3 to OF-5. It is a part of the standard national training.
10. 'The National Security Programme' at the Canadian Forces College has integrated discrete activities related to Gender into the National Securities Programme. Activities include plenary briefing and a case study within the Leadership subject area. The GBA+ online course is a prerequisite for this programme. It targets OF-6 and higher, as well as OF-3 to OF-5. It is a part of the standard national training.

11. Joint Staff Operations Programme (JSOP) is a programme for personnel who are, or will be, employed for the first time at operational- or strategic-level headquarters. The aim is to provide participants with the skills and knowledge necessary to function as junior staff officers at a joint, or joint and combined, headquarters at the operational level. Activities related to gender include a discrete lecture related to GBA+ and UNSCR 1325 as well as the integration of gender and related factors as considerations during the operational planning process. It targets OF-3 to OF-5, OF-1 to OF-2, and OR-5 to OR-9. It is part of the standard national training.

Use of NATO Training and Education Tools

The NATO Gender Education and Training Package for Nations has not been used in the development of national training programmes. Other NATO products have been used. The CAF sends selected individuals to attend the Commanding Officer Seminar on Gender and the Key Leader Seminar on Gender in order to create awareness at senior levels. CAF Gender Advisors are required to complete the Nordic Centre for Gender in Military Operations (NCGM) Gender Advisor Course. CAF Gender Advisors and GFPs are required to complete the NATO ADL courses related to Gender: ADL 169, 168 and 171. CAF personnel are routinely sent to attend the NCGM Gender Training of the Trainer course in order to support the addition of Gender related topics to CAF Individual Training and Education (IT&E) programmes.

Gender in the Armed Forces and in Operation

Gender is a topic in operational planning and it is included in pre-deployment training and/or exercises.

Gender Advisors and Gender Focal Points

The Ministry of Defence and the General Staff have gender advisors. Gender Advisors attend the NCGM Gender Advisor Training. The CAF have 15 trained gender advisors. They have completed training at the NCGM. For the Canadian Armed Forces, in order to be named a GENAD must complete the training at NCGM. So far one gender advisor has been deployed. In 2017, one gender advisor was deployed.

The CAF have gender focal points. In 2017, 10 gender focal points have been deployed. So far, 20 gender focal points have been deployed. Gender Focal Points are deployed on military operations. These GFPs perform this function as a secondary duty.

Senior GFPs who work with the various L1s are not required to do GENAD training- however they should complete the GFP on-line training and reading requirements. Although there are currently 15 trained GENADs, 3 are working as Strategic and Operational Gender Advisors. Others remain in a deployable pool.

Implementation of the 2016 and 2017 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

Measures were taken to implement the 2017 NCGP Recommendations to the MC. National Defence published Strong, Secure Engaged (SSE), and Canada's Defence Policy. A number of initiatives are embedded with the SSE. These initiatives fully leverage continuing to implement the gender perspective across the Defence Team and in all activities including recruitment, procurement, professional military education, as well as operational planning and deployment. There are also regular consultations with civil society in partnership with other Canadian governmental departments.

Additionally, the Department of National Defence and CAF partnered with other Canadian government agencies and published an updated Canadian National Action Plan on WPS. The Canadian Armed Forces also hosted a Gender Conference to discuss lessons learned and best practices with likeminded nations. During the United Nations Peacekeeping Ministerial held in Vancouver Canada in November 2017, Canada partnered with both the UK and Bangladesh to launch the WPS Chiefs of Defence (CHOD) Network. The Network will provide a peer forum for Champions to discuss candidly the barriers to effective implementation of WPS commitments, including the integration of a gender perspective into military planning and operations and to improving the participation of women of their organisations, including in non-traditional military roles. Members will work with others in the network to identify solutions to these challenges, sharing their knowledge, experience and best practice, including examples of 'what works'.

Measures were taken to implement the 2016 NCGP Recommendations to the MC. The CAF revised its Diversity Strategy with a focus on respect for and appreciation of differences in ethnicity, language, gender, age, national origin, disabilities, sexual orientation, education, and religion. Through their personal example, leaders play a central role in creating and fostering a culture of respect and inclusion for all CAF members, including gender perspectives. The Chief of the Defence Staff has mandated that all CAF personnel complete the online Introduction to GBA+ training package which is an analytical tool used to assess the potential impact of policies, programs, services, and other initiatives on diverse groups of women and men, taking into account gender and other identity factors. See <http://www.swc-cfc.gc.ca/gba-acsc/course-cours-en.html>. The Department of National Defence and CAF have established a GBA + Champion at the General Officer level who reached out nationally and internationally to exchange ideas and share best practices. CAF in conjunction with Global Affairs Canada (foreign affairs department) have reached out, consulted and maintained a dialogue with our partners in civil society through the WPS-Network, some of whom participate as members of the of the NATO Civil Society Advisory Panel (CSAP).

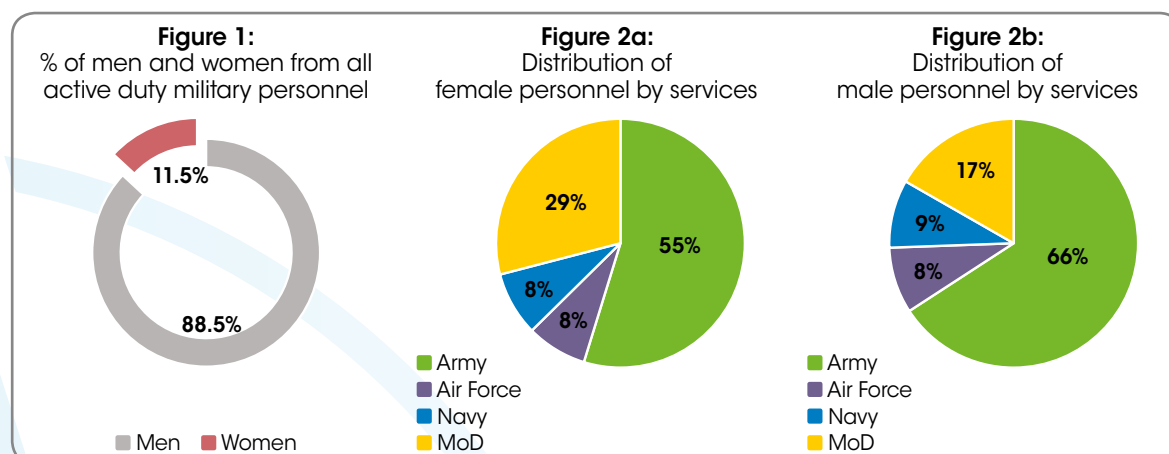
Additional Information

The Department of National Defence and the CAF have established a Network of Diversity, Inclusion and Gender Champions, who provide senior top level leadership and guidance to the Defence Team on of Diversity, Inclusion and Gender specific issues.

The Department of National Defence and the Canadian Armed Forces partnered with Global Affairs Canada (foreign affairs department) and other federal departments in the publication and implementation of Canada's Second National Action Plan for WPS (2017-2022) Entitled "Gender Equality: A Foundation for Peace" which is available on line at: http://international.gc.ca/worldmonde/issues_developmentenjeux_developpement/gender_equalityegalite_sexes/national_action_plan_wps-plan_national_action_fps.aspx?lang=eng.

Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2017

No new specific policies or legislation related to the implementation of gender perspectives in the Croatian Armed Forces (CAF) were enforced during 2017.



Quotas

There is no quota system for men or women in the CAF.

Restrictions on the Incorporation of Women in the Armed Forces

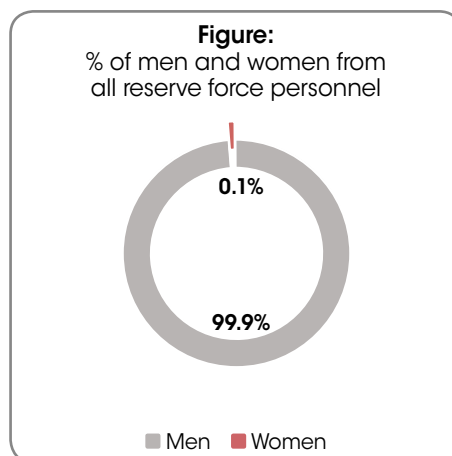
There are no restrictions on the incorporation of women in the CAF or in military operations. The Personnel Directorate of the General Staff of the CAF coordinates the integration of gender perspectives in the CAF (drafting of policies, orders, training plans, gender-related guidance), organises basic and advanced level training events (workshops, panels, courses, etc.) for gender advisors, gender focal points, instructors and other personnel within the Defence Sector. It also sets up and coordinates training events and Subject Matter Experts (SMEs) on gender perspectives in military operations for CAF units.

Reserves, National Guard and Other Military Services

There are no policies to support entry into the Reserves or National Guard, or other military structures, as a civilian employee.

There are policies in place to compensate employers who hire civilians who have joined military structures. As far as Reserves are concerned, the Defence Act and Labour Act include provisions regarding an employer's entitlement to compensation when their employee is also a member of the Reserves. Employers with Reservist employees are entitled to seek reimbursement for wages paid for the period their Reservist employee was mobilized. Such claims must be submitted in writing to the Ministry of Defence (MoD).

There is a financial incentive for mobilized Reservists in cases where his/her regular wage is less than what it would be if he/she were otherwise employed by CAF, in such case CAF makes payment to the individual for the amount corresponding to the difference in wages.



Enlistment Requirements

Enlistment requirements in the CAF are different for men and women with regard to the physical fitness test. Standards are somewhat lower for women according to the Procedures and Criteria for Evaluation of Candidates' Physical Readiness. There are no differences in enlistment requirements with regard to physical characteristics. Men and women enlist at the same age.

There are no policies that promote the recruitment of women in the military. In 2017, out of 170 female applicants, 129 were successfully recruited in the armed forces. Out of 890 male applicants, 672 were successfully recruited in the armed forces.

In 2017, out of 261 female applicants, 29 were successfully recruited into military academies, colleges and other educational institutions. Out of 645 male applicants, 73 were successfully recruited into military academies, colleges and other educational institutions.

Retention Policies

The CAF apply retention policies in order to retain the services of personnel, both men and women, who possess exceptional skills, such as doctors, pilots, IT experts, university professors, etc. Retention policies include incentives such as special bonuses for personnel with key skills, accelerated career development, the provision of financial support for further technical training among other competitive benefits.

The armed forces do not have specific retention policies for women. There is no network to support women in the military.

The Figure 4b provides the same information as Figure 4a in different graphic rendering.

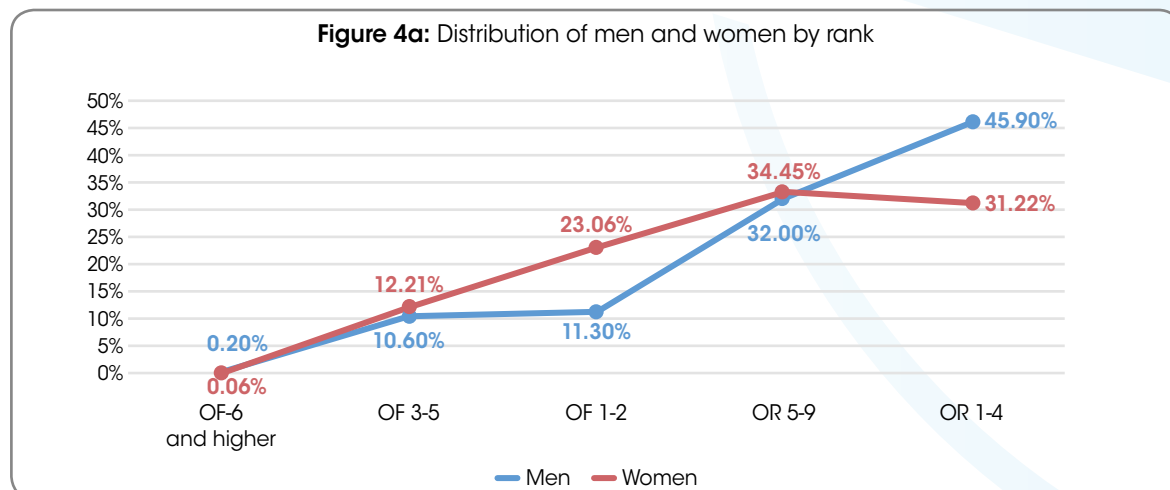
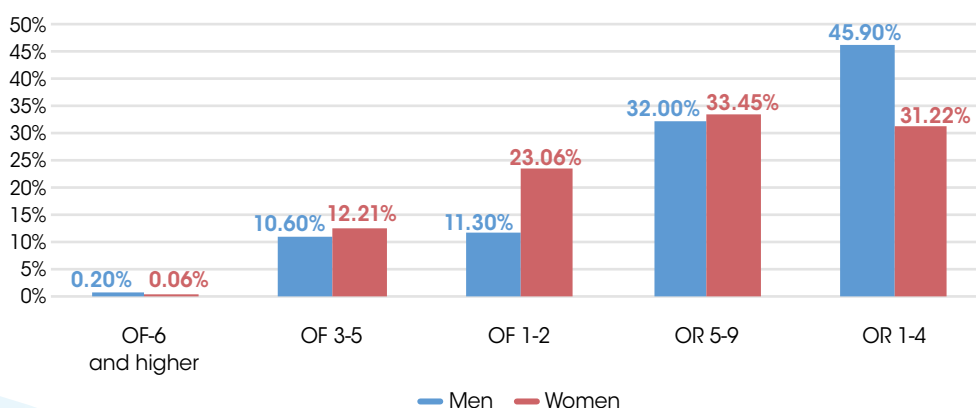


Figure 4b: Distribution of men and women by rank



Reasons for Leaving the Military

The CAF carry out exit surveys for men and women who leave the military. Men and women who leave the military take part in exit surveys which include: a personal interview, consultation and an exit questionnaire. This enables the MoD/CAF to ascertain the reason(s) why personnel are leaving the military and to help those who need assistance to transition back to civilian life and a civilian career.

The national armed forces do not have any systems or methods to find out the reasons why female military personnel leave the armed forces.

In 2017, 65 women and 847 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 7.1% and the percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 92.9%. The main reasons why both men and women tend to leave the armed forces are injuries and retirement.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment is suitable for both men and women and no special adaptations are needed. Military facilities are adapted for both men and women. All CAF barracks and training area facilities have separate lodging and sanitary installations.

Uniforms are adapted for both men and women. There is a different design of 'Class A' and 'Dress' uniforms for men and women, whereas combat uniforms have not been specifically adapted to women but are regarded as unisex and are available in all possible sizes.

Parental Rights

Legal social support is given to mothers during pregnancy and both parents of a new born baby. The Maternity and Parental Benefits Act defines the provisions for support provided to mothers during pregnancy and to both parents of a new born baby. Employed/self-employed mothers are entitled to 100% of their net salary for the first 6 months of maternity leave while the subsidy for the following 6 months (parental leave) is a maximum 2,660.00 HRK per month.

Parental leave is 52 weeks in total. Mothers are entitled to 26 weeks' maternity leave (6 months). Out of those 26 weeks, the mother must take maternity leave for a minimum of 70 days following the birth of the child, after which it is possible to transfer her leave to the father. Mothers must take mandatory maternity leave for a minimum period of 70 continuous days commencing 28 days but no more than 45 days prior to the expected due date until 42 days following birth, after which the mother is entitled to additional maternity leave until the baby is 6 months old; upon written consent, this can be transferred to the baby's father. Following maternity leave both parents are entitled to take parental leave, and in accordance with the national demographics policy additional benefits are given to mothers and fathers for each additional child born into their family. Parental leave can be for a period of 6 or up to 30 months depending on the number of children. 6 months are allowed for the first two children and 30 months for twins, the third and every subsequent child. Parental leave can be taken in whole or in part for a minimum of 30 days twice a year, until the child is 8 years old. Special consideration is also given to mothers who give birth to a child prematurely; their maternity leave may be extended for the same amount of days that the child was prematurely born. Provisions are also made with regard to stillborn/deceased/adopted/fostered/children under legal guardianship.

There are no specific programmes to support the work-life balance for military personnel. Part-time employment is allowed in case of maternity leave. In accordance with the Maternity and Parental Benefits Act, maternity leave provisions allow for the additional benefit of part-time employment until the child is 9 months old, following the mandatory 70 day maternity leave after the birth of the child.

Flexible hours are not allowed. There are no special measures to support parents when both are members of the armed forces. There are support and facilitation measures for service duties for single parents, divorced parents, or widows/widowers looking after their children.

A specific regulation that is in line with the Gender Awareness Policy in the MoD and CAF has been introduced to accommodate the needs of pregnant women and single parents (both female and male) by excluding them from the obligation to perform duties which require 24-hour service or night shifts (e.g. duty officer/non-commissioned officer (NCO)). There is a child-care policy that includes policy on duty assignments, night duty and overtime work.

In line with the Gender Awareness Policy in the MoD and CAF, a specific regulation has been introduced to accommodate the needs of pregnant women and single parents (both female and male) or rather to exclude them from the obligation to perform duties that require 24-hour service or night shifts (e.g. duty officer/NCO).

Among the child-care policies is the Policy on Duties Assignments, Night Duties, Overtime Work.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	58,2%	6,3%
Air Force	7,6%	0,9%
Navy	7,8%	1,0%
MOD, DA, SupCom *	14,8%	3,4%
Total	88,4%	11,6%
Ranks	Men	Women
OF 6 and above	0,2%	0,06%
OF 3-5	10,6%	12,21%
OF 1-2	11,3%	23,06%
OR 5-9	32,0%	33,45%
OR 1-4	45,9%	31,22%

Table 2: All Operations		
Service	Men	Women
Army	79,4%	3,7%
Air Force	9,3%	0,3%
Navy	1,2%	0,2%
Military Defence Academy	1,5%	0,0%
Support Command	3,6%	0,8%
Total	95,0%	5,0%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	9,80%	6,67%
OF 1-2	14,80%	26,67%
OR 5-9	31,55%	36,67%
OR 1-4	43,85%	30,00%

Table 3: NATO Operations		
Service	Men	Women
Army	80,0%	3,6%
Air Force	9,5%	0,3%
Navy	0,7%	0,0%
Military Defence Academy	1,6%	0,0%
Support Command	3,4%	0,9%
Total	95,2%	4,8%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	9,06%	7,14%
OF 1-2	14,31%	21,43%
OR 5-9	32,07%	39,29%
OR 1-4	44,56%	32,14%

Table 4: Reserve Force Personnel		
Service	Men	Women
Army	99,9%	0,1%
Air Force	0,0%	0,0%
Navy	0,0%	0,0%
MOD, DA, SupCom *	0,0%	0,0%
Total	99,9%	0,1%
Ranks	Men	Women
OF 6 and above	0,05%	0,00%
OF 3-5	3,70%	25,00%
OF 1-2	4,05%	0,00%
OR 5-9	19,30%	75,00%
OR 1-4	72,90%	0,00%

Average Age of Military Personnel

The average age within all military personnel for women is 38 years and for men 37 years. Among NCOs, the average age for women is 43 years and for men 40 years. Among Officers, the average age for women is 41 years and for men 43 years. The average age for deployed personnel is 39 years for women and 37 years for men.

Prevention of Sexual Harassment and Sexual Abuse

There are no specific strategies to prevent sexual harassment and sexual abuse. Croatia has programmes and trainings related to the prevention of sexual harassment. Training is included in the pre-deployment courses and military education programmes of officers and NCOs. It covers sexual abuse and exploitation and the Code of Conduct (CoC). CAF has continued with the efforts initiated in 2016 aimed at addressing the issue of domestic violence among military families through the conduct of expert seminars and follow-on activities.

* Ministry of Defence, Defence Academy and Support Command

There are appointed personnel to deal with or to report sexual harassment to. Formal procedures to report harassment of female or male victims are contained in the Standard

Operational Procedures of CAF Military Police. Furthermore, personnel may also report claims of harassment by directly addressing their commanding officer or the Committee for Gender Equality in the Ministry of Defence and Armed Forces and/or the Committee for the Protection of Military Persons' Dignity.

In 2017, there were no reported cases of sexual harassment in the armed forces.

National Education and Training Programmes Related to Gender Perspectives

The CAF have 9 gender-related training programmes:

1. 'Gender Training of Trainers Course' (GTotT) is conducted by the Nordic Centre for Gender in Military Operations (NCGM) certified Croatian instructors with the support of UNDP SEESAC and under NCGM mentorship at the Regional Arms Control Verification and Implementation Assistance Centre (RACVIAC). The course follows the NCGM certified curriculum and is held once a year in May.

The course covers several topics:

- Gender Terms and Definitions; Gender in Military Operations;
- Bi-SC Directive 40-1 Rev 2;
- Training Requirements;
- Learning Objective and Target Audience Analysis;
- Lesson Plan/Training Module;
- Framework and United Nations Security Council Resolutions on Women, Peace and Security (WPS);
- International Humanitarian Law and Human Rights;
- Gender at Different Levels;
- Identifying Training Requirements and Learning Objectives for Different Target Audiences;
- Conflict-Related Sexual Violence;
- Gender Perspectives in Security Sector Reform;
- Culture, Religion and Gender; and
- Integrating a gender perspective into existing training.

It targets OF-3 to OF-5, OF-1 to OF-2, and OR-5 to OR-9 and civilian employees. It is a part of the standard national training.

2. The 'Implementation of UNSCR 1325 and related Resolutions' training is conducted by the Croatian Defence Academy in Zagreb. In terms of the CAF education and training system, gender perspective related topics with special emphasis on UNSCR 1325 and related Resolutions have been integrated into the programmes at all levels of military education conducted at the Croatian Defence Academy for officers and NCOs.

Learning objectives:

- UNSCR 1325 (2000) and related Resolutions;
- National Action Plan; and
- Gender-related documents in the MOD and CAF.

It targets OF-3 to OF-5, OF-1 to OF-2 and OR-5 to OR-9. It is a part of the standard national training.

3. 'Prevention and response to conflict related gender based violence' training is conducted by CAF International Military Operations Centre, Rakitje. Gender-related

topics are included in the pre-deployment training of units and individuals for NATO, EU and UN PSOs and are thus incorporated in the 'UN'. Protection of Civilians in PSO Course' programme, whose target audience besides military personnel also includes higher ranking police and civil servants from governmental ministries and non-governmental organizations.

Learning objectives:

- Sexual violence in Peace Support Operations (PSOs);
- UNSCR 1325 (2000);
- Legal aspects; and
- Scenario-based exercise.

It targets military personnel in ranks OF-3 to OF-5. It is a part of a pre-deployment training.

4. 'Women, Peace and Security' training is conducted by CAF International Military Operations Centre, Rakitje.

Gender-related topics are included in the pre-deployment training of units and individuals for NATO, EU and UN peace support operations and are thus incorporated in the 'UN Military Observers Course' and 'UN Staff Officers Course' programmes.

Learning objectives:

- UNSCR 1325 (2000);
- Legal aspects;
- UN SOPs (Core Pre-deployment Training Materials, CPTMs);
- Protection of children; and
- Sexual abuse of women in conflicts.

It targets military personnel in ranks OF-3 to OF-5 and OF-1 to OF-2. Besides military personnel, the 'UN Staff Officers Course' also targets civil servants of the MOD and other governmental ministries/institutions. It is a part of the pre-deployment training.

5. 'Sexual Abuse and Exploitation' training is conducted by CAF International Military Operations Centre, Rakitje. Gender-related topics are included in the pre-deployment training of units and individuals for NATO, EU and UN peace support operations and are thus incorporated in the 'UN Military Observers Course' and 'UN Staff Officers Course' programmes.

Learning objectives:

- Legal aspects;
- UN SOPs (CPTMs); and
- Sexual exploitation and abuse of women in conflict areas.

It targets military personnel in ranks OF-3 to OF-5 and OF-1 to OF-2. Besides military personnel, the 'UN Staff Officers Course' also targets civil servants of the MOD and other governmental ministries/institutions. It is a part of the pre-deployment training.

6. 'UNSCR 1325 on Women, Peace and Security' training is conducted by CAF International Military Operations Centre, Rakitje. Gender-related topics are included in the pre-deployment training of units and individuals for NATO, EU and UN PSOs and are thus incorporated in the 'KFOR Liaison and Monitoring Teams Pre-Deployment Training Course' programme.

Learning objectives:

- NATO gender perspective;
- UNSCR 1325 and related resolutions in NATO-led operation KFOR; and
- Lessons learned.

It targets military personnel in ranks OF-3 to OF-5, OF-1 to OF-2, OR-5 to OR-9 and OR-1 to OR-4. It is a part of the pre-deployment training.

7. 'Gender Issues' training is conducted by CAF International Military Operations Centre, Rakitje. Gender-related topics are included in the pre-deployment training of units and individuals for NATO, EU and UN PSOs and are thus incorporated in the 'NATO Staff Officers' Course' programme.

Learning objectives:

- NATO gender perspective;
- UNSCR 1325 and related Resolutions in NATO-led operations; and
- Bi-SC Directive 40-1.

It targets military personnel in ranks OF-3 to OF-5, OF-1 to OF-2 and OR-5 to OR-9. It is a part of the pre-deployment training.

8. 'Horizontal Issues in CSDP Missions and Operations' training is conducted by CAF International Military Operations Centre, Rakitje. Gender-related topics are also incorporated into the "EU Common Security and Defence Policy Orientation Course" programme, whose target audience are military officers and NCOs; civilian component – division chiefs and higher positions in MFAs; police component – senior police inspectors and higher positions or civilian equivalent.

Learning objectives:

- Gender Perspective and Human Rights and International Humanitarian Law (LOAC); and
- UNSCR 1325 and related resolutions.

It targets military personnel in ranks OF-3 to OF-5, OF-1 to OF-2, OR-5 to OR-9. It is a part of the pre-deployment training.

9. 'Gender perspective in relation to different levels and military operations' training is conducted by the Croatian Defence Academy, Zagreb. An International Senior Enlisted Leaders Course "CSM Course" pilot project was launched in 2017. The course incorporated gender-related topics with special emphasis on the implementation of UNSCR 1325 (2000) and related Resolutions and the integration of a gender perspective in military operations and national armed forces.

Learning objectives:

- Gender equality and gender perspective integration (in national armed forces);
- Gender-related terms and definitions;
- UNSCR 1325 (2000) and related Resolutions on WPS;
- NATO Bi-SC Directive 40-1; and
- Gender perspective integration at different levels and in military operations.

It targets military personnel in ranks OR-5 to OR-9. It is a part of the pre-deployment training.

Use of NATO Training and Education Tools

The NATO Gender Education and Training Package for Nations has been used in the development of national training programmes. The Package's Modules 1-3 have been used. The Package content has been used in the context of, for example: functional area training of senior personnel and departmental heads of CAF General Staff Directorates; officers' functional area education; pre-deployment training of troops and key personnel; and international command senior enlisted leaders' course. The NATO Gender Education and Training Package for Nations was deemed useful by the national armed forces.

Gender in the Armed Forces and in Operation

Gender is a topic in operational planning and it is included in pre-deployment training and exercises.

Gender Advisors and Gender Focal Points

There are 8 gender advisors in CAF. This includes one gender advisor – 1st female Flag Officer GENAD to ISAF/RSM Command, who did not receive formal training but rather forged experience on the ground through direct work experience. 6 gender advisors have been deployed so far and 2 were deployed in 2017.

The MoD and the General Staff have gender advisors. They have received the following training - Gender Advisor Course (GENAD, at SWEDINT/NCGM, Sweden), Gender Field Advisor Course (GFA, at SWEDINT/NCGM, Sweden), Gender Advising Trainers Training Course (at SWEDINT/NCGM, Sweden), Gender Training of Trainers Course (GToT, at NCGM/RACVIAC/CAF GS, Croatia). The armed forces also have gender advisors who have received training at the NCGM.

The armed forces do not have gender focal points.

Implementation of the 2016 and 2017 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

During 2017, the CAF continued with efforts to incorporate topics related to the implementation of UNSCR 1325 on WPS and related resolutions and the integration of a gender perspective into all levels of education, training and exercise activities conducted at national military education and training institutions, including within units. The education/training activities incorporating the aforementioned related topics are not limited to programmes for national armed forces' personnel but also extend to activities that are open to foreign armed forces' participants and civilian participants from relevant national and foreign governmental institutions. Bilateral and multilateral cooperation, including in the field of education, training and exercises contributes to fostering good relations and enhancing interoperability in joint efforts with regards to participation in international military missions and peace support operations, including humanitarian operations. This is one of the keys towards projecting stability and in capacity building efforts. It should be noted that the Croatian Defence Academy launched a pilot project in 2017 – an International Command Senior Enlisted Leaders Course with participants from the armed forces of Adriatic Charter member and observer countries, which included a gender perspective related topic in its programme. This CSM Course not only enhanced the international dimension in education/training at the NCO level, but contributed to fostering understanding, stability and good relations among participants as representatives of their respective national armed forces.

During 2017, CAF continued to contribute to international military missions and peace support operations (NATO/UN/EU) with the deployment of male and female personnel, including CAF's contribution to Resolute Support Mission (RSM) in Afghanistan, with the primary mission being to train, advise and assist the Afghan security forces (Afghan National Army - ANA) in building security capacities. The post of Advisor for the training of female members of the Afghan Special Police continued to be embedded within the Croatian Contingent's Special Operations Advisory Team (SOAT), which operates at the Special Police Training Centre (SPTC) in Afghanistan. Therefore, in order to optimally train female CAF personnel selected to fill the post of Advisor as noted above, the tailored pre-deployment training programme initiated in 2016 continues to be conducted. In addition, the same female CAF personnel also attended the Gender Training of Trainers Course (GToT), prior to deployment.

All the CAF branches - Army, Air Force and Navy, have personnel certified as instructors by NCGM (NATO's Department Head concerning gender) who have been trained in the integration of a gender perspective in military operations at the above-mentioned GToT Course (or similar). In order to carry out humanitarian operations at sea and deal with migrants/refugees, mixed engagement teams receive(d) training on gender perspective prior to deployment. With the integration of a gender perspective naval vessels are temporarily adapted and equipped to meet the needs of the migrants/refugees - men, women, boys and girls (e.g. sanitary facilities, first aid, provision of hygiene products etc.). These operations also include cooperation/coordination with civil society on land, particularly in terms of logistics. Efforts shall continue to ensure the integration of a gender perspective, as relevant, at all levels in all areas of work "as routine", both in military missions and peace support operations abroad including humanitarian operations, and within national armed forces.

Croatia took action towards the implementation of the 2016 NCGP Recommendations to the MC. Military recruitment campaigns target males and females alike, vacancy announcements for national and international postings are equally open to male and female staff. The CAF Chief of the General Staff always supports the implementation of UNSCR 1325 and related resolutions on Women, Peace and Security (WPS), particularly as regards the promotion and establishment of gender equality and integration of a gender perspective in military operations.

Additional Information

The MOD and CAF remain committed to continuing efforts geared towards ensuring the integration of a gender perspective both in military operations and throughout the defence sector at all levels, which includes the continued promotion of gender equality and the prevention of SEA / SGBV, in accordance with the relevant national policies, action plans and orders based on UNSCR 1325 and related Resolutions on WPS and the correlating international documents (such as: NATO/EAPC Action Plan for the Implementation of UNSCR 1325; NATO Bi-SC Directive 40-1). Military education, training and exercise activities are recognised as key tools to increase interoperability with NATO allies/partners and ensure operational effectiveness.

In order to further build gender capacities, CAF has planned for personnel to participate in international functional educational activities next year including the GENAD Course and Key Leaders Seminar at the NCGM in Sweden. It should be noted that in 2017, the CAF sent its first participant to attend the European Security and Defence College (ESDC) activity "A Comprehensive Approach to Gender in Operations" in order to gain better insight into the EU's approach to the gender perspective in operations, and plans to continue to do so in 2018.

CAF plans to continue with its prominent role in the organisation and conduct of the GToT at the RACVIAC - Centre for Security Cooperation (RACVIAC) facility in Croatia in accordance with the NATO accredited Nordic Centre for Gender in Military Operations (NCGM) curriculum, and through cooperative efforts with RACVIAC, NCGM and the support of UNDP SEESAC. In terms of future CAF participants in the GToT course the focus will be on personnel from military educational and training facilities in order to support the development of gender-related skills and competencies and from other key areas such as J-3 and J-5.

In line with NATO Bi-SC Directive 40-1 Rev. 2 (Chapter 4) and in order to reach the widest audience of troops to be deployed, irrespective of position, CAF has placed the focus on pre-deployment training in units with regard to gender-related topics, including the implementation of UNSCR 1325 and related Resolutions on WPS and integrating a gender perspective. Such activities are to be led by CAF personnel certified by NCGM as instructors on the integration of a gender perspective in military operations.

Further efforts will be made towards the integration of gender-related topics into existing

military education and training programmes, and tailored activities, as required, in order to familiarise staff/personnel throughout the defence sector; integrating it into all core military functions as "routine" in planning, executing and evaluating processes at the tactical/operational/strategic levels. These activities are to be led by CAF's certified gender instructors.

Following the initial phase of increasing awareness of the gender perspective throughout the defence sector, and in lieu of introducing GENAD posts into the military structure, CAF intends to formalise the introduction of "double-hatted" Gender Focal Points who will serve as coordinators and advisors. The initial phase is being implemented through the gradual increase in the number of NCGM certified gender advisors/instructors among CAF personnel (implying the completion of the appropriate NATO accredited courses conducted at the SWEDINT/NCGM facility in Sweden and/or at the RACVIAC facility in Croatia) with posts in key areas (e.g. military education and training facilities); with the pool of gender advisors/instructors totalling 35 active military personnel. The aim is to enable the greatest number of CAF personnel to become familiar with gender-related topics so as to be able to routinely apply a gender perspective in the execution of tasks/missions, as appropriate, whether at home or abroad.

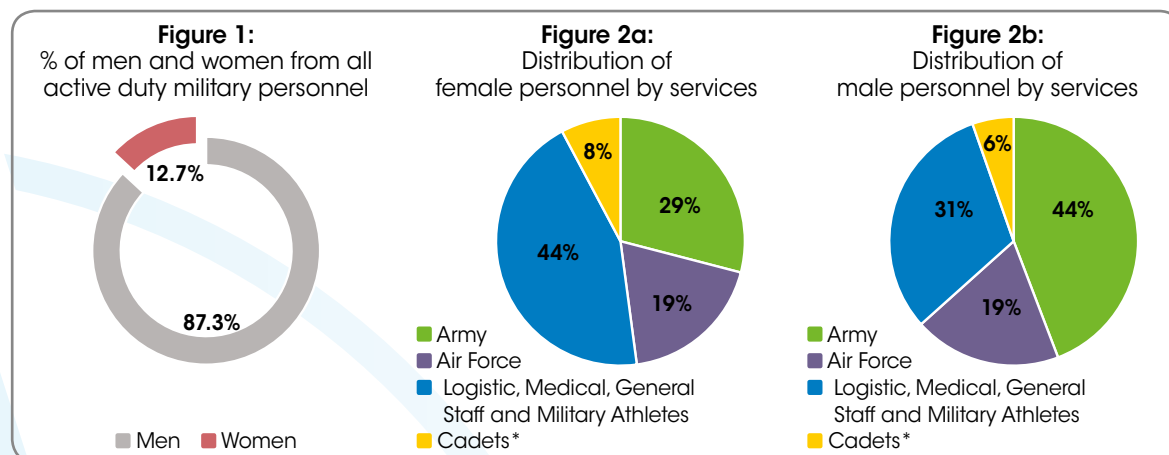
Furthermore, at the end of 2017 work started on the revision and drafting of a new National Action Plan for the implementation of UNSCR 1325 on Women, Peace and Security and related Resolutions.





Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2017

No specific policies or legislation related to the implementation of gender perspectives in the Czech Armed Forces were enforced during 2017.



Quotas

There is no quota system for men or women in the Czech Armed Forces.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the Czech Armed Forces, nor are there restrictions that apply to operations. There is a military entity that deals with the integration of gender perspectives in the armed forces. In the Ministry of Defence (MoD), one Gender Focal Point is responsible for coordinating the equal treatment of men and women. The rules that are followed can be found in the supporting service document 'Pers 51-1 Equal Treatment of Men and Women, the Defence Ministry Action Plan to Implement United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security' and the governmental document 'Priorities and Procedures of the Czech Government in Promoting Equality between Men and Women' and the National Action Plan which was signed in 2017.

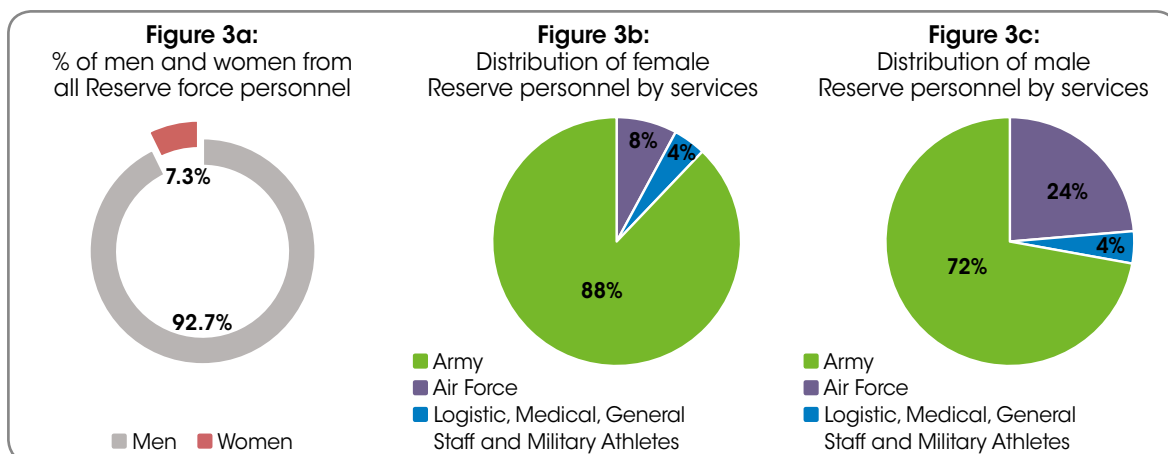
Reserves, National Guard and Other Military Services

There are policies in place to support entry into the Reserves or National Guard, or other military structures, as a civilian employee, which can be seen on the recruitment websites of the Czech Armed Forces (<https://kariera.army.cz/cz/>). There are policies to compensate employers who hire civilians who have joined military structures, such as Active Reserves. Employers of Reservists receive a special fee.

There are incentives for civilian employees to enter the Reserves, National Guard or other military structures. Army Reservists receive a special fee (approx. 19 euro a month) and during a military exercise, they receive special service pay (according to their rank).

* Cadets (students at the University of Defence)

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



Enlistment Requirements

Enlistment requirements in the armed forces are the same for men and women and there are no differences in enlistment requirements with regard to physical characteristics such as height and weight.

However, enlistment requirements for the physical fitness test are different. Tests are the same for both males and females, but the physical requirements are different, based on sex and age. Men and women enlist at the same age.

There are policies that promote and focus specifically on the recruitment of women in the military. PR Policy includes specific targeting (i.e. tabloids advertisement and articles, interviews with female soldiers in newspapers, and short video advertisement).

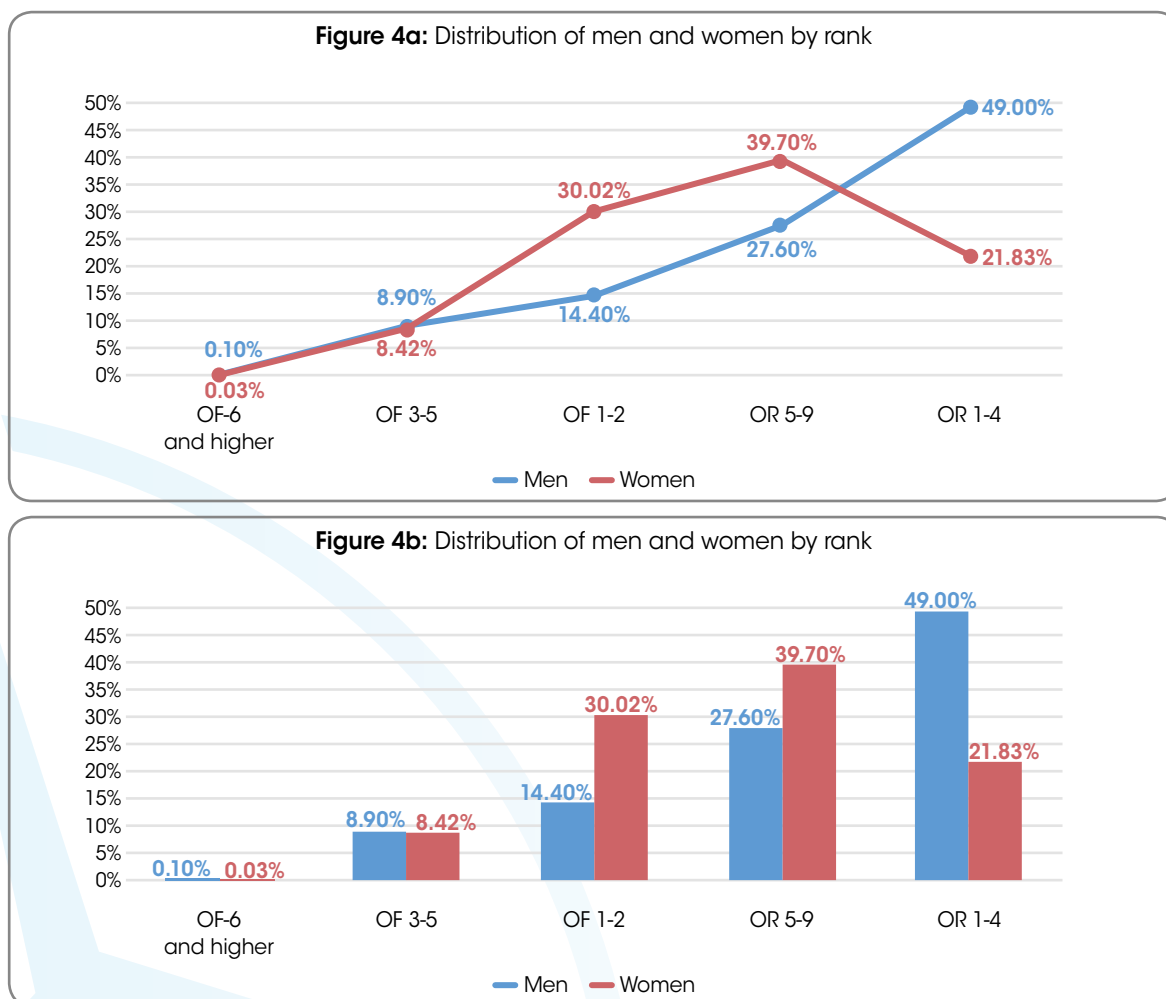
In 2017, 135 out of 174 female applicants were successfully recruited in the armed forces. 1,616 out of 5,885 male applicants were successfully recruited in the armed forces. In 2017, 90 out of 326 female applicants were successfully recruited in military academies, colleges and other educational institutions. 333 out of 879 male applicants, were successfully recruited in military academies, colleges and other educational institutions.

Retention Policies

The Czech Armed Forces have retention policies including military benefits (a 2-week sport recondition leave), further education opportunities and requalification. There are specific retention policies for women that include support for pregnant women, maternal and parental rights.

The Czech Armed Forces have networks to support women in the military, in particular a Working Group on Equal Opportunities and Equal Treatment for Men and Women (more information available: <http://www.mocr.army.cz/informacni-servis/povinne-informace/1-rovne-prilezitosti/rovne-prilezitosti-muzu-a-zen-54018/>).

The Figure 4b provides the same information as Figure 4a in different graphic rendering.



Reasons for Leaving the Military

The Czech Armed Forces do not carry out exit surveys for men and women who leave the military, but use other systems to find out the reasons why female and male military leave the armed forces, through the personal information network of the Human Resources Department system.

In 2017, 89 women and 857 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 9.4% and the percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 90.6%.

The main reasons why women tend to leave the armed forces are retirement, injury, personal undisclosed reasons, dismissal for poor performance or disciplinary offences, end of contract and health issues. The main reasons why men tend to leave the armed forces are injury, personal undisclosed reasons, and end of contract.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment is not adapted for men and women. Military facilities are adjusted according to common standards: separate toilets, dressing rooms and tents during military exercises. Uniforms are adapted for both men and women. Combat uniforms are the same for both but optional sizes are available for selection. The service uniforms allow women to wear skirts, a different hat cover, and coats.

Parental Rights

Legal social support is provided for mothers during pregnancy and both parents of a new-born child in the form of a salary for six months (starts six to eight weeks before labour), and a financial bonus after childbirth. Parental leave is from 28 to 37 weeks and it is transferable between parents. Parents have the option to take parental leave until the child reaches the age of four.

There are specific programmes to support the work-life balance for military personnel: part-time employment, a child-care project at work, adjustment of working hours and flexible hours. Part-time employment is allowed in cases of parental leave, caring for elderly or sick people, studies and personal (family) reasons. Flexible hours are allowed in cases of parental leave, caring for elderly or sick people, serious family (personal) problems. There are no special programmes to support parents when both are members of the armed forces.

The Czech Armed Forces offer support for service duties to single parents, divorced parents or widows/widowers looking after their children. In those cases, according to a military and state law, there can be no duty service for 24 hrs, no participation in military exercises and deployment in a different place without the agreement of the parent until the child is 8 years old, breastfeeding breaks and it is possible to look after a sick child for a longer period of time, of up to 15 days.

Child-care policies are implemented by way of provisions protecting the parent from deployment, breastfeeding breaks, policy on duty assignments, night duty and overtime work, day care for children at defence ministries and military installations or child vouchers, flexible working and service hours or variable start and finish times during the working day.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	38,6%	3,7%
Air Force	16,7%	2,4%
Logistic, Medical, General Staff and Military Athletes	27,3%	5,6%
Cadets*	4,7%	1,0%
Total	87,3%	12,7%
Ranks	Men	Women
OF 6 and above	0,1%	0,03%
OF 3-5	8,9%	8,42%
OF 1-2	14,4%	30,02%
OR 5-9	27,6%	39,70%
OR 1-4	49,0%	21,83%

Table 2: All Operations		
Service	Men	Women
Army	42,7%	0,7%
Air Force	15,2%	0,9%
Logistic, Medical, General Staff and Military Athletes	35,7%	4,8%
Total	93,6%	6,4%
Ranks	Men	Women
OF 6 and above	0,64%	0,00%
OF 3-5	19,62%	18,76%
OF 1-2	17,07%	33,33%
OR 5-9	29,53%	45,83%
OR 1-4	33,14%	2,08%

Table 3: NATO Operations		
Service	Men	Women
Army	46,4%	0,6%
Air Force	11,2%	0,4%
Logistic, Medical, General Staff and Military Athletes	35,9%	5,5%
Total	93,5%	6,5%
Ranks	Men	Women
OF 6 and above	0,86%	0,00%
OF 3-5	22,46%	23,61%
OF 1-2	14,30%	31,94%
OR 5-9	25,62%	43,06%
OR 1-4	36,76%	1,39%

Table 4: Reserve Force Personnel		
Service	Men	Women
Army	21,9%	0,6%
Air Force	3,9%	0,3%
Logistic, Medical, General Staff and Military Athletes	66,9%	6,4%
Total	92,7%	7,3%
Ranks	Men	Women
OF 6 and above	0,0%	0,0%
OF 3-5	1,0%	0,0%
OF 1-2	6,8%	3,0%
OR 5-9	11,3%	24,8%
OR 1-4	80,9%	72,2%

* Cadets (students at the University of Defence)

Average Age of Military Personnel

The average age for all military personnel is 37.4 years for women and 36.6 years for men. Among NCOs, the average age is 40.9 years for women and 39.8 years for men.

Among OF-3-OF-5, the average age of men is 46.1 years and of women is 42.2 years. Among OF-1-OF-2, the average age for men is 37.2 years and for women is 36.5 years. The average age for deployed personnel in operations is 35.9 years for women and 36.1 years for men.

Prevention of Sexual Harassment and Sexual Abuse

There are specific strategies to prevent sexual harassment and sexual abuse, such as special prevention programmes (policy) and a minimum one hour lecture a year for each member of the MoD. The Czech Armed Forces support lectures, mandatory training and seminars for all military personnel and a programme on the prevention of undesirable behaviour.

Appointed personnel deal with sexual harassment and reports of such behaviour. There are formal procedures in place for female or male victims to report harassment. Specific procedures include an investigation conducted by military personnel and reporting to a special prevention committee.

In 2017, there were no reported cases of sexual harassment or sexual abuse in the armed forces for either men or women.

National Education and Training Programmes Related to Gender Perspectives

The Czech Armed Forces have nine gender-related training programmes:

1. The 'Human Rights and Law of Armed Conflicts' training is open to all recruits, all NCOs and all officers and covers basic notions of national and international law (i.e. human rights, Law of Armed Conflict), including gender aspects. It targets all military personnel. It is a part of the standard national training and pre-deployment training.
2. The annual 'Training for Instructors on the Prevention of Undesirable Social Phenomena' (prevention of undesirable behaviour) includes 'train-the-trainer' seminars on the latest methods of prevention of undesirable social phenomena. It targets OF-3 to OF-5, OF-1 to OF-2, OR-5 to OR-9 and OR-1 to OR-4. It is a part of the standard national and pre-deployment training.
3. The 'Pre-Deployment Training' covers the Code of Conduct and behaviour as members of the armed forces, the way to approach the civilian population (all including gender aspects), cultural awareness with respect to historical, religious, social and traditional differences and basics of psychology. It targets OF-1 to OF-2, OR-5 to OR-9 and OR-1 to OR-4. It is a part of the standard national and pre-deployment training.
4. The Seminars on 'Equal Opportunities' are provided by the MoD gender focal point. The Military lecturers are focus on the protection against sexual harassment, a non-discriminatory environment and the position of the female soldiers in NATO armies. It targets all military personnel. It is a part of the standard national training.
5. The Military Leadership courses on 'Equal Treatment and Non-Discrimination between Female and Male Service Personnel' focus on equal treatment of military and civilian personnel and non-discrimination between men and women in the workplace. It targets all officers including Generals and OR-5 to OR-9. It is a part of the standard national training.

6. The international 'NATO Civilian Pre-deployment Course' covers lectures on gender perspectives, cultural awareness, negotiations and field training for international NATO and Partner for Peace (PfP) civilian employees. It is held 5 times a year, depending on requests. It is a part of the pre-deployment training.
7. The annual 'Seminars for Civilian and Military Personnel in the Educational System' cover lectures on protection against sexual harassment, balancing work and family life, a non-discriminatory environment in the workplace, bullying, stalking and psychological aspects of conflict communication. Seminars are attended by all civilian and military attendees of military high schools and the University of Defence. These seminars are part of the standard national training.
8. The 'Advanced Course of the General Staff' targets OF-6 and higher and provides lectures on equal opportunities, progress reports on prevention of sexual harassment and balancing work and family life, a non-discriminatory environment for men and women, how to deal with bullying, stalking and other possible social problems within the military community. It is a part of the standard national training.
9. The annual 'Seminar on the Laws of Equal Treatment and Non-Discrimination of Female and Male Service Personnel' provides lectures on protection against sexual harassment, balancing work and family life, a non-discriminatory environment for men and women, how to deal with bullying, stalking and other possible social problems within the military community. It targets all military ranks. It is a part of the standard national training.

Use of NATO Training and Education Tools

The NATO Gender Education and Training Package for Nations has been partially used in the development of national training programmes.

Gender in the Armed Forces and in Operation

Gender is a topic in operational planning and is included in pre-deployment training and exercises.

Gender Advisors and Gender Focal Points

Both Ministry of Defence (MoD) and the Czech Armed Forces have an established entity that is responsible for gender equality and the implementation of the WPS agenda. At the MoD the person responsible is the government Gender Focal Point and at the General Staff an advisor to the CHOD has been appointed with this agenda. There is a plan to establish two gender advisor posts at the Training Command Vyskov. There is one gender advisor currently deployed at NATO HQ. There are gender focal points.

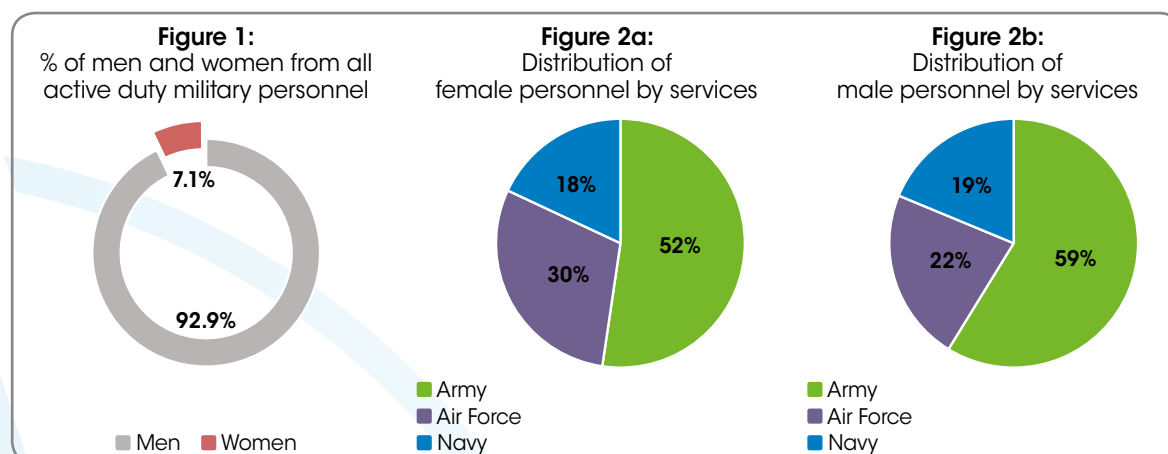
Implementation of the 2016 and 2017 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

No action was taken towards implementation of the 2017 and 2016 NCGP Recommendations to the Military Committee.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2017

No specific policies or legislation related to the implementation of gender perspectives in the Danish Armed Forces were enforced during 2017.



Quotas

There is no quota system for men or women in the Danish Armed Forces.

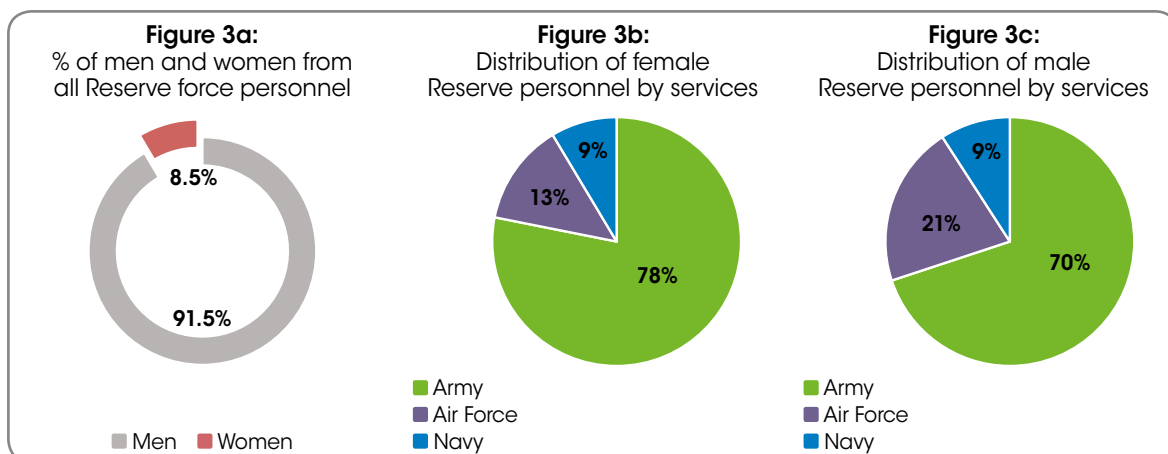
Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the Danish Armed Forces, nor are there restrictions that only apply to operations. There is a military entity that deals with the integration of gender perspectives in the armed forces. The Danish Joint Defence Command operates a Diversity Forum where initiatives regarding gender perspectives are implemented. The Army Staff at Joint Defence Command has established a unit that initiates and follows up on diversity initiatives.

Reserves, National Guard and Other Military Services

There are no policies to support entry into the Reserves or National Guard, or other military structures, as a civilian employee, nor are there policies to compensate employers who hire civilians who have joined military structures, such as Active Reserves.

There are incentives for civilian employees to enter the Reserves, National Guard or other military structures. Reserve personnel are paid a salary and have the opportunity to stay in contact with the armed forces, which is an incentive to gain experience in military leadership. Expenditures for the National Guard, such as travel and food, are paid for.



Enlistment Requirements

Enlistment requirements, including those for the physical fitness tests and those related to physical characteristics (e.g. height, weight), are the same for men and women. Men and women enlist at the same age.

The Danish Armed Forces specifically promote the recruitment of women into the Armed Forces. At the age of 18 all women are invited to participate in Danish Defence Information Day. Women attending Danish Defence Information Day receive information pertaining to the Danish Armed Forces including information regarding basic military training, education and career opportunities.

Prior to the Danish Defence Information Day, women are invited to take part in local 'Inspirational Days for Women'. At this event, they are given the opportunity to communicate and interact with female members of the Danish Armed Forces. During their participation, the women are introduced to equipment and are informed about issues related to the physical strain of military service. In addition, a national Inspirational Day for Women is planned as a pilot project in 2018 as part of a national information campaign aimed at inspiring young women to have a career in the Danish Armed Forces. Since women are not obliged to join the armed forces as there is no conscription, those that do decide to join the Armed Forces are considered and categorized as 'particularly motivated' and they are given the opportunity to join basic military training at short notice. Normally, individuals begin military training 12 months after signing their contract. Since the implementation of the programme regarding "particularly motivated" individuals, the number of women employed on basic military training contracts has almost doubled.

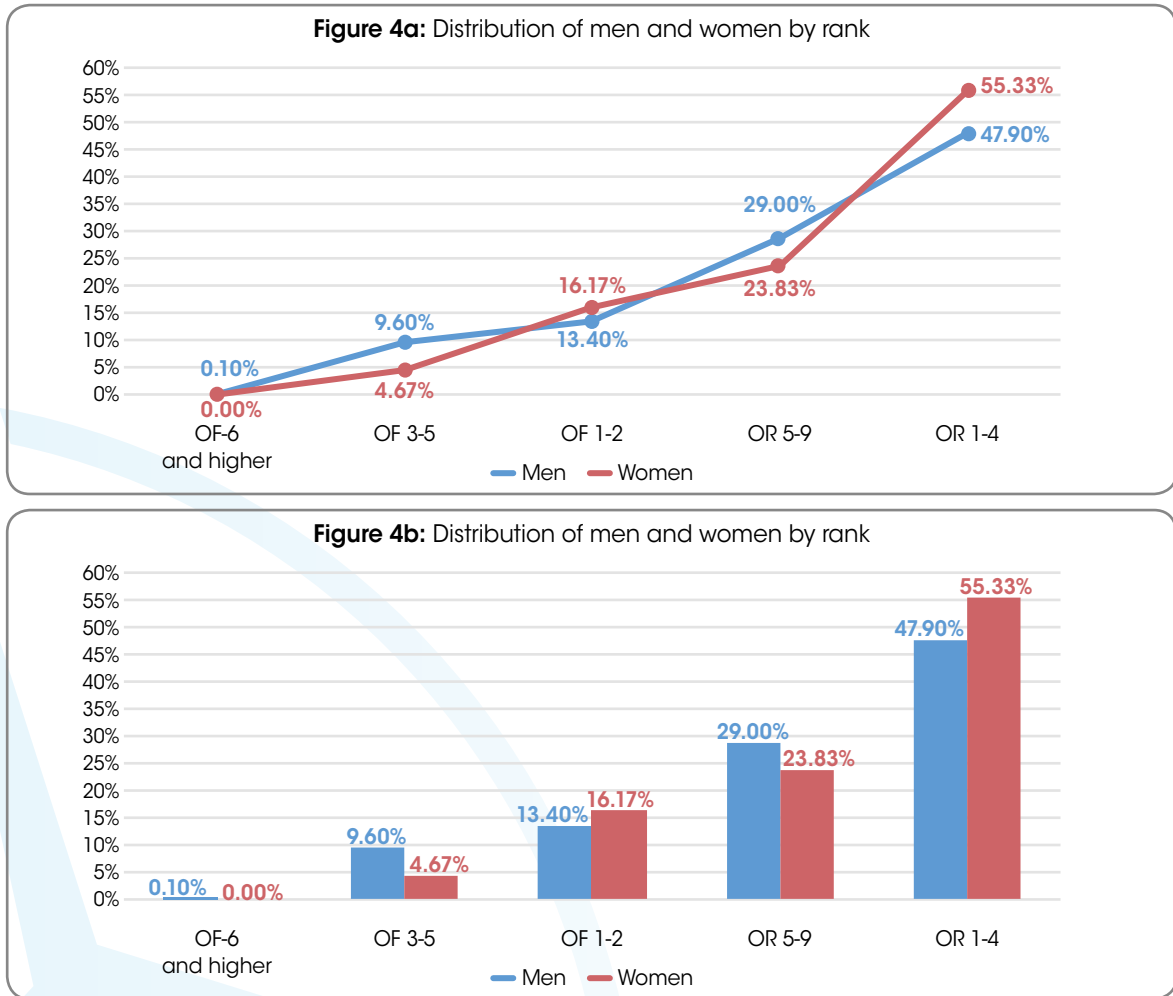
No data was provided for female, male and total applicants.

Retention Policies

The Danish Armed Forces do have retention policies. Danish Defence provides the following initiatives that can support retention should be mentioned: Talent Management Programme, good career opportunities and good job mobility across the entire organization. Initiatives can be taken towards special groups of employees that are very important for the tasks of the armed forces. Satisfaction surveys are regularly carried out and critical abnormalities in the answers are followed up. The national armed forces do not have specific retention policies for women.

There are networks to support employees within the armed forces for both men and women. Mentors for both men and women are offered on an optional basis. In 2013, mentorship was established for women voluntarily doing national service. Since 2016, male conscripts are included as well.

The Figure 4b provides the same information as Figure 4a in different graphic rendering.



Reasons for Leaving the Military

The Danish Armed Forces carry out exit surveys for men and women who leave the military. Both female and male personnel who decide to terminate their permanent contract prematurely are asked to complete a questionnaire about their reasons for leaving. The exit survey does not include civilian personnel, personnel that are due to retire or personnel who are made redundant.

The Danish Armed Forces use other systems or methods to detect reasons why female military leave the armed forces. An interview is conducted when women (serving voluntarily) on conscription-like terms terminate their conscription service prematurely. The interview is conducted by an external psychologist in order to ensure an impartial dialogue for both the Danish Defence/Ministry of Defence and the individual woman. The aim is to find out the reasons for the termination of the service. The aim is also to ensure the best possible off boarding process.

Feedback from the interviews is collected in reports twice a year. The reports aim to improve the conscription service in order to reduce the number of contracts terminated prematurely.

In 2017, 117 women and 1,301 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 8.3%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 91.7%. The main reason why women tend to leave the armed forces cannot be specified.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment is adapted for both men and women and there are no special designs. Military facilities are adapted for both men and women in the form of single rooms with a private bathroom and separate dormitories with separate bathrooms. Conscripts and women who volunteer for Danish Defence are provided with joint dormitories and bathrooms in coordination with their own wishes. In the Air Force and the Navy, men and women are accommodated separately. On Navy vessels, collocation is a requirement if separate rooms are not available. Both sizes and cuts of uniforms are adapted for men and women.

Parental Rights

Legal social support is given to mothers during pregnancy and to both parents of a newborn child. The mother can get 4 weeks of social benefits before her due date. After giving birth she can get 14 weeks. The father can get 2 weeks of social benefits after the baby is born. 14 weeks after the birth, the parents have 32 weeks of parental leave with social benefits that they can share between them, as it is transferable. They receive a salary during leave and benefits are reimbursed to the employer.

Parental leave is divided into pregnancy leave, maternity / paternity leave and the right to subsequent parental leave that can be held in full by one parent, or shared at the same time, or separately, by both parents. Maternity leave with salary is 6 weeks before and 14 weeks after the birth of the child. After the birth of the child, paternal leave is up to 32 weeks, including 12 weeks with salary and 20 weeks without.

Paternity leave is 2 weeks in which the father stays at home with the child together with the mother. Paternity leave is up to 32 weeks, including 13 weeks with salary and 19 weeks without. The Danish Defence Personnel Policy and Strategic and Ethical Guidelines for Management are specific programmes to support the work-life balance for military personnel. Part-time employment is allowed in the case of parental leave, and it can be allowed in individual cases. Flexible hours are allowed and agreements can be entered into with the local union to accommodate a specific workplace.

There are no formalized programmes or measures to support parents when both are members of the armed forces; however, an informal administrative standard has emerged over time not to deploy both parents simultaneously whenever possible. Another informal standard pertains to couples and married couples who do not serve in the same unit. There is no support for service duties for single parents, divorced parents or widows/widowers looking after their children.

There is a child-care policy of extra weeks of subsidized maternity/paternity leave and flexible working and service hours or variable start/finish times during the working day. Every year, every parent is given two paid, extra days off work for each child under the age of seven. This can be used as days off whenever possible. Parents of children under the age of 14 years that are admitted to hospital are given time off with pay. Parents of children who suddenly fall ill can send them to their own home with pay on the first and second day of sickness.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	54,6%	3,7%
Air Force	20,9%	2,1%
Navy	17,4%	1,3%
Total	92,9%	7,1%
Ranks	Men	Women
OF 6 and above	0,1%	0,00%
OF 3-5	9,6%	4,67%
OF 1-2	13,4%	16,17%
OR 5-9	29,0%	23,83%
OR 1-4	47,9%	55,33%

Table 2: All Operations		
Service	Men	Women
Army	73,3%	8,3%
Air Force	7,5%	1,1%
Navy	5,6%	0,3%
Other	2,9%	1,1%
Total	89,3%	10,7%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	10,78%	2,50%
OF 1-2	18,86%	35,00%
OR 5-9	24,85%	25,00%
OR 1-4	45,51%	37,50%

Table 3: NATO Operations		
Service	Men	Women
Army	75,1%	8,0%
Air Force	6,9%	0,9%
Navy	4,6%	0,0%
Other	3,4%	1,2%
Total	90,0%	10,0%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	8,57%	2,86%
OF 1-2	17,14%	28,57%
OR 5-9	26,35%	25,71%
OR 1-4	47,94%	42,86%

Table 4: Reserve Force Personnel		
Service	Men	Women
Army	64,0%	6,6%
Air Force	19,2%	1,2%
Navy	8,3%	0,7%
Total	91,5%	8,5%
Ranks	Men	Women
OF 6 and above	0,0%	0,0%
OF 3-5	14,8%	1,6%
OF 1-2	41,7%	68,0%
OR 5-9	30,0%	15,6%
OR 1-4	13,5%	14,8%

Average Age of Military Personnel

The average age of all military personnel is 34.15 years for women and 37.87 for men. Among NCOs, the average age for women is 33.66 years and for men 36.52 years. Among Officers, the average age for women is 35.98 years and for men 42.40 years. The average age for deployed personnel in operations is 32.39 years for women and 40.19 years for men.

Prevention of Sexual Harassment and Sexual Abuse

There are strategies to prevent sexual harassment and sexual abuse. The Danish Defence Personnel Policy and the Danish Defence Diversity Policy specify that employees and management must behave in a respectful manner. In 2004, an organization of special counsellors was established. Employees and management can contact these counsellors at all times over any kind of issue. Victims of harassment or abuse can also contact the Military Prosecution Service. The number of sexual harassment incidents and abuses has diminished considerably since 2004.

Specific initiatives are taken to make it possible to talk and think about diversity, like an upcoming 'diversity game'. Appointed personnel deal with and report sexual harassment. Formal procedures exist to report harassment. Female and male victims can contact an organization of special counsellors or the Judge Advocate Generals' Office.

In 2017, 29 women reported cases of sexual harassment in the armed forces. The types of sexual harassment include unwanted sexual attention and others. The reported number is based on data from the Danish Defence Occupational Health Centre and data from the Legal Department. However, there is most likely an overlap between the two department's reported cases. Due to anonymity in the Danish Defence Occupational Health Centre's report, it is not possible to make an exact comparison. Therefore, the reported number is the sum of the two numbers. Furthermore, the number is based on estimates as the Danish Defence Health Centre registers the number of reported cases rather than the number of victims, so there may be multiple victims in some cases.

The increase in the amount of reports of sexual harassment and sexual abuse from 13 in 2016 to 29 in 2017 may be caused by greater openness, and the fact that it is perceived as increasingly legitimate to speak out and report sexual harassment and sexual abuse. However, no documentable explanation of the increased amount of reports of sexual harassment and sexual abuse has been identified.

In 2017, 3 men reported cases of sexual harassment in the armed forces. The types of sexual harassment include unwanted sexual attention and others. The increase in the amount of reports of sexual harassment and sexual abuse from zero in 2016 to 3 in 2017 may be caused by greater openness, and the fact that it is perceived as increasingly legitimate to speak out and report sexual harassment and sexual abuse. However, no documentable explanation of the increased amount of reports of sexual harassment and sexual abuse has been identified.

National Education and Training Programmes Related to Gender Perspectives

There is one gender-related training programme. The gender perspective is planned to be included in all training and education as an incorporated aspect, not as a separate topic. Currently, training and education in gender perspectives are only carried out in pre-deployment training. There are plans to incorporate them in all national training. The targeted ranks are OF-3 to OF-5, OF-1 to OF-2, and all NCOs.

Use of NATO Training and Education Tools

The NATO Gender Education and Training Package for Nations has not been used in the development of national training programmes. There has not been developed training programmes so far, but relevant training packages and Advanced Distributed Learning (ADL) courses have been used as inspiration for the pre-deployment training. Other NATO products have been used.

The following courses at the Nordic Centre for Gender in Military operations have been used:

- Integration of gender perspectives into Peace Support Operations;
- Gender Advisor Course;
- Gender Train the Trainer Course;
- Gender Focal Point Course;
- Key Leader Seminar; and
- Commanders Seminar.

Gender in the Armed Forces and in Operation

Gender is a topic in operational planning and it is included in pre-deployment training and exercises.

Gender Advisors and Gender Focal Points

The Ministry of Defence has gender advisors who have completed the Gender Advisor (GENAD) course at the Nordic Centre for Gender in Military Operations (NCGM). The armed forces have two gender field advisors and four gender advisors. Denmark does not have deployed gender advisors. It has deployed mentoring teams to Afghanistan. The armed forces have gender focal points. None were deployed in 2017.

Implementation of the 2016 and 2017 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

Some measures were taken to implement the 2017 NCGP Recommendations to the Military Committee (MC). As for the first 2017 NCGP recommendation, Denmark has a whole-of-government approach supporting a number of peace and stabilization projects and within this, a broad range of initiatives promoting women as peacebuilders in conflict-afflicted states, i.e. Afghanistan, Kenya and Mali. Below are some examples illustrating progress achieved as of 2017.

In Afghanistan, Danish support has been helping the Civil Society Trust Fund Tawanmandi to strengthen Afghan civil society organisations to advocate for improved good governance, in which gender is a mainstreamed issue. Tawanmandi has had great results strengthening civil society through political changes in regard to i.e. access to media and fighting sexual harassment in work places. In Kenya, a specific focus is being applied to women and youth participation in local Peace Committees. There has been a rise in the number of women participating in local peace committees. In some areas, more than two thirds of the committee members are women.

In Mali, Denmark has ensured that around 2000 women have been able to participate in activities supporting the implementation of the national peace and reconciliation processes, i.e. by giving them the possibility to identify reasons and possible solutions to the conflict.

In regard to the second 2017 NCGP recommendation to the MC, Denmark contributes to NATO's work on policy development and implementation related to UNSCR 1325 and related resolutions and continue, along with like-minded nations, to raise awareness on the subject within the Alliance and promotes integration of the WPS agenda as added value to the Alliance and the wider international peace-building efforts.

Some measures were taken as regard the implementation of 2016 NCGP Recommendations to the MC. In November 2017, the Denmark Defence Command, in cooperation with the NCGM, held a Key Leader Seminar on gender perspectives in operational planning to further enhance the institutional and operational integration of gender perspectives.

Additional Information

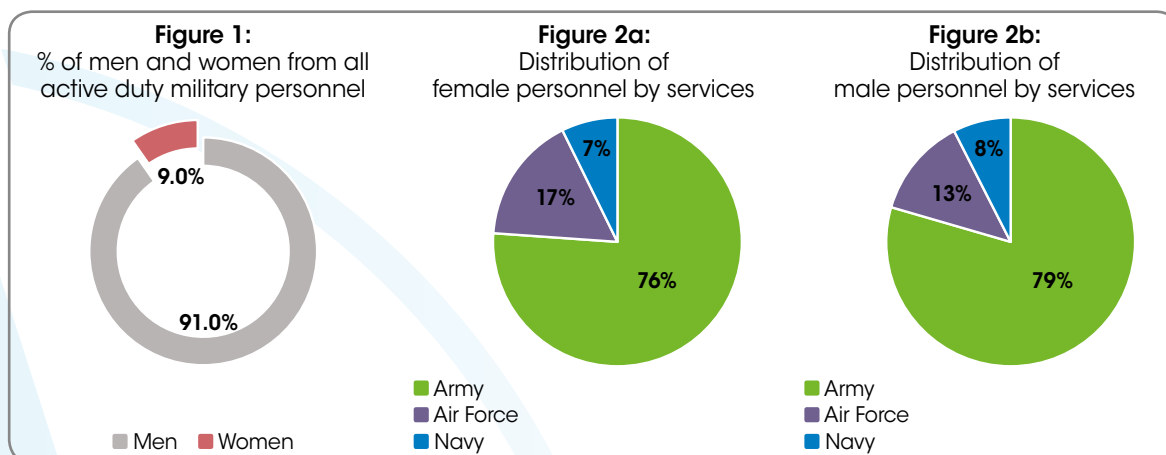
The Diversity policy of the Danish Defence is currently being updated to improve the enhancement of women in the Danish Defence in relation to i.e. leadership, recruitment and retainment. The work is still in progress.





Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2017

Specific policies related to the implementation of gender perspectives in the Estonian Defence Forces (EDF) were enforced during 2017. The new policy to enhance service possibilities for females in the EDF was implemented. As a result of this policy, a special recruiting campaign "Naised Vormi" was completed for the first time in Estonia in order to recruit more females to conscript service.



Quotas

There is no quota system for men or women in the EDF.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the armed forces, nor are there restrictions that apply only to operations. There is no military entity that deals with the integration of gender perspective in the armed forces.

Reserves, National Guard and Other Military Services

There are no policies to support entry into the Reserves or National Guard, or other military structures, as a civilian employee, nor are there policies to compensate employers who hire civilians who have joined military structures, such as Active Reserves. The EDF do not have any incentives and bonuses for civilian employees to enter the Reserves, National Guard, or other military structures.

Enlistment Requirements

Enlistment requirements, including those related to physical characteristics (e.g. height, weight) are the same for men and women. Enlistment requirements for the physical fitness test, which consists of a 3,200 m race, sit-ups and push-ups, differ according to the gender and age of the applicants. Men and women enlist at the same age. There are policies that promote the recruitment of women in the military. The new policy to enhance service possibilities for females in the EDF was implemented. As a result of the policy, the special recruiting campaign "Naisted Vormi" was completed in order to recruit more females to conscript service (for the first time in Estonia). From February 2018, there is a new advisory post in the Ministry of Defence (MoD) dealing with conscript service with special emphasis on female conscript service (IOT enhance, monitor and improve service for females).

In 2017, 29 out of 363 female applicants were successfully recruited in the armed forces. 272 out of 1,412 male applicants were successfully recruited in the armed forces. In 2017, 3 out of 7 female applicants were successfully recruited into military academies, colleges and other educational institutions. 63 out of 117 male applicants were successfully recruited into military academies, colleges and other educational institutions.

Retention Policies

The EDF have retention policies. There is a value based personnel policy and veteran policy implementation. There are no specific retention policies for women. Estonia has no networks to support women in the military.

The Figure 4b provides the same information as Figure 4a in different graphic rendering.

Figure 4a: Distribution of men and women by rank

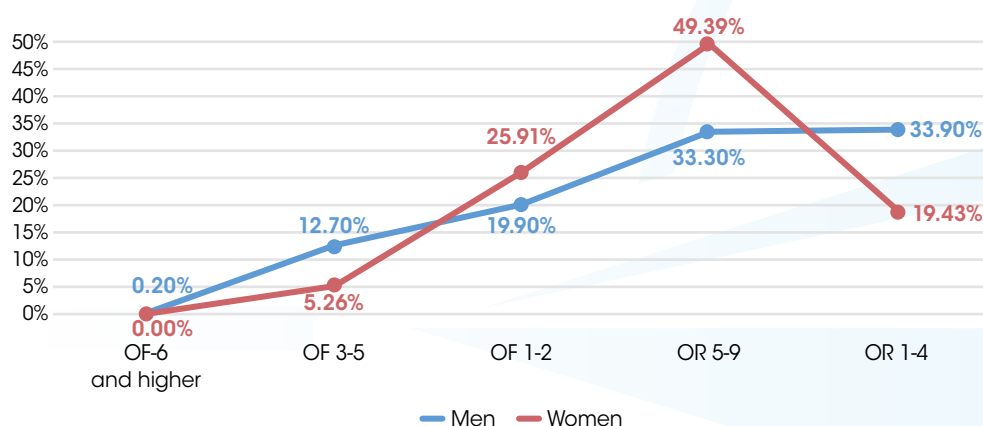
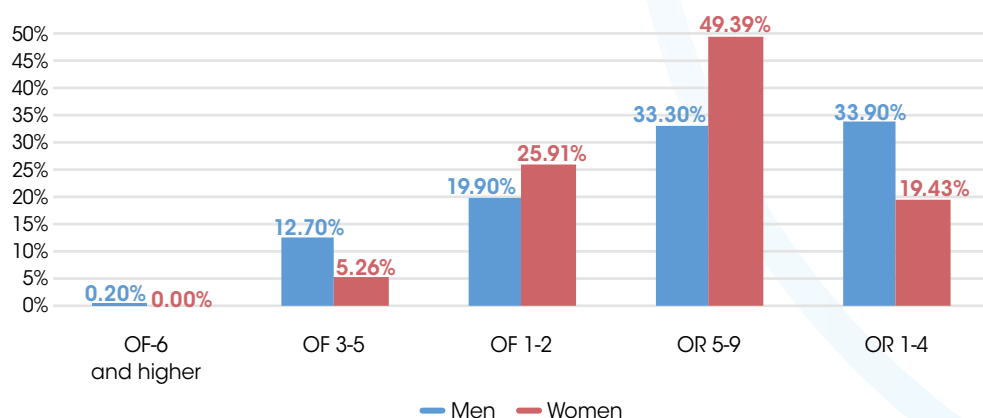


Figure 4b: Distribution of men and women by rank



Reasons for Leaving the Military

The EDF carry out exit surveys for men and women who leave the military to understand their reasons. The EDF personnel department is asking for feedback in the form of a questionnaire upon leave. The EDF do not use any other system or method to find out why military women leave the armed forces.

In 2017, 25 women and 238 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 9.5%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 90.5%. The main reasons why men and women leave the armed forces are difficulties in balancing work and family and other.

Adaptation of Military Equipment, Facilities and Uniforms

Men and women use the same military equipment. Military facilities are adapted to both men and women, i.e. separate dorms and lavatories. Combat uniforms are unisex. Service uniforms and ceremonial uniforms are designed according to the physical differences and needs of both sexes.

Parental Rights

Legal social support is given to mothers during pregnancy and both parents of a new-born child. Parental leave is the same for all Estonian citizens and includes 20 weeks leave for pregnancy, child-birth and a post-partum period, up to 3 years of maternity and paternity leave (of which 1.5 years with retained average salary) and 3 extra days leave to care for the child per year. Parental leave is transferable between parents.

There are no specific programmes or policies to support the work-life balance for military personnel, nor are there special measures to support parents when both are members of the armed forces. Part-time employment is not allowed. Flexible hours are allowed in case of studies. There is no support or facilitation for service duties for single or divorced parents, or widows/widowers looking after their children, or child-care policies.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	72,3%	6,9%
Air Force	11,9%	1,5%
Navy	6,8%	0,6%
Total	91,0%	9,0%
Ranks	Men	Women
OF 6 and above	0,2%	0,00%
OF 3-5	12,7%	5,26%
OF 1-2	19,9%	25,92%
OR 5-9	33,3%	49,39%
OR 1-4	33,9%	19,43%

Table 2: All Operations		
Service	Men	Women
Army	93,3%	3,3%
Air Force	0,0%	0,0%
Navy	1,4%	0,0%
Other	2,0%	0,0%
Total	96,7%	3,3%
Ranks	Men	Women
OF 6 and above	0,00%	0,0%
OF 3-5	13,10%	0,0%
OF 1-2	8,28%	40,0%
OR 5-9	30,34%	40,0%
OR 1-4	48,28%	20,0%

Table 3: NATO Operations		
Service	Men	Women
Army	100,0%	0,0%
Air Force	0,0%	0,0%
Navy	0,0%	0,0%
Total	100,0%	0,0%
Ranks	Men	Women
OF 6 and above	0,0%	0,0%
OF 3-5	17,14%	0,0%
OF 1-2	11,43%	0,0%
OR 5-9	71,43%	0,0%
OR 1-4	0,0%	0,0%

Average Age of Military Personnel

The average age of all military personnel is 39 years for women and 33 years for men. Among NCOs, the average age for women is 39 years and for men is 32 years. Among Officers, the average age for women is 39 years and for men is 36 years. Among Officers, the average age for women is 39 years and for men 36 years. The average age for deployed personnel in operations is 36 years for women and 31 years for men.

Prevention of Sexual Harassment and Sexual Abuse

There are no strategies to prevent sexual harassment and sexual abuse, nor are there programmes or training related to the prevention of sexual harassment. There is appointed personnel to deal with and to whom to report sexual harassment. There are no formal procedures for male or female victims to report cases of harassment. In 2017, no cases of sexual harassment in the EDF were reported.

National Education and Training Programmes Related to Gender Perspectives

Lectures and training will include cultural, religious and political topics for the area of the operations theatre. It targets OF-3 to OF-5, OF-1 to OF-2, and all NCOs. It is part of pre-deployment training.

Use of NATO Training and Education Tools

The NATO Gender Education and Training Package for Nations has not been used in the development of national training programmes.

Gender in the Armed Forces and in Operation

Gender is a topic in operational planning and is included in pre-deployment training and/ or exercises.

Gender Advisors and Gender Focal Points

The MoD and the General Staff have gender advisors. In 2016, the EDF Headquarters sent one person to the NCGM Course Gender Train the Trainers (GToT) and the person conducted classes 'Implementing Gender Perspective in International Military Operations' in the pre-deployment course twice a year. There is one gender advisor who received training at the NCGM. No gender advisors have been deployed so far. The EDF has no gender focal points.



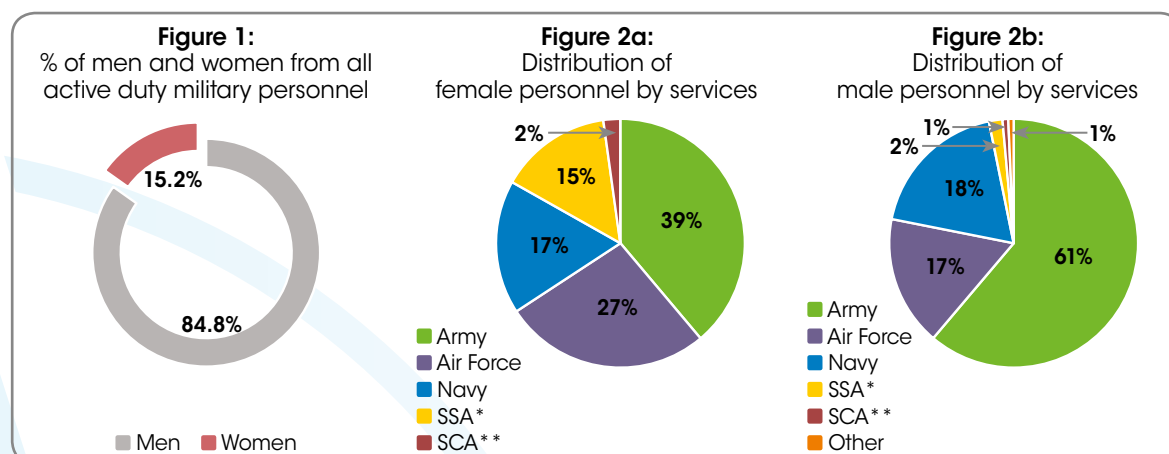
Implementation of the 2016 and 2017 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

Estonia did not take action towards the implementation of the 2017 and 2016 NCGP Recommendations to the Military Committee.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2017

No specific policies or legislation related to the implementation of gender perspectives in the French Armed Forces were enforced during 2017.



Quotas

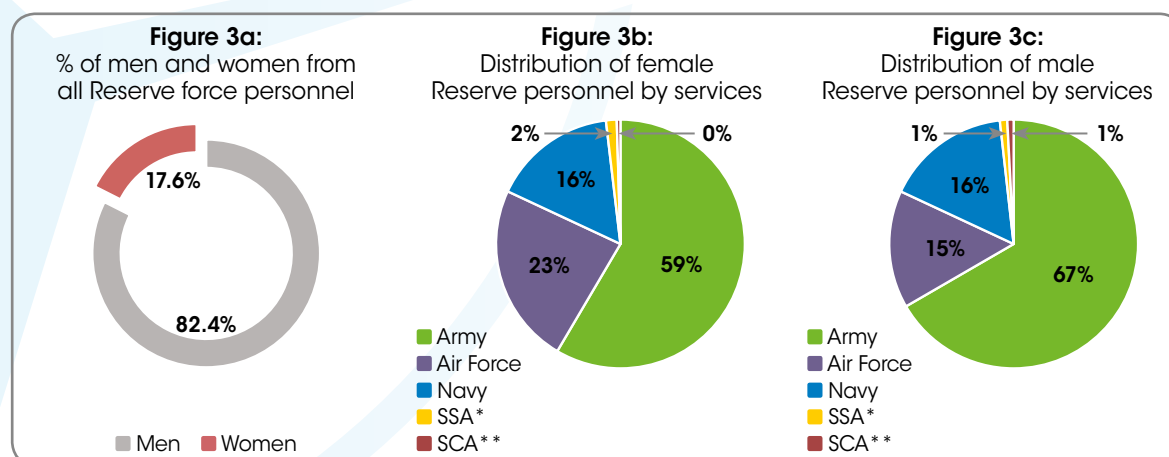
There is no quota system for men or women in the French Armed Forces.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the French Armed Forces, nor are there restrictions that only apply to operations. The Senior Officer for Gender Equality and the Observatory on Gender Parity are the military entities responsible for the integration of gender perspectives in the armed forces.

Reserves, National Guard and Other Military Services

There are no policies to support entry into the Reserves or National Guard, or other military structures, as a civilian employee. There are no policies to compensate employers who hire civilians who have joined military structures, nor incentives for civilian employees to enter the Reserves, National Guard or other military structures.



* French Defence Health Service (Service de Santé des Armées)

** Commissariat of the Defence Forces (Service du Commissariat des Armées)

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

Enlistment Requirements

Enlistment requirements in the armed forces are the same for men and women. Enlistment requirements for the physical fitness test are different for men and women in some specialized areas. Fitness assessments are different for men and for women in terms of length, intensity, number of repetitions, etc. There are differences in enlistment requirements related to physical characteristics. Men and women enlist at the same age. There are policies that promote the recruitment of women in the military. These include special communication campaigns to fight stereotypes. This campaign aims at stimulating the recruitment of women.

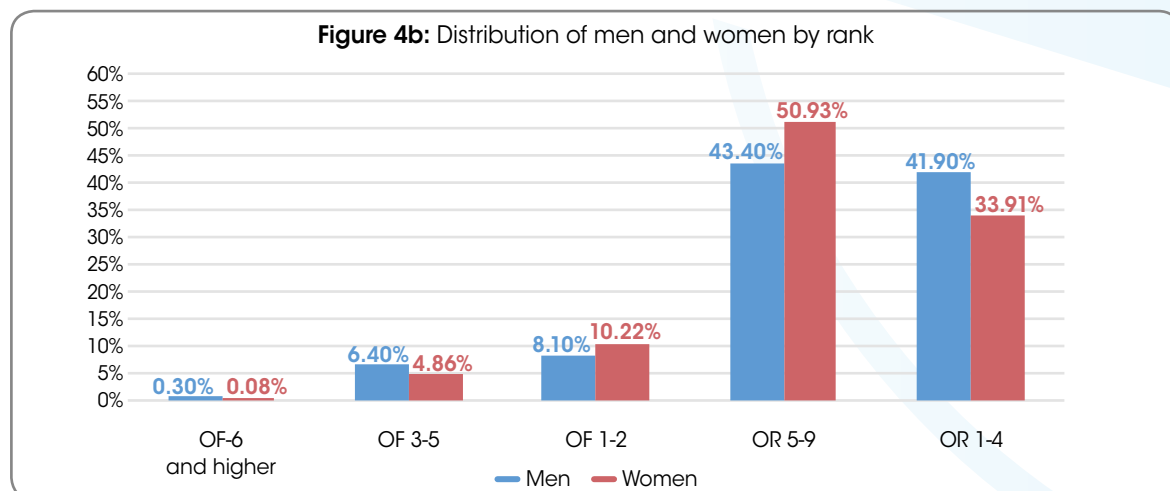
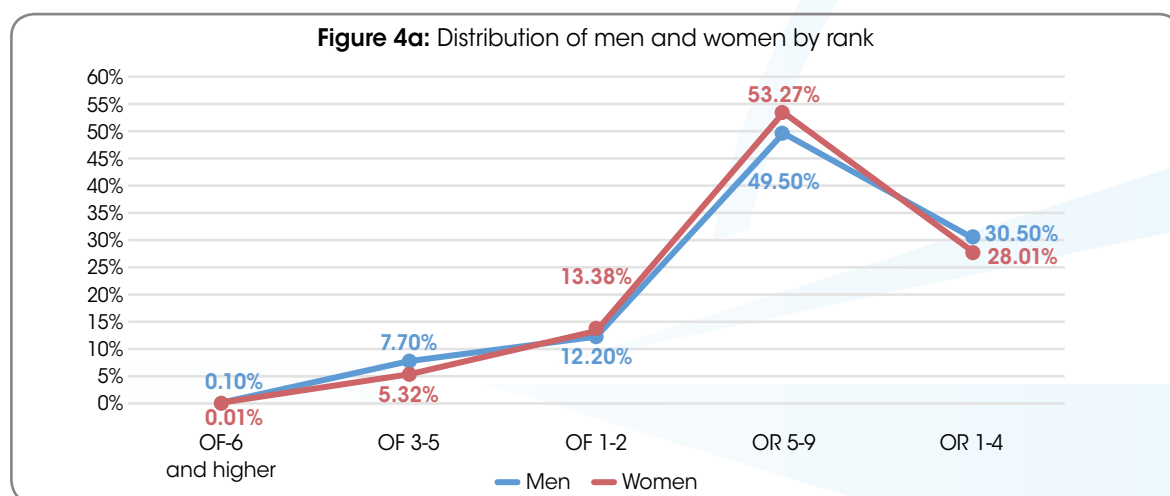
In 2017, 1,963 female applicants and 13,911 male applicants were successfully recruited in the armed forces. In 2017, 109 out of 2,833 female applicants were successfully recruited and 342 out of 5,951 male applicants were successfully recruited in military academies, colleges and other educational institutions.

Retention Policies

The French Armed Forces have retention policies. These involve setting up targeted retention policies to retain people with scarce or strategic skills (nuclear, cyber, CBRN, etc.) and paying a bonus to military personnel in retention areas (holders of specific diplomas, certificates or qualifications). The armed forces do not have specific retention policies for women.

The association "Avec les femmes de la Défense" was created in 2016, to bring together military and civilian women working at the Ministry of Defence (MoD), and provide advice, charity, solidarity, etc.

The Figure 4b provides the same information as Figure 4a in different graphic rendering.



Reasons for Leaving the Military

The Army recruiting service performs exit surveys without distinction of gender for soldiers who leave the military. The Army conducts exit surveys on non-commissioned officers (NCOs) who leave the military. However, the only survey which makes a distinction between males and females is the survey for soldiers who break their contract before completing six months of service. It shows that there is no significant difference between genders with regard to leaving the military during the initial training period.

In 2017, 2,405 women and 17,300 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 12.2%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 87.8%. The main reasons why men and women leave the armed forces are retirement and difficulties balancing work and family-life.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment is adapted for both men and women. Military equipment is designed in such a way that women can use it in the same way as men. This enables it to be used by troops of both sexes.

Military facilities are adapted for men and women. In order to prevent discrimination or harassment situations, military facilities are designed and built to be adapted for both women and men, to preserve privacy and to separate sanitary facilities according to gender. Service uniforms are for both men and women. The French Armed Forces use the same combat uniforms for men and women.

Parental Rights

Legal social support is given to mothers during pregnancy and both parents of a new-born child. Family-related leave is governed by the '2008 Directive on Family-Related Leave for Military Personnel'. It sets out the conditions under which leave is granted, which include maternity, paternity, adoption and parental leave.

Maternity leave is 16 weeks for the first or second child, then 26 weeks for the third and subsequent children. Total parental leave is 156 weeks (child's third birthday), and it is transferable between parents. Social welfare policies for early childhood and training policies contribute to fostering a work-life balance for military personnel. The new 'plan famille' is an example of such a policy. For example, the PSAD (Prestation de Soutien en cas d'Absence Prolongée du Domicile) pays back part of the expenses incurred by a military spouse when employing a claimant during the member's absence on operational mission.

Part-time employment is not allowed. Flexible hours are allowed in the case of geographically single personnel and pregnant women. Special programmes to support parents when both are members of the armed forces are not formalised, and decisions are made by Command in each body concerned.

There are several kinds of support for service duty to single and divorced parents or widows/widowers looking after their children. In terms of financial assistance, Military Social Welfare provides support in case of prolonged absence from the home and helps to make up for leave on operational mission or a hospital stay in the case of single-parent families. Financial assistance provided by Military Social Welfare also helps with childcare in the case of non-standard working hours. In terms of less formal Command assistance, such as the possibility of adjusting working hours, in particular with a system of granted leave or free time, service hours are adapted without impacting on the execution of the mission, in particular to take children to school.

A child-care policy does exist: provision protecting parents from deployment, breastfeeding breaks, policy on duty assignments, night duty, overtime work, day-care for children at defence ministries and military installations or child vouchers, flexible working and service hours or variable start/finish times of the working day. The new child-care policy aims to increase by 20% the number of places in nurseries by 2022 to reach 2,556 places. In addition, the MoD is developing a childminders' network by supporting military spouses to qualify as child-minders and by providing extra money to civilian child-minders working for the military.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	51,9%	5,8%
Air Force	14,4%	4,1%
Navy	15,8%	2,7%
SSA *	1,5%	2,2%
SCA **	0,6%	0,3%
SEA	0,6%	0,1%
Total	84,8%	15,2%
Ranks	Men	Women
OF 6 and above	0,3%	0,08%
OF 3-5	6,4%	4,86%
OF 1-2	8,1%	10,22%
OR 5-9	43,4%	50,93%
OR 1-4	41,8%	33,91%

Table 3: NATO Operations		
Service	Men	Women
Army	96,1%	3,9%
Air Force	NR	NR
Navy	NR	NR
Total	96,1%	3,9%
Ranks	Men	Women
OF 6 and above	0,41%	0,00%
OF 3-5	2,45%	0,00%
OF 1-2	4,08%	0,00%
OR 5-9	27,75%	50,00%
OR 1-4	65,31%	50,00%

Table 2: All Operations		
Service	Men	Women
Army	36,0%	1,7%
Air Force	23,9%	3,0%
Navy	29,8%	3,1%
SCA **	0,5%	0,2%
SEA	1,7%	0,1%
Total	91,9%	8,1%
Ranks	Men	Women
OF 6 and above	0,06%	0,00%
OF 3-5	4,18%	1,69%
OF 1-2	9,36%	14,12%
OR 5-9	47,26%	50,15%
OR 1-4	39,15%	34,05%

Table 4: Reserve Force Personnel		
Service	Men	Women
Army	54,9%	10,3%
Air Force	12,6%	4,1%
Navy	13,5%	2,8%
SCA **	1,1%	0,3%
SEA	0,3%	0,1%
Total	82,4%	17,6%
Ranks	Men	Women
OF 6 and above	0,0%	0,0%
OF 3-5	14,2%	2,6%
OF 1-2	11,5%	8,7%
OR 5-9	32,4%	24,2%
OR 1-4	41,9%	64,5%

Average Age of Military Personnel

The average age of all military personnel is 33.1 years for women and 33.2 years for men. Among NCOs, the average age is 29.3 years for women and 27.4 years for men. Among Officers, the average age for women is 35.4 years and for men is 40 years.

* French Defence Health Service (Service de Santé des Armées)

** Commissariat of the Defence Forces (Service du Commissariat des Armées)

Prevention of Sexual Harassment and Sexual Abuse

To effectively address cases of sexual harassment, discrimination and violence within the Ministry, on 15 April 2014 the Defence Minister initiated an Action Plan (12 actions) which includes four complementary strands of work: providing support to victims and advice to command; prevention; transparency and clarification of the disciplinary policy. The plan applies to civilian and military MoD staff. One of the key measures of this plan was the establishment on 15 April 2014 of a specialized structure known as 'Thémis Cell', under the General Control for the armed forces, which is under the direct authority of the Minister of Defence, thereby giving it full independence from civilian and military hierarchy. The Thémis Cell is supported by actual networks and structures: the networks of psychologists from the 'Ecoute Défense' helpline, the network of social service workers, the services of the Legal Affairs Directorate, legal offices, inspections, human resources directorates, legal affairs directorate services, pensions sub-directorate, help cells for wounded personnel, the Department of Information and Communication of the Ministry of Defence (DICOD), etc. The Cell also works with the Interdepartmental Mission for the Protection of Women against Violence and the Fight against Human Trafficking and established associations such as the Feminist Association against Rape (CFCV).

As far as prevention is concerned, the Thémis Cell was involved over thirty times addressing various audiences such as current and future Air Force Base Commanders, the technical women advisers for the Ministry's social action, the regional officials of the army gender balance network and officer schools, as well as the management of the three new voluntary military service centres. Thémis Cell developed a prevention kit comprising three cartoon films, together with an educational booklet and a diorama for use as of 2016 by instructors in the tri-service basic training centres and in the voluntary military service centres. The Cell is also working on a handbook of good practices to advise command and a guide to help manage sexual identity change files. Appointed personnel deal with and report sexual harassment. Formal procedures exist to report harassment of female or male victims. The victim can directly approach the Thémis Cell.

Moreover, since the establishment of Ministerial Action Plan against Sexual Harassment, Discrimination and Violence (SHDV), a new category of serious incidents, category 18, has been set up. The category in the questionnaire includes SHDV committed or suffered in a work environment, on duty and off duty when incidents occur on MoD premises (including on military aircraft, any facility on foreign operation (OPEX), public defence establishments), independently of the concomitant penal risk.

In 2017, 47 women reported cases of sexual harassment, sexual assault, rape, discrimination and stalking in the armed forces. 11 men reported cases of sexual harassment, sexual abuse, stalking and discrimination.

National Education and Training Programmes Related to Gender Perspectives

The French Armed Forces have no gender-related training programmes. However, there are sessions on issues of gender and harassment during the initial courses and during pre-deployment training, especially for the legal advisors.

Use of NATO Training and Education Tools

The NATO Gender Education and Training Package for Nations has not been used in the development of national training programmes. The NATO Gender Education and Training

Package for Nations has not been deemed useful by the national armed forces. In the French Army, the courses which could be comparable with those of the 'NATO Gender Education and Training', are entitled HDVS, for harassing, discrimination and sexual-based violence. They are encapsulated into a wider set of modules named HDV (i.e. problems of harassing, discrimination and violence not limited to sexual issues). The aim is the fight against any form of predetermined behaviour or judgement. The Thémis Cell carried out in 2017 primary education courses for 'trainer-relay on HDVS', so that they are able to provide HDVS-related information and awareness to their staff.

The NATO Gender Education and Training Package for Nations is not exploited during general education courses in the French Army. However, HDV courses as they are designed in the national education programme are very close to NATO's gender perspective and fully interoperable.

These courses take into account the issue of sexual-based violence in operations and the Law on Armed Conflicts.

Gender in the Armed Forces and in Operation

Gender is a topic in operational planning, and it is included in pre-deployment training and exercises.

Gender Advisors and Gender Focal Points

The French Armed Forces, the MoD and the General Staff have no trained gender advisors. So far, no gender advisors have been deployed. The French Armed Forces have no gender focal points.

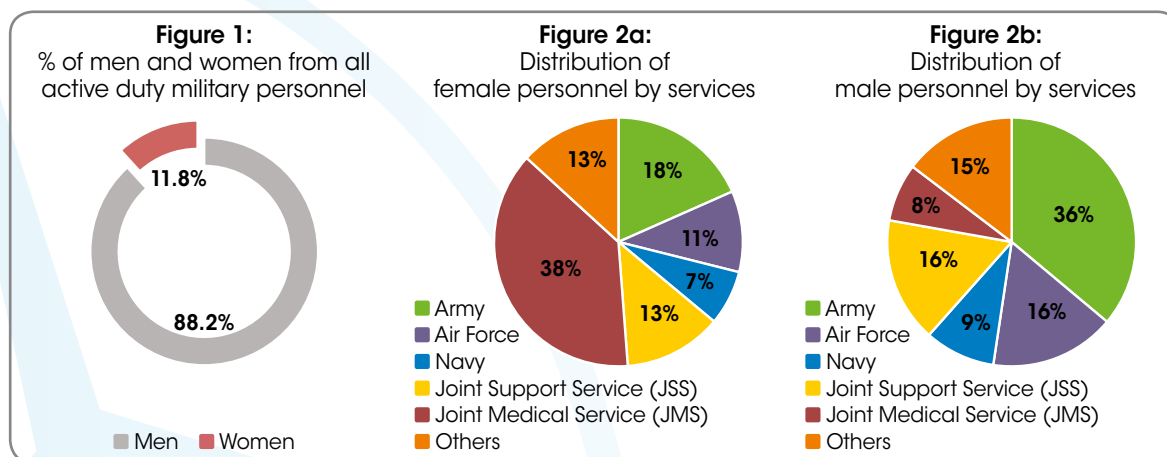
Implementation of the 2016 and 2017 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

France did not take action towards the implementation of the 2017 and 2016 NCGP Recommendations to the Military Committee.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2017

Specific policies or legislation related to the implementation of gender perspectives in the German Armed Forces (Bundeswehr) were enforced during 2017. The Federal Government introduced its new Action Plan for the Implementation of United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security for the period 2017 to 2020. It is the continuation of the Federal Government's action plan for the period 2013-2016. It focuses on the following topics: gender-aware crisis prevention and a comprehensive gender perspective in the preparation and training of military and police forces earmarked for operations. Another aim is to incorporate women in all stages of crisis prevention, crisis management and peacebuilding, to protect vulnerable groups and victims of sexual violence, and to systematically prosecute sexual violence.



Quotas

There is no quota system for men or women in the German Armed Forces.

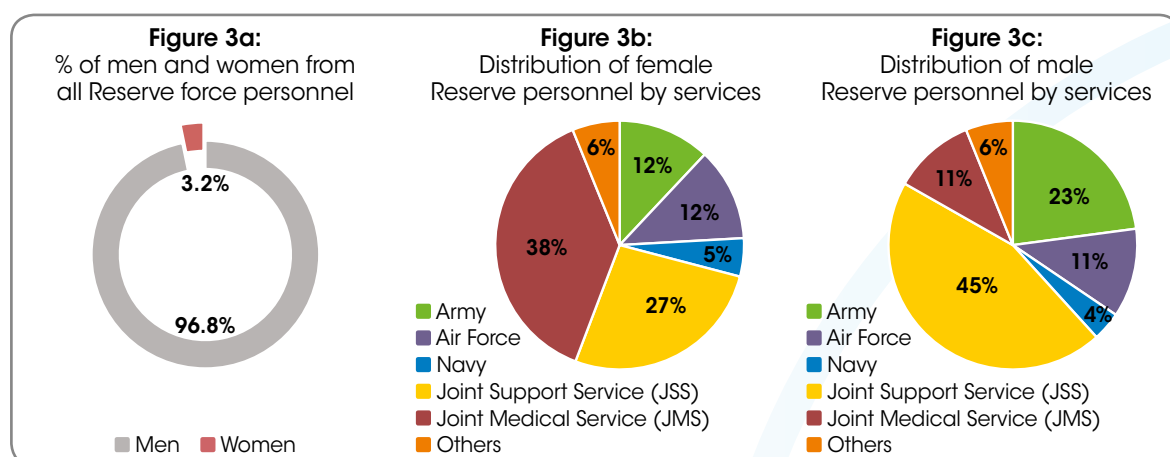
Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the armed forces, nor are there any restrictions that apply only to operations. There is a military entity that deals with integration of gender perspectives in the armed forces. The Federal Ministry of Defence (FMoD) Directorate-General for Planning has a staff element for equal opportunities, diversity and inclusion. Its core mission is to accelerate the establishment of equal opportunities. To this end, selection conferences, evaluations and potential career obstacles for women in all careers and status groups are being examined systematically. In addition, the staff element is tasked with developing and implementing measures as required and directing FMoD projects in this area.

Reserves, National Guard and Other Military Services

There are policies to support entry into the Reserves or National Guard, or other military structures, as a civilian employee. The tangible and intangible incentives for employers and employees are evaluated regularly and then tailored to match their needs and the requirements of the Armed Forces. There are policies to compensate employers who hire civilians who have joined military structures. The Bundeswehr reimburses the employer for wage and non-wage labour costs paid while the employee is absent for reserve duty.

There are incentives for civilian employees to enter the Reserves, National Guard or other military structures. Personnel serving in the reserve receive a bonus on a per diem basis, the amount of which depends on their rank. Personnel serving in the reserve who receive the offer to commit to serving at least either 19 days or 33 days and do so before beginning their first day of service in a calendar year receive an additional bonus upon completion of this service.



Enlistment Requirements

Enlistment requirements, including those for the physical fitness test and those related to physical characteristics (e.g. height, weight), are the same for men and women. Men and women enlist at the same age.

There are policies that promote the recruitment of women in the military. Women primarily apply for specialty and study areas in the Bundeswehr that appeal to women, and thus they compete not only with men but also and in particular with each other. They are still hesitant to enlist in allegedly male domains. This makes it harder for the Bundeswehr to convince women to enlist in other specialty areas that they have not considered as a viable alternative until now. A variety of recruitment-related measures have been implemented to achieve the goal of increasing the share of women in the Bundeswehr. By way of example, the recruitment element is represented at trade fairs that women tend to frequent. The Bundeswehr is also attempting to steadily increase the share of female career advisors in order to provide women interested in the Bundeswehr as an employer with a point of contact that can answer from first-hand experience any questions relating to the topic of women in the armed forces. These measures are supplemented by measures that raise public awareness of the Bundeswehr as an employer (employer branding). This includes increasing public awareness of the issue of 'female service personnel in the Bundeswehr'. There are other measures in place that may indirectly boost recruitment of women. The implementation of the measures contained in the agenda 'Bundeswehr in Führung – Aktiv, Attraktiv, Anders' (The Bundeswehr Leads the Way – An Active, Attractive, Alternative), for instance, shape the Bundeswehr's image as one of the most attractive employers. This especially includes topics that women consider to be particularly relevant (such as new working time models, improved compatibility of family life and work, child care options).

In the armed forces during 2017, out of 10,600 female applicants, 3,800 were successfully recruited. Out of 46,400 male applicants, 20,100 were successfully recruited.

During 2017, in military academies, colleges and other educational institutions, out of 2,700 female applicants, 500 were successfully recruited. Out of 7,700 male applicants, 2,000 were successfully recruited.

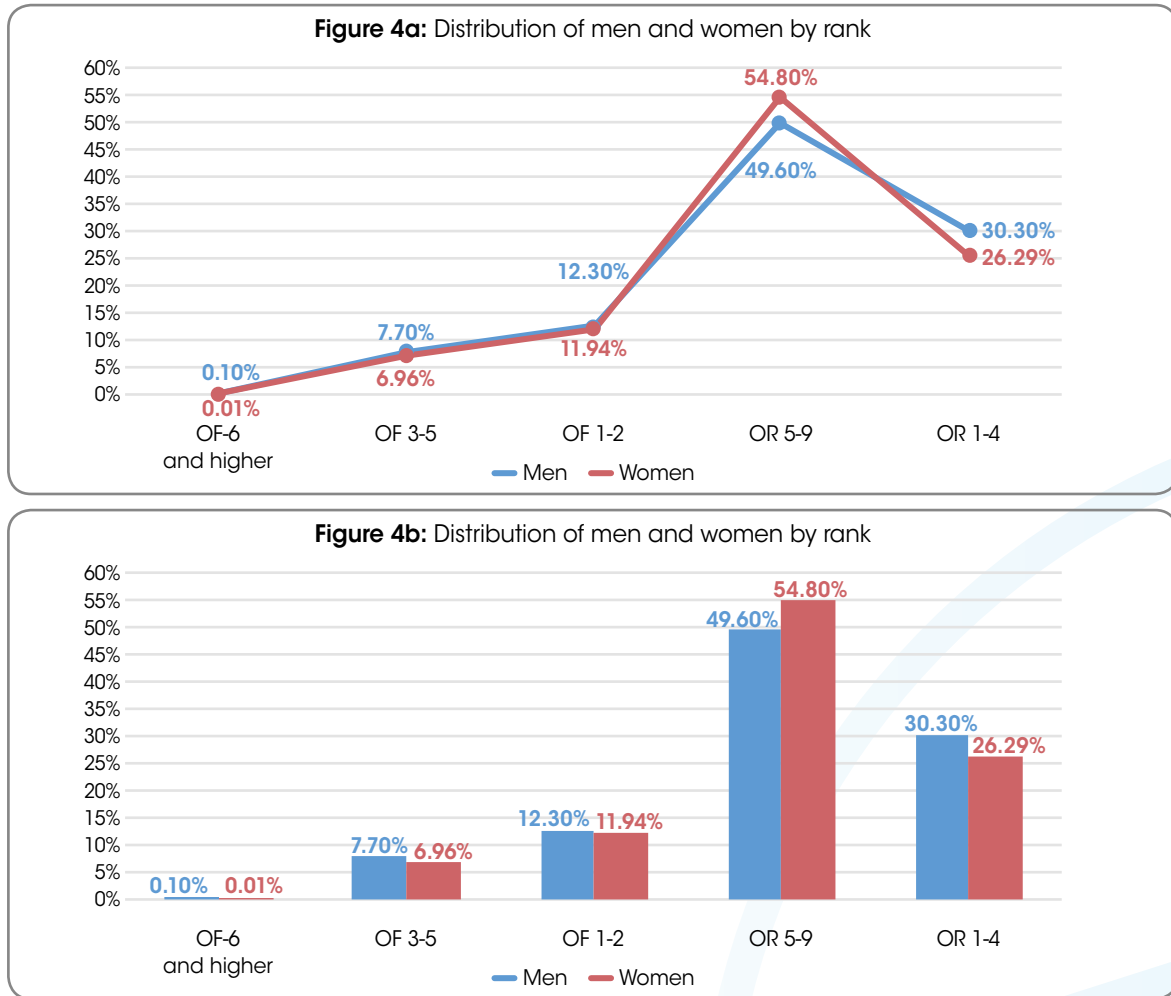
Retention Policies

The German Armed Forces do have retention policies. The promulgation of the Bundeswehr's personnel strategy in 2016 and the related decision to augment personnel as part of the reversal of personnel trends was part of a process that led to the pooling of personnel retention approaches (which up to then were defined as sub-tasks belonging to various different concepts) in a single concept termed 'Personnel Retention for Bundeswehr Military Personnel', which was promulgated in early 2018. Implementation of this concept at the operational level takes the form of a personnel retention manual, which serves all agencies and personnel management elements as a guideline to make sure all options to facilitate retention are utilised. This manual lists on the one hand instruments with indirect effects (e.g. showing appreciation, career opportunities, morale, welfare and care services, and financial incentive systems) and on the other hand instruments with a direct effect (initial enlistment, reenlistment, delayed retirement, status change).

The German Armed Forces do have specific retention policies for women. In 2016 a Bundeswehr-wide mentoring programme was implemented in the FMoD area of responsibility to facilitate purposeful promotion of young talent. The three-year pilot project is meant to provide tomorrow's leadership with the know-how they need to further their careers and develop into responsible leaders. The core of the mentoring programme is a personal exchange between experienced leaders as mentors and their mentees. The first iteration of the mentoring programme is directed exclusively at women. Another approach is increasing the share of female service personnel among military instructors. This is meant to decrease the drop-out rate among women.

There is no network to support women in the military. A permanent network for female service personnel has not yet been established. The Act on Equal Opportunities for Female and Male Military Personnel of the Bundeswehr (SGleiG) has been established. The purpose of the act is equal opportunities for female and male military personnel of the Bundeswehr, and eliminating and preventing present and future discrimination on the grounds of sex (Section 1 SGleiG). Military equal opportunities officers (GleiBmil) must be elected at divisional and comparable level and above (Section 16a SGleiG). Military equal opportunities spokeswomen must be appointed at battalion and comparable level and above. The military equal opportunities officers run a network, which is coordinated by a military equal opportunities officer at the Federal Ministry of Defence. When it comes to equal opportunities issues, all female and male service personnel may contact either the military equal opportunities spokeswomen or contact directly their military equal opportunities officer in charge. In addition, the military equal opportunities officer will convene meetings or gatherings of female service personnel within her organisational element if circumstances require it.

The Figure 4b provides the same information as Figure 4a in different graphic rendering.



Reasons for Leaving the Military

The German Armed Forces carry out exit surveys for men and women who leave the military before completing their term of service. The armed forces use a survey to ask military service volunteers who are about to complete their term of service about their reasons for leaving the military service.

In 2017, 2,512 women and 18,632 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 11.9%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 88.1%. The main reason why men and women leave the armed forces is completion of the term of service.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment is adapted for both men and women. Weapons systems have long service lives; systems that were developed long before the Bundeswehr started to recruit women are still in use at present. Examples are the CH-53 helicopter and the Leopard 2 main battle tank. These systems were not designed to be used by female operators when they were developed in the 20th century in terms of the expected physical size and strength. They have not been refitted or retrofitted to improve their suitability for female users, which means that restrictions are possible from an ergonomic point of view. Following the opening of all military careers to female service personnel, these specifications were taken into account for all new weapons systems developed in cooperation with the supplier agency in charge at

the Federal Office of Bundeswehr Equipment, Information Technology and In-Service Support (BAAINBw). It is the responsibility of the user to define the operator characteristics – including male and female percentile ranges – for their weapons systems. From an ergonomic point of view and based on its handbook, the office in charge at the BAAINBw recommends that weapons systems should be designed for the range between ‘small German female and tall German male’, i.e. for the range between the 5th percentile (female) and the 95th percentile (male). Implementation of the percentile range can be subject to limitations, however, if there are conflicting objectives and other system requirements (e.g. armour protection, air transportability) take priority.

Military facilities are adapted for both men and women. The accommodation standards introduced in 2014 involve billeting in single rooms with en-suite bathrooms (shower, WC, washbasin) while ensuring separation of the sexes. Currently all regulations prescribe that billeting and bathroom facilities must be separated by sex. Where this is yet to be implemented in terms of construction work, senior officers at the garrison in question must make organizational arrangements.

Uniforms are adapted for both men and women. Combat gear includes various items that have either been developed specifically for female service personnel or have been adapted for the female physique. These items have a cut and size system that is different from that of items provided to male service personnel. There are no other differences (e.g. in terms of quality). Peace time equipment includes various service uniform, mess dress and sportswear items that have either been developed specifically for female service personnel or have been adapted for the female physique. These items have a cut and size system that is different from that of items provided to male service personnel. There are no other differences (e.g. in terms of quality).

Parental Rights

Legal social support is given to both parents of a new-born child and mothers during pregnancy. Section 5 of the Maternity Protection Ordinance specifies that female service personnel must not be required to perform duties in the last six weeks before childbirth and in the first eight weeks after childbirth. The period after childbirth is extended to twelve weeks in case of premature or multiple births, and in case of premature birth and other early births it is further extended by the period that was not used prior to childbirth.

Section 28 (7) of the Legal Status of Military Personnel Act in conjunction with the Parental Leave Ordinance guarantees that service personnel are entitled to parental leave without pay and benefits in kind except for free medical care. Every father and mother is entitled to parental leave to nurture and raise their child until it has reached the age of three. They may take their parental leave or parts thereof either alone or together and it is transferable.

There are specific programmes or policies to support the work-life balance for military personnel. As part of the agenda “Bundeswehr in Führung – Aktiv. Attraktiv. Anders.” (The Bundeswehr Leads the Way – An Active, Attractive Alternative), 29 measures were identified that will serve to improve the attractiveness of the Bundeswehr as an employer. That includes the measure ‘closing gaps in child care’, which will expand child care options for Bundeswehr personnel throughout Germany as needed. Regardless of their status group or career category, service personnel may opt to telecommute under certain circumstances (e.g. a suitable type of task), which will afford them more flexibility and control over the choice of workplace and working times. They are not required to give special reasons when applying to telecommute. Furthermore, it is possible to be temporarily given a laptop to facilitate mobile work and cope with sudden or short-term family emergencies.

Part-time employment is allowed in case of parental leave, care for elderly (or sick people), studies and other circumstances. Part-time employment is possible without any particular justification unless barred by duty-related reasons. Flexible hours are allowed. In principle, flexible working hours are possible in the context of part-time employment, telecommuting and location-independent work. All employees working at agencies that use the 'variable start/finish times' model may make use of more flexible working times without any further prerequisites.

There are special programmes to support parents when both are members of the armed forces. As a rule, there will be no deployment abroad in cases of severe personal and/or family-related strains (Type B General Publication B 1300/51 Personnel Affairs on Deployments Abroad, No. 412). There are a number of support options for service duties for single parents, divorced parents, or widows/widowers looking after their children. There are a number of support options, e.g. privileged provision of child care in day care centres close to Bundeswehr sites. The Bundeswehr Social Services provide support and counsel in individual cases. In addition, financial support may be granted by the Bundeswehr Foundation for Cases of Hardship in case of an emergency.

There is a child-care policy that includes provisions protecting parents from deployment, extra weeks of subsidized maternity/paternity leave, breastfeeding breaks, policy on duties assignments, night duties, overtime work, day care for children at defence ministries and military installations or child care vouchers, flexible working and service hours or variable start/finish times of working day. The costs for day care or other care workers may be reimbursed to service personnel with family-related obligations while they are on deployment abroad or preparing for such an assignment. The term family-related obligations refers to the care of underage children or other close relatives in need of care (German regulation on domestic help for service personnel).

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	31,8%	2,2%
Air Force	14,4%	1,2%
Navy	8,1%	0,8%
JSS	14,3%	1,5%
JMS	6,7%	4,5%
Other major organisational elements	12,9%	1,6%
Total	88,2%	11,8%
Ranks	Men	Women
OF 6 and above	0,1%	0,01%
OF 3-5	7,7%	5,32%
OF 1-2	12,2%	13,38%
OR 5-9	49,5%	53,28%
OR 1-4	30,5%	28,01%

Table 2: All Operations		
Service	Men	Women
Army	33,6%	1,4%
Air Force	11,3%	0,6%
Navy	13,7%	1,7%
JSS and Cyber and Information Domain Service	23,4%	0,9%
JMS	8,4%	2,9%
FMoD + civilian elements	1,8%	0,3%
Total	92,2%	7,8%
Ranks	Men	Women
OF 6 and above	0,15%	0,00%
OF 3-5	8,34%	14,60%
OF 1-2	12,72%	10,18%
OR 5-9	52,69%	58,41%
OR 1-4	26,10%	16,81%

Table 3: NATO Operations		
Service	Men	Women
Army	38,7%	1,2%
Air Force	7,9%	0,6%
Navy	9,4%	1,1%
JSS and Cyber and Information Domain Service	27,3%	1,8%
JMS	7,5%	3,1%
FMoD + civilian elements	1,3%	0,3%
Total	91,9%	8,1%
Ranks	Men	Women
OF 6 and above	0,28%	0,00%
OF 3-5	7,27%	14,96%
OF 1-2	8,86%	12,60%
OR 5-9	45,81%	59,84%
OR 1-4	37,78%	12,60%

Table 4: Reserve Force Personnel		
Service	Men	Women
Army	22,2%	0,4%
Air Force	11,2%	0,4%
Navy	3,7%	0,2%
JSS and Cyber and Information Domain Service	43,5%	0,9%
JMS	10,3%	1,1%
FMoD + civilian elements	5,9%	0,2%
Total	96,8%	3,2%
Ranks	Men	Women
OF 6 and above	0,0%	0,0%
OF 3-5	22,9%	22,7%
OF 1-2	21,0%	12,1%
OR 5-9	37,1%	38,2%
OR 1-4	19,1%	27,0%

Table 5: Other Personnel in all Operations		
Service	Men	Women
Army	9,3%	0,0%
Air Force	1,0%	0,0%
Navy	14,4%	0,5%
JSS and Cyber and Information Domain Service	1,5%	3,1%
JMS	1,5%	0,0%
FMoD + civilian elements	51,8%	16,9%
Total	79,5%	20,5%
Ranks	Men	Women
OF 6 and above	0,0%	0,0%
OF 3-5	15,48%	15,0%
OF 1-2	25,17%	22,50%
OR 5-9	55,48%	57,50%
OR 1-4	3,87%	5,0%

Table 6: Other Personnel in NATO Operations		
Service	Men	Women
Army	4,7%	0,0%
Air Force	0,8%	0,0%
Navy	3,1%	0,8%
JSS and Cyber and Information Domain Service	17,3%	3,9%
JMS	1,7%	0,0%
FMoD + civilian elements	49,6%	18,1%
Total	77,2%	22,8%
Ranks	Men	Women
OF 6 and above	0,0%	0,0%
OF 3-5	15,31%	10,34%
OF 1-2	22,45%	24,14%
OR 5-9	58,16%	58,62%
OR 1-4	4,08%	6,90%

Average Age of Military Personnel

The average age of all military personnel is 28.4 years for women and 32.1 years for men. Among NCOs, the average age for women is 29.6 years and for men is 33.2 years. Among Officers, the average age for women is 32.3 years and for men is 40.1 years.

Prevention of Sexual Harassment and Sexual Abuse

There are strategies to prevent sexual harassment and sexual abuse. There are programmes related to the prevention of sexual harassment. In accordance with the action plan of the Federal Government for the implementation of UNSCR 1325 from 2017 to 2020, protection from sexual and sex-specific violence is a priority at the national and international level. This includes awareness-raising among German military personnel about sexual violence and sexual exploitation prior to any deployment on a peace mission.

There are programmes related to the prevention of sexual harassment. Legal training in the armed forces, from basic training to officer training, emphasises the legal equality of men and women. In addition to this, behavioural guidelines have been developed for Bundeswehr personnel in order to prevent actions that are contrary to the spirit of camaraderie and collegiality and to prevent sexual harassment and discriminating behaviour. These are currently undergoing a final revision and will be distributed via the Bundeswehr agencies in the near future. Information on the prevention of discrimination and sexual harassment can be accessed online at all training facilities and other Bundeswehr facilities. In addition, there are training events for military leaders (company commanders, first sergeants, battalion commanders and military personnel in similar positions) that provide factual information about the different behaviours of men and women in typical military situations. A comparable training event is part of the courses that prepare leaders for deployment abroad. Naturally this involves information about the roles of men and women in the country of deployment. It also involves behavioural guidelines for interaction with the local population.

There is appointed personnel to deal with and to whom to report sexual harassment and formal procedures exist to allow female and male victims to report harassment. There are formal procedures in place for male or female victims to report harassment. In February 2017 a 'point of contact for discrimination and violence in the Bundeswehr' was created within the staff element for equal opportunities, diversity and inclusion. It is geared towards all active and former Bundeswehr personnel who are experiencing or have experienced bullying, discrimination, or physical or emotional violence in their military or civilian life in the Bundeswehr. This also applies to discrimination against individuals because of their sexual orientation or identity. The point of contact accepts relevant information and coordinates or manages the examination of individual cases in order to make it easier to try and throw light on the matter, prosecute, protect or help. Systematic analysis of all incoming information shall also uncover any apparent structural faults and make it easier to launch purposeful measures to avoid or remedy these failings. Cases of sexual assault must be reported via the 'Reporting System for the Internal and Social Situation of the Bundeswehr'.

In 2017, 212 cases of sexual harassment were reported by women and 21 cases were reported by men. The cases reported by women were sexual assault (excluding rape) and sexual harassment.

National Education and Training Programmes Related to Gender Perspectives

The German Armed Forces have 16 gender-related training programmes:

1. Innere Führung / political education / civic education

Junior ranks are taught to understand that military activities are a policy instrument used to handle international crises and conflicts on the basis of the values set out in the German Basic Law and in accordance with international law, and to serve the goal of maintaining or restoring peace in a multinational context. They are made aware of cultural and gender-related differences in theatres and are sensitised to the influence of the media on citizens' opinion in a democracy. It targets OR-1 to OR-4. It is a part of the standard national training.

2. Innere Führung / political education / civic education

NCOs are taught to understand that military activities are a policy instrument used to handle international crises and conflicts on the basis of the values set out in the German Basic Law and in accordance with international law, and to serve the goal of maintaining or restoring peace in a multinational context. They are made aware of cultural and gender-related differences in theatres and are sensitised to the influence of the media on citizens' opinion in a democracy. It targets OR-5 to OR-9. It is a part of the standard national training.

3. Cross-Cultural Competence

It is conducted 5 times a year, 25 days in total. The Leadership Development and Civic Education Centre offers a training course with as its main topics "cultural awareness", "cultural understanding", and "cultural competence". It targets OF-1 to OF-2. It is a part of the standard national training.

4. Innere Führung / political education / civic education

Officers are taught to understand that military activities are a policy instrument used to handle international crises and conflicts on the basis of the values set out in the German Basic Law and in accordance with international law, and to serve the goal of maintaining or restoring peace in a multinational context. They are made aware of cultural and gender-related differences in theatres and are sensitised to the influence of the media on citizens' opinion in a democracy. It targets OF-1 to OF-2. It is a part of the standard national training.

5. Diversity Management

It is conducted once a year. The gender topic is partially covered in a symposium organised by the Leadership Development and Civic Education Centre. It targets OF-3 to OF-5. It is a part of the standard national training.

6. Unity of Conduct of Operations and the Law in Armed Conflicts

The course participant is to acquire a basic tactical understanding that enables him or her to consider the tactical aspects of the planning and conduct of operations when providing legal advice on operations. The goal is to expand and deepen his/her knowledge of International Humanitarian Law in Armed Conflicts – especially of the law of armed conflict –, and to incorporate both tactical and legal aspects of the planning and conduct of operations in the spirit of unity of conduct of operations and the law. It targets OF-3 to OF-5. It is a part of the standard national training.

7. Compulsory Military Courses on 'Leadership Development and Civic Education'

There are 30 courses a year in total. They must be attended by the target groups, teach a broad variety of aspects of "leadership development and civic education". This includes a two-hour lesson on the laws of "equal treatment and non-discrimination between female and male service personnel". They target OF-3 to OF-5. They are a part of the standard national training.

8. Human Rights and Law of Armed Conflicts, Cultural Awareness

This course covers the legal principles, code of conduct, behaviour as members of the armed forces, treatment of the civilian population (all topics include gender aspects). It targets OF-6 and higher, OF-3 to OF-5, OF-1 to OF-2, OR-5 to OR-9, and OR-1 to OR-4. It is a part of the standard national training and pre-deployment training.

9. Human Rights and Law of Armed Conflicts, Cultural Awareness

This is an advanced course, which covers code of conduct, behaviour as members of the armed forces, treatment of the civilian population (all topics include gender aspects). It targets all Officers and NCOs. It is a part of pre-deployment training.

10. Principles of Conflict Prevention and Crisis Management

This course covers the legal principles, codes of conduct, conduct as a soldier on operations, behaviour towards the civil population. Military personnel are taught to be able to explain the national and international legal principles and particularities on operations, and are expected to have internalised the code of conduct on operations and acknowledge the value of lawful behaviour towards the civilian population, with special consideration given to the legal status of women and children. It targets OF-6 and higher, OF-3 to OF-5, OF-1 to OF-2, OR-5 to OR-9, and OR-1 to OR-4. It is a part of pre-deployment training.

11. Basic Course on the Laws of 'Equal Treatment and Non-Discrimination of Female and Male Service Personnel'

This course is conducted twice a year. As a result of European legislation, since 2001, women have been allowed to join all military careers in the Bundeswehr and are no longer confined to the medical service and military music. In 2005 and 2006 the laws of "equal treatment and non-discrimination between female and male service personnel" were enacted. The main goals of these new laws are to ensure protection against sexual harassment, compatibility between family and work and a non-discriminating environment for both female and male service personnel. In order to help fulfil these goals, the "Leadership Development and Civic Education Centre" offers legal courses on these topics. In addition to these topics, there are lectures on "bullying and stalking" and an "introduction to the psychological aspects of daily conflict communication". It targets all Officers and NCOs. It is a part of the standard national training.

12. Advanced course on the Laws of 'Equal Treatment and Non-Discrimination of Female and Male Service Personnel'

This course is conducted twice a year. It is designed to inform participants about progress made in relation to the above-mentioned topics and to refresh and consolidate the knowledge of participants in the Basic Course. Furthermore, participants are given the opportunity to conduct practical case studies on anonymised "true cases" under the guidance of trained legal staff. These cases are also designed to consolidate the participants' knowledge and skills. It targets all Officers and NCOs. It is a part of the standard national training.

13. Basic Course on the Laws of 'Equal Treatment and Non-Discrimination of Female and Male Service Personnel'

This course runs four times a year. As a result of European legislation, since 2001, women have been allowed to join all military careers in the Bundeswehr and are no longer confined to the medical service and military music. In 2005 and 2006 the laws of "equal treatment and non-discrimination between female and male service personnel" were enacted. The main goals of these new laws are to ensure protection against sexual harassment, compatibility of family and work and a non-discriminating environment for both female and male service personnel. In order to help fulfil these goals, the "Leadership Development and Civic Education Centre" offers legal courses on these topics. In addition to these topics, there are lectures on "bullying and stalking" and an "introduction to the psychological aspects of daily conflict communication". It targets all Officers and NCOs. It is a part of the standard national training.

14. Gender and Gender Mainstreaming Competence

The purpose is to explain the gender concept and gender mainstreaming strategy to the participants and thus impart the importance of acquiring, developing and applying gender and gender mainstreaming competence. Another goal is to foster their ability to recognise gender-relevant issues, evaluate them and respond to any findings by either implementing measures to promote or achieve equal opportunities between female and male personnel or actively working towards such measures. It targets all Officers and NCOs. It is a part of the standard national training.

15. Gender and Gender Mainstreaming Competence for Instructors, Introduction to Gender Mainstreaming-Oriented Training

The goal is to enable participants to apply basic knowledge of equal rights law, aspects of equal opportunities, and awareness of gender-relevant issues, and to take these topics into account and implement them when training instructors. It targets all Officers and NCOs. It is a part of the standard national training.

16. Gender Perspective

The course participants are taught to be able to adopt a comprehensive gender perspective when examining and analysing regional conflict scenarios, and based on their well-founded regional expertise they can thus arrive at a deeper understanding of the dynamics and correlations in a complex theatre, which enables them to produce sound evaluations and conclusions for the military's activities on operations. It targets all Officers and NCOs. It is a part of the standard national training and pre-deployment training.

Use of NATO Training and Education Tools

The NATO Gender Education and Training Package for Nations has not been used in the development of national training programmes. The NATO Gender Education and Training Package for Nations was not deemed useful by the armed forces. The national armed forces used other NATO product for their training - the NATO's BI-SC Directive 40-1.

Gender in the Armed Forces and in Operation

Gender is a topic in operational planning and is included in pre-deployment training and exercises.

Gender Advisors and Gender Focal Points

The armed forces and the Ministry of Defence have gender advisors while the General Staff does not have gender advisors. The Bundeswehr employs 9 gender advisors and an additional 21 trained foreign area specialists. They have completed the course on "Integration of a Gender Perspective in the Command Supply Discipline Programme (CSDP)" at the European Security and Defence College and have received training at the Nordic Centre for Gender in Military Operations (NCGM). Foreign area specialists have completed training at the Bundeswehr Operational Communication Centre in Mayen. The armed forces have gender focal points.

Foreign area specialists on Bundeswehr operations contribute to raising awareness of gender perspectives as laid down in UNSCR 1325 and implement these perspectives as part of their advisory work for commanders / military leaders. On deployment, foreign area specialists closely cooperate with gender advisors from all over the world to harmonise levels of information and create synergy effects. 56 foreign area specialists have been deployed so far. In 2017, 14 foreign area specialists have been deployed.

Implementation of the 2016 and 2017 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

No information provided.

Additional Information

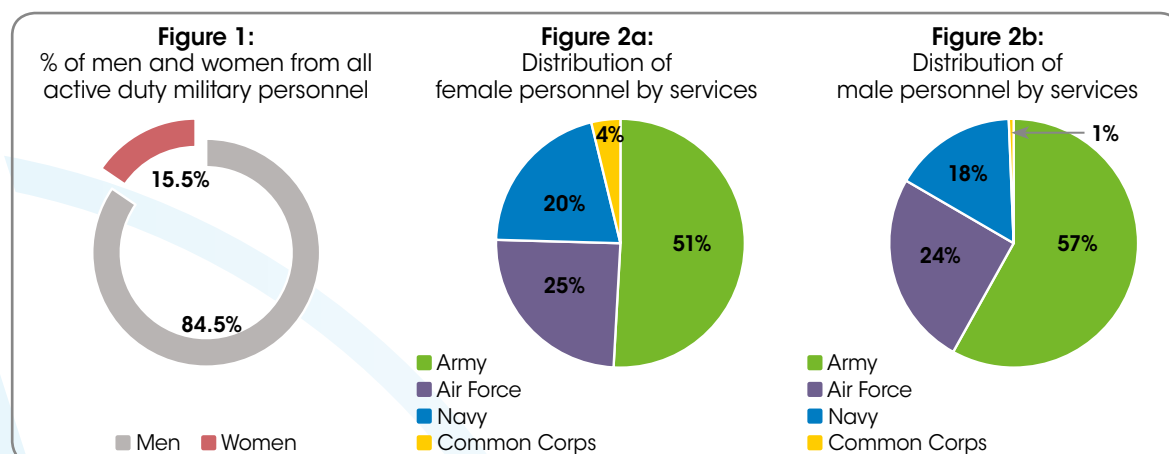
In 2017, the Bundeswehr developed behavioural guidelines for military and civilian Bundeswehr personnel to prevent inappropriate or inconsiderate behaviour as well as sexual harassment and discrimination. These guidelines can be used for self-study as well as for training purposes by superiors. They are directed at all members of the Bundeswehr, regardless of status.

In February 2017, a Contact Point for Cases of Discrimination and Assault was created which is aimed towards all active and former, military and civilian members of the Bundeswehr who have experienced harassment, discrimination, physical or verbal abuse in the Bundeswehr. This also applies to discrimination based on sexual orientation or identity.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2017

No specific policies or legislation related to the implementation of gender perspectives in the Greek Armed Forces were enforced during 2017.



Quotas

There is no quota system for men or women in the Greek Armed Forces.

Restrictions on the Incorporation of Women in the Armed Forces

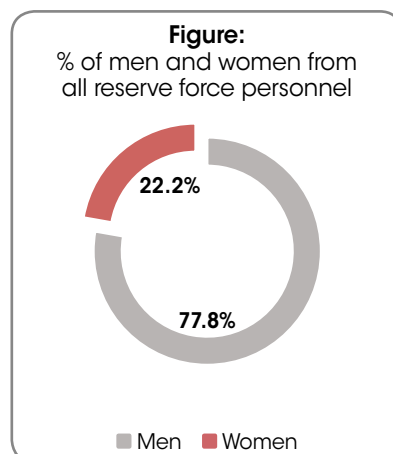
There are restrictions on the incorporation of women in the Greek Armed Forces. This concerns the Naval Special Forces. There are no restrictions that apply to operations. There is a military entity that deals with the integration of a gender perspective in the armed forces - the Gender Equality Office of the Hellenic Ministry of Defence (HMOD). Its duty is to monitor, collect information and supervise lower-level entities of HMOD on issues concerning gender equality.

More specifically its basic aims are:

- To collect, examine, evaluate and monitor the national, European, international and NATO legislation and directives concerning gender equality issues in the Army;
- To formulate institutional proposals and promote the necessary measures to implement gender equality among the military personnel of the Hellenic Armed Forces; and
- To cooperate with the General Secretariat on Gender Equality, the General Staffs of HMOD, and other governmental entities with responsibilities related to gender equality issues.

Reserves, National Guard and Other Military Services

There are no policies or incentives to support entry into the Reserves or National Guard, or other military structures, as a civilian employee, nor are there policies to compensate employers who hire civilians who have joined military structures, such as Active Reserves.



Enlistment Requirements

Enlistment requirements in the armed forces are the same for men and women. Enlistment requirements for the physical fitness tests are different for men and women: different athletic activities have different time limits. Enlistment requirements with regard to physical characteristics are different for men and women. Male candidates have to be taller than females, and the Body Mass Index (BMI) ranges have different values for men and women. Men and women enlist at the same age. There are no policies that promote the recruitment of women in the military.

In 2017, 74 out of 733 female applicants were successfully recruited in the armed forces. 518 out of 2,061 male applicants were successfully recruited. In military academies, colleges and other educational institutions during 2017, 3,973 out of 4,774 female applicants were successfully recruited and 1,068 out of 7,713 male applicants were successfully recruited.

Retention Policies

The armed forces do not have specific retention policies for women, nor are there networks to support women in the military.

The Figure 4b provides the same information as Figure 4a in different graphic rendering.

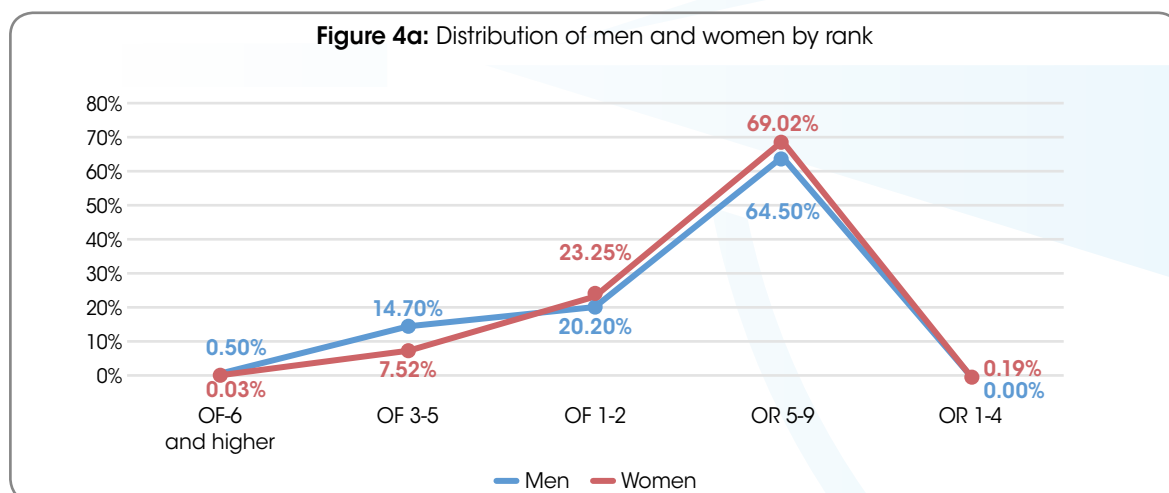
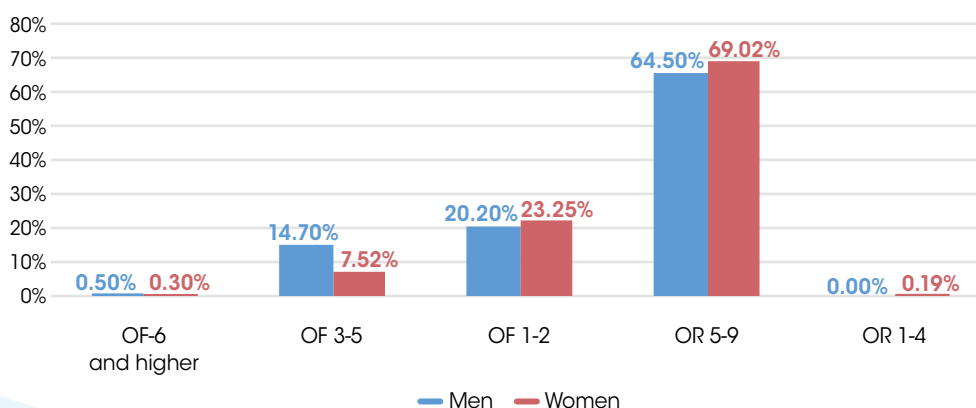


Figure 4b: Distribution of men and women by rank



Reasons for Leaving the Military

The armed forces do not carry out exit surveys for men and women who leave the military, nor do they use any other system or method to detect reasons why military women leave the armed forces.

In 2017, 63 women and 824 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 7.1%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 92.9%.

The main reasons why women tend to leave the armed forces are difficulties in balancing work and family life, injury and retirement. The main reasons why men tend to leave the armed forces are difficulties in balancing work and family life, injury and retirement.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment is not specifically adapted for both men and women. Military facilities and uniforms are adapted for both genders. There are separate facilities for men and women, i.e. dorms and lavatories. Only combat uniforms are unisex, service uniforms are adapted for men and women. Women have the option of wearing a skirt, different kinds of shoes and different kinds of trousers from men's in their service uniforms.

Parental Rights

Legal social support is given to mothers during pregnancy in the form of five months (20 weeks) leave and to both parents of a new-born child. Parental leave is equally available to mothers and fathers and can last up to nine continuous months after the birth of the child. In total, parental leave is 40 weeks, and it is transferable between parents.

There are specific programmes to support the work-life balance for military personnel. The Hellenic MOD adopted a number of special measures in accordance with EU and national legislation, with the aim of balancing the family and working life of military personnel. Part-time employment is not allowed. Flexible hours are allowed in cases where they have to care for elderly, sick or physically challenged people, and where they are single or divorced and widowed parents looking after their children; or parents with 4 or more children. There are special programmes to support parents when both are members of the armed forces, such as not deploying both serving parents at the same time; parents can serve in the same place; parental leave (1 day every 2 months) is provided to either female or male personnel; and both parents have the right to be exempted from military training duties; special parental leave (up to 5 days annually) is given to male/female personnel. There is service duty support for single parents, divorced parents, or widows/widowers looking after their children in the form of exemption from night duty, military training, overtime work and priority with regard to spending their holidays at the armed forces' summer resorts. Military parents are entitled to priority treatment if they wish their children to enter military kindergartens, where starting time is 6:45 hrs every morning, finishing at 15:30 hrs in the afternoon (except weekends).

Child-care policy provisions include policy on duty assignments, night duty, overtime work, day-care for children at defence ministries and military installations or child vouchers, flexible working and service hours or variable start/finish times during the working day, special parental leave (5 days per year).

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	48,3%	7,9%
Air Force	20,8%	3,8%
Navy	14,9%	3,2%
Common Corps	0,5%	0,6%
Total	84,5%	15,5%
Ranks	Men	Women
OF 6 and above	0,5%	0,03%
OF 3-5	14,7%	7,52%
OF 1-2	20,3%	23,25%
OR 5-9	64,5%	69,01%
OR 1-4	0,0%	0,19%

Table 2: All Operations		
Service	Men	Women
Army	51,2%	9,2%
Air Force	35,2%	4,4%
Total	86,4%	13,6%
Ranks	Men	Women
OF 6 and above	1,46%	0,00%
OF 3-5	52,91%	10,77%
OF 1-2	20,87%	23,07%
OR 5-9	24,76%	64,62%
OR 1-4	0,00%	1,54%

Table 3: NATO Operations		
Service	Men	Women
Army	88,9%	11,1%
Air Force	0,0%	0,0%
Navy	0,0%	0,0%
Common Corps	0,0%	0,0%
Total	88,9%	11,1%
Ranks	Men	Women
OF 6 and above	7,5%	0,0%
OF 3-5	80,0%	60,0%
OF 1-2	2,5%	40,0%
OR 5-9	10,0%	0,0%
OR 1-4	0,00%	0,0%

Table 4: Reserve Force Personnel		
Service	Men	Women
Army	0,0%	0,0%
Air Force	0,0%	0,0%
Navy	0,0%	0,0%
Common Corps	77,8%	22,2%
Total	77,8%	22,2%
Ranks	Men	Women
OF 6 and above	28,57%	0,0%
OF 3-5	14,30%	0,0%
OF 1-2	0,00%	0,0%
OR 5-9	57,13%	100,0%
OR 1-4	0,00%	0,0%

Average Age of Military Personnel

The average age of all military personnel is 36 years for women and 38 for men. Among NCOs, the average age for women is 35 years and for men 36 years. Among Officers, the average age for women is 37 years and for men 40 years. The average age for deployed personnel on operations is 38 years for women and 40 years for men.

Prevention of Sexual Harassment and Sexual Abuse

There are no strategies to prevent sexual harassment and sexual abuse. However, there are programmes related to the prevention of sexual harassment such as: the 'Sexual Exploitation and Abuse' training seminar as pre-deployment training for personnel involved in Peacekeeping Operations and the 'Sexual Exploitation and Abuse' training seminars conducted on an annual basis at Nordic Centre for Gender in Military Operations (NCGM) in Stockholm.

There is appointed personnel to deal with and to whom to report sexual harassment. There are formal procedures for female or male victims to report harassment. There is a legally binding administrative procedure for a victim to report such events.

No cases of sexual harassment were reported in the Greek Armed Forces in 2017.

National Education and Training Programmes Related to Gender Perspectives

The Greek Armed Forces have 5 gender-related training programmes:

1. Commanding Officer's Seminar on Gender in Military Operation
The Commanding Officer's Seminar focuses on how officers, chiefs of staffs and branch heads can integrate gender perspective into military operations at the tactical level. The seminar provides participants with the background, framework, and guidelines regulating gender in military operations. It targets OF-1 to OF-2. It is part of the standard national training.
2. Sociology
This course focuses on the role of women in society over time. The programme is part of training in military institutes for both Officers and NCOs. It targets OF-1 to OF-2 and OR-5 to OR-9. It is part of the standard national training.
3. Military Sociology
This course covers the evolving role of women in the armed forces. The programme is part of training in military institutes for both Officers and NCOs. It targets OF-1 to OF-2 and OR-5 to OR-9. It is part of the standard national training.
4. Introduction to Psychology
This course focuses on adapting and incorporating women in the armed forces. The programme is part of training in Officers' military institutes. It targets OF-1 to OF-2. It is part of the standard national training.
5. Families of Military Personnel
This course covers the psychology of genders and is part of the seminar. It targets OF-3 to OF-5. It is part of the standard national training.

Use of NATO Training and Education Tools

The NATO Gender Education and Training Package for Nations has not been used in the development of national training programmes. The Greek Armed Forces used another NATO product - STANANGs.

Gender in the Armed Forces and in Operation

Gender is a topic in operational planning and is included in pre-deployment training and exercises.

Gender Advisors and Gender Focal Points

The armed forces, the MoD and the General Staff do not have gender advisors, and so far no gender advisor has been deployed. There are no gender focal points.

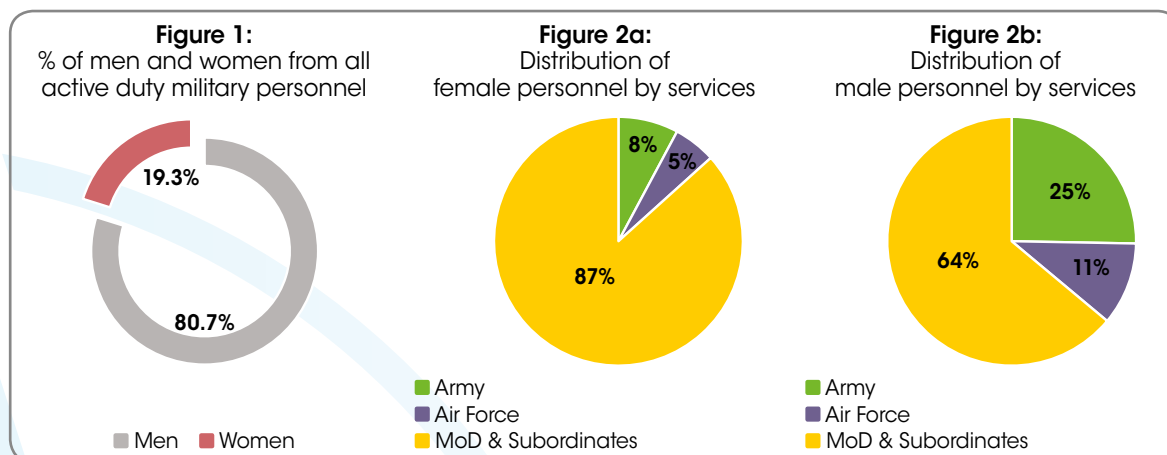
Implementation of the 2016 and 2017 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

No action was taken towards implementation of the 2017 and 2016 NCGP Recommendations to the Military Committee.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2017

No specific policies or legislation related to the implementation of gender perspectives in the Hungarian Armed Forces (HDF) were enforced during 2017.



Quotas

There is no quota system for men or women in the Hungarian Armed Forces.

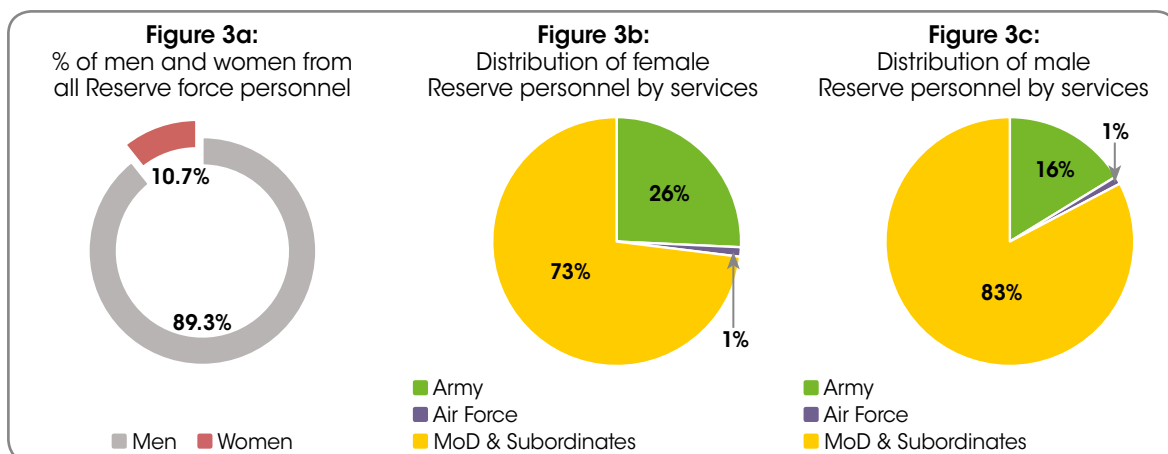
Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the armed forces, nor are there restrictions that apply only to operations. There is no military entity that deals with the incorporation of a gender perspective in the military.

Reserves, National Guard and Other Military Services

There are no policies to support entry into the Reserves or National Guard, or other military structures, as a civilian employee. Employers who hire civilians who have joined military structures are compensated by the HDF during Reservists' active duty. Compensation depends on an arrangement between the employer and the HDF. Employers from state organizations are not eligible for compensation. Once every three years employers can request employees' active duty to be delayed if the agreements between the employer and the HDF allow it.

The Hungarian Armed Forces have no incentives or bonuses for civilian employees to enter Reserves or National Guard, or other military structures. However, the possibility of creating incentives for civilian employees to enter the Reserves is being considered.



Enlistment Requirements

Enlistment requirements in the armed forces are the same for men and women. Enlistment requirements for the physical fitness tests are different for men and women. The three Physical Fitness Tests consist of two minutes of push-ups, two minutes of sit-ups and a 3.2 km run. Age, gender and the amount of repetitions or time elapsed for each test determines her/his score.

There are differences in enlistment requirements related to physical characteristics. In the HDF physical test requirements are different for men and women. Age is also considered when the physical test is being carried out. Men and women enlist at the same age. There are no policies that promote the recruitment of women in the military.

In 2017, 263 out of 342 female applicants were successfully recruited and 1,752 out of 2,778 male applicants were successfully recruited. In 2017, in military academies, colleges and other educational institutions, there was a total of 170 applicants, out of which 21 female and 64 male applicants were successfully recruited.

Retention Policies

The Hungarian Armed Forces have retention policies that consist of a 5-year military pay rise programme, new housing allowances, health care allowance, and a new scholarship programme. There are no specific retention policies for women. The Committee of Military Women is a network that supports women in the military.

The Figure 4b provides the same information as Figure 4a in different graphic rendering.

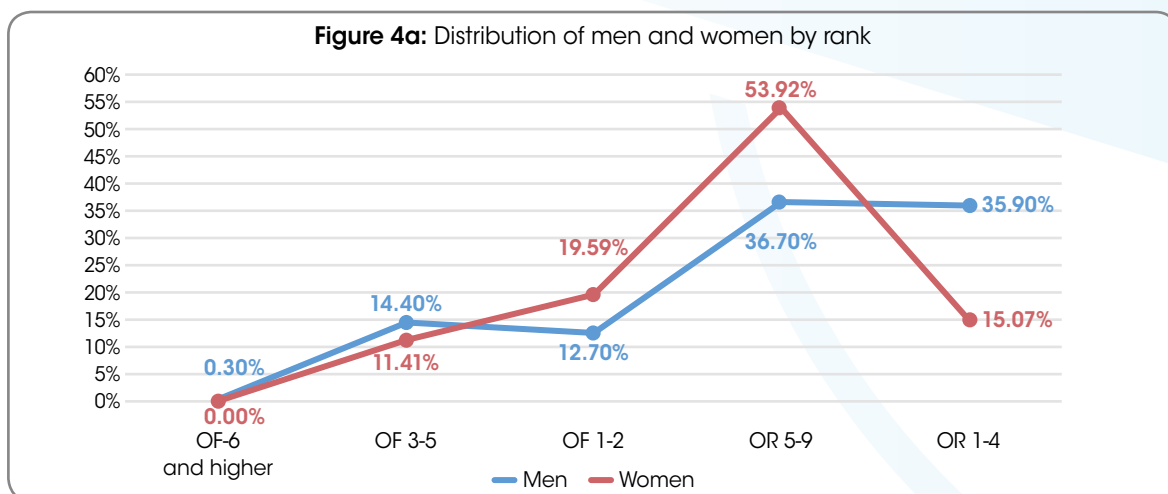
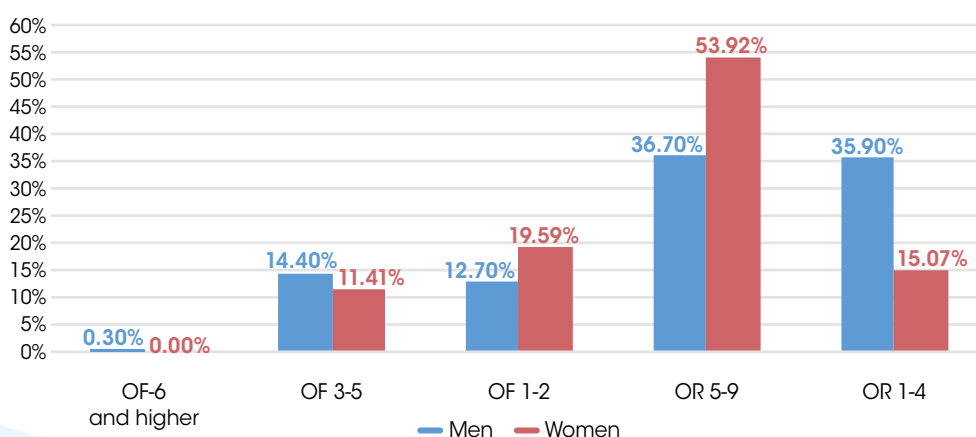


Figure 4b: Distribution of men and women by rank



Reasons for Leaving the Military

The Hungarian Armed Forces carry out exit surveys for men and women who leave the military. When personnel leave HDF, they are requested to fill in questionnaires on a voluntarily basis. The questionnaires are anonymous and apply to both men and women. The results are evaluated on a quarterly basis.

In 2017, 211 women and 1,262 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 14.3%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 85.7%. The main reasons why women tend to leave the armed forces are difficulties in balancing work and family life and lack of stability.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment is not adapted for men and women. Military facilities are adapted for men and women. Separate lodging and lavatories are provided for women. Combat uniforms are unisex. Separate service uniforms are available for men and women.

Parental Rights

Legal social support is given to mothers during pregnancy and both parents of a new-born child in the form of maternity leave and a subsidy. Paternal leave is 24 weeks in total and is not transferable between parents. Cultural programmes and family days are organized to support the work-life balance for military personnel. Women are entitled to retirement regardless of their age if they have paid social contributions for 40 years. Part-time employment is allowed in case of parental leave. Flexible hours are allowed. Commanders may decide to allow flexible working hours. There are special programmes to support parents when both are members of the armed forces. Although there is no actual law, parents' requests are taken into consideration for reasonable care of small children/of a small child. Commanders may take into consideration service members' requests not to deploy both parents. There is some support for service duties for single parents, divorced parents, or widows/widowers looking after their children. Service women can only be scheduled for 24 hours watch duty or stand-by service with their agreement until the child is 3 years old. There is a child-care policy on breastfeeding breaks, duty assignments, night duty and overtime work, flexible working and service hours or variable start/finish times of working day.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	20,4%	1,5%
Air Force	8,7%	1,1%
Navy	0,0%	0,0%
MoD & Subordinates	51,6%	16,7%
Total	80,7%	19,3%
Ranks	Men	Women
OF 6 and above	0,3%	0,00%
OF 3-5	14,4%	11,42%
OF 1-2	12,7%	19,59%
OR 5-9	36,7%	53,92%
OR 1-4	35,9%	15,07%

Table 2: All Operations		
Service	Men	Women
Army	91,0%	7,6%
Air Force	1,4%	0,0%
Navy	0,0%	0,0%
Total	92,4%	7,6%
Ranks	Men	Women
OF 6 and above	0,23%	0,00%
OF 3-5	9,09%	4,17%
OF 1-2	14,77%	22,22%
OR 5-9	35,0%	48,61%
OR 1-4	40,91%	25,00%

Table 3: NATO Operations		
Service	Men	Women
Army	91,3%	6,3%
Air Force	2,4%	0,0%
Navy	0,0%	0,0%
MoD & Subordinates	0,0%	0,0%
Total	93,7%	6,3%
Ranks	Men	Women
OF 6 and above	0,40%	0,00%
OF 3-5	10,66%	2,94%
OF 1-2	15,42%	32,35%
OR 5-9	31,82%	41,18%
OR 1-4	41,70%	23,53%

Table 4: Reserve Force Personnel		
Service	Men	Women
Army	14,5%	2,8%
Air Force	0,9%	0,1%
Navy	0,0%	0,0%
MoD & Subordinates	73,9%	7,8%
Total	89,3%	10,7%
Ranks	Men	Women
OF 6 and above	0,02%	0,0%
OF 3-5	12,9%	6,3%
OF 1-2	18,5%	12,7%
OR 5-9	26,5%	36,4%
OR 1-4	41,9%	44,6%

Table 5: Other Personnel in all Operations		
Service	Men	Women
Army	100,0%	0,0%
Air Force	0,0%	0,0%
Navy	0,0%	0,0%
Total	100,0%	0,0%
Ranks	Men	Women
OF 6 and above	0,0%	0,0%
OF 3-5	57,14%	0,0%
OF 1-2	42,86%	0,0%
OR 5-9	0,00%	0,0%
OR 1-4	0,00%	0,0%

Table 6: Other Personnel in NATO Operations		
Service	Men	Women
Army	100,0%	0,0%
Air Force	0,0%	0,0%
Navy	0,0%	0,0%
Total	100,0%	0,0%
Ranks	Men	Women
OF 6 and above	0,0%	0,0%
OF 3-5	100,0%	0,0%
OF 1-2	0,0%	0,0%
OR 5-9	0,0%	0,0%
OR 1-4	0,0%	0,0%

Average Age of Military Personnel

The average age for all military personnel is 37 years for women and 41 years for men. Among NCOs, the average age for women is 38 years and for men is 43 years. Among Officers, the average age is 41 years for women and 40 years for men. The average age for deployed personnel on operations is 35 years for women and 39 years for men.

Prevention of Sexual Harassment and Sexual Abuse

There are no specific strategies to prevent sexual harassment and sexual abuse, nor are there programmes related to the prevention of sexual harassment. There is appointed personnel to deal with or to whom to report sexual harassment. There are no formal procedures to report harassment of female or male victims. In 2017, one case of sexual harassment was reported in the Hungarian Armed Forces.

National Education and Training Programmes Related to Gender Perspectives

The Hungarian Armed Forces have 6 gender-related training programmes:

1. UN International Military Observers' Course (IMOC)

The course is designed to train and prepare officers assigned to UN-led peacekeeping missions as military observers, and to enable officers to work successfully in peacekeeping operations. IMOC is officially recognised by the UN. Training materials are based on a UN DPKO issued CPTM (Core Pre-deployment Training Materials).

IMOC covers gender issues using CPTM Module 2 (Mandated Tasks of United Nations Peacekeeping Operations):

- Lesson 2.3: Human Rights;
- Lesson 2.4: Women, Peace and Security;
- Lesson 2.5: Protection of Civilians;
- Lesson 2.6: Conflict Related Sexual Violence; and
- Lesson 2.7: Child Protection.

It targets OF-3 to OF-5 and OF-1 to OF-2. It is part of pre-deployment training.

2. Staff Officer/NCO Orientation Course (PSO)

The course is designed to improve and develop essential staff skills of officers/NCOs in accordance with NATO standards, as basic preparation for their engagement in international and national headquarters (HQs). To educate and train them in NATO practices and procedures and deliver a skill set that enables them to operate in an interagency working environment and support staff functions in national and multinational posts.

The gender issue is covered by a specific Gender lecture and by other interrelated lectures (Cultural awareness, Religions, Code of Conduct, and Law of Armed Conflicts).

It targets OF-3 to OF-5, OF-1 to OF-2, and OR-5 to OR-9. It is part of pre-deployment training.

3. Mission Oriented Pre-Deployment Training (Staff officers/NCOs)

Mission specific pre-deployment training for the designated Staff officers/NCOs focuses on a targeted mission. (Completed Staff officer/NCO orientation course is required – see Programme 3). The gender issue is covered by interrelated mission specific lectures (Cultural awareness, Local Religions). It targets all officers and NCOs. It is part of pre-deployment training.

4. Mission Oriented Pre-Deployment Training – Units

Mission specific pre-deployment training for the designated units, focuses on a targeted mission. The training covers gender issues. The elaboration/level of the gender (related) training depends on the size/composition of the unit/audience and on the given mission/targeted Area of Operation (AoO).

There are many interrelated lectures/topics that cover gender related issues:

- Cultural awareness;
- Law of armed conflicts;
- Rules of Engagement;
- Code of Conduct; and
- Conflict Related Sexual Violence.

It targets OF-3 to OF-5, OF-1 to OF-2, and all NCOs. It is a part of pre-deployment training.

Use of NATO Training and Education Tools

The NATO Gender Education and Training Package for Nations has not been used in the development of national training programmes.

Gender in the Armed Forces and in Operation

Gender is a topic in operational planning and is included in pre-deployment training and/ or exercises.

Gender Advisors and Gender Focal Points

The Hungarian Armed Forces, the Ministry of Defence and the General Staff do not have gender advisors. No gender advisors have been deployed so far. The armed forces do not have gender focal points.

Implementation of the 2016 and 2017 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

Hungary did not take any action towards the implementation of the 2017 and 2016 NCGP Recommendations to NATO's Military Committee.



Iceland has no armed forces.

The Icelandic Crisis Response Unit within the Ministry for Foreign Affairs provides civilian Icelandic personnel, including gender advisors, to NATO Operations and missions, as well as to other International assignments.

Prior to deployment, all experts learn about the essential elements of United Nations Security Council Resolution 1325 on Women, Peace and Security, including gender mainstreaming. They are all taught how to recognise the special needs of women in conflict areas and how to engage women in post-conflict reconstruction. Training is provided in cooperation with the Icelandic National Committee for UN Women. Training is also provided by the Nordic Centre for Gender in Military Operations at SWEDINT.

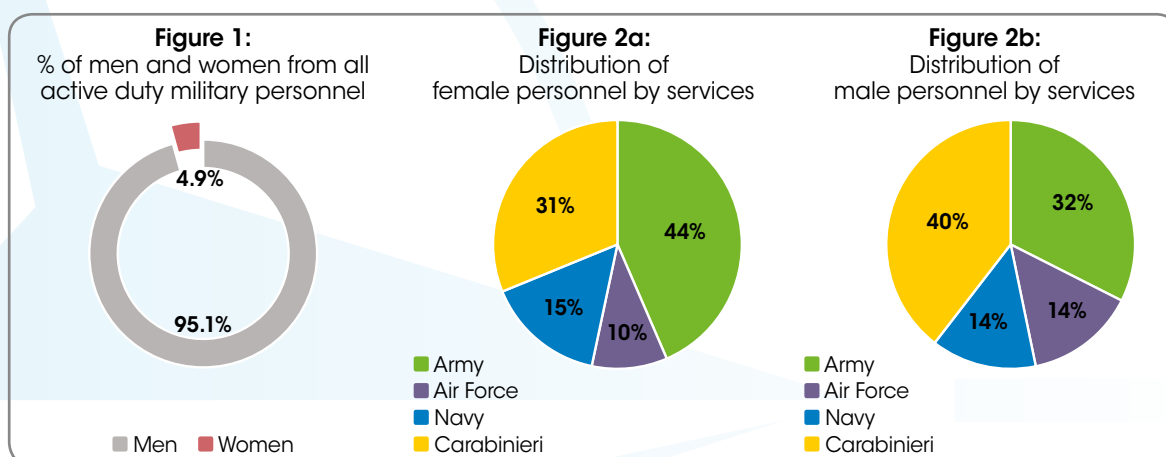
In 2017, Iceland provided a gender advisor to the Resolute Support Mission in Afghanistan, as it has done on a continuous basis since the mission was launched in 2015. In 2017, Iceland also provided a gender advisor to the Office of the Secretary General's Special Representative for Women, Peace and Security, as it has done since 2015.





Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2017

The Italian Ministry of Defence (MoD) has commitments in Italy's third National Action Plan (NAP) 2016-2019 which are in accordance with United Nations Security Council Resolution 1325 (UNSCR 1325) – Women, Peace Security agenda. The NAP aims to further enhance women's presence in the national armed forces and increase the number of gender advisors and gender focal points. There are provisions to strengthen the professionalism of domestic security forces, law enforcement and justice institutions, by dedicated human rights training regarding, the prohibition of incitement to hatred, countering violent extremism and terrorism and, more broadly, non-discrimination related issues. It includes the need to continue to organize Gender Advisor Courses for Officers and arrange for the first time a Gender Matter Focal Point course for Non-Commissioned Officers (NCOs). It is noted that the training of personnel at accredited training institutes [i.e. the Nordic Centre for Gender in Military Operations (NCGM) and the European Security and Defence College (ESDC)] will continue. The document encourages the active and meaningful participation of women in the decision-making process and during deployments to peace operations, including by identifying and addressing barriers to full participation. The document states the aim to increase female military personnel and female staff deployment and to continue to deploy Italian female military and civilian personnel to international organizations.



Quotas

There is no quota system for men or women in the Italian Armed Forces.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the armed forces, nor are there restrictions that apply only to operations. However, in relation to operations, Carabinieri prefer to assign men to Riot Control Departments.

There is a dedicated organizational unit, at the Office of the Chief of Staff of the Ministry of Defence, called 'Equal Opportunities and Gender Perspective' that includes both male and female personnel. It deals with these issues in close cooperation with the Alliance, and has undertaken the administration of information/training courses for all personnel of the armed forces/Carabinieri Corps regarding the contents of relevant UNSCRs and NATO Directives. Its primary task is the implementation of a gender perspective and, therefore, of the contents of UNSCR 1325 within the armed forces and within the Carabinieri Corps, also through continued cooperation with the NATO Committee on Gender Perspectives (NCGP). This Unit is the focal point for the development of gender policies within the Joint Chief of Staff at the MoD and is responsible for overseeing the armed forces and Carabinieri training programmes for the integration of a gender perspective. Furthermore, it has the additional task of conducting statistical studies, organizing training on special topics and events, including the media, aimed at spreading a culture aware of gender-related subjects. The Unit is responsible for the implementation of the provisions of UNSCR 1325 within the armed forces, and is the national focal point for NATO-related activities and for other national and international organizations handling with these specific topics.

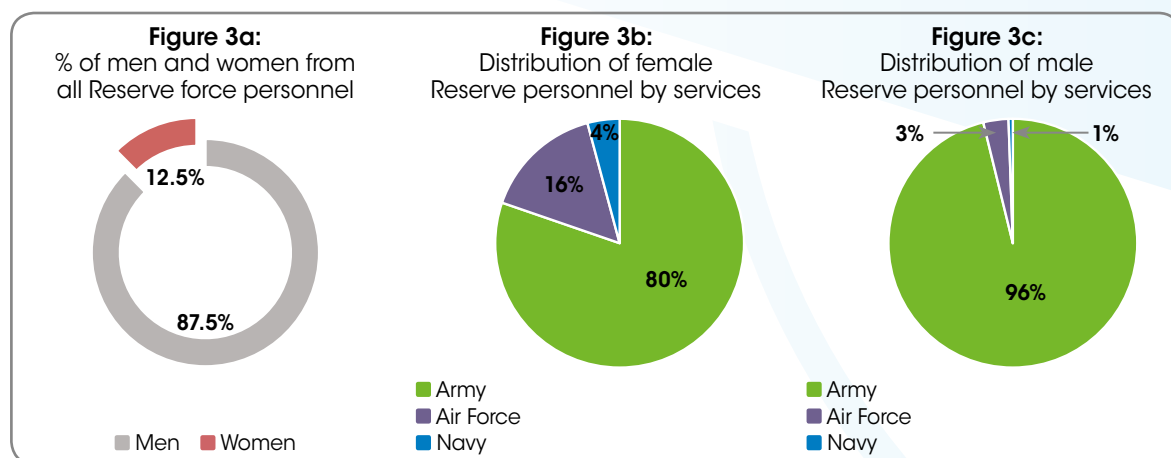
A 'Joint Council on Gender Perspectives' has been established by law to advise the Chief of Defence (CHoD) on the adoption of best initiatives to spread gender perspectives, to implement UNSCR 1325 and related Resolutions in the Italian Armed Forces, to adopt the gender perspectives in all our activities and to spread the culture aware of gender-related subjects. The council includes seven people, three men and three women to guarantee the gender balance, except for the Chair Person alternating between a man and woman.

Reserves, National Guard and Other Military Services

There are policies to support entry into the Reserves, National Guard or other military structures, as a civilian employee. A civilian employee can enter the reserves if he/she has particular skills required by the Italian Armed Forces. It is possible to join by submitting an application with a curriculum vitae.

Reserve specialised civilian staff consists of a selection of men and women with a university degree (Master's degree or Bachelor's degree and, in some cases, a license to practice) that meet upcoming needs in the armed forces.

There are no policies to compensate employers who hire Reservists and there is no advertisement for civilian employees to join the Reserves, National Guard or other military structures.



Enlistment Requirements

Enlistment requirements, including those related to physical fitness tests and physical characteristics, are different for men and women. The physical fitness test is the same but there are different parameters for men and women. There are differences in enlistment requirements related to physical characteristics; the Body Mass Index (BMI) requirement is different for men and women. Men and women enlist at the same age.

There are policies that promote the recruitment of women in the military. During 2017, 826 out of 9,950 female applicants and 5,177 of 45,887 male applicants were successfully recruited in the armed forces. During 2017, in military academies, colleges and other educational institutions, 108 out of 4,716 female applicants were successfully recruited. 340 out of 15,845 male applicants were successfully recruited.

Retention Policies

The Italian Armed Forces do have retention policies. For each service, there is a different number of service years. Depending on the specialty, in the Air Force, personnel such as pilots enjoy a 10-year retention scheme. Carabinieri have a retention policy based on their choice to have only permanent staff (indefinitely), except for an initial period for some roles. There are no specific retention policies for women, nor are there networks to support women in the military.

The Figure 4b provides the same information as Figure 4a in different graphic rendering.

Figure 4a: Distribution of men and women by rank

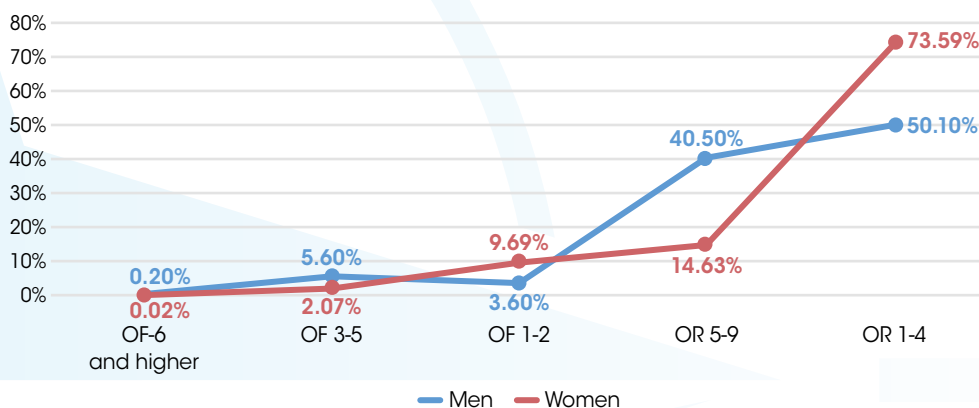
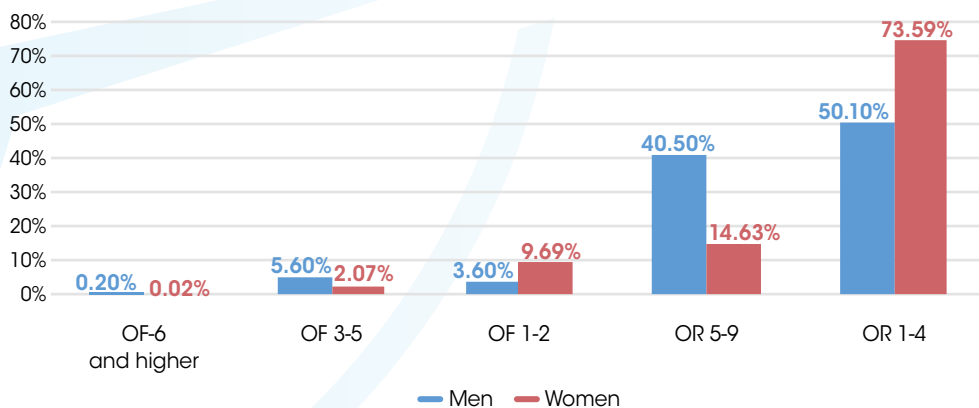


Figure 4b: Distribution of men and women by rank



Reasons for Leaving the Military

The armed forces carry out exit surveys for men and women in order to monitor their reasons for leaving the military. The Italian Army submits a questionnaire, in electronic format, to all personnel that decide, on demand, to leave active duty. Carabinieri submit an online anonymous questionnaire, concerning reasons related to retirement 'upon request'.

In 2017, 536 women and 8,691 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 5.8%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 94.2%. The main reasons why women tend to leave the armed forces are injury, personal undisclosed reasons, expiration of current contract, discharge caused by illness, transfer to other armed forces and layoff or death. The main reasons why men tend to leave the armed forces are retirement, injury, personal undisclosed reasons, expiration of current contract, discharge caused by illness, transfer to other armed forces and layoff or death.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment and facilities are adapted for both men and women. The procurement of new equipment ensures that both men and women are taken into consideration, in terms of design, selection testing and validation phases of the projects. Since 2000, when the Italian MoD started female enrolment, the Italian Army has launched a programme aimed at adapting its military facilities to increase the living standards and avoid indecent behavior.

Combat uniforms are fit for both men and women. They are designed to be worn by either sex. They ensure maximum comfort as well as suitability during training and operational activities. Service uniforms are fit for both men and women as well. Female service uniforms are similar in design to the male uniform but adjusted to the female figure, in particular, some adjustments have been made with regard to size and some accessories have been introduced to service dress uniforms (different kinds of shoes, bags and skirts).

Parental Rights

Legal social support is provided to mothers during pregnancy and both parents of a new-born child. Support includes pregnancy and parental leave, breastfeeding breaks, breaks to nurse sick children, exception from assignment to specific duties and deployments and the possibility of applying for temporary deployment in the area where the child lives.

There are 20 weeks of maternity leave which is mandatory. Parental leave is 24 weeks that can increase to 28 weeks; paternity leave is also mandatory as an alternative to maternity leave and in this case, it lasts 20 weeks. Parental leave is optional for a period of 40 weeks in total for both parents, but is not transferable between parents.

There are programmes to support the work-life balance for military personnel. 'Army Directive P001' draws attention to the employment of military parents in particular situations, such as single parents with children under the age of three or both parents working in the military. Military personnel can apply for special leave or breaks in specific cases, for instance if it is necessary to look after elderly or sick family members, for studies, wedding, pregnancy, and a political office. Flexible hours and part-time employment are not allowed, in most cases.

Flexible hours are allowed in cases when the mother or father are alternatively entitled to exemption from night time duties until their children reach the age of three and when military personnel take care of a person with a disability. They can apply for exemption from night time duty. Furthermore, it is possible for the mother, instead of the father, to be absent for two hours a day when the child is one year old.

There are special programmes/measures to support parents when both are members of

the armed forces. Parents serving within one administration are exempted from overlapping their working shifts until their children reach the age of six.

There is support or facilitation for service duties for single parents, divorced parents or widows/widowers caring for a child. Single parents, divorced parents or widows/widowers can apply for exemption from night time duties and 24 hour duties until their children reach the age of three.

Child-care policies do exist; such as breastfeeding breaks, policy on duties assignments, night duties, overtime work, day care for children at defence ministries and military installations or child vouchers. Furthermore, the Italian Armed Forces and Carabinieri Corps have kindergartens in some barracks.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	30,9%	2,1%
Air Force	13,6%	0,5%
Navy	13,0%	0,8%
Carabinieri	37,6%	1,5%
Total	95,1%	4,9%
Ranks	Men	Women
OF 6 and above	0,2%	0,02%
OF 3-5	5,6%	2,07%
OF 1-2	3,6%	9,69%
OR 5-9	40,5%	14,63%
OR 1-4	50,1%	73,59%

Table 2: All Operations		
Service	Men	Women
Army	70,7%	3,0%
Air Force	10,5%	0,2%
Navy	6,2%	0,5%
Carabinieri	8,5%	0,4%
Total	95,9%	4,1%
Ranks	Men	Women
OF 6 and above	0,26%	0,00%
OF 3-5	7,08%	1,86%
OF 1-2	11,38%	24,65%
OR 5-9	34,62%	12,56%
OR 1-4	46,66%	60,93%

Table 3: NATO Operations		
Service	Men	Women
Army	76,1%	3,3%
Air Force	5,3%	0,1%
Navy	5,3%	0,6%
Carabinieri	9,3%	0,0%
Total	96,0%	4,0%
Ranks	Men	Women
OF 6 and above	0,28%	0,00%
OF 3-5	7,57%	0,00%
OF 1-2	12,51%	34,67%
OR 5-9	34,87%	10,67%
OR 1-4	44,77%	54,66%

Table 4: Reserve Force Personnel		
Service	Men	Women
Army	84,1%	10,0%
Air Force	0,0%	0,0%
Navy	2,9%	2,0%
Carabinieri	0,5%	0,5%
Total	87,5%	12,5%
Ranks	Men	Women
OF 6 and above	0,0%	0,0%
OF 3-5	6,2%	12,5%
OF 1-2	92,0%	87,5%
OR 5-9	1,8%	0,0%
OR 1-4	0,0%	0,0%

Table 5: Other Personnel in all Operations		
Service	Men	Women
Army	62,5%	37,5%
Air Force	0,0%	0,0%
Navy	0,0%	0,0%
Total	62,5%	37,5%
Ranks	Men	Women
OF 6 and above	0,0%	0,0%
OF 3-5	40,0%	33,33%
OF 1-2	60,0%	66,67%
OR 5-9	0,0%	0,0%
OR 1-4	0,0%	0,0%

Average Age of Military Personnel

The average age for all military personnel is 30 years for women and 40 years for men.

Prevention of Sexual Harassment and Sexual Abuse

There are strategies and controls to prevent sexual harassment and sexual abuse. There are prevention programmes at all levels. This topic is also illustrated during the lessons on Human Rights planned at the Carabinieri Schools and it is also developed during the two-week courses organized at the Advanced Institute for Investigation Techniques (I.S.T.I.) in Velletri (Rome), where students can study the legal countermeasures and the correct behaviour to adopt in order to address crimes against women such as stalking, sexual harassment and others. There are programmes related to the prevention of sexual harassment. The Navy has a monitoring system to prevent and repress cases of sexual harassment and sexual abuse.

There is no personnel appointed to handle and report sexual harassment to higher authorities. There are formal procedures to enable female or male victims to report harassment. Commanders at all levels report all complaints lodged by staff and initiate the subsequent penal and/or disciplinary actions. There are also formal procedures such as the Command must inform judicial authorities and the upper Command as soon as possible. Consequently, within 30 days the Command must send a report detailing the incident.

In 2017, 15 cases of sexual harassment were reported by women. The reported cases were of sexual harassment and stalking. There were no reported cases by men of sexual harassment.

National Education and Training Programmes Related to Gender Perspectives

The Italian Armed Forces have seven gender-related training programmes:

1. Course on International Law, International Humanitarian Law and Law of Armed Conflicts, Gender Awareness and Implementation of UNSCR 1325 and Related Resolutions

This course covers principal aspects such as the protection of civilians, responsibilities, war crimes, The Geneva Conventions and the additional Protocol, The Hague Convention, the threat to military captives, wounded and protected targets. Other topics covered are: UNSCRs 1325, 1820, 1888, 1889, 1960, 2106, 2122, 2242 and 2276, the activity of the International Criminal Court in order to issue arrest warrants for war crimes against humanity and also, sexual and inhumane acts. It targets all military ranks and is part of the standard national training.

2. Gender Advisor Course

The course aims to enable Italian Officers to give Commanders advice concerning gender equality within the Italian Armed Forces and the integration of gender perspectives in operations.

Italian gender advisors have received the following training on: UNSCR 1325, Bi-Strategic Command Directive (Bi-SCD) 40-1; Integrating UNSCR 1325 and the Gender Perspective into the NATO Command Structure; Gender Terms and Definitions; Human Rights, Integrating a Gender Perspective on Tactical, Strategic/Operational levels; Gender Analysis; Gender-Based Violence; DDR process and Gender; Child Protection. Moreover, Italian gender advisors have received specific training during pre-deployment exercises/activities: for example, they participate in Command Post Exercises, actively engaging the Staff and the Commander with gender-related issues and completing planning documents such as Gender Annex "YY". It targets OF-3 to OF-5 and OF-1 to OF-2 and is part of the standard national training.

3. Gender Matter Focal Point course

The course addressed to NCOs aims to enhance their knowledge of gender issues, international cooperation, the implementation of UNSCR 1325 and related Resolutions, NATO references, the additional protocol and the Italian action plan on the implementation of UNSCR 1325 and the principal problems in military life

or deviant behaviours. It targets OR-5 to OR-9 and is part of the standard national training.

4. Female Engagement Team (FET) Course

The course is open only to female personnel. The aim of the course is to train appointed FET operating at tactical level in operations or homeland to support the Commanders' Staff on planning and conduct of national and NATO-led Training & Exercises. It also aims to inform and train civilians with similar interests, with a specific focus on the comprehensive engagement strategy of the local population, primarily women and children. It targets OF-1 to OF-2, OR-5 to OR-9 and OR-1 to OR-4. It is part of the standard national and pre-deployment training.

5. NATO Engagement in Gender Perspective Course

The course is open only to female personnel. It aims to develop capability in understanding social situations and the female role (with specific reference to the Islamic world) and approaching this audience in an effective manner using communication techniques. It targets OF-3 to OF-5, OF-1 to OF-2 and OR-5 to OR-9. It is part of the standard national training.

6. Lectures/Seminars on UNSCR 1325 and Related Resolutions, and the Implementation of a Gender Perspective into Military Operations

The programme offers a brief outline and explanation of the key aspects of Gender Perspective Milestones (namely UNSCR 1325 and NATO Bi-SC 40-1, but also touches upon national publications as well), understanding of key terms and definitions (e.g. What is Gender, Gender Perspective and Gender Mainstreaming) and how gender is structured within the Alliance. Particular emphasis is placed on the relevance of the subject in out-of-area operations by explaining how gender perspective contributes to greater efficiency and effectiveness in military operations and how it must be applied both within the force and out in the field. The programme concludes with an explanation of NATO's Code of Conduct, why it must be followed and the reasons behind its development. It targets all military ranks. It is part of pre-deployment training.

7. Awareness about Implementation of UNSCR 1325 and Related Resolutions, and NATO Bi-SC Directive 40-1

The course focuses on the awareness and discussion of UNSCR 1325 and related Resolutions, the implementation of a gender perspective in military operations, training and education and the Gender Advisor/Gender Field Advisor figure. It targets OF-6 and higher and OF-3 to OF-5. It is part of the standard national training.

Use of NATO Training and Education Tools

The NATO Gender Education and Training Package for Nations has been used in the development of national training programmes. The Italian Armed Forces used the following other NATO product for their national training programmes: A Train P-1 EDITION C (training module 27: Gender Perspective in Peace Support Operations including Women, Peace and Security and Conflict-Related Sexual Violence).

Gender in the Armed Forces and in Operation

Gender is a topic in operational planning and is included in pre-deployment training and/ or exercises.

Gender Advisors and Gender Focal Points

The armed forces, the Ministry of Defence and the General Staff have gender advisors. They have received the following training: UNSCR Women, Peace and Security; Bi-Strategic Command Directive (Bi-SC Dir) 40-1 Integrating UNSCR 1325 and Gender Perspective into the NATO Command Structure; Gender terms and definitions; Human Rights, International Humanitarian Law; Integrating a Gender Perspective at the Tactical Level; Integrating a Gender Perspective at the Strategic/Operational Level; Gender Analysis; Gender-Based Violence; Disarmament, Demobilization and Reintegration (DDR) Process and Gender and Child Protection. Since 2014, the Italian Defence Force has organized a Gender Advisor Course over a period of three weeks, during which approximately 120 Italian Officers were trained on the basic knowledge required to operate in a specific field. Since 2012, the Italian Armed Forces send four Officers on a yearly basis to attend the Swedish Gender Advisor/ Gender Field Advisor (GENAD/GFA) Course and another four Officers to participate in the European Security and Defence College (ESDC) Course 'A Comprehensive Approach to Gender in Military Operations' (in Madrid and in Amsterdam). Moreover, Italian Gender Advisors received specific training during pre-deployment exercises/activities. For example, they participate in Command Post Exercises, actively engaging the Staff and the Commander with gender related issues and filling planning documents such as Gender Annex "YY". There are 180 gender advisors, (officers were trained at the NCGM or at the Italian Gender Advisor Course). So far, four gender advisors have been deployed. Since the second half of 2014, there are two dual-hatted positions for a six-month term in Afghanistan and Lebanon. In 2017, no gender advisors were deployed.

There are Gender Focal Points. In 2017, for the first time, NCOs received specific training through a national course called 'Gender Matter Focal Point'. So far, no gender focal points have been deployed so far.

Implementation of the 2016 and 2017 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

Italy took action towards the implementation of the 2017 NCGP Recommendations to the NATO Military Committee (MC). The recommendations' topics were taken into consideration during the pre-deployment phase. The National Action Plan includes the development of mixed gender engagement capabilities.

Italy took action towards the implementation of the 2016 NCGP Recommendations to the MC. The Italian Defence Higher Studies Institute (OF5 - OF6) and the Joint Services Staff College include lessons in their syllabus on gender perspectives and the Women, Peace and Security agenda using the NATO 'Gender Education and Training Package' tools. The Chief of the Italian Defence is highly committed to the assessment, development, resourcing and evaluation of facilitating the institutional and operational integration of gender perspectives. He also supports the 'Equal Opportunities and Gender Perspective' Office that oversees relevant training programmes to further integrate a gender perspective, conducts statistical studies, organizes training on special topics and events, including media-related ones, in order to spread the gender equality culture.

Additional Information

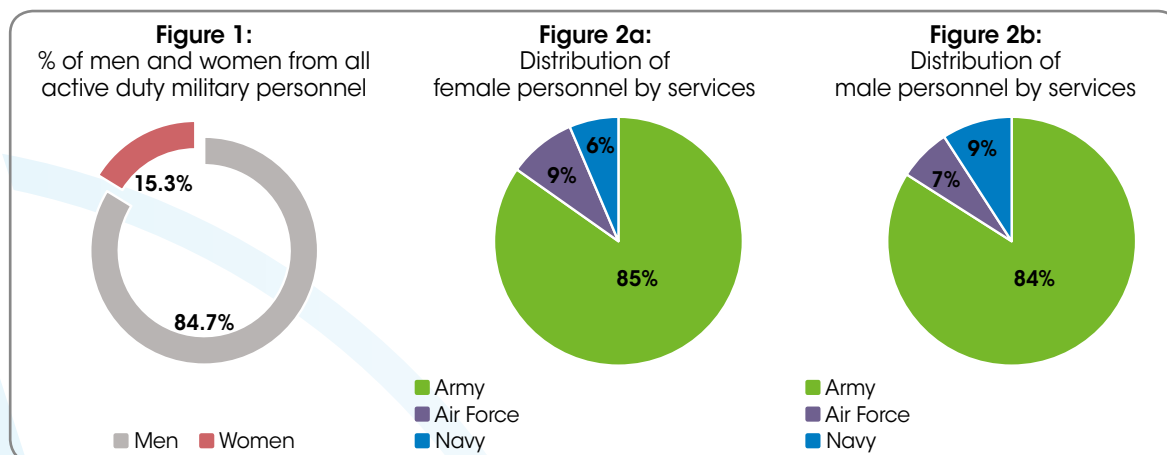
In 2017, a publication containing the guidelines for integration of the gender perspective in the Italian Armed Forces/Carabinieri Corps was drafted by the General Defence Staff. In addition to providing a general framework on the issue, the document provides indications in order to develop a deep gender awareness for personnel. Furthermore, it contains aspects related to the policy on basic and advanced training; education, training and employment of the gender advisor in missions abroad and homeland organization; gender training as a mandatory topic in the pre-deployment training and the importance of gender-related aspects within the planning and decision making process.





Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2017

No new specific policies or legislation related to the implementation of gender perspectives in the Latvian Armed Forces were enforced during 2017.



Quotas

There is no quota system for men or women in the Latvian Armed Forces.

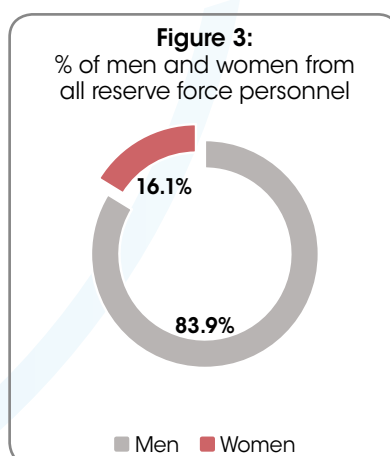
Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the armed forces, nor are there restrictions that apply only to operations. There is no military entity that deals with the integration of gender perspectives in the armed forces.

Reserves, National Guard and Other Military Services

There are no policies to support entry into the Reserves, National Guard or other military structures, as a civilian employee, nor are there policies to compensate employers who hire civilians who have joined military structures, such as Active Reserves.

There are no financial incentives for civilian employees to enter the Reserves, National Guard or other military structures.



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

Enlistment Requirements

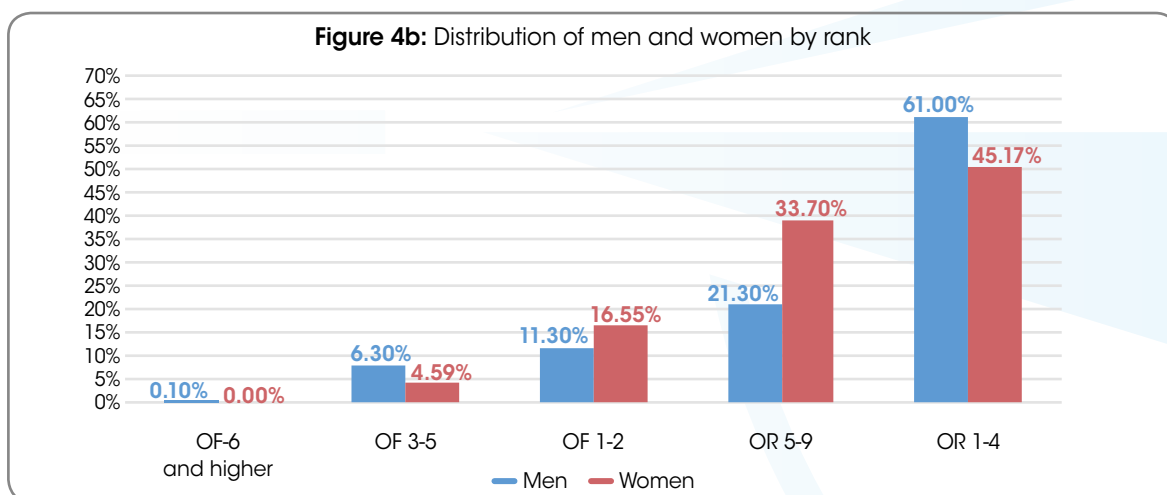
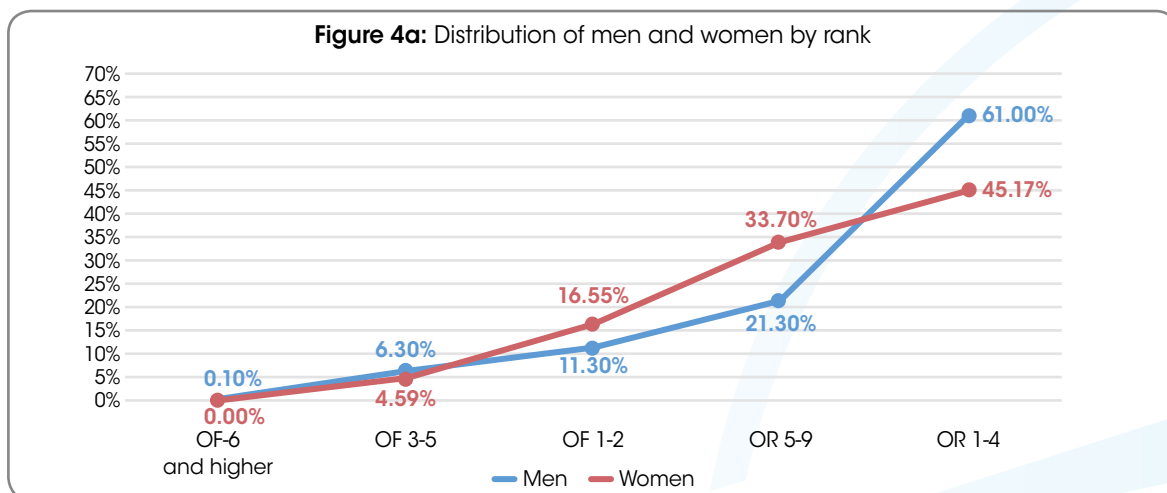
Enlistment requirements, including those related to physical characteristics (e.g. height, weight) are the same for men and women. The physical fitness test requirements are different. They are lower for women than for men (e.g. a 1.5 km run for women and a 3 km run for men). Men and women enlist at the same age. There are no policies that promote the recruitment of women in the military.

In the armed forces during 2017, 90 out of 219 female applicants were successfully recruited. 386 out of 953 male applicants were successfully recruited. During 2017, in military academies, colleges and other educational institutions 18 out of 66 female applicants and 81 out of 288 male applicants were successfully recruited.

Retention Policies

The Latvian Armed Forces have no retention policies. There are no specific retention policies for women. There are no networks to support women in the military.

The Figure 4b provides the same information as Figure 4a in different graphic rendering.



Reasons for Leaving the Military

The Latvian Armed Forces do not carry out exit surveys for men and women who leave the military. In 2017, 50 women and 198 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 20.2%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 79.8%. The main reasons why men and women leave the armed forces are retirement and salary concerns.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment, facilities and uniforms are not adapted for both sexes.

Parental Rights

Legal social support is provided to mothers during pregnancy and both parents of a new-born child. Parental leave is 78 weeks and is transferable between parents. Maternity and paternity leave is 68 weeks. There are no specific programmes to support the work-life balance for military personnel, nor are there programmes to support parents when both are members of the armed forces. Part-time employment is allowed, but flexible hours are not allowed. If pregnant women request part-time employment, then women in the postnatal period can take advantage for up to one year. In case women are breastfeeding, the part-time employment option can be allowed for the whole time of breastfeeding. There is no support for service duties for single parents, divorced parents, or widows/widowers looking after their children. Child-care policies include breastfeeding breaks.

Table 1: All Active Duty Military Personnel

Service	Men	Women
Army	71,1%	13,0%
Air Force	5,8%	1,3%
Navy	7,8%	1,0%
Total	84,7%	15,3%
Ranks	Men	Women
OF 6 and above	0,1%	0,00%
OF 3-5	6,3%	4,59%
OF 1-2	11,3%	16,55%
OR 5-9	21,3%	33,70%
OR 1-4	61,0%	45,16%

Table 2: All Operations

Service	Men	Women
Army	87,1%	6,5%
Air Force	3,2%	1,6%
Navy	1,6%	0,0%
Total	91,9%	8,1%
Ranks	Men	Women
OF 6 and above	0,00%	0,0%
OF 3-5	12,28%	0,0%
OF 1-2	14,04%	0,0%
OR 5-9	31,57%	60,0%
OR 1-4	42,11%	40,0%

Table 3: NATO Operations

Service	Men	Women
Army	82,8%	10,3%
Air Force	6,9%	0,0%
Navy	0,0%	0,0%
Total	89,7%	10,3%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	15,38%	0,00%
OF 1-2	11,54%	0,00%
OR 5-9	30,77%	66,67%
OR 1-4	42,31%	33,33%

Table 4: Reserve Force Personnel

Service	Men	Women
Army	83,9%	16,1%
Air Force	0,0%	0,0%
Navy	0,0%	0,0%
Total	83,9%	16,1%
Ranks	Men	Women
OF 6 and above	0,0%	0,0%
OF 3-5	0,4%	0,1%
OF 1-2	2,1%	0,4%
OR 5-9	5,3%	2,2%
OR 1-4	92,2%	97,3%

Average Age of Military Personnel

The average age of all military personnel is 44 years for women and 33 years for men. Among NCOs, the average age for women is 44 years and for men is 37 years. Among Officers, the average age for women is 36 years and for men is 39 years. The average age for deployed personnel in operations for women is 31 years and for men is 29 years.

Prevention of Sexual Harassment and Sexual Abuse

There are no strategies or programmes to prevent sexual harassment and sexual abuse, nor are there formal procedures in place for reporting harassment of female or male victims. There is no appointed personnel to deal with or to whom to report sexual harassment. In 2017, no cases of sexual harassment were reported in the Latvian Armed Forces.

National Education and Training Programmes Related to Gender Perspectives

The Latvian Armed Forces have no gender-related training programmes.

Use of NATO Training and Education Tools

The Latvian Armed Forces have not used the NATO Gender Education and Training Package for Nations in the development of national training programmes.

Gender in the Armed Forces and in Operation

Gender perspective is a topic in operational planning and is included in pre-deployment training.

Gender Advisors and Gender Focal Points

The Ministry of Defence and the General Staff have no gender advisors. The Latvian Armed Forces have no gender advisors or gender focal points.

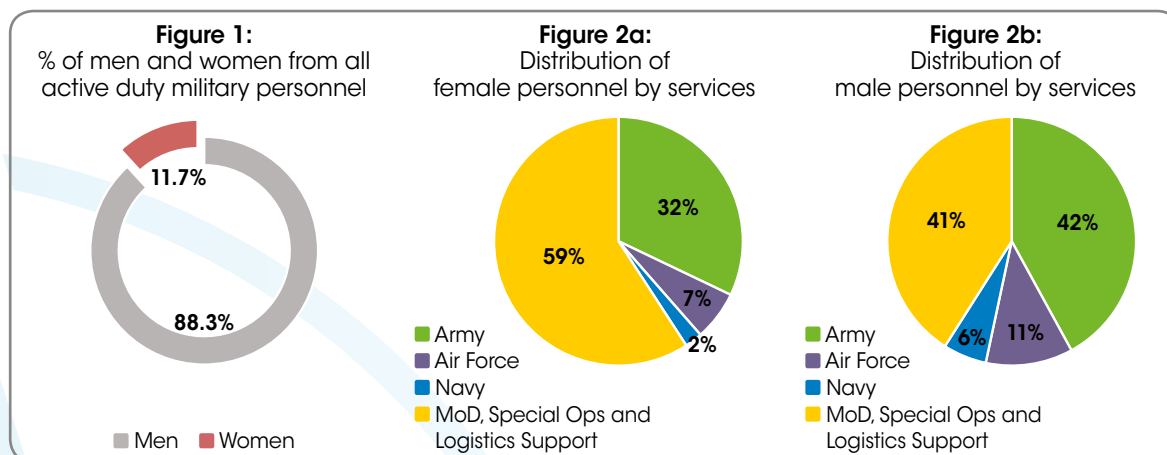
Implementation of the 2016 and 2017 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

Latvia has not taken any action towards the implementation of the 2017 and 2016 NCGP Recommendations to the Military Committee.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2017

No new specific policies or legislation related to the implementation of gender perspectives in the Lithuanian Armed Forces were enforced during 2017.



Quotas

There is no quota system for men or women in the Lithuanian Armed Forces.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the armed forces, nor are there restrictions that apply only to operations.

There is no specially assigned specialist that manages the integration of gender perspectives in the armed forces. There is an officer (male) in the Joint Staff Headquarters of the Lithuanian Armed Forces with the additional function as a gender advisor. There is also a Civil and Military Cooperation (CIMIC) officer (female), who handles gender related concerns in the United Nations Multidimensional Integrated Stabilization Mission in Mali (MINUSMA).

Reserves, National Guard and Other Military Services

There are no policies to support entry into the Reserves or National Guard, or other military structures, as a civilian employee. There are also no policies to compensate employers who hire civilians who have joined military structures.

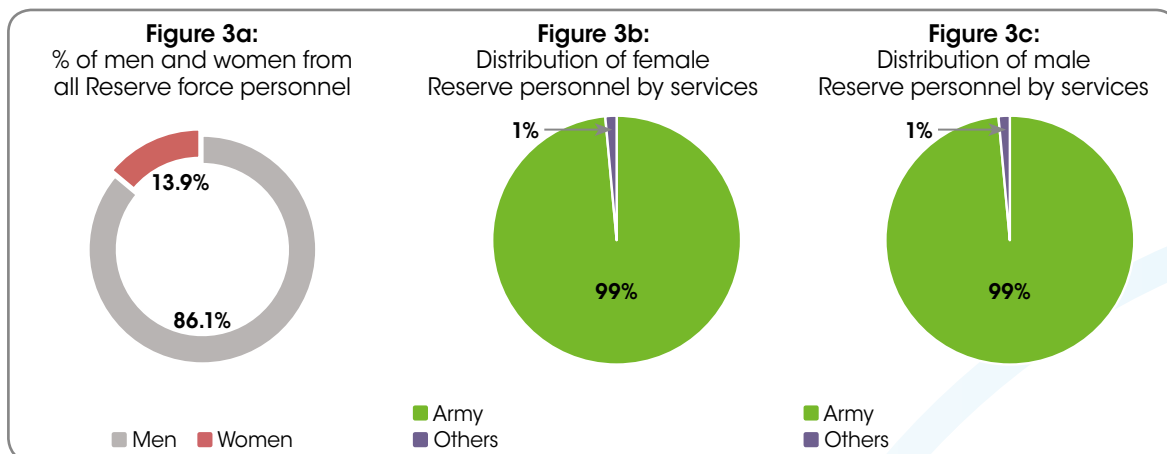
There are incentives for civilian employees to enter the Reserves, National Guard or other military structures. Volunteer servicepersons and conscripts in the Active Reserve drafted for exercises, training or to perform service assignments shall be paid the salary of a reserve serviceperson for the days of service from the appropriations allocated in the budget of the National Defence Ministry for those purposes.

In accordance with a contract signed by a military volunteer or Active Reserve serviceman, respectively they receive a one-off payment for the first four years of uninterrupted service, unless their service is deemed to be unsatisfactory. Military volunteers and Active Reserve service members who extend their voluntary or Active Reserve service contract by four more years can receive financial support to cover their tuition fees or part-payment of their studies.

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

Individuals who complete the Permanent Compulsory Basic Military Service (PCBMS) are given financial incentives, the amount of which depends on the results of their service (performance) assessment. Those who complete the PCBMS on a voluntary basis, receive payments that are 15% or 30% higher.

In addition, employers who employ personnel that have fulfilled PCBMS obligations, receive subsidies for wages paid to the above-mentioned personnel for a period of up to six months.



Enlistment Requirements

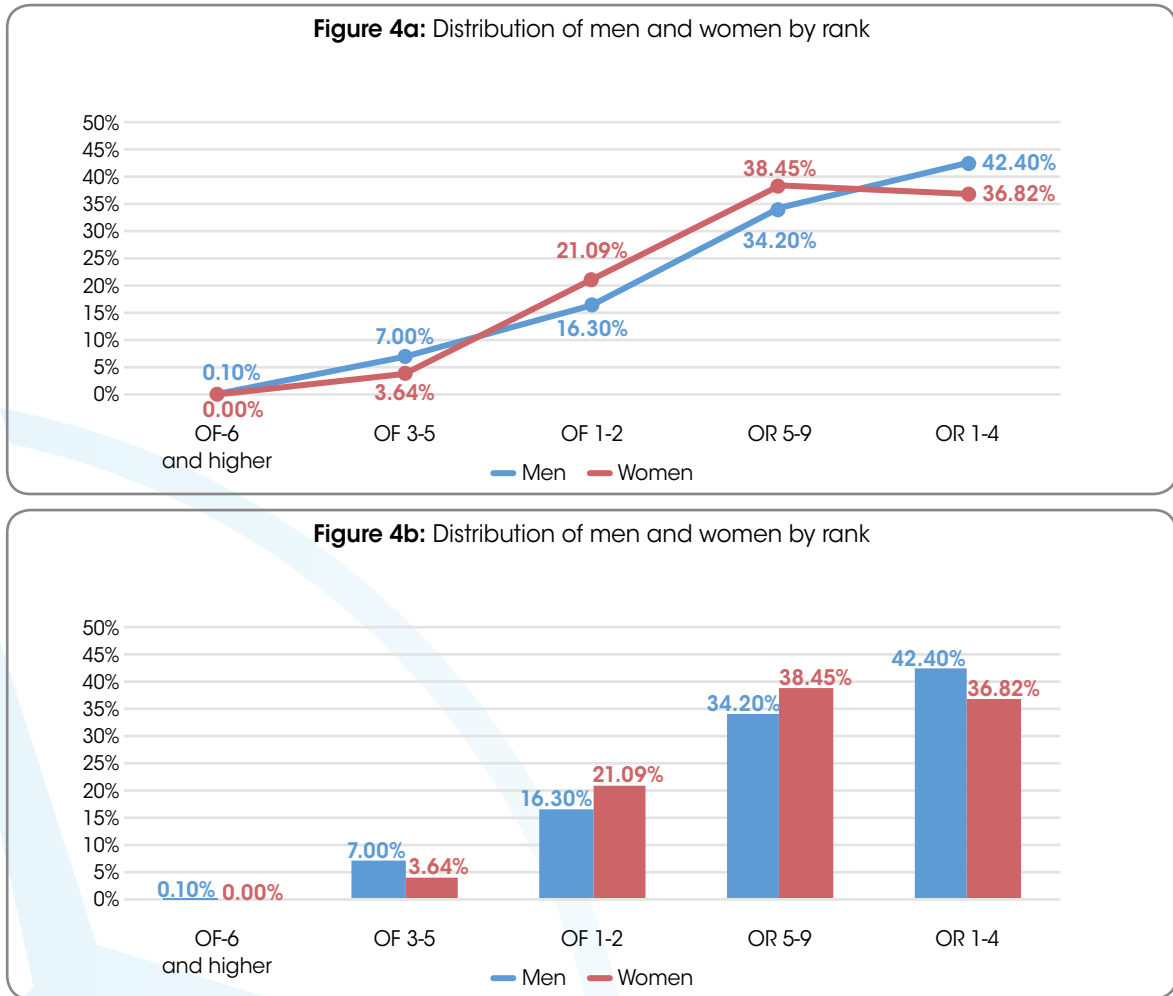
Enlistment requirements, including those related to physical characteristics and physical fitness tests, are different for men and women. Requirements for the physical fitness test are less stringent for women and there is a gender-specific standard set for height and weight measurements. Men and women enlist at the same age. There are no policies that promote the recruitment of women in the military.

In the armed forces during 2017, out of 476 female applicants, 348 were successfully recruited. Out of 2,567 male applicants, 1,946 were successfully recruited. During 2017, in military academies, colleges and other educational institutions, out of 24 female applicants, 7 were successfully recruited. Out of 135 male applicants, 57 were successfully recruited.

Retention Policies

The armed forces do have retention policies. There is a separate health assessment index established for injured soldiers and soldiers who are disabled as a result of their service that allows them to work as professional soldiers in specifically adapted conditions. There are no specific retention policies for women, nor are there networks to support women in the military.

The Figure 4b provides the same information as Figure 4a in different graphic rendering.



Reasons for Leaving the Military

The Lithuanian Armed Forces carry out exit surveys for men and women who leave the military. From 2005 to 2006 and 2012 to 2013, the General Jonas Žemaitis Military Academy of Lithuania carried out surveys related to servicemen's retirement and integration into civilian life. Studies show that there is significant demand for military personnel to have additional qualifications in other areas of occupation. In 2007, a survey was completed which included questions about reasons for leaving military service. No particular focus was put on gender based differences in any of these surveys.

In 2017, 30 women and 411 men left the armed forces. The percentage of women who left the armed forces, out of the total number of women and men who left the armed forces, is 6.8%. The percentage of men who left the armed forces, out of the total number of women and men who left the armed forces, is 93.2%. Most military staff leave the armed forces for retirement and non disclosed personal reasons.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment and facilities are adapted for both men and women and there are no gender-specific restrictions regarding their use. Premises have been set up for women in military facilities (barracks), as well as separate spaces in warships and other facilities for international operations. Uniforms are adapted for both men and women. Daily uniforms are designed differently for males and females (hats, coats, trousers/skirts and shoes) as well as undergarments. Field uniforms (Battle Dress Uniform) and body armour are the same.

Parental Rights

Legal social support is provided to mothers during pregnancy and both parents of a new-born child. Both parents enjoy leave and benefits. Parental leave is 160 weeks in total and is transferable between parents. Maternity leave is 160 weeks, while paternity leave is 4 weeks.

There are no specific programmes to support the work-life balance for military personnel. Part-time employment is not allowed. Flexible hours are allowed. It is possible to choose flexible working hours, for example to start at 7.15, 7.30 a.m. etc. and then proportionately finish work at 16.15, 16.30 p.m. etc. There are no special programmes to support parents when both are members of the armed forces. There is no support for service duties for single parents, divorced parents, or widows/widowers looking after their children.

There is a child-care policy. It entails extra weeks of subsidized maternity/paternity leave and flexible working and service hours or variable start/finish times of the working day. Parents can take one extra day off if they have two children under 12 years old, or take two extra days off, if they have three or more children under 12 years old.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	37,1%	3,8%
Air Force	10,0%	0,8%
Navy	5,0%	0,4%
Other	36,2%	6,9%
Total	88,3%	11,7%
Ranks	Men	Women
OF 6 and above	0,1%	0,00%
OF 3-5	7,0%	3,64%
OF 1-2	16,3%	21,09%
OR 5-9	34,2%	38,45%
OR 1-4	42,4%	36,82%

Table 2: All Operations		
Service	Men	Women
Army	80,5%	3,8%
Air Force	1,1%	0,0%
Navy	14,6%	0,0%
Total	96,2%	3,8%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	19,10%	0,00%
OF 1-2	21,35%	57,14%
OR 5-9	36,52%	0,00%
OR 1-4	23,03%	42,86%

Table 3: NATO Operations		
Service	Men	Women
Army	95,9%	2,7%
Air Force	1,4%	0,0%
Navy	0,0%	0,0%
Total	97,3%	2,7%
Ranks	Men	Women
OF 6 and above	0,00%	0,0%
OF 3-5	29,58%	0,0%
OF 1-2	23,94%	0,0%
OR 5-9	28,17%	0,0%
OR 1-4	18,31%	100,0%

Table 4: Reserve Force Personnel		
Service	Men	Women
Army	85,6%	13,7%
Air Force	0,0%	0,0%
Navy	0,0%	0,0%
Other	0,5%	0,2%
Total	86,1%	13,9%
Ranks	Men	Women
OF 6 and above	0,0%	0,0%
OF 3-5	0,2%	0,0%
OF 1-2	4,4%	2,2%
OR 5-9	3,8%	1,3%
OR 1-4	91,6%	96,5%

Table 5: Other Personnel in all Operations		
Service	Men	Women
Army	100,0%	0,0%
Air Force	0,0%	0,0%
Navy	0,0%	0,0%
Total	100,0%	0,0%
Ranks	Men	Women
OF 6 and above	0,0%	0,0%
OF 3-5	0,0%	0,0%
OF 1-2	0,0%	0,0%
OR 5-9	8,7%	0,0%
OR 1-4	91,3%	0,0%

Average Age of Military Personnel

The average age for all military personnel is 35.3 years for women and 33.7 years for men. Among NCOs, the average age for women is 39.6 years and for men is 38.2 years. Among Officers, the average age for women is 37.6 years and for men is 37.2 years. The average age for deployed personnel in operations is 36.6 years for women and 33.9 years for men.

Prevention of Sexual Harassment and Sexual Abuse

There are no specific strategies to prevent sexual harassment and sexual abuse, nor are there programmes related to the prevention of sexual harassment. However, under the Statute of Military Discipline sexual harassment is considered a gross violation of military discipline and is punished by disciplinary measures.

There are formal procedures in place for female or male victims to report harassment. The military discipline statute depicts three mechanisms for soldiers (both men and women) to issue complaints about violations of their rights (including sexual harassment, discrimination, bullying or exploitation) within the National Defence System:

1. Through the command chain;
2. Directly to the General Inspector of the Ministry of National Defence; and also
3. Soldiers have the right to lodge complaints with the Controller of Seimas of the Republic of Lithuania, the President of the Republic of Lithuania, members of the Seimas of the Republic of Lithuania and other responsible officials and state institutions.

There are no programmes and/or training related to the prevention of sexual harassment, nor are there any appointed personnel to deal with or to whom to report sexual harassment. In 2017, no cases of sexual harassment were reported in the Lithuanian Armed Forces.

National Education and Training Programmes Related to Gender Perspectives

The Lithuanian Armed Forces have six study programmes at the General Jonas Žemaitis Military Academy of Lithuania that include topics related to the implementation of the issues detailed in the United Nations Security Council Resolution (UNSCR) 1325 (2000) on Women, Peace and Security. The course and programmes are as follows:

1. The topics of Humanitarian Law, International Organisations and International Operations, which are included in all bachelor degree study programmes, are incorporated to educate the application of the provisions of international law in conflict and humanitarian crisis zones, provide basic knowledge about the content and implementation of UNSCR 1325 (2000) on Women, Peace and Security. It targets all officers and OR-5 to OR-9 NCOs. It is part of the standard national training.
2. The Department of Foreign Languages (DFL) has included a topic related to the issues of equality between men and women in its English Language Study Programme. Lecturers of the Academy's DFL teach the cadets gender-neutral terms. It targets all officers and NCOs. It is part of the standard national training.
3. The topic of the Fundamentals of Political Science of the bachelor International Relations study programme contains a few topics on female movements, types of feminism, development of women's political rights and their representation in parliaments all over the world. It targets all officers and OR-5 to OR-9 NCOs. It is part of the standard national training.
4. The topic of the Theories of International Relations of the Military Diplomacy master degree study programme analyses the theoretical feminist perspective of international relations and the problem of women's visibility in international politics. It targets all officers and NCOs. It is part of the standard national training.

5. The subject-matter of 'Moral Problems in Modern-day Society' of the Ethics and Courtesy topic, which is included in all study programmes examines the issue of equality between men and women while taking into consideration the qualification requirements for NATO officers' training. It targets all officers and OR-5 to OR-9 NCOs and is part of the standard national training.
6. The Implementation of the Provisions of UNSCR 1325 on Women, Peace and Security is subject matter included in our education agenda. Representatives of the Joint Headquarters of the Lithuanian Armed Forces lecture on UNSCR 1325 and related resolutions and implementation measures to the soldiers on official missions/ international operations in the General Adolfas Ramanauskas Warfare Training Centre of the Lithuanian Armed Forces. The lectures focus on regional differences in cultural, social and economic requirements for men and women, boys and girls, and the possible outcomes of different situations are discussed. Participants learn about the importance of gender aspects in international operations, the main terms and definitions, how women and children are affected in areas of military conflicts and in the area of a specific operation and the activities of peacekeepers that could change the situation. Lectures are given to military personnel as part of their pre-deployment training for international operations (missions) in Afghanistan, Mali, Somalia, Kosovo, Turkey, and the Mediterranean Region. In 2017, the total number of attendees were 177 (7 women and 170 men). It targets all officers and OR-5 to OR-9 NCOs. It is part of the pre-deployment training.

Use of NATO Training and Education Tools

The NATO Gender Education and Training Package for Nations has not been used in the development of national training programmes.

Gender in the Armed Forces and in Operation

Gender perspective is a topic in operational planning and is included in pre-deployment training and exercises.

Gender Advisors and Gender Focal Points

The MoD and the armed forces do not have gender advisors. The General Staff does have gender advisors. Gender is an additional task for the CIMIC officer, so a full-time Gender Advisor position does not exist. No gender advisors have been deployed so far. The armed forces do not have gender focal points.

Implementation of the 2016 and 2017 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

Lithuania took action towards the implementation of the 2017 NCGP Recommendations to the Military Committee. One CIMIC officer (female) participates in MINUSMA international operation (Mali), who actively participates in the project development. One of the key preconditions for the projects is gender equality promotion and female enhancement. Simultaneously, this officer also has the additional responsibility as a gender focal point.

Action was taken towards the implementation of the 2016 NCGP Recommendations to the Military Committee. The curricula of the General Jonas Žemaitis Military Academy of Lithuania include the subject-matter of gender equality as follows:

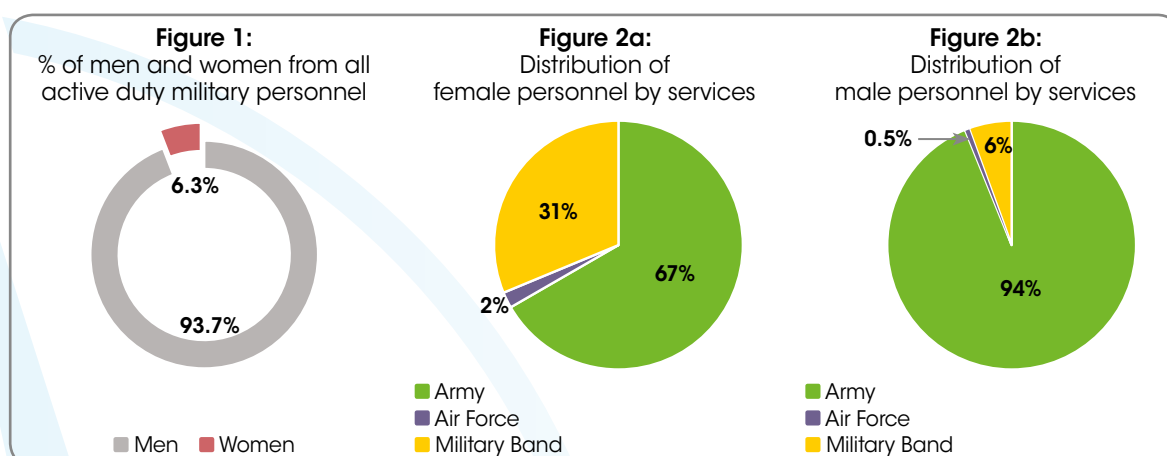
- All bachelor degree study programmes include a topic which is aimed at providing the cadets with knowledge on the main categories of law, human rights, principles of international law and their application in conflicts;

- The topics of Humanitarian Law and International Organisations and International Operations which are included in all bachelor degree study programmes explain applying the provisions of international law in conflict and humanitarian crisis zones and provide basic knowledge about the content and implementation of UNSCR 1325;
- The topic of the Fundamentals of Political Science of the International Relations bachelor study programme contains topics on female movements, types of feminism, development of women's political rights and their representation in parliaments across the globe;
- The topic of the Theories of International Relations of the Military Diplomacy master degree study programme analyses the theoretical feminist perspective of international relations and the problem of women gaining visibility in international politics;
- The subject matter of 'Moral Problems in Modern-day Society' of the Ethics and Courtesy topic which is included in all study programmes examines the issue of equality between men and women taking into consideration the qualification requirements for NATO officers' training; and
- The DFL has included a subject matter related to the issues of equality between men and women in its English Language Study Programme; lecturers of the Academy's DFL teach the cadets gender-neutral terms.

There were no new Gender Advisors trained in 2017, due to the limited number of available seats on the Gender Advisor courses in SWEDINT.

Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2017

In 2017, specific policies were enforced related to the implementation of gender perspectives in the Armed Forces of Luxembourg. There is ongoing participation in the Interdepartmental Committee on Equality between men and women. There is an initiative to improve the recruitment policy to attract more women. The Government of Luxembourg has taken the initiative to participate in the development of a National Action Plan on the implementation of UNSCR 1325 on Women, Peace and Security.



Quotas

There is no quota system for men or women in the Armed Forces of Luxembourg.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the armed forces, nor are there restrictions that apply only to operations.

There is a military entity that handles the integration of gender perspectives in the military. The integration of gender perspectives is managed within the Human Resources Department. Gender delegates have been designated.

Reserves, National Guard and Other Military Services

There are no policies to support entry into the Reserves, National Guard, or other military structures, as a civilian employee. There are no policies to compensate employers who hire civilians who have joined military structures, such as Active Reserves. There are no incentives for civilian employees to enter the Reserves, National Guard or other military structures.

Enlistment Requirements

Enlistment requirements are the same for both genders. The physical fitness test is the same for men and women, but the evaluation criteria are lower for women. There are no differences in enlistment requirements related to physical characteristics (e.g. height, weight). Men and women enlist at the same age. There are policies that promote the recruitment of women in the military. Since 2017, the Ministry of Defence (MoD) and the Army have developed a gender focused marketing strategy to recruit more women.

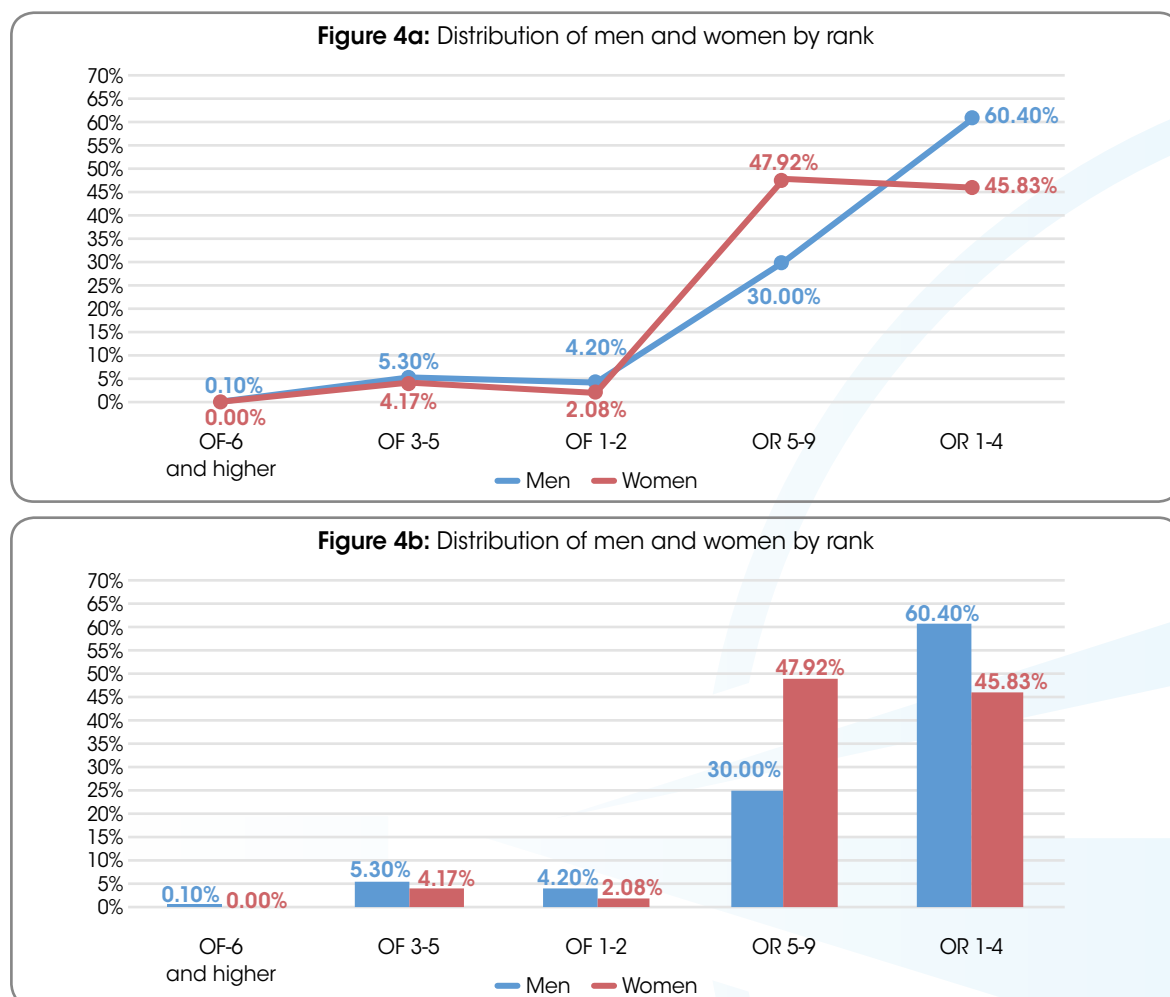
The accuracy of the information provided by national delegates is the responsibility of each nation.

In the armed forces during 2017, 5 out of 20 female applicants and 126 out of 192 male applicants were successfully recruited. During 2017, in military academies, colleges and other educational institutions, out of one female applicant, none were recruited. All 11 of the male applicants were successfully recruited.

Retention Policies

The Armed Forces of Luxembourg do not have retention policies, nor are there specific retention policies for women. There are networks to support women in the military. Gender delegates are formally designated.

The Figure 4b provides the same information as Figure 4a in different graphic rendering.



Reasons for Leaving the Military

The armed forces do not carry out exit surveys for men and women who leave the military. In 2017, 19 women and 239 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 7.4%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 92.6%. Men and women tend to leave the armed forces mainly because of retirement and professional retraining of temporary voluntary soldiers.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment, facilities and uniforms are adapted for both men and women.

Parental Rights

Legal social support is provided to mothers during pregnancy and both parents of a new-born child in the form of maternity and parental leave. Maternity leave is a maximum of 16 weeks (8 weeks before and 8 weeks after birth). Parental leave is 6 months (26 weeks) for each parent to be taken separately (maximum 52 weeks in total).

There are specific programmes or policies to support the work-life balance of military personnel. Together with an external partner, Luxembourg MoD and the Armed Forces have developed a support package for the family of military personnel while on deployment. Part-time employment is allowed in cases of parental leave, but it has to be coordinated between the parents and employer on a case-by-case basis. Part-time employment can also be allowed for reasons other than parental leave such as care for the elderly or sick people. The law allows flexible hours, however the working schedule is not adapted specifically to parental leave. There is a special programme to support parents when both are members of the armed forces. The Armed Forces of Luxembourg do make an effort to avoid deploying both parents at the same time.

There is no support for service duties to single and divorced parents or widows/widowers looking after their children. There is no child-care policy.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	88,0%	4,2%
Air Force	0,5%	0,1%
Navy	0,0%	0,0%
Military Band	5,2%	2,0%
Total	93,7%	6,3%
Ranks	Men	Women
OF 6 and above	0,1%	0,00%
OF 3-5	5,3%	4,17%
OF 1-2	4,2%	2,08%
OR 5-9	30,0%	47,92%
OR 1-4	60,4%	45,83%

Table 2: All Operations		
Service	Men	Women
Army	97,7%	2,3%
Air Force	0,0%	0,0%
Navy	0,0%	0,0%
Total	97,7%	2,3%
Ranks	Men	Women
OF 6 and above	0,00%	0,0%
OF 3-5	0,78%	0,0%
OF 1-2	3,94%	33,3%
OR 5-9	22,05%	0,0%
OR 1-4	73,23%	66,7%

Table 3: NATO Operations		
Service	Men	Women
Army	97,6%	2,4%
Air Force	0,0%	0,0%
Navy	0,0%	0,0%
Total	97,6%	2,4%
Ranks	Men	Women
OF 6 and above	0,0%	0,0%
OF 3-5	0,0%	0,0%
OF 1-2	4,16%	33,3%
OR 5-9	16,67%	0,0%
OR 1-4	79,17%	66,7%

Average Age of Military Personnel

The average age of all military personnel is 30.70 years for women and 33.81 years for men. Among NCOs, the average age for women is 34.2 years and for men is 37.3 years. Among Officers, the average age for women is 35.6 years and for men is 40.94 years. The average age for deployed personnel in operations is 31 years for women and 27.8 years for men.

Prevention of Sexual Harassment and Sexual Abuse

The strategies to prevent sexual harassment and sexual abuse include a point of contact and education during pre-deployment training. There are no formal procedures for female or male victims to report harassment. Witnesses and victims report to the Human Resources (HR) department. In 2017, there was one case of sexual harassment reported in the Armed Forces of Luxembourg.

National Education and Training Programmes Related to Gender Perspectives

The Armed Forces of Luxembourg have two gender-related training programmes. Gender perspective education is provided to all professional military personnel during their initial practical training period. The curriculum includes raising gender awareness, the National Action Plan, legal national and international context and policies and practical exercises (communication, mediation, and conflict management). It targets OF-1 to OF-2, OR-5 to OR-9 and OR-1 to OR-4. It is part of the standard national training. Further gender education is part of the pre-deployment training. Gender-related content is integrated into the cultural awareness briefings given to each detachment before deployment. It targets OF-3 to OF-5, OF-1 to OF-2, OR-5 to OR-9 and OR-1 to OR-4.

Use of NATO Training and Education Tools

The NATO Gender Education and Training Package for Nations has not been used in the development of national training programmes.

Gender in the Armed Forces and in Operation

Gender is not a topic in operational planning and it is not included in pre-deployment training and/or exercises.

Gender Advisors and Gender Focal Points

The MoD, the General Staff and the armed forces do not have gender advisors. So far, no gender advisors have been deployed. However, gender delegates are formally designated within the Luxembourg Armed Forces. As of 2018, the Armed Forces of Luxembourg intend to participate in the Gender Training of the Trainers course at the NCGM. It is planned that as of 2018, Gender advisors will be appointed, once they are certified. The armed forces have no gender focal points.

Implementation of the 2016 and 2017 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

Some actions were taken to implement the 2017 NCGP Recommendations to the Military Committee (MC). At the Government's initiative and together with other ministries, the MoD and armed forces participate in the development of a national plan to implement UNSCR 1325.

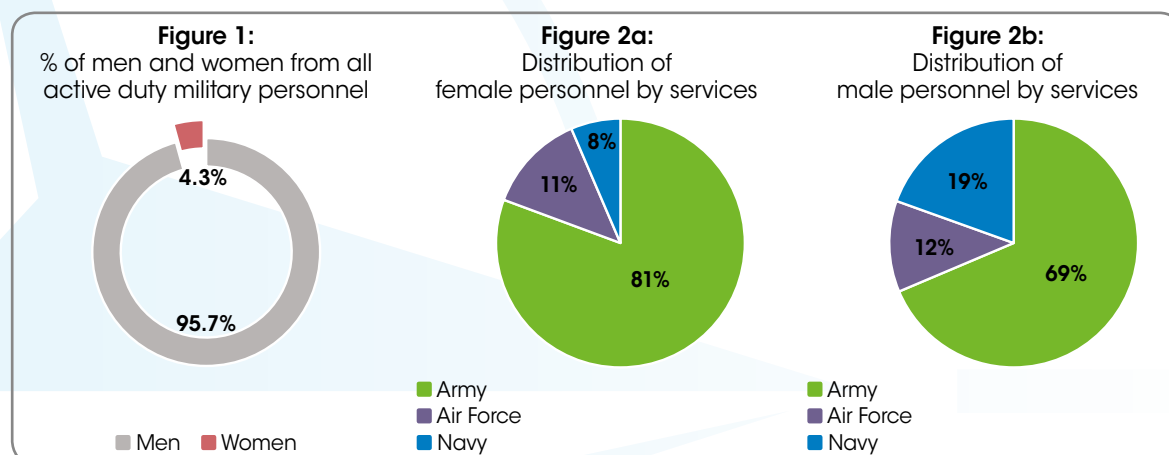
Some measures were taken to implement the 2016 NCGP Recommendations to the MC. The MoD and the Armed Forces of Luxembourg developed a support package for the family of deployed personnel.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2017

Montenegro has a Plan of Activities for Achieving Gender Equality in Montenegro (PAPRR) 2017-2021, and an Implementation Programme 2017-2018. The Ministry of Defence (MoD) and the Armed Forces of Montenegro (AFMNE) have been recognized in the field of activity for equality in the decision-making process in political and public life.

The strategic objective is equal participation of women and men at all levels of the decision-making process and the goal is the implementation of United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security. The Action Plan for the implementation of UNSCR 1325 in Montenegro (2017-2018) comprises and develops three key areas for the implementation of UNSCR 1325 and its additional resolutions, namely: increasing the participation of women in decision-making and peace processes, protection of women and girls in conflict zones and the integration of a gender perspective and gender education in peacekeeping operations. The Action Plan for the Implementation Strategy of Human Resource Management of the MoD and the AFMNE in 2017 defines the policy on gender equality and strategic goals. These include the increased representation of women in the armed forces, in command functions and missions, and the continued implementation of the National Policy on Gender Equality, UNSCR 1325 and other applicable and accepted regulations.



Quotas

There is no quota system for men or women in the Montenegrin Armed Forces.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the armed forces, nor are there restrictions that apply only to operations. Mechanisms have been established for gender equality in the armed forces and the MoD, Gender Equality Coordinators. The Coordinators work on the advancement of gender equality in the ministry and armed forces and participate in the development and implementation of the PAPRR and the Action Plan for UNSCR 1325 in Montenegro. The Coordinators complete draft programmes of measures to fulfil the PAPRR and Action Plans that include concrete work plans. Furthermore, the Coordinators draft interim and annual reports, participate in coordination activities at the regional and international level, and propose and collaborate in project activities with local and international partners.

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

Reserves, National Guard and Other Military Services

There are policies to support entry into the Reserves, National Guard or other military structures, as a civilian employee. The law on the Armed Forces of Montenegro has prescribed admission to the Reserve. There are no policies to compensate employers who hire civilians who have joined military structures. There are no incentives or bonuses for civilian employees to enter the Reserves, National Guard or other military structures.

Enlistment Requirements

Enlistment requirements are the same for men and women with the exception of different physical fitness tests for running, push-ups and sit-ups. There are no differences in enlistment requirements with regard to physical characteristics (e.g. height, weight). Men and women enlist at the same age. There are policies that promote the recruitment of women in the military. The Strategy of Human Resource Management of the Ministry of Defence and the Armed Forces of Montenegro defines a policy on gender equality and strategic goals: increased representation of women in the armed forces, in command functions and missions, and continued implementation of the national policy of gender equality, UNSCR 1325 and other applicable and accepted regulations.

In the armed forces during 2017, 11 out of 172 female applicants were successfully recruited. Out of 1,603 male applicants, 54 were successfully recruited. During 2017, in military academies, colleges and other educational institutions, one female and two male applicants were successfully recruited.

Retention Policies

There are no retention policies and no specific retention policies for women. A Female Officer Network was established in 2015. There are networks to support women in the military including a point of contact and coordinator for gender equality in the armed forces.

The Figure 4b provides the same information as Figure 4a in different graphic rendering.

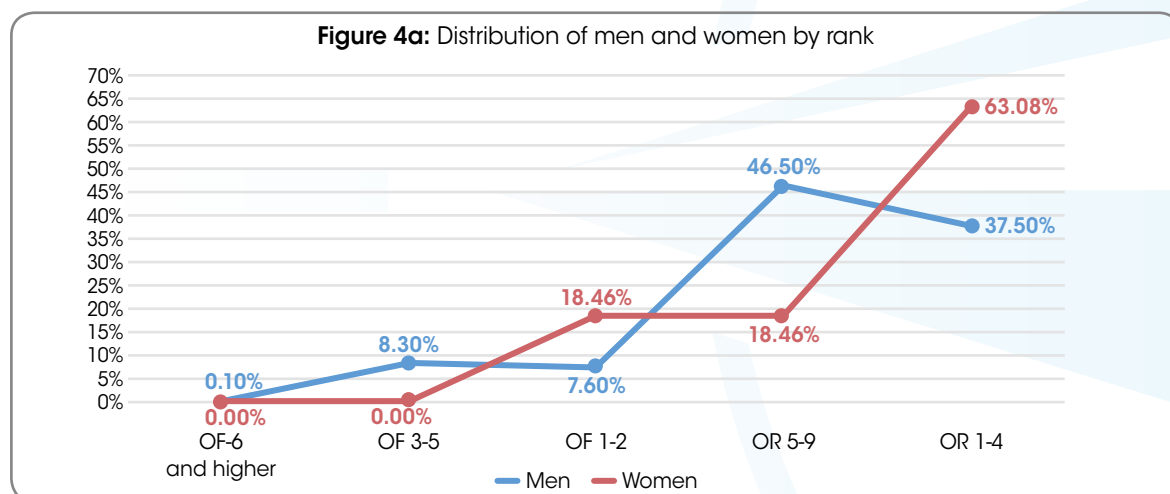
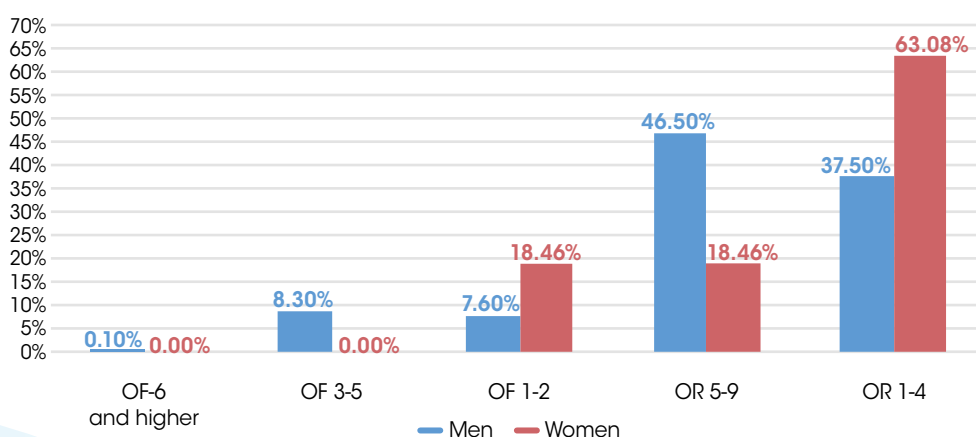


Figure 4b: Distribution of men and women by rank



Reasons for Leaving the Military

The armed forces do not carry out exit surveys for men and women who leave the military. In 2017, 6 women and 131 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 4.4 %. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 95.6 %. The main reason why men and women tend to leave the armed forces is retirement.

Adaptation of Military Equipment, Facilities and Uniforms

Men and women use the same military equipment. Military facilities are adapted for both men and women. The Ordinance on Placement in the Armed Forces of Montenegro ('Official Gazette of Montenegro', No. 25/16) provides further details on the manner of accommodation of the Armed Forces of Montenegro. When it comes to permanent accommodation in armed forces units, dormitories, changing rooms, bathrooms, sanitary facilities and other rooms for personal hygiene are adapted specifically for women. In regards to temporary accommodation in the camping areas of the Armed Forces of Montenegro, special field accessories and equipment are earmarked for women, as well as special locations for hygiene maintenance.

Combat uniforms are not fitted specifically for men and women. Service uniforms are fitted for both men and women, who also have different skirts, shoes and shirts, in addition to the service uniform.

Parental Rights

Legal social support is provided to both parents of a new-born child. Montenegro's Labour Law and Law on Social and Child Protection defines parental rights. The Labour Law prescribes the right to parental leave for childcare for one of the parents and can be used for a period of 365 days from the child's birth. Maternity leave for women may begin 45 days, and imperatively, 28 days before delivery. During maternity or parental leave the employee is entitled to salary compensation equal to the amount he/she would have received if working, in accordance with the law and collective agreement. If one of the parents discontinues the use of parental leave, then the other parent has the right to use the leftover portion of leave. The mother of the child may not interrupt maternity leave until 45 days from the date of birth of the child. If one of the parents discontinues the use of parental leave, the other parent has the right to use the remaining period of leave. Parental leave is transferable between parents.

There are no specific policies to support the work-life balance for military personnel. Part-time employment is not allowed except when taking care of elderly or sick people or other specific cases. Moreover, in Montenegro, the Labour Law and the Law on Social and Child Protection allows and defines absence from work to take care of a child. The Labour Law states that once maternity leave has ended one of the working parents has the right to work part-time until the child reaches three years of age, if the child needs additional care. The employer cannot terminate the employment contract of the parent who is working part-time in order to take care of a child with severe disabilities, or of a single parent with a child under the age of seven or a child with severe disabilities. These hours are considered full-time for the exercise of labour rights and seniority. The Labour Law further states that one of the parents has the right to be absent from work, the employee is entitled to health and pension and disability insurance, while his/her other rights are suspended. Payments for health care, pension and disability insurance come from health insurance and pension and disability insurance funds. During this absence from work, the employee is not entitled to further compensation. Flexible working hours are not allowed.

There are no special programmes or measures to support parents when both are members of the armed forces. The Armed Forces of Montenegro offer support and facilitation for service duties to single parents, divorced parents, or widows/widowers looking after their children. There are some work-life balance measures in Montenegro, which include exempting a woman from watch duty until her child reaches the age of three and prohibiting overtime or night shifts for women who have children under the age of three. In addition, single parents serving in the armed forces who have children under the age of seven are exempted from watch duty. There is no child-care policy.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	65,7%	3,5%
Air Force	11,3%	0,5%
Navy	18,7%	0,3%
Total	95,7%	4,3%
Ranks	Men	Women
OF 6 and above	0,1%	0,00%
OF 3-5	8,3%	0,00%
OF 1-2	7,6%	18,46%
OR 5-9	46,5%	18,46%
OR 1-4	37,5%	63,08%

Table 2: All Operations		
Service	Men	Women
Army	69,0%	1,4%
Air Force	9,9%	0,0%
Navy	19,7%	0,0%
Total	98,6%	1,4%
Ranks	Men	Women
OF 6 and above	0,00%	0,0%
OF 3-5	4,29%	0,0%
OF 1-2	22,85%	0,0%
OR 5-9	44,29%	0,0%
OR 1-4	28,57%	100,0%

Table 3: NATO Operations		
Service	Men	Women
Army	78,9%	1,8%
Air Force	14,0%	0,0%
Navy	5,3%	0,0%
Total	98,2%	1,8%
Ranks	Men	Women
OF 6 and above	0,0%	0,0%
OF 3-5	0,0%	0,0%
OF 1-2	17,86%	0,0%
OR 5-9	46,43%	0,0%
OR 1-4	35,71%	100,0%

Average Age of Military Personnel

The average age for men and women in the armed forces is 37.24 years.

Prevention of Sexual Harassment and Sexual Abuse

Montenegro does have strategies to prevent sexual harassment and sexual abuse. A number of documents regulate the issue of sexual harassment in Montenegro. These include the Plan for Implementation of Gender Equality in Montenegro 2017-2021, the Implementation Programme 2017-2018, the Action Plan for the Implementation of UNSCR 1325 - Women, Peace and Security in Montenegro (2017-2018), the Law on Gender Equality, the Law on the Prohibition of Discrimination, the Law on the Protection of Human Rights and Freedoms, the Law on Free Legal Aid, the Law on Protection against Domestic Violence, the Labour Law, the Law on Prohibition of Abuse at Work, the Criminal Code, the Criminal Procedure Code, the Law on the Armed Forces of Montenegro, etc..

The Montenegrin Armed Forces organize training related to the prevention of sexual harassment for the military. The MoD has adopted the 'Action Plan for the Implementation of Gender Equality Policy and UNSCR 1325 in the Ministry of Defence and the Armed Forces of Montenegro', which envisages education of members of the armed forces on gender-based violence and the application of anti-discrimination laws of Montenegro, on UNSCR 1325 and related Resolutions with special emphasis on the area of human rights, International Humanitarian Law, gender-based violence, sexual violence and trafficking in human beings.

There is appointed personnel to deal with or to whom to report sexual harassment. There are formal procedures in place for male and female victims to report harassment. There are specific institutional mechanisms for the protection from gender-based harassment, including sexual violence and can be used by soldiers. The personnel includes:

- The Coordinator on gender equality issues in the MoD and the armed forces, established on the basis of the Law on Gender Equality;
- The Inspector I - Integrity Manager in the Department for Inspection Supervision - established by the Act on Internal Organization and Systematization of the MoD; and
- The Protector of Human Rights and Freedoms, courts and inspection bodies - with jurisdiction defined by the Law on the Prohibition of Discrimination.

In 2017, no cases of sexual harassment or sexual abuse were reported in the Montenegrin Armed Forces.

National Education and Training Programmes Related to Gender Perspectives

The Armed Forces of Montenegro have five gender-related training programmes:

1. Pre-Deployment Training for soldiers deployed to the Resolute Support Mission in Afghanistan

This training is compulsory and it is held for each contingent. The subjects are gender in peacekeeping operations and UNSCR 1325 and the related Resolutions. In 2017, 44 military personnel (2 contingents) were trained. On 18 January 2017, 22 military personnel were trained for the sixth contingent of the armed forces and on 4 August 2017, a further 22 military personnel were trained for the seventh contingent of the armed forces. This training targets OF-1 to OF-2, OR-5 to OR-9 and OR-1 to OR-4. It is part of pre-deployment training.

2. Training on International Women's Day

The occasion that triggered the training was 8 March which is International Women's Day. The activity was held on 6 March 2017. The topic of training was discrimination and gender equality for commanding personnel in the armed forces' General Staff. It targets OF-3 to OF-5 and OF-1 to OF-2. It is part of the standard national training.

3. Training for Commanding Personnel in the Montenegrin Navy
Gender trainers carried out the training for commanding personnel in the Montenegrin Navy. The topic of the training was focused on gender in military operations. The training was attended by 15 personnel from the Montenegrin Navy. It targets OF-3 to OF-5 and OF-1 to OF-2. It is part of the standard national training.
4. Law Against Discrimination and Gender Equality - Legal Framework of the Montenegrin Navy
This is informative training and education for Montenegrin Navy personnel, mostly officers and senior NCOs. It targets OF-1 to OF-2 and OR-5 to OR-9. It is part of the standard national training.
5. Gender-Based Violence and Protection against Gender-Based Discrimination
The training was held on 18 December 2017 in cooperation with the trainers from the Parliament of Montenegro and the non-governmental sector. The Montenegrin Air Force personnel attended the training. Attendees numbered in total 50 military personnel. It targets OF-1 to OF-2, OR-5 to OR-9 and OR-1 to OR-4. It is part of the standard national training.

Use of NATO Training and Education Tools

The NATO Gender Education and Training Package for Nations has been used in the development of national training programmes. In particular, training materials on gender in military operations and modules regarding UNSCR 1325 have been used. The NATO Gender Education and Training Package for Nations was deemed useful by the Montenegrin Armed Forces, as it has practical and factual examples about the importance of gender in the military.

Gender in the Armed Forces and in Operation

Gender is a topic in operational planning and it is included in pre-deployment training and exercises.

Gender Advisors and Gender Focal Points

The MoDe and the Montenegrin Armed Forces have gender advisors. The General Staff does not have gender advisors. There is one trained gender advisor who received training at the Nordic Centre for Gender in Military Operations (NCGM). So far, no gender advisors have been deployed.

The Montenegrin Armed Forces have gender focal points. So far, no gender focal points have been deployed. However, there are six trained gender trainers in the armed forces. They are four male and two female officers, who provide training in the units of the Montenegrin Armed Forces.

Implementation of the 2016 and 2017 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

Montenegro took action towards the implementation of the 2017 NCGP Recommendations to the Military Committee. The MoD has adopted the 'Human Resources Management Strategy in the MOD and the AFMNE', and an Action Plan for its implementation in 2017. The strategy and Action Plan both define the gender equality policy and strategic goals to increase the representation of women in AFMNE, on command duties, in missions, and also the continuous implementation of national gender equality policies, UNSCR 1325 and related regulations.

The MoD has also adopted the 'Personnel Support Plan in the MOD and AFMNE'. In this document measures and activities are projected for the implementation of strategic guidelines from the Strategic Defence Review; the Long-term Defence Development Plan; the Human Resources Management Strategy as well as the Action Plan for its implementation and the regulations related to this area that include measures and activities related to support for women in the MOD and AFMNE.

Based on the 'Plan for Implementation of Gender Equality in MNE 2017-2021', 'the Implementation Programme 2017-2018' and 'Action Plan for Implementation of UNSCR 1325 in Montenegro (2017-2018)' were adopted by the Government of Montenegro. The MoD has adopted the 'Activity Plan for the Realisation of Activities on the Implementation Policy of Gender Equality and UNSCR 1325 in the MOD and AFMNE', on the basis of which, activities are conducted on increasing women's participation in decision-making and peace processes, the protection of women and girls in conflict zones and the integration of gender perspective and gender education in peaceful operations.

The Law on the Armed Forces of Montenegro, which was passed in 2017, stipulates that during admission to the Service in the Armed Forces of Montenegro, the gender balance is taken into account. The MoD has also adopted the 'Plan of Employment in the MoD and AFMNE'. It consists of promotional and educational activities to attract personnel for the needs of the AFMNE. The plan allows women to approach the service in the AFMNE through the possibility of participating in MoD projects, education at foreign military academies with scholarships, admission to the service and through positive examples and career achievements of women in the AFMNE. It incentivizes women to apply by 'positive advertising' in the form of publishing public announcements for admission to the AFMNE, for education in military establishments and for registering women to participate in MoD projects.

Montenegro took action towards the implementation of the 2016 NCGP Recommendations to the MC. Based on the following documents: the 'Plan for Implementation of Gender Equality in Montenegro 2017-2021', the 'Implementation Programme 2017-2018' and the 'Action Plan for Implementation of UNSCR 1325 in Montenegro (2017-2018)', the MoD has adopted the 'Action Plan for the Implementation of Gender Equality Policy and Resolution 1325 in the Ministry of Defence and the Armed Forces of Montenegro in 2017'. In turn, on the basis of the adoption of the Action Plan, activities to increase women's participation in decision-making and peace processes have been initiated. Moreover, there is an initiative to educate members of the armed forces on gender-based violence, on the application of the anti-discrimination laws of Montenegro, on UNSCR 1325 and its accompanying resolutions with a special emphasis on human rights, international humanitarian law, gender-based violence, sexual violence and trafficking in human beings. Since 2013, the Training Instructions of the AFMNE, as a key document for training, included training in the field of gender equality and UNSCR 1325 for all members of the AFMNE, as well as those who are going on peacekeeping missions and those who attend basic officer and NCO courses.

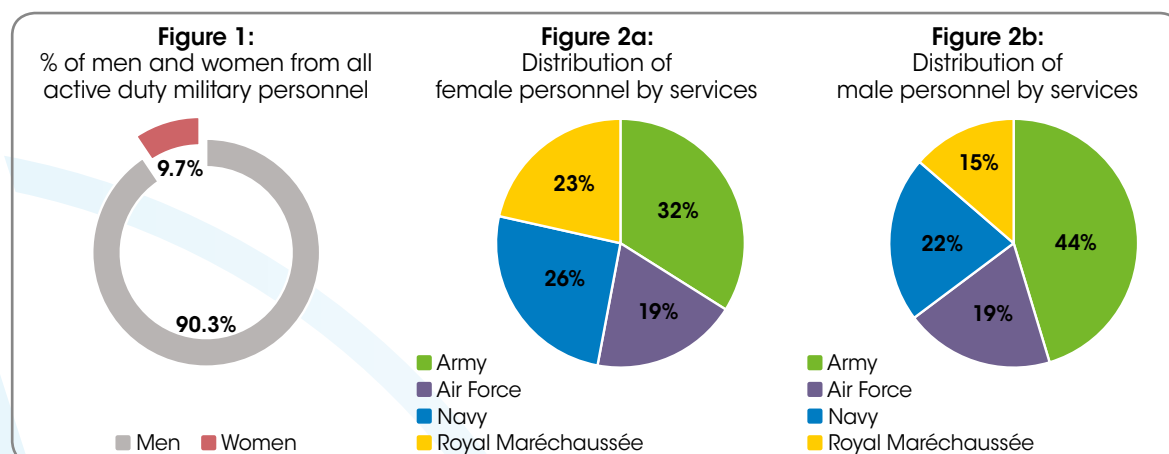
Additional Information

The Ministry of Defence is working on implementing gender equality at all levels, through a legal framework, strategic documents and through raising personnel awareness. The MoD has great support and cooperation with the other governmental institutions (for instance constant cooperation with the Parliament of Montenegro, the Ministry of Human and Minority Rights and the non-governmental sector) in the area of training, seminars and on the implementation of the National Action Plan for UNSCR 1325.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2017

No specific policies or legislation related to the implementation of gender perspectives in the Dutch Armed Forces were enforced during 2017.



Quotas

There is no quota system for men or women in the Dutch Armed Forces.

Restrictions on the Incorporation of Women in the Armed Forces

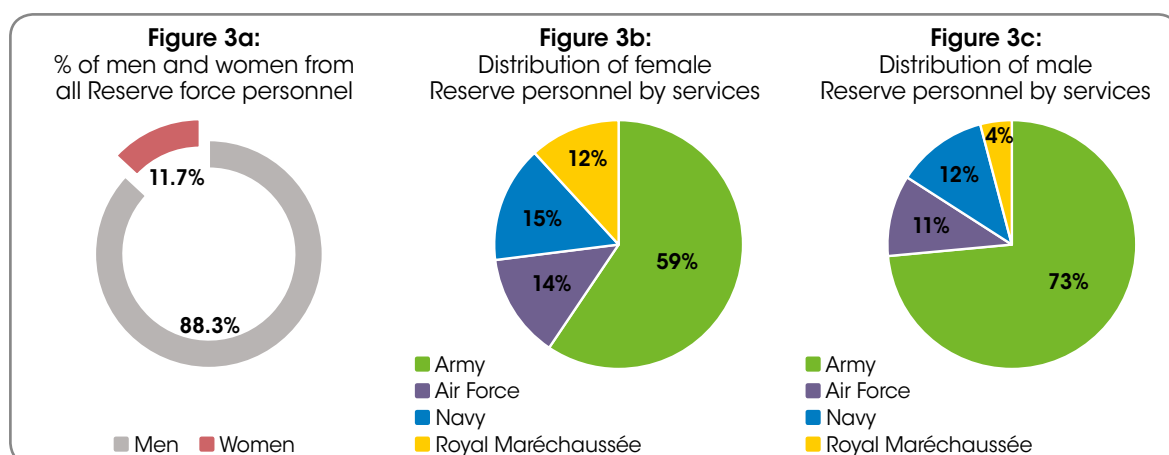
There are no restrictions on the incorporation of women in the armed forces and the Ministry of Defence (MoD). There is no military entity that deals with the integration of gender perspectives in the armed forces. However, there are two departments working on Diversity and Inclusion and Gender. The first is concerned with organisational excellence (Personnel Directorate). The other is working on Gender (United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security) and situated within the Operations Directorate/J9.

Reserves, National Guard and Other Military Services

The policies supporting entry into the Reserves or National Guard, or other military structures, as a civilian employee follow the 2014 Memorandum on Reserves that addresses policies that support the entry into the Reserves. The MoD is working on enhancing existing policies to increase the interest of experienced and well-educated personnel, such as former military and civilian specialists (doctors, musicians, etc.) to enter Reserves. The intended enhancement has not yet resulted in a significant increase in the number of Reservists.

There are policies to compensate employers who hire civilians who have joined military structures. The civilian employer is subsidised when his/her employee is hired as a Reserve for over 3 months.

There are incentives for civilian employees to enter the Reserves, National Guard or other military structures: training, education and the experience gained through the military. No financial incentives other than a salary exist.



Enlistment Requirements

Enlistment requirements, including those for the physical fitness test and those related to physical characteristics (e.g. height, weight), are the same for men and women. The annual fitness test includes different requirements for men and women. Men and women enlist at the same age.

There are no specific promotions. However, in May 2016, a campaign started to encourage women to come and join the Dutch Armed Forces. This campaign has so far resulted in a 2% increase in the number of female applicants.

Retention Policies

The Dutch Armed Forces have no retention policies, nor is there a specific retention policy for women.

There are many networks within the Dutch Armed Forces. Three of them are related to LGBT (Lesbian, Gay, Bisexual, and Transgender), women, and bi-cultural employees. These networks work together and adjust their respective activities in order to best support employees of the Dutch Armed Forces. They support activities within the new policy on diversity & inclusion (not yet approved).

The Figure 4b provides the same information as Figure 4a in different graphic rendering.

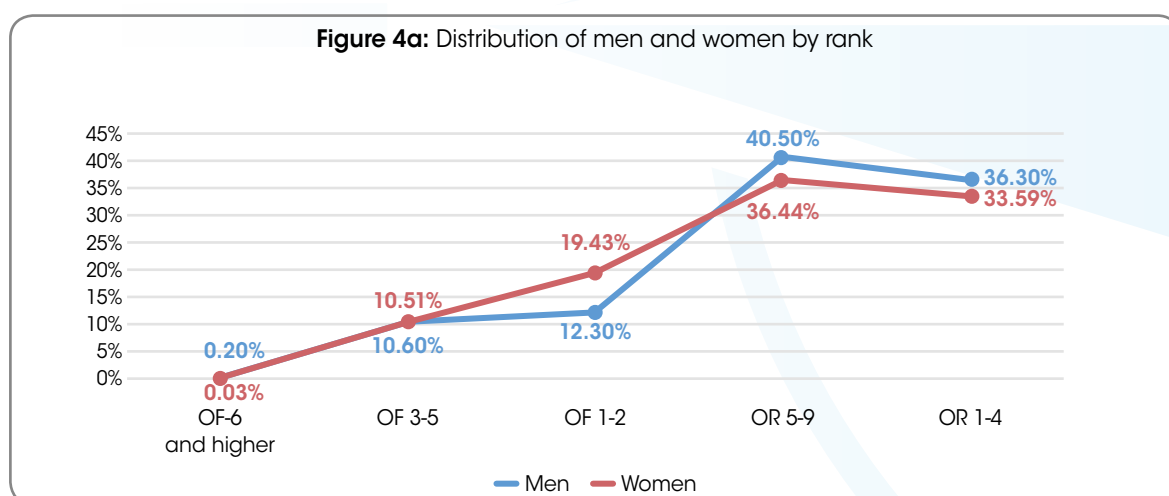
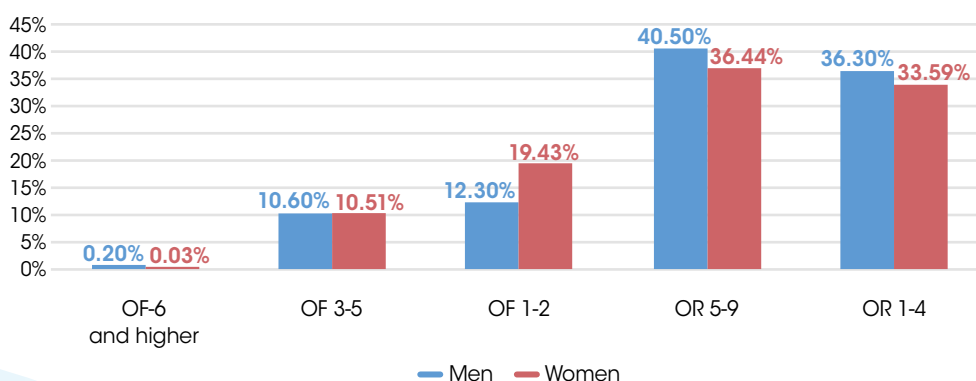


Figure 4b: Distribution of men and women by rank



Reasons for Leaving the Military

The armed forces do not carry out structural, formalised, exit surveys. However, a survey is sent to former employees and the reply rate is about 20%.

Most women gave the lack of career opportunities and work-life balance as the main reasons for leaving the national armed forces. Most men gave the salary and the unstable future of the MOD as opposed to a more stable civilian job as the main reasons for leaving the national armed forces.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment (weapons, armour plates or backpacks) is not adapted for both women and men. Service dress, such as skirts, blouses, shoes, hats, jackets are adapted for men and women. Battledresses differ only in size, and shoe size. There are lighter combat harnesses for women.

Military facilities on board large naval vessels have been organised to accommodate men and women separately. Toilets are sometimes gender neutral, but usually different for men and women. Showers are separate for men and women.

Parental Rights

Legal social support is given to mothers during pregnancy and both parents of a new-born child. Legal social support is given in several forms: pregnancy leave (6 weeks before the birth of the child); maternity leave (10 weeks after the birth of the child); paternity leave (2 days) and parental leave (13 weeks for either parent to be taken before the child is 8 years old). Paternal leave is 29 weeks in total and it is not transferable between parents.

There are no specific programmes or policies to support a work-life balance for military personnel or single parents. There is a child-care policy, which includes a provision to protect parents from deployment, extra weeks of subsidized maternity/paternity leave, breastfeeding breaks, flexible working and service hours or variable start/finish times during the working day.

Day care for children at MoD and military installations has nearly disappeared since it has become more of a national responsibility (Councils).

There is an option to have flexible working hours and part-time employment in case of parental leave, elderly care (or sick people) and studies. There is support for service duties to single parents, divorced parents, or widows/widowers looking after their children. When a single parent has a child under the age of five, s/he can request to be exempted from deployments. When childcare is needed the situation at home will be checked by a social worker. There are special programmes/measures to support parents when both are members of the armed forces. When both parents are members of the armed forces, the aim is to avoid deploying both employees at the same time when childcare is still required.

There is a child-care policy. It includes the provision of protecting parent from deployment, extra weeks of subsidized maternity/paternity leave, breastfeeding breaks, flexible working and service hours or variable start/finish times during the working day. Day care for children is not subsidised by the Dutch Armed Forces. It has become more of a national responsibility.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	39,7%	3,1%
Air Force	17,6%	1,8%
Navy	19,8%	2,5%
Royal Maréchaussée	13,2%	2,3%
Total	90,3%	9,7%
Ranks	Men	Women
OF 6 and above	0,2%	0,03%
OF 3-5	10,6%	10,51%
OF 1-2	12,4%	19,43%
OR 5-9	40,5%	36,44%
OR 1-4	36,3%	33,59%

Table 2: All Operations		
Service	Men	Women
Army	72,4%	4,8%
Air Force	9,4%	1,4%
Navy	8,3%	0,4%
Royal Maréchaussée	2,9%	0,4%
Total	93,0%	7,0%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	6,96%	13,89%
OF 1-2	14,04%	36,11%
OR 5-9	33,78%	29,17%
OR 1-4	45,22%	20,83%

Table 3: NATO Operations		
Service	Men	Women
Army	77,9%	7,1%
Air Force	8,9%	1,1%
Navy	1,6%	0,1%
Royal Maréchaussée	2,7%	0,6%
Total	91,1%	8,9%
Ranks	Men	Women
OF 6 and above	0,13%	0,00%
OF 3-5	5,38%	9,21%
OF 1-2	11,41%	31,58%
OR 5-9	30,77%	34,21%
OR 1-4	52,31%	25,00%

Table 4: Reserve Force Personnel		
Service	Men	Women
Army	64,9%	7,0%
Air Force	9,3%	1,6%
Navy	10,4%	1,7%
Royal Maréchaussée	3,7%	1,4%
Total	88,3%	11,7%
Ranks	Men	Women
OF 6 and above	0,0%	0,0%
OF 3-5	13,3%	9,3%
OF 1-2	16,4%	27,0%
OR 5-9	17,4%	15,7%
OR 1-4	52,9%	48,0%

Prevention of Sexual Harassment and Sexual Abuse

There are strategies and programmes to prevent sexual harassment and sexual abuse. There are awareness training and training courses on moral dilemma. This is considered part of a moral fitness programme. There is a 'central organisation for integrity', which organises workshops, aiming to prevent harassment in any form.

There is appointed personnel to deal with and to whom to report sexual harassment. Formal procedures exist for female or male victims to report harassment. The manager is ideally the person to go to in case of harassment. The manager is able to fill in an online reporting system. The victim is able to use the same reporting system. Trusted persons, specially trained in dealing with harassment are only allowed to report with the consent of the victim.

In 2017, cases of sexual harassment or sexual abuse were reported in the armed forces.

National Education and Training Programmes Related to Gender Perspectives

The Dutch Armed Forces have one gender-related training programme:

1. The 'Comprehensive Approach to Gender in Military Operations' is a joint venture between Spain and the Netherlands (MoD and Ministry of Foreign Affairs (MoFA))

The programme addresses key gender concepts, a comprehensive approach in international missions, the legal framework on gender for missions and operations, gender in the Security Sector Reform (SSR) and Disarmament, Demobilization and Reintegration (DDR) processes, gender in the planning process, conflict-related sexual violence and comprehensive approach to gender in operations. It targets OF-3 to OF-5 and OF-1 to OF-2. It is a pre-deployment phase training.

Use of NATO Training and Education Tools

The NATO Gender Education and Training Package for Nations has been used in the development of national training programmes. The 'Comprehensive Approach to Gender in OPS', a joint venture between Spain and The Netherlands, has been used. Also, training provided by the Nordic Centre for Gender in Military Operations (NCGM) in Sweden has been used. The NATO Gender Education and Training Package for Nations has been deemed useful by the national armed forces.

The Dutch Armed Forces have also used other NATO products for their training. These include Gender in the Security Sector Reform and Disarmament, Demobilization and Reintegration process; Gender in the planning process; Conflict-Related Sexual and Gender-Based Violence.

Gender in the Armed Forces and in Operation

Gender is not a topic in operational planning. However, it is included in pre-deployment training and exercises.

Gender Advisors and Gender Focal Points

The Dutch Armed Forces and the MoD have trained gender advisors. Most of them received the Gender Field Advisor training at the NCGM and/or attended the Comprehensive Approach of Gender in Military Operations. The General Staff has gender advisors. They have received the same training and course as the Dutch AF gender advisors at the NCGM. The gender advisors specifically tasked to be gender advisors are reservists.

Currently, there are 24 gender advisors. So far, 24 gender advisors have been deployed, 3 in 2017. The Dutch Armed Forces do not have Gender Focal Points.

Implementation of the 2016 and 2017 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

The Netherlands did not take action towards the implementation of the 2017 and 2016 NCGP Recommendations to the Military Committee (MC). However, the Dutch AF are Gender Champion since 2017.

Additional Information

In 2015, the National Action Plan 1325 (NAP 1325) was launched on the 8th of March. This has been a cooperation between the Dutch Gender Platform "WO=MEN" and the Ministry of Foreign Affairs. Between 2000 and 2015 all action plans were cancelled within the Dutch Armed Forces (due to reduction in expenditures).

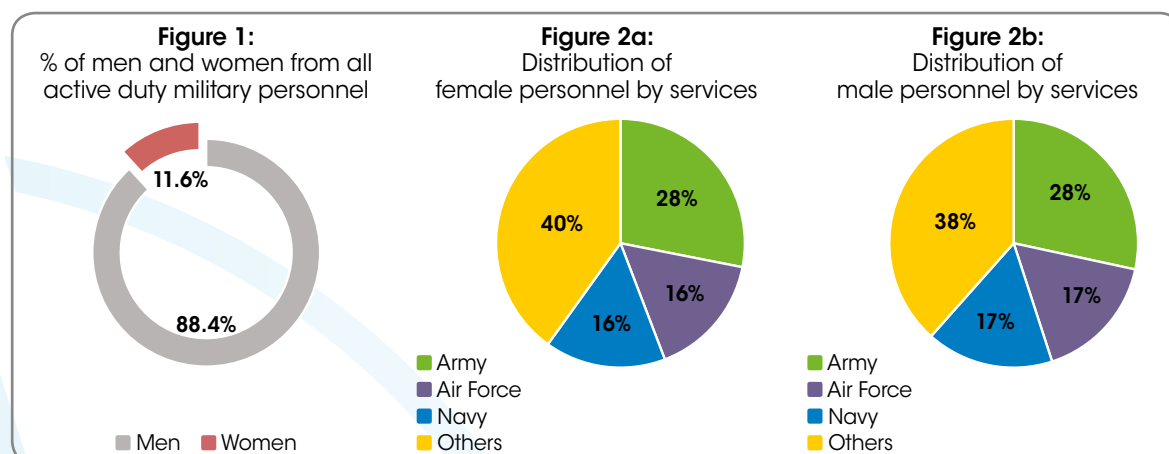
In 2016, the Dutch AF produced the Defence Act Plan 1325 that is currently being implemented. Next to this, the Dutch Armed Forces are currently describing a policy concerning diversity and inclusion (D&I), aiming to establish an inclusive organisation.

The difference between DAP 1325 and the upcoming D&I Policy is that the former focuses on operational excellence and the latter on organisational excellence. Both are considered to require sustained effort on the part of the Dutch Armed Forces to reach positive effects.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2016

No new specific policies or legislation related to the implementation of gender perspectives in the Norwegian Armed Forces were enforced during 2017.



Quotas

There is no quota system for men or women in the Norwegian Armed Forces.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the armed forces, nor are there restrictions that apply only to operations. Military entities that deal with the integration of gender perspectives in the armed forces include one position at Human Resources (HR) at the Ministry of Defence (MoD) and one position on Security Policy. The Armed Forces have two temporary positions at the Norwegian Defence University College to focus on implementation of gender perspectives at the operational level. There is one position in the Defence Staff working on equality, diversity and gender at the HR strategic level. There is one position with gender perspective as part of the job description at the Defence Staff Operations. There are two positions working at Nordic Centre for Gender in Military Operations (NCGM).

Reserves, National Guard and Other Military Services

There are no policies to support entry into the Reserves or National Guard, or other military structures, as a civilian employee, nor are there policies to compensate employers who hire civilians who have joined military structures. There are no incentives for civilian employees to enter the Reserves, National Guard or other military structures.

Enlistment Requirements

Enlistment requirements in the armed forces are not the same for men and women. Enlistment requirements for the physical fitness test are different and include horizontal pull-ups for female soldiers and vertical pull-ups for male soldiers, and different standards apply for the three km run. There are no differences in enlistment requirements with regard to physical characteristics. Men and women enlist at the same age.

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

There are policies and strategies used that promote the recruitment of women in the military - Compulsory Conscription (law), Government White Papers and annual budget proposal, yearly Implementation Plan for the armed forces, recruitment campaigns, research and surveys to understand future military demands and fact-finding.

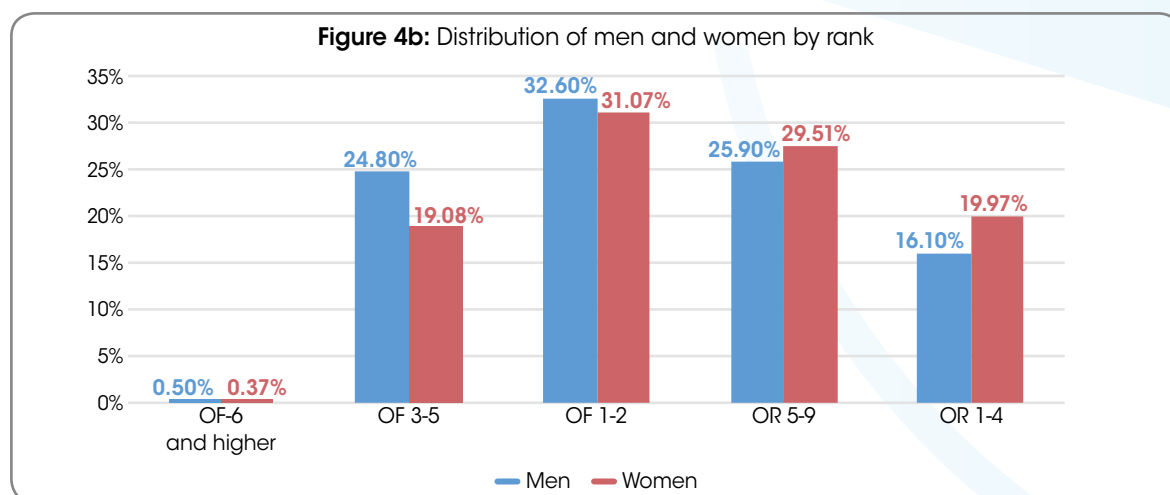
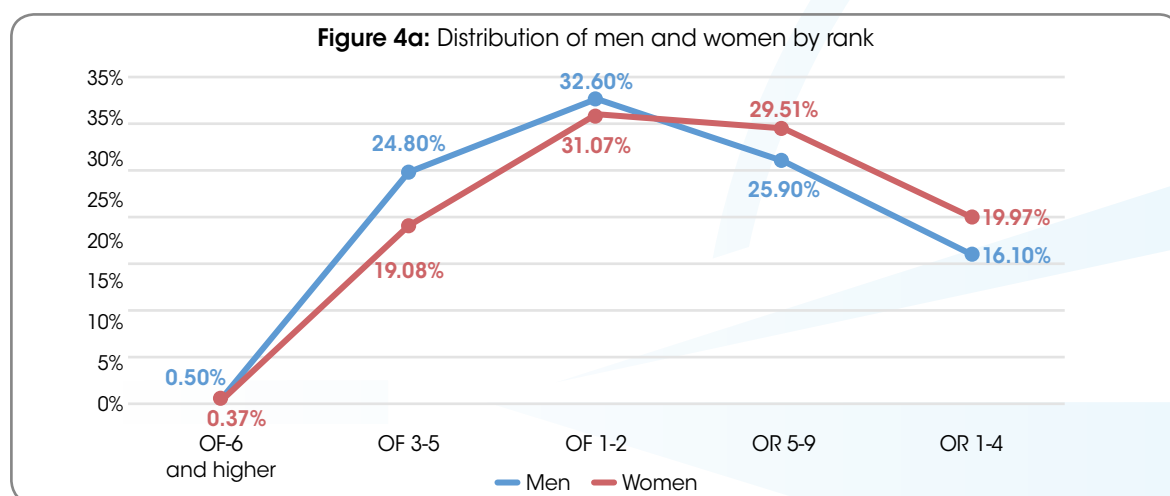
During 2017 2,022 women and 6,409 men were successfully recruited into the armed forces. During 2017, in military academies, colleges and other educational institutions, out of 1,366 female applicants, 165 were successfully recruited. Out of 4,588 male applicants, 668 were successfully recruited.

Retention Policies

The armed forces do have retention policies. The level of pay can be used as an incentive to recruit and retain personnel that are especially skilled or have made extraordinary efforts. Pay level can also be used as an incentive if the basis for the position has been changed significantly. There are no specific retention policies for women.

The Armed Forces Female Association (AFFA) is a network to support women in the military. The AFFA aims to strengthen the armed forces and individual female personnel, through creating awareness of career opportunities for women and the importance of their participation in international operations to fulfil the obligations with respect to United Nations Security Council Resolution (UNSCR) 1325. The Association also contributes to the work for equality, recruitment and career opportunities for women in the armed forces, and also to increase understanding of the armed forces in society.

The Figure 4b provides the same information as Figure 4a in different graphic rendering.



Reasons for Leaving the Military

The armed forces do not carry out exit surveys for men and women who leave the military, although occasional questionnaires touched upon the reasons why personnel leave. The armed forces use research and random, non-systematic surveys to detect why military women leave the armed forces.

The main reason why women tend to leave the military is retirement and other reasons. Research on why women leave the Norwegian Armed Forces has suggested three categories of other reasons:

1. the military is only used as a stepping-stone for other careers;
2. culture challenging; and
3. other personal reasons.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment is not adapted for men and women. Female and male soldiers enjoy separate sanitary facilities and can choose between same-sex or mixed living quarters.

Combat uniforms are adapted for both men and women to some degree. Women can wear skirts and shirts, but not all-combat gear is adapted for women. Service uniforms are fitted for women and men. There are complete and specific uniforms for women and men.

Parental Rights

Legal social support is given to both parents of a new-born child. Maternity leave is exclusively six weeks after childbirth. Paternity leave is exclusively 10 weeks including the first two weeks after the birth of the child alongside the mother. Mothers and fathers are entitled to a total of 49 weeks of full paid leave on 100%, or 59 weeks in total on 80% pay. Parental leave is transferable between parents. There are specific programmes to support the work-life balance for military personnel: seminars for couples (prep courses), career change programmes, retirement courses, annual visits to the place of birth, commuter programmes and housing programmes. Part-time employment and flexible hours are allowed for temporary needs in case of parental leave, caring for elderly or sick people and studies. Also- due to any reason given by the employee, if the specific job situation allows it. The main policy is full-time employment. The Norwegian Armed Forces try to accommodate personal needs; however, restrictions apply to some units and positions. Employers make a general and individual assessment of the couples' personal needs and career moves to support parents when both are members of the armed forces. There is support for service duties for single parents, divorced parents, or widows/widowers looking after their children in the form of travel subsidies for caregivers. The child-care policy includes breastfeeding breaks, policy on duty assignments, night duty, overtime work, flexible working and service hours or variable start/finish times during the working day.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	25,1%	3,3%
Air Force	14,7%	1,9%
Navy	14,6%	1,8%
Other	34,0%	4,6%
Total	88,4%	11,6%
Ranks	Men	Women
OF 6 and above	0,5%	0,37%
OF 3-5	24,8%	19,08%
OF 1-2	32,6%	31,07%
OR 5-9	25,9%	29,51%
OR 1-4	16,1%	19,97%

Table 2: All Operations		
Service	Men	Women
Army	NR	NR
Air Force	NR	NR
Navy	NR	NR
Other	92,1%	7,9%
Total	92,1%	7,9%
Ranks	Men	Women
OF 6 and above	NR	NR
OF 3-5	NR	NR
OF 1-2	NR	NR
OR 5-9	NR	NR
OR 1-4	NR	NR

Table 3: NATO Operations		
Service	Men	Women
Army	NR	NR
Air Force	NR	NR
Navy	NR	NR
Total	92,3%	7,7%
Ranks	Men	Women
OF 6 and above	NR	NR
OF 3-5	NR	NR
OF 1-2	NR	NR
OR 5-9	NR	NR
OR 1-4	NR	NR

Average Age of Military Personnel

The average age for deployed personnel for women is 33,1 years and for men is 34,9 years.

Prevention of Sexual Harassment and Sexual Abuse

There are strategies to prevent sexual harassment and sexual abuse. Human Resources (HR) policy documents state 'zero tolerance', and there are local Action Plans and policies regarding ethics, attitudes and leadership. There is also a specific research-based questionnaire is under development. There are programmes related to the prevention of sexual harassment, which integrate the topic into existing educational programmes and Advanced Distance Learning (ADL) training. Appointed personnel report and deal with sexual harassment. The formal procedures to report harassment of male or female victims are primarily handled in the Chain of Command. In addition, local labour union representatives may be involved, as well as the local Environment, Health and Safety (EHS) representative or the unit field chaplain. If this is not possible or desired, an armed forces whistle-blowing channel is available. The health services may also be of assistance.

In 2017, there were reported cases of sexual harassment or sexual abuse.

National Education and Training Programmes Related to Gender Perspectives

The Norwegian Armed Forces have five gender-related training programmes:

1. A two-hour lecture on 'Gender, Culture and UNSCR 1325 and Related Resolutions' It targets OR-1 to OR-4. It is part of the standard national training.
2. A two-hour lecture focuses on 'Gender, Culture and UNSCR 1325 and Related Resolutions' as part of the Officer Candidate Schools. It targets OF-1 to OF-2. It is part of the standard national training.

3. A minimum of a two-hour lecture focuses on 'Gender, Culture and UNSCR 1325 and Related Resolutions' as part of the War College education. Depending on the college, this is also integrated in other areas such as leadership. It targets OF-3 to OF-5 and OF-1 to OF-2. It is part of the standard national training.
4. A 45-minute lecture focuses on 'Gender and Culture in Operational Planning' as part of the Norwegian Command and Staff College education. It targets OF-3 to OF-5. It is part of the standard national training.
5. A two-hour lecture focuses on 'Gender, Culture and UNSCR 1325 and Related Resolutions' as part of the pre-deployment education. It targets all military ranks. It is part of the pre-deployment phase training.

Use of NATO Training and Education Tools

The NATO Gender Education and Training Package for Nations has not been used in the development of national training programmes. The Norwegian Armed Forces used other NATO products for their training. Products from the Nordic Centre for Gender in Military (NCGM), Bi-SC Directive 40-1 and Comprehensive Operations Planning Directive (COPD) are being used.

Gender in the Armed Forces and in Operation

Gender is a topic in operational planning and is included in pre-deployment training and exercises.

Gender Advisors and Gender Focal Points

The Norwegian Armed Forces, the MoD and the General Staff do not have gender advisors. However, there are currently 22 gender advisors, who have had some form of course or training at the NCGM within the last 10 years. 12 of these trained gender advisors have been deployed up to now.

The Norwegian Armed Forces have gender focal points. The gender focal points are not official, but each of nine departments reporting to Chief of Defence (CHOD) has to name a person of contact as part of a professional gender network to communicate with, and provide information, as well as education related to gender. No gender focal points have been deployed so far.

Implementation of the 2016 and 2017 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

Norway has taken action towards the implementation of the 2017 NCGP Recommendations to the Military Committee (MC). Norway has incorporated a gender annex in national planning directives. Work on successful implementation of universal conscription continues. There is cooperation with national representatives in the NATO civil advisory panel.

Norway has taken action towards the implementation of the 2016 NCGP Recommendations to the MC. Formal assignments were given from the MoD to CHOD regarding implementation of gender perspectives and UNSCR 1325 (Annual Plan).

Additional Information

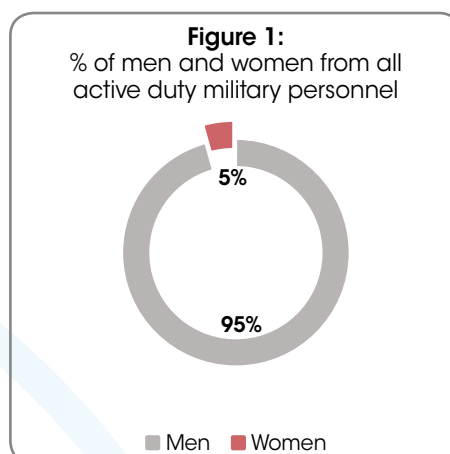
The Norwegian military educational system is under review and gender perspectives will be redefined in the new curriculum. The Norwegian military personnel system is under reform and this might explain some of the changes since 2016 regarding personnel categories.

The Norwegian Defence University College is developing a handbook regarding Conflict Related Sexual Violence to be used in all operations.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2017

No specific policies or legislation related to the implementation of gender perspectives in the Polish Armed Forces were enforced during 2017.



Quotas

There is no quota system for men or women in the Polish Armed Forces.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the armed forces, nor are there any restrictions that apply only to operations.

There is a military entity that handles the integration of gender perspectives in the armed forces. This is the position of the Coordinator for Equal Treatment in the Polish Armed Forces. He/she is responsible for monitoring the Ministry of Defence's (MoD) compliance with the principle of equal treatment. The Coordinator identifies cases of discrimination and takes action to counteract them.

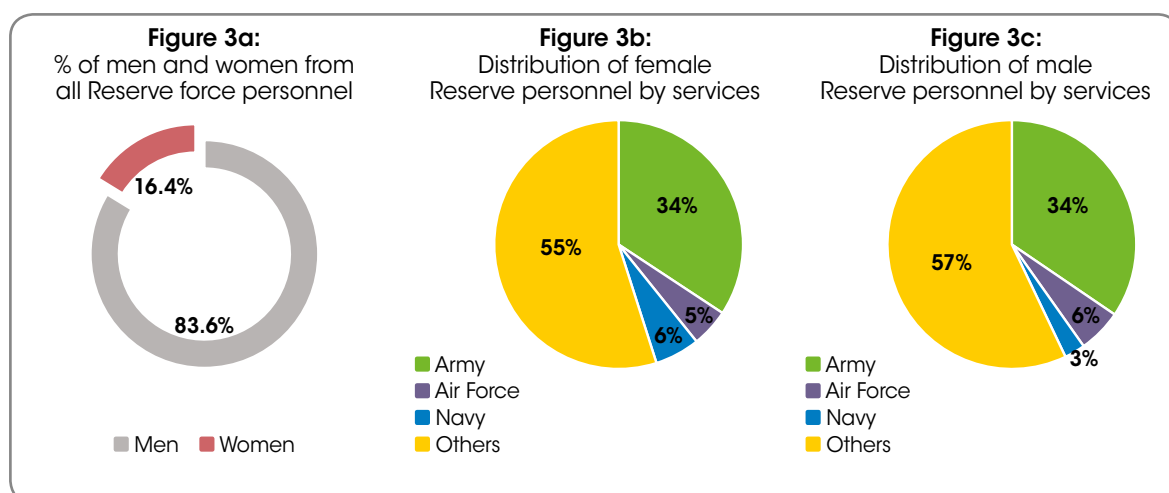
Reserves, National Guard and Other Military Services

There are policies to support entry into the Reserves, National Guard or other military structures, as a civilian employee. Soldiers of the National Reserve Forces are paid for each day of military exercise. They can also receive a one-time cash prize during their annual contract if they have received a positive evaluation. Military service in the National Reserve Forces gives access to professional military service.

There are policies to compensate employers who hire civilians who have joined military structures. Employers that employ a worker who is a National Reserve Forces' soldier are entitled to a cash benefit when the employee participates in military exercises.

There are incentives for civilian employees to enter the Reserves, National Guard or other military structures. Civilian employees who are doing at the same time military service in the national reserve force are entitled to financial compensation corresponding to the difference between the employment's remuneration and the active military service's salary.

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



Enlistment Requirements

Enlistment requirements, including those for the physical fitness test, are the same for men and women. Only the requirements concerning women's standards in the physical test are lower than those for men. Women have a shorter distance to run and they have to complete fewer push-ups and slopes than men to pass the tests.

There are no differences in enlistment requirements related to physical characteristics (e.g. height, weight). Men and women enlist at the same age. There are no policies that promote the recruitment of women in the military.

In 2017, 229 out of 1,029 female applicants were successfully recruited in military academies, colleges and other educational institutions. Out of 6,103 male applicants, 1,357 were successfully recruited.

Retention Policies

The Polish Armed Forces do have retention policies. After 15 years of professional military service, the pension is at 40% of its base and each additional year adds 2.6%. There are no specific retention policies for women. There are networks to support women in the military such as the Council for Women's Affairs.

Reasons for Leaving the Military

The armed forces carry out exit surveys for men and women who leave the military. However, there is no systematic research done among those who exit military service. There are representative surveys conducted among military personnel currently in the service. The national armed forces do not use any (other) systems or methods to detect reasons why military women leave the armed forces.

The main reasons why men and women tend to leave the military are retirement, end of contract and other reasons.

Adaptation of Military Equipment, Facilities and Uniforms

Men and women use the same military equipment and military facilities are adapted for both men and women. Men and women share common offices, briefing rooms, rifle ranges, tactical places, canteen/mess halls and fitness facilities. Toilets, cloakrooms and accommodations are adapted to the needs of men and women. Men and women wear the same combat uniforms, only the underclothing is different. Men and women wear service uniforms that are tailored for them.

Parental Rights

Legal social support is provided for mothers during pregnancy and both parents of a new-born child. Mothers cannot work more than 40 hours a week during pregnancy. They cannot work in particularly difficult conditions, and they cannot be deployed outside the place of service. Parents who are both military and have a child under the age of four cannot be deployed outside the place of service at the same time without their permission.

Parental leave is 28 weeks in total and is transferable between parents. There is a possibility of eight weeks' additional parental leave. Maternity leave is 20 weeks and paternity leave is two weeks.

There are specific programmes to support the work-life balance for military personnel. Soldiers may be granted up to five days special leave in the cases of marriage, childbirth, and the funeral of a family member or personal issues. In the instance of personal care for a family member, if necessary, soldiers can be exempted from official duties for up to 50 days.

Part-time employment is not allowed. Flexible hours are allowed in case of parental leave, caring for elderly or sick people, studies and personal issues. Single parents of a child under four cannot be deployed without their permission. There are child-care policies: provision protecting parents from deployment, extra weeks subsidized maternity/paternity leave, breastfeeding breaks, flexible working and service hours or variable start/finish times during the working day.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	NR	NR
Air Force	NR	NR
Navy	NR	NR
Total	94,96%	5,04%
Ranks	Men	Women
OF 6 and above	NR	NR
OF 3-5	NR	NR
OF 1-2	NR	NR
OR 5-9	NR	NR
OR 1-4	NR	NR

Table 2: All Operations		
Service	Men	Women
Army	56,2%	1,4%
Air Force	15,3%	0,2%
Navy	3,0%	0,1%
Other	23,6%	0,2%
Total	98,1%	1,9%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	9,36%	0,00%
OF 1-2	19,48%	49,09%
OR 5-9	29,27%	18,18%
OR 1-4	41,89%	32,73%

Table 3: NATO Operations		
Service	Men	Women
Army	55,3%	1,5%
Air Force	15,9%	0,2%
Navy	3,1%	0,1%
Other	23,7%	0,2%
Total	98,0%	2,0%
Ranks	Men	Women
OF 6 and above	0,0%	0,00%
OF 3-5	8,63%	0,00%
OF 1-2	18,62%	48,15%
OR 5-9	29,11%	18,52%
OR 1-4	43,64%	33,33%

Table 4: Other Personnel in All Operations		
Service	Men	Women
Army	28,9%	5,6%
Air Force	4,8%	0,8%
Navy	2,3%	1,0%
Other	47,7%	9,0%
Total	83,6%	16,4%
Ranks	Men	Women
OF 6 and above	0,0%	0,0%
OF 3-5	0,0%	0,0%
OF 1-2	4,4%	4,3%
OR 5-9	3,4%	0,1%
OR 1-4	92,2%	95,6%

Prevention of Sexual Harassment and Sexual Abuse

There are strategies to prevent sexual harassment and sexual abuse. The General Rules of the Polish Armed Forces contain provisions prohibiting any behaviour with sexual intention.

In the Officers' school, preventive activities were conducted with representatives of the Gendarmerie and prosecutor; such as education in the field of gender equality; and training covers problems of mobbing, harassment and discrimination. There is training on the workings of the system of receipt and handling of complaints and petitions.

There are programmes related to the prevention of sexual harassment aimed at strengthening discipline and preventing social pathologies. In the Officers' school there are preventive activities with representatives of the gendarmerie and prosecutor, education in the field of gender equality, and training was conducted to cover problems of mobbing, harassment and discrimination. There are neither formal procedures for female or male victims to report harassment, nor appointed persons to deal with or to whom to report sexual harassment.

In 2017, three women reported cases of sexual harassment and stalking. No men reported cases of sexual harassment in the Polish Armed Forces.

National Education and Training Programmes Related to Gender Perspectives

The Polish Armed Forces have two gender-related training programmes:

1. Standard Military Training for Officer Candidates (minimum requirements)

This course covers dysfunctional behaviour in interpersonal relationships, integration and command in a military environment, the right to equal status for women and men and elements of military ethics. It also focuses on gender equality in the military, gender legal framework, NATO's definition of gender, the work of soldiers in multicultural environments, equality and prevention of discrimination. It targets all military ranks. It is part of the standard national training.

2. National Action Plan for Equal Treatment:

This course includes training workshops for commanders of military units, who have gained skills to support the fight against discrimination, mobbing, harassment and conflicts. It targets OF-6 and higher and OF-3 to OF-5. It is part of the standard national training.

Use of NATO Training and Education Tools

The NATO Gender Education and Training Package for Nations has not been used in the development of national training programmes.

Gender in the Armed Forces and in Operation

Gender is a topic in operational planning and it is included in pre-deployment training and exercises.

Gender Advisors and Gender Focal Points

The armed forces and the Ministry of Defence have gender advisors. The General Staff does not have gender advisors. The gender advisors have completed the 'A Comprehensive Approach to Gender in Operations' training at the European Security and Defence College in Madrid. There are three gender advisors. One gender advisor has been deployed so far. One gender advisor was deployed in 2017.

The armed forces do not have Gender Focal Points.



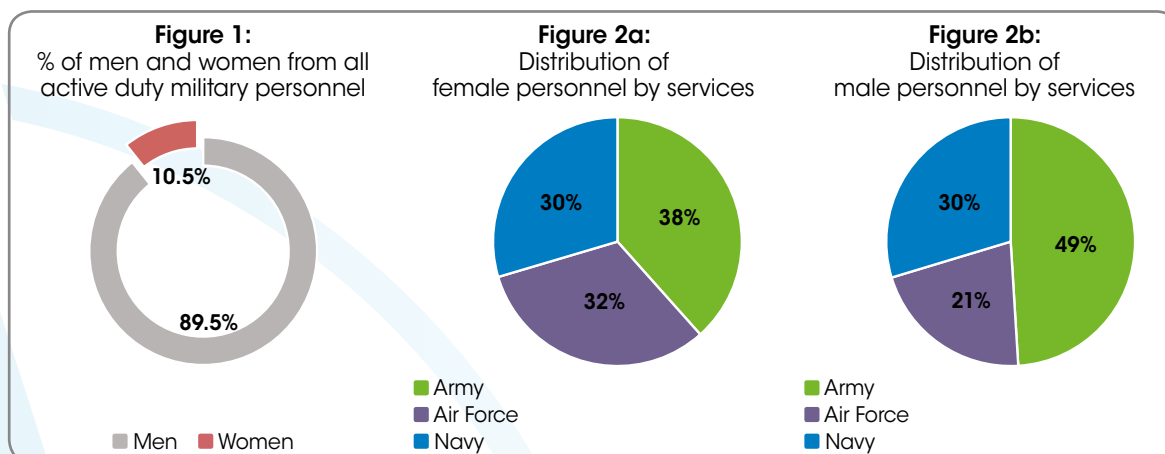
Implementation of the 2016 and 2017 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

No action was taken towards the implementation of the 2017 and 2016 NCGP recommendations to the Military Committee (MC).



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2017

New specific policies and legislation related to the implementation of gender in the armed forces were enforced during 2017. In the Portuguese Armed Forces, a new policy concerning parenthood protection has been approved. In the Portuguese Air Force, the new 'Working Group on Gender Perspective' has been approved.



Quotas

There is no quota system for men or women in the Portuguese Armed Forces.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the armed forces. There are military entities that oversee the integration of gender perspectives in the armed forces. In the Portuguese Navy there are two offices working on gender perspectives' issues. There is a Consulting Team in the Bureau of Naval Personnel that works mainly on matters related to gender policies and female military service issues. The second entity is the Office of Gender Perspective, set within the Navy Personnel Command, which handles practical aspects of differences in working conditions, or daily gender-derived issues.

In the Army, at the General Staff, the Human Resources Division is responsible for the promotion of gender mainstreaming and integration of gender perspectives. In addition, a 'Gender network' has been established with Points of Contact (PoC) in all the Main Bodies of the Army command structure. In the Air Force, there is a Working Group on Gender that is responsible for all gender-related issues.

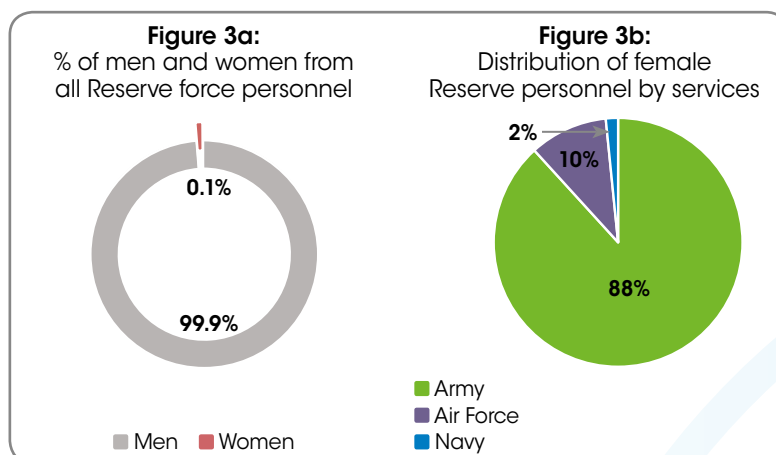
Reserves, National Guard and Other Military Services

Policies do exist to support entry into the Reserves, National Guard or other military structures, as a civilian employee. The Ministry of Defence (MoD) is committed to encouraging citizens who served in the military to find employment in defence industries. Military personnel who served for a minimum of five years can apply for internal jobs in services and bodies of the central, regional and local administration, including public institutions. This entitlement is effective once their military contract has ended and lasts for two years. After two years, there is a minimum quota of 30% of the total number of vacancies that civilian personnel in the armed forces can apply for. Former military personnel are given priority.

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

There are policies to compensate employers who hire civilians who have joined military structures. Employers who hire civilians younger than 30 years old, who have been in active service for at least five years and who are unemployed and seeking their first job, can enjoy a one-year temporary exemption from paying social security taxes. They are also granted a non-refundable subsidy corresponding to 12 times the monthly minimum salary guaranteed by law for the creation of each job with an open-ended contract.

There are no incentives for civilian employees to enter the Reserves, National Guard or other military structures.



Enlistment Requirements

The enlistment requirements in the armed forces are different for men and women. For each service, there are slightly different enlistment requirements. However, the height standards for female and male applicants differ [for example, the minimum acceptable height for male candidates is 1.64 m (Navy) and 1.60 m (Army and Air Force), whereas for female candidates it is 1.60 m and 1.56 m].

In addition, regarding the physical fitness test, the type of exercises that men and women have to perform is the same but the minimum requirements to pass are different (Navy and Air Force only). Women are assessed on the basis of the same exercises as men, although the number of times they have to repeat each exercise is different. They have to complete fewer push-ups and sit-ups than men. In the 2,400 m run, women have more time to complete the exercise than men. This applies to the majority of trades. However, regarding the Marines and Divers, for example, female applicants have to meet the exact same physical standards as male applicants. Women and men enlist at the same age. There are no policies that promote the recruitment of women in the military.

In 2017, 570 out of 1,841 female applicants were successfully recruited in the armed forces. From a total of 7,328 male applicants, 2,800 were successfully recruited in the armed forces.

During 2017, 36 out of 351 female applicants were successfully recruited in military academies, colleges and other educational institutions. Out of 1,990 male applicants, 200 were successfully recruited.

Retention Policies

The Portuguese Armed Forces do have retention policies. There is a legal framework (Decree-Law 320/2007) that provides a set of incentives to promote the retention of military personnel in the ranks. These incentives are: support in obtaining academic qualifications; financial compensation; access to training and vocational certification; support for reintegration into the labour market and social support. This legal framework is designed to give those who remain longer in the ranks access to more support.

In 2008, a centre was established within the MoD. This retention centre is especially dedicated to supporting the transition from military to civilian life. The national armed forces have no specific retention policies for women.

There is a network to support women in the military. Each service has its own network. Since 2008, the Portuguese Navy has had a permanent advisory/consulting team to the Chief of Naval Personnel, within the Bureau of Naval Personnel, working on issues related to women in the military, together with the Gender Perspective Office of the Personnel Naval Command.

These two entities aim to provide information and support to both men and women, on matters related to parental leave, working conditions, gender-based discrimination and other specific matters pertaining to gender.

In the Army, the gender network has been established with PoCs in all the main bodies of the Command Structure. In 1993, the Air Force established the 'Air Force Women's Networking Group'.

The Figure 4b provides the same information as Figure 4a in different graphic rendering.

Figure 4a: Distribution of men and women by rank

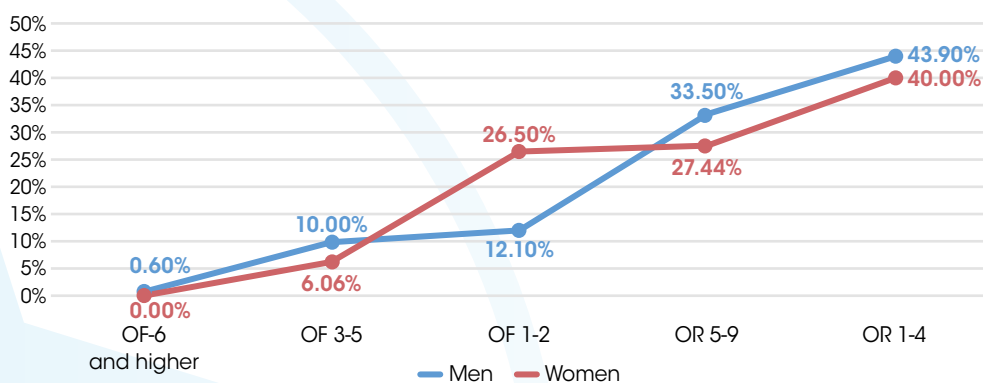
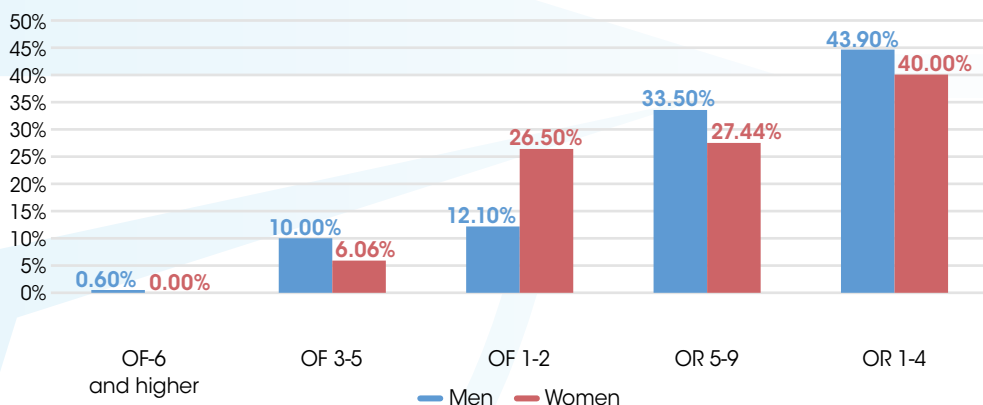


Figure 4b: Distribution of men and women by rank



Reasons for Leaving the Military

The national armed forces carry out exit surveys for men and women who leave the military. The Portuguese Air Force conducts a survey of non-permanent personnel with a set of questions to understand their reasons for leaving. The national armed forces do not use any other system or method to research why female military personnel leave the armed forces.

In 2017, 530 women and 3,411 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces is 13.4%. Specifically, 12.57% for the Army, 23.65% for the Air Force and 11.90% for the Navy. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 86.5%. Specifically, 87.42% for the Army, 76.35% for the Air Force and 88.91% for the Navy.

The main reasons why women and men tend to leave the armed forces are lack of stability and dissatisfaction with military salaries. Only for contracted female personnel the reasons are: low career expectations, personal expectations did not match the reality of military life, have found another job, motivation loss, transport costs for journeys between home and work, and difficult access to the incentive system provided by law. The reasons for contracted male personnel are the same but also include frequent and demanding duty rosters.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment is adapted for men and women. Tanks and aircraft are suitable for both men and women. Recent models of submarines have been adapted and have separate sanitary installations for men and women.

Military facilities are adapted for both men and women. Since women entered the armed forces there has been a constant effort to adapt all existing facilities and infrastructures to better accommodate both sexes and guarantee their privacy (e.g. sanitary facilities and accommodation).

There are specific uniforms for men and women, except for combat uniforms and boarding and flight suits. In the Army, a new model of combat uniform was approved that is already adapted for both sexes. The project is being developed and the new uniforms will be available by the end of 2019. In addition, all three services have maternity clothing suitable for pregnant servicewomen. Nevertheless, although the range of clothing is sufficient, its design is dated and its functionality could be improved.

Parental Rights

Legal social support is provided to mothers during pregnancy and both parents of a new-born child. On 1 September 2015, the new Law 120/2015 introduced important changes to the father's compulsory parental leave, raising it from 10 to 15 working days, consecutive or interspersed, and adding new rules to the Labour Code which states that the father must take the leave within 30 days following the child's birth, five of which can be taken consecutively immediately after the birth, corresponding to the payment of a parent's allowance. However, this change was subject to the approval of the state budget which only came into effect in March 2016 under a new government. No other change has been implemented since.

Parental leave is 21 weeks and is transferable between parents. Maternal leave is six weeks and paternal leave is three weeks. Both parents have the right to take advantage of parental leave simultaneously after the child is born, and this can last from 120 to 150 consecutive days so that the mother and the father have at least 15 days of leave together.

There are specific programmes or policies to support the work-life balance of military personnel. Protocols have been established with external entities. The Navy Social Support Directorate has a free programme promoting school activities during the Summer Holidays for the children of Navy personnel. In the Air Force, there are activities for children during

Easter and Carnival Holidays. There are organised activities for some military units during the summer school vacations for two-week periods per shift.

Part-time employment and flexible hours are allowed in the Portuguese Armed Forces in cases of parental leave, care for elderly (or sick) people and studies or for other reasons such as workers with a reduced working capacity, disability or chronic illness, and any other substantiated situation. Flexible hours are also allowed during the period when the mother is still breastfeeding. Also for a period of one year, for breastfeeding purposes, both parents can share breastfeeding hours.

There are special programmes to support parents when both are members of the armed forces, civilian workers with a reduced working capacity, disability or chronic illness, and any other substantiated situation. For military couples, the services allow one of them to ask to be relieved from some assignments (like night shifts, afloat missions). The armed forces provide support for service duties to single parents, divorced parents, or widows/widowers looking after their children.

The MoD services are committed not to deploy both serving parents at the same time and not to appoint both of them to internal service at the same time. Single or divorced parents serving in the Navy, with full custody of children under 12, are exempt from night shifts, afloat missions or other assignments and deployment that may involve prolonged absences.

Child-care policies involve provisions protecting parents from deployment, extra weeks of subsidized maternity/paternity leave, breastfeeding breaks, policy on duty assignments, night duty, overtime work and flexible working and service hours or variable start/finish times during the working day. Special programmes are also in place. In the Air Force, there are protocols with civilian institutions, like kindergartens, at cheaper monthly fees.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	43,8%	4,0%
Air Force	19,1%	3,3%
Navy	26,6%	3,2%
Total	89,5%	10,5%
Ranks	Men	Women
OF 6 and above	0,6%	
OF 3-5	10,0%	6,06%
OF 1-2	12,1%	26,50%
OR 5-9	33,5%	27,44%
OR 1-4	43,9%	40,00%

Table 3: NATO Operations		
Service	Men	Women
Army	44,7%	0,8%
Air Force	1,2%	0,0%
Navy	47,3%	6,0%
Total	93,2%	6,8%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	7,34%	0,00%
OF 1-2	9,48%	4,17%
OR 5-9	25,08%	20,83%
OR 1-4	58,10%	75,00%

Table 2: All Operations		
Service	Men	Women
Army	68,4%	0,8%
Air Force	4,4%	0,0%
Navy	23,7%	2,7%
Total	96,5%	3,5%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	11,61%	0,00%
OF 1-2	11,74%	13,79%
OR 5-9	25,34%	20,69%
OR 1-4	51,31%	65,52%

Table 4: Reserve Force Personnel		
Service	Men	Women
Army	88,1%	0,1%
Air Force	10,2%	0,0%
Navy	1,6%	0,0%
Total	99,9%	0,1%
Ranks	Men	Women
OF 6 and above	1,1%	0,0%
OF 3-5	77,8%	66,6%
OF 1-2	0,3%	16,7%
OR 5-9	20,2%	16,7%
OR 1-4	0,6%	0,0%

Average Age of Military Personnel

The average age of female military personnel is 26.1 years in the Army, 32.37 years in the Air Force and 33.26 years in the Navy. The average age of male military personnel is 36.1 years in the Army, 35.35 years in the Air Force and 39.12 years in the Navy. Among NCOs, the average age for women is 32.2 years in the Army, 31.12 years in the Air Force and 36.05 years in the Navy. Among NCOs, the average age for men is 39.2 years in the Army, 34.39 years in the Air Force and 43.05 years in the Navy. Among Officers, the average age for women is 33.2 years in the Army, 33.61 years in the Air Force and 33.61 years in the Navy. Among Officers, the average age for men is 40.6 years in the Army, 37.59 years in the Air Force and 39.98 years in the Navy.

Prevention of Sexual Harassment and Sexual Abuse

The Portuguese Navy is currently gathering information and preparing to develop a manual/conduct code to prevent sexual harassment.

There are programmes related to the prevention of sexual harassment in the Portuguese Armed Forces. In the Army, all deployed troops have training concerning sexual harassment and there is a mandatory lecture for all units, as normal training, once a year. In the Air Force, sexual harassment is a topic during pre-deployment training.

There is no appointed personnel to deal with or to whom to report sexual harassment. There are formal procedures for female or male victims to report harassment. Since it is considered a crime under the law, the victim, regardless of gender, can report the situation to the competent military entity in her/his unit that should initiate the investigation process, which can involve a proper police authority, depending on the assessment of the situation. Simultaneously the victim can file a complaint against the perpetrator at a civilian police station.

No cases of sexual harassment were reported in the Portuguese Armed Forces in 2017.

National Education and Training Programmes Related to Gender Perspectives

The Portuguese Armed Forces have five gender-related training programmes:

1. Pre-Deployment Training:
This training focuses on sexual harassment. It targets OF-3 to OF-5, OF-1 to OF-2, OR-5 to OR-9 and OR-1 to OR-4. It is a part of pre-deployment training.
2. Field-Grade Officer Promotion Course:
This training covers the integration of gender perspective in military operations and the implementation of UNSCR 1325. It targets OF-1 to OF-2. It is a part of the standard national training.
3. Military Commanders' training:
This training focuses on the gender concept, sexual harassment and national legislation regarding the protection of parents' rights. It targets OF-3 to OF-5. It is a part of the standard national training.
4. Basic Petty Officers' Course and Master Chief Petty-Officer:
This training focuses on the integration on women related issues in the Navy, main gender issues and parenthood legislation. It targets OR-5 to OR-9. It is a part of the standard national training.
5. Military Sociology:
The concept of the gender perspective is developed in the subject of Military Sociology according to two aspects: analysis of the sociological evolution of war and the analysis of the phenomena with impact in the military sphere according to a

sociological perspective. The approach includes the study of the masculinization of the military institution, the expansion of women's military functions, the fundamental documents (United Nations Security Council Resolutions, Bi-Strategic Command Directive 40-1, and the National and Sectorial Action Plans), and the pioneers of aviation and military women in Portugal. It targets OF-1 to OF-2. It is part of the standard national training.

Use of NATO Training and Education Tools

Three modules of the NATO Gender Education and Training Package for Nations have been used in the development of national training programmes. In the Army, the Field-grade Officer Promotion Course and the Military Commanders' training have been used. The NATO Gender Education and Training Package for Nations was deemed useful by the national armed forces. Other NATO products have also been used. These include Gender in Terrorism Education and Training Package for Nations.

Gender in the Armed Forces and in Operation

Gender is a topic in operational planning and is included in pre-deployment training and exercises.

Gender Advisors and Gender Focal Points

The armed forces, the General Staff and the MoD do not have gender advisors. Although there are no gender advisors in the armed forces, there are Gender Focal Points (GFP) in the MoD, Portuguese Armed Forces, General Staff HQ, Navy, and Air Force. The training received by the Portuguese Armed Forces General Staff GFP (Female, OF-3) was the Comprehensive Approach to Gender in Operations course. She also took part in several workshops dedicated to gender equality, gender balance, and gender budgeting. She attended seminars on general concepts and legislation on gender issues, as well as vocational and behavioural training on gender violence.

The training received by the Army GFP (OF-3) was 'Comprehensive Approach to Gender in Operations' from the European Security and Defence College (ESDC). The training received by the Air Force (2 female OF-3, 1 male OF-4 and 1 male OF-3) was Comprehensive Approach to Gender in Operations from the ESDC.

Implementation of the 2016 and 2017 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

Portugal has not taken action towards the implementation of the 2017 NCGP Recommendations to the Military Committee (MC).

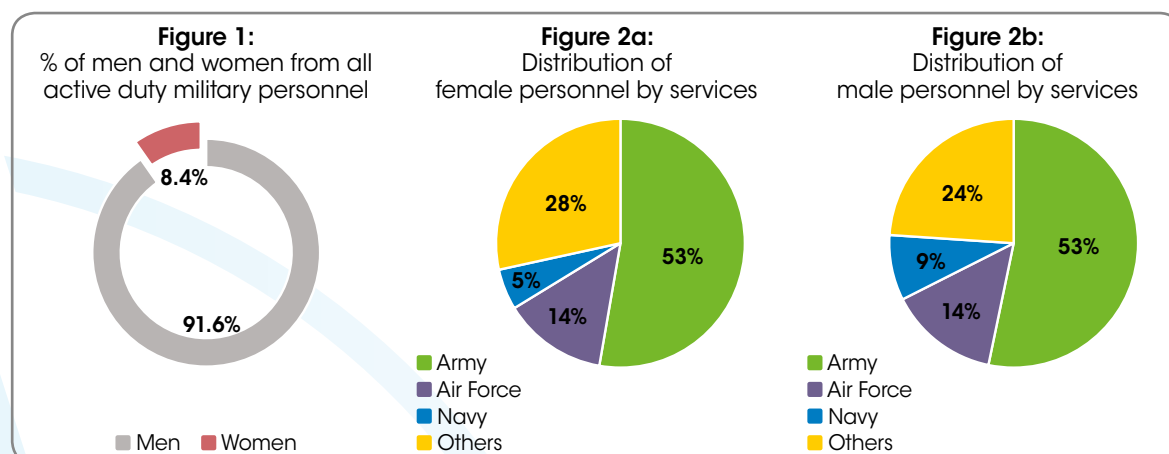
Portugal has taken action towards the implementation of the 2016 NCGP Recommendations to the MC. In the Army, the NATO 'Gender Education and Training Package' was adopted and translated during 2017, in order to prepare the mandatory modules for all pre-deployment training, starting in 2018.





Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2017

No specific policies or legislation related to the implementation of gender perspectives in the Romanian Armed Forces were enforced during 2017.



Quotas

There is no quota system for men or women in the Romanian Armed Forces.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the armed forces, nor are there restrictions that apply only to operations. There is a military entity that oversees the integration of gender perspectives in the military. In 2017, the Ministry of Defence (MoD) established an office for gender management, and, in addition to that, each unit has appointed a person in charge with the gender issue who concurrently fulfils their specific duties. Their activity is based on United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security, the subsequent directives, other resolutions in this field, as well as national and international legislation.

Reserves, National Guard and Other Military Services

There are no policies to support entry into the Reserves, National Guard or other military structures, as a civilian employee. There are policies to compensate employers who hire civilians who have joined military structures, such as Active Reserves. For former soldiers who are dismissed for reasons for which they are responsible, there are some vocational retraining measures, if they ask to be hired. In this case, the State provides the employer with the gross minimum wage and other related taxes per employee, on the condition that they subscribe to a three-year work contract. There are no incentives or bonuses for civilian employees to enter Reserves, National Guard or other military structures.

Enlistment Requirements

Enlistment requirements, including those related to physical fitness tests, are different for men and women. According to the selection criteria upon recruitment for the military system, there is a difference in the physical fitness tests, which are gender-based. Further in their military career, there is no difference between female and male personnel when applying for different positions within the system, the sole requirement being their professional background and expertise. The physical fitness tests differ in horizontal bar tractions for men and push-ups for women. Endurance running is shorter for women than men. With regard to enlistment, physical characteristics are different for men and women as well. The difference is based on the medical standards and requirements approved by the Ministerial Order. Men and women enlist at the same age. There are no policies that promote the recruitment of women in the military at the MoD level.

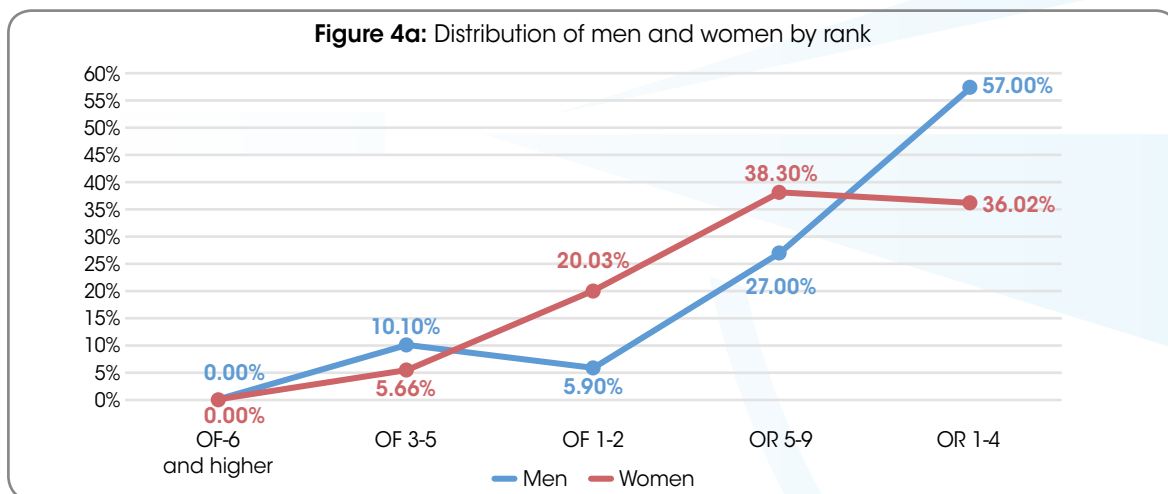
In the armed forces during 2017, 129 out of 676 female applicants successfully recruited. Out of 4,831 male applicants, 1,954 were successfully recruited. During 2017, in military academies, colleges and other educational institutions, 321 out of 2,669 female applicants were successfully recruited. Out of 5,247 male applicants, 1,324 were successfully recruited.

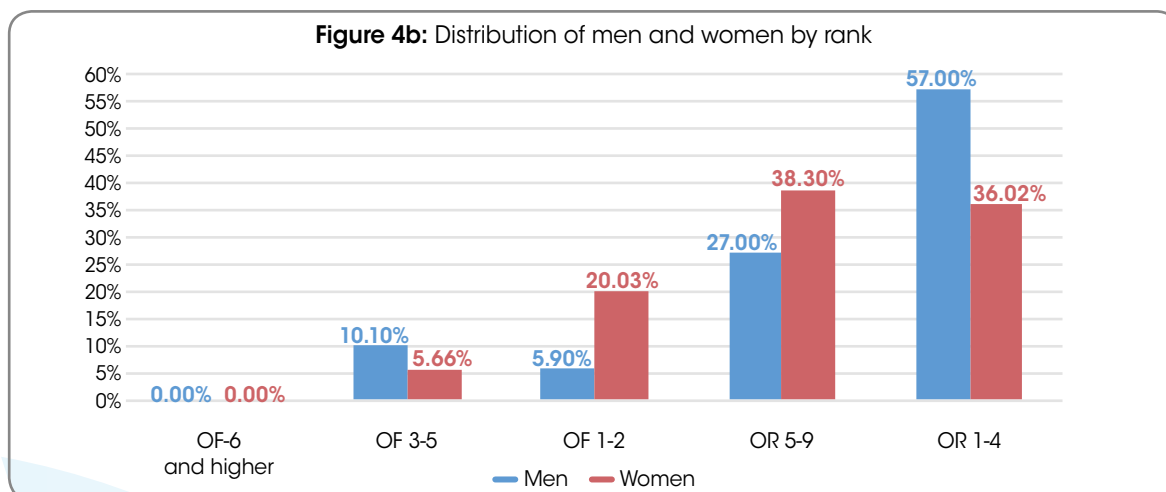
Retention Policies

The Romanian Armed Forces do have retention policies. If four, eight or ten-year contracts initially signed with the armed forces are cancelled for personal reasons, prior to the established deadline, military personnel are required to reimburse the cost of their training and accommodation during the school years for the remaining period of service. Moreover, if the clauses of the commitment signed in order to participate in an overseas course, namely for three years and six months, four years and six months, five years or ten years, the costs covered by the MoD and the Ministry of Interior, as well as the expenses covered by different organizations or partners will be fully returned.

There are no specific retention policies for women. There is a network to support women in the military.

The Figure 4b provides the same information as Figure 4a in different graphic rendering.





Reasons for Leaving the Military

The armed forces do not carry out exit surveys for men and women who leave the military, nor do they use other systems or methods to detect the reasons why military women leave the armed forces.

In 2017, 307 women and 4,210 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 6.8%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 93.2%. The main reasons why both men and women tend to leave the armed forces are retirement, medical reasons, and resignation.

Adaptation of Military Equipment, Facilities and Uniforms

The military equipment used by the Romanian Armed Forces has been designed and manufactured to fit all and is adapted to the requirements of the military personnel using it, regardless of gender. Military facilities are adapted for men and women. In order to protect personal privacy, female and male employees have separate accommodation facilities and lavatories.

Both dress and combat uniforms, although essentially universal, have been adapted to female military personnel by tailoring them on smaller models and by changing their design within the limits imposed by the anatomical differences between females and males. Boots and formal shoes have been especially altered for female soldiers given that formal uniforms include both trousers and skirts.

Parental Rights

Legal social support is provided for mothers during pregnancy and both parents of a new-born child. Employers are obliged to take the measures required to prevent any risk that could affect pregnant women's health and safety. Pregnant employees must not be forced to work in conditions that may affect their health or that of their new-born child and they can benefit from maternity leave. After 42 days' leave following the birth of their child, female employees can return to work and have the right to enjoy two-hour breastfeeding breaks of one hour each during working hours until the child is a year old. These two hours also include the commute time required to reach the children's location and return.

Upon the request of the mother, breastfeeding breaks can be replaced by a two-hour daily reduction of normal working hours. Taking breaks and reducing the duration of normal working hours do not diminish the employee's salary, as they are entirely on the payroll of the employer. Staff, that in the year prior to childbirth received a 12-month salary, may instead opt for parental leave. This also applies to adoptive parents and guardians. Parental leave is 96 weeks up to 3 years, if the child has serious health issues, and it is transferable between parents. For handicapped children who have turned three, either of the child's parents can benefit from child care leave until the child turns seven years old. Moreover, if both parents are legally eligible for child care leave, a month out of the whole period can be allotted to the other parent.

Paternity leave is three weeks (to be taken in the first eight weeks after the child is born) and maternity leave is six weeks (to be taken immediately after the child is born). 96 weeks is the maximum period granted for child raising. Part-time employment is allowed for parents who nurse and care for handicapped children until they reach the age of 18, and working time may be reduced to four hours in exceptional situations. Flexible hours are not allowed.

There are specific programmes to support the work-life balance for military personnel. In accordance with current legislation, there are special measures for family members in case both spouses take part in international missions at the same time;

- They can opt to not be deployed simultaneously;
- Spouses are not forbidden to work in the same military unit;
- If one of the spouses changes garrison and the other leaves his/her job because of this, he/she receives a monthly allowance until he/she finds a job, but for no more than nine months; and
- In order to accompany the spouse that is deployed abroad to carry out a diplomatic mission, or is posted to a national agency, international organizations headquarters and structures, his/her husband/ wife will receive unpaid leave during the period of deployment and a monthly allowance.

There is support or facilitation for service duties for single parents, divorced parents, or widows/widowers looking after their child; for example, it is not compulsory for single parents to take part in international missions. The following benefits are given to the descendants of armed forces personnel who die while participating in military operations:

- Free medical care;
- Free psychological care;
- Relocation or enlistment of children in military lower and higher education institutions, upon request and without taking the entrance exams; and
- The surviving spouse and children of the armed forces personnel who died during military operations are offered posts within the armed forces.

Child-care policies that are currently in place include provisions protecting parents from deployment, extra weeks of subsidized maternity/paternity leave, breastfeeding breaks, day care for children at MoD and military installations or child vouchers.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	48,8%	4,4%
Air Force	13,1%	1,2%
Navy	7,8%	0,4%
Other	21,9%	2,4%
Total	91,6%	8,4%
Ranks	Men	Women
OF 6 and above	0,0%	0,00%
OF 3-5	10,1%	5,66%
OF 1-2	5,9%	20,03%
OR 5-9	27,0%	38,30%
OR 1-4	57,0%	36,02%

Table 2: All Operations		
Service	Men	Women
Army	86,2%	0,0%
Air Force	0,8%	0,0%
Navy	4,9%	0,0%
Other	4,7%	3,5%
Total	96,5%	3,5%
Ranks	Men	Women
OF 6 and above	0,00%	0,0%
OF 3-5	13,30%	14,0%
OF 1-2	11,27%	40,0%
OR 5-9	39,47%	18,0%
OR 1-4	35,96%	28,0%

Table 3: NATO Operations		
Service	Men	Women
Army	90,8%	0,0%
Air Force	0,8%	0,0%
Navy	5,1%	0,0%
Other	0,0%	3,3%
Total	96,7%	3,3%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	9,83%	2,28%
OF 1-2	11,29%	45,45%
OR 5-9	41,17%	20,45%
OR 1-4	37,71%	31,82%

Average Age of Military Personnel

The average age for all military personnel is 38 years for women and 40 years for men. Among NCOs, the average age is 38 years for women and 40 years for men. Among Officers, the average age for women is 36 years and for men is 39 years. The average age for deployed personnel in operations is 33 years for women and 33 years for men.

Prevention of Sexual Harassment and Sexual Abuse

There are policies to prevent sexual harassment and sexual abuse and programmes related to the prevention of sexual harassment. Prior to deployment to theatres of operation, all personnel are trained with regard to the gender issue, and especially with regard to sexual harassment and its consequences, and to the gender advisor's responsibilities. There are appointed personnel to deal with or to whom to report sexual harassment. There are no formal procedures in place for female and male victims to report harassment.

No cases of sexual harassment or sexual abuse were reported in the armed forces in 2017.

National Education and Training Programmes Related to Gender Perspectives

The Romanian Armed Forces have no gender-related training programmes.

Use of NATO Training and Education Tools

The NATO Gender Education and Training Package for Nations has not been used in the development of national training programmes.

Gender in the Armed Forces and in Operation

Gender is not a topic in operational planning; however, it is included in pre-deployment training and exercises.

Gender Advisors and Gender Focal Points

The Ministry of Defence and the General Staff have gender advisors. In 2017, the structures that took part in international missions did not have a freestanding gender advisor position. Thus, during pre-deployment training, personnel training included the gender perspective, tolerance, consideration for women's special needs in certain regions around the globe or sexual violence against women.

The Romanian Armed Forces have gender advisors. Gender advisors are given education and training via military courses delivered by military educational institutions. No gender advisors have been deployed so far. The Romanian Armed Forces do have gender focal points.

Implementation of the 2016 and 2017 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

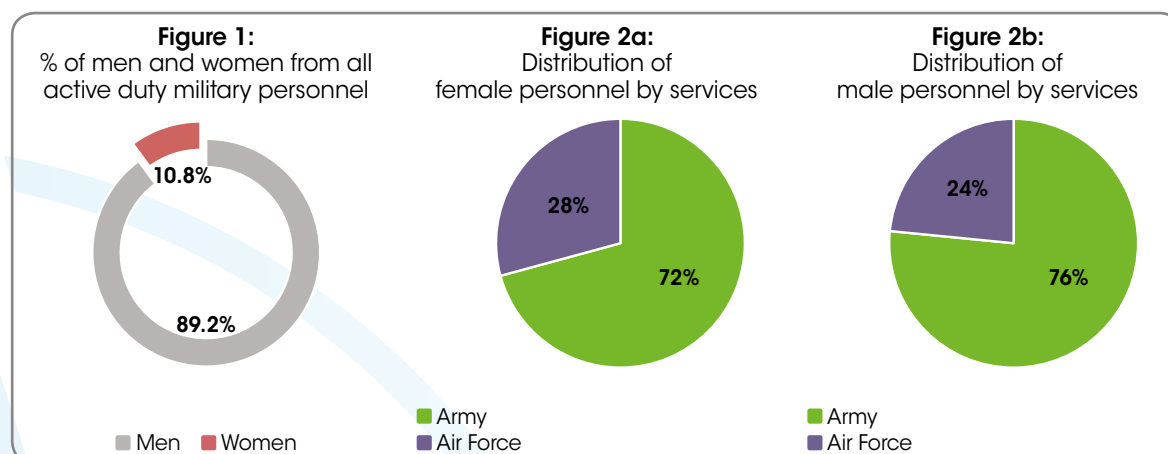
Romania did not take action towards the implementation of the 2017 and 2016 NCGP Recommendations to the Military Committee (MC).

Additional Information

In 2017, an office for gender management was established in the MoD.

Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2017

No specific policies or legislation related to the implementation of gender perspectives in the Slovakian Armed Forces were enforced during 2017.



Quotas

There is no quota system for men or women in the Slovakian Armed Forces.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the armed forces, nor are there restrictions that apply only to operations. There is no military entity that handles the integration of a gender perspective in the armed forces.

Reserves, National Guard and Other Military Services

There are policies to support entry into the Reserves, National Guard or other military structures, as a civilian employee. These include marketing, advertisements in the media and online marketing. There are policies to compensate employers who hire civilians who have joined military structures. The state budget allots employers their employees' salary for the time of Reserve training. There are financial incentives for civilian employees to enter the Reserves, National Guard or other military structures. During the period of Reserve training, Reservists receive military pay according to their military rank. There is an annual bonus of 600 Euro per year, paid afterwards; moreover, it is mandatory to complete the annual training.

Enlistment Requirements

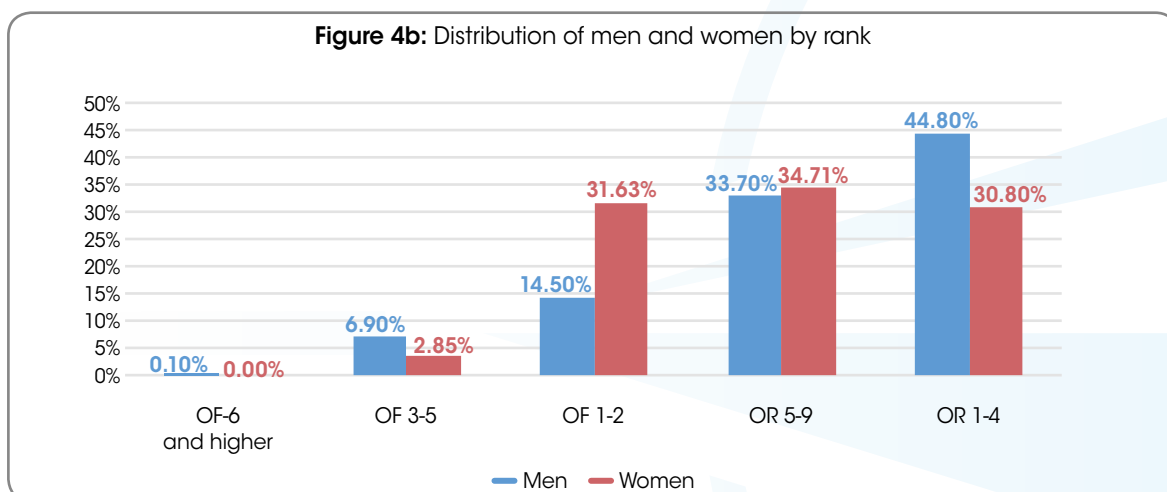
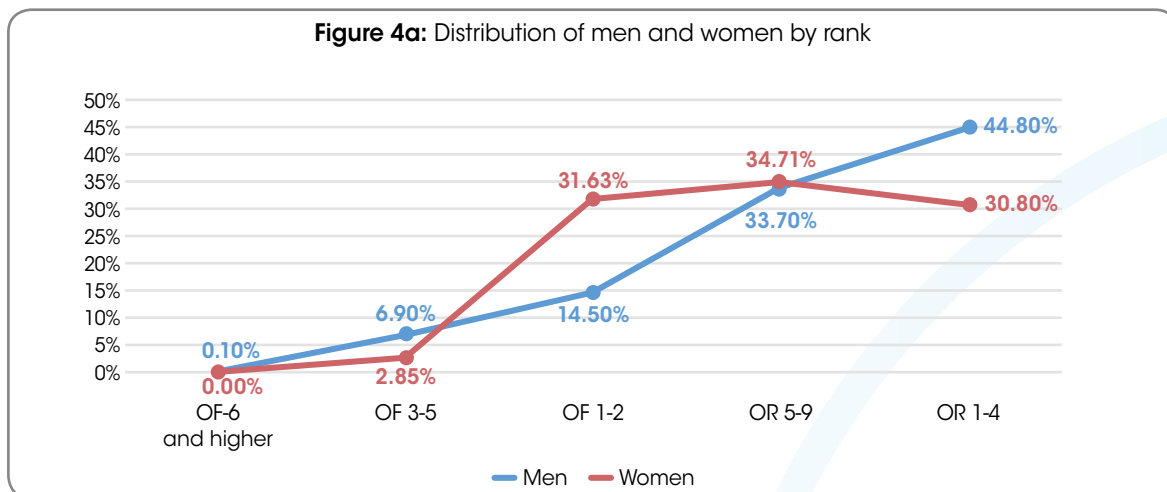
Enlistment requirements are the same for men and women but the physical fitness test is different for women. The physical fitness tests are approximately 10% easier for women than for men. There are no differences in enlistment requirements related to physical characteristics (e.g. height, weight). Men and women enlist at the same age. There are no policies that promote the recruitment of women in the military.

In 2017, 124 out of 405 female applicants were successfully recruited in the armed forces. 584 out of 1,818 male applicants were successfully recruited. During 2017, in military academies, colleges and other educational institutions, 26 out of 115 female applicants were successfully recruited. 95 out of 387 male applicants were successfully recruited.

Retention Policies

The Slovakian Armed Forces have no retention policies and there are no specific retention policies for women. The Association of Women in the Military is a network that supports women in the military, but it has remained inactive.

The Figure 4b provides the same information as Figure 4a in different graphic rendering.



Reasons for Leaving the Military

The armed forces do not carry out exit surveys for men and women who leave the military. In 2017, 30 women and 653 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 4.4%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 95.6%. The main reason why men and women tend to leave the armed forces is retirement.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment and uniforms are the same for men and women. Military facilities are adapted for both sexes: men and women have separate accommodation and restrooms. Service uniforms are fitted to men and women. Women can wear different underwear, shoes and skirts. Combat uniforms are not fitted for men and women.

Parental Rights

Legal social support is provided for mothers during pregnancy and both parents of a new-born child. Maternity leave is 34 weeks after childbirth. Parental leave follows maternity leave and can be granted until the child is three years old (122 to 156 weeks). If a child has serious health problems, parental leave can be extended until the child is six years old. Paternal leave is allotted for 122 weeks and is transferable between the parents.

There are no specific programmes to support the work-life balance for military personnel.

Part-time employment and flexible hours are allowed. Flexible hours are allowed in the case of parental leave, elderly care (or sick people) and studies. There are measures to support parents when both are members of the armed forces or for single, divorced parents or a widow/widower looking after a child; there are programmes for soldiers' families, special care programmes for families of soldiers who are serving in operation and the possibility of reduced working hours. When both parents are members of the armed forces both will not be deployed at the same time.

There is a child-care policy in the military. This includes provision protecting parents from deployment, breastfeeding breaks, a policy on duties assignments, night duties, overtime work, flexible working and service hours or variable start/finish times of working day.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	68,1%	7,8%
Air Force	21,1%	3,0%
Total	89,2%	10,8%
Ranks	Men	Women
OF 6 and above	0,1%	0,00%
OF 3-5	6,9%	2,85%
OF 1-2	14,5%	31,63%
OR 5-9	33,7%	34,72%
OR 1-4	44,8%	30,80%

Table 2: All Operations		
Service	Men	Women
Army	92,6%	7,4%
Air Force	0,0%	0,0%
Total	92,6%	7,4%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	9,24%	5,26%
OF 1-2	14,71%	36,84%
OR 5-9	40,34%	26,32%
OR 1-4	35,71%	31,58%

Table 3: NATO Operations		
Service	Men	Women
Army	97,1%	2,9%
Air Force	0,0%	0,0%
Total	97,1%	2,9%
Ranks	Men	Women
OF 6 and above	0,00%	0,0%
OF 3-5	15,15%	100,0%
OF 1-2	15,15%	0,0%
OR 5-9	63,64%	0,0%
OR 1-4	6,06%	0,0%

Average Age of Military Personnel

The average age for all military personnel is 34.7 years for women and 34.8 years for men. Among NCOs, the average age for women is 39.7 years and for men is 38.5 years. Among Officers, the average age for women is 33.5 years and for men is 37.4 years. The average age for deployed personnel in operations is 34.3 years for women and 35.8 years for men.

Prevention of Sexual Harassment and Sexual Abuse

There are no strategies to prevent sexual harassment and sexual abuse. There are programmes and/or training related to the prevention of sexual harassment such as selected lectures for military personnel. There is no appointed personnel to deal with or to whom to report sexual harassment.

Formal procedures for female or male victims to report harassment are followed up by an investigation. Depending on the nature of the reported issue, it is dealt with further by Commanders, Military Police or Civilian Police. In 2017, no cases of sexual harassment or sexual abuse were reported in the armed forces.

National Education and Training Programmes Related to Gender Perspectives

The Slovakian Armed Forces have no gender-related training programmes.

Use of NATO Training and Education Tools

The NATO Gender Education and Training Package for Nations has been used in the development of national training programmes. Module 3, Pre-deployment, has been used for the national armed forces and for the personnel being deployed to operations and to missions. The NATO Gender Education and Training Package for Nations was deemed useful by the national armed forces.

Gender in the Armed Forces and in Operation

Gender is a topic in operational planning and it is included in pre-deployment training and exercises.

Gender Advisors and Gender Focal Points

The Slovakian Armed Forces, the MoD and the General Staff do not have gender advisors. No gender advisors have been deployed so far. The armed forces do not have gender focal points.

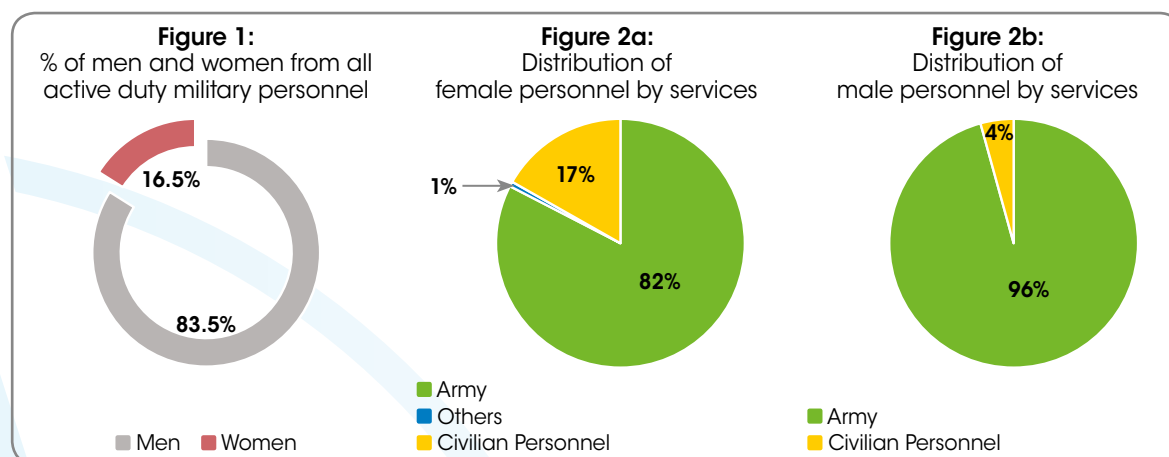
Implementation of the 2016 and 2017 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

Slovakia did not take any action towards the implementation of the 2017 and 2016 NCGP Recommendations to the Military Committee.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2017

Slovenia has not enforced any new policies or legislation related to the implementation of gender in the Slovenian Armed Forces (SAF) in 2017.



Quotas

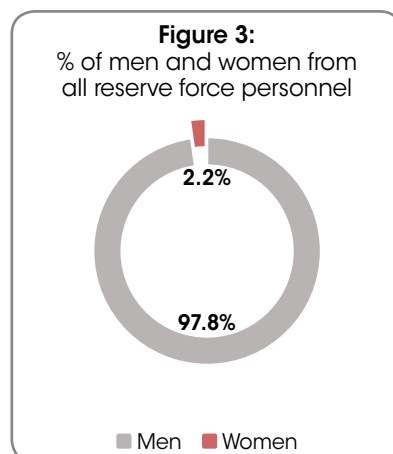
There is no quota system for men or women in the SAF.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the armed forces, nor are there restrictions that apply only to operations. There are military entities that oversee the integration of gender perspectives in the armed forces. Since June 2015, there has been full time a Gender Advisor's (GENAD) position at the SAF General Staff. There are also four double-hatted positions for GENADs at brigade level and one double-hatted GENAD position at the Military Schools Centre of SAF.

Reserves, National Guard and Other Military Services

The Regulation on Contract Military Service in the SAF Reserve and the Labour Relations Act support entry into the Reserves, National Guard or other military structures, as a civilian employee. They also provide the basis for compensating employers who hire civilians who have joined military structures. There are incentives for civilian employees to enter the Reserves, National Guard or other military structures. According to the regulation on contract military service in the SAF Reserve and the Labour Relations Act, after concluding the contract, those who have entered the Reserve receive monthly payment for readiness and when they are called to perform training, they are paid extra.



Enlistment Requirements

Enlistment requirements, including those related to physical characteristics (e.g. height, weight) are the same for men and women. Standards for physical performances differ according to sex and age. Men and women enlist at the same age. There are no policies that promote the recruitment of women in the military.

In the armed forces during 2017, 38 out of 73 female applicants were successfully recruited. 97 out of 224 male applicants were successfully recruited. During 2017, in military academies, colleges and other educational institutions, 20 out of 22 female applicants were successfully recruited. From 241 male applicants, 226 were successfully recruited.

Retention Policies

The retention policies of the SAF include these benefits:

- A financial award for every 10 years of service;
- Military awards delivered by the Ministry of Defence (MoD) to MoD and SAF employees for every five years of service;
- Retirement plans (such as early retirement);
- Low-cost rent military apartments (if requested);
- Military vacation/recreational facilities with discount;
- Some free recreational activities (also for family members) on request; and
- Organised sport camps for children of the personnel, etc.

There are no specific retention policies for women. There is no network to support women in the military.

The Figure 4b provides the same information as Figure 4a in different graphic rendering.

Figure 4a: Distribution of men and women by rank

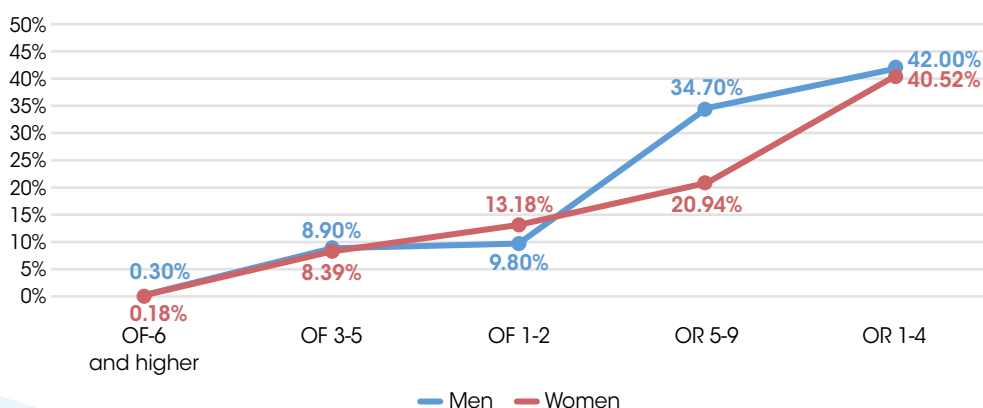
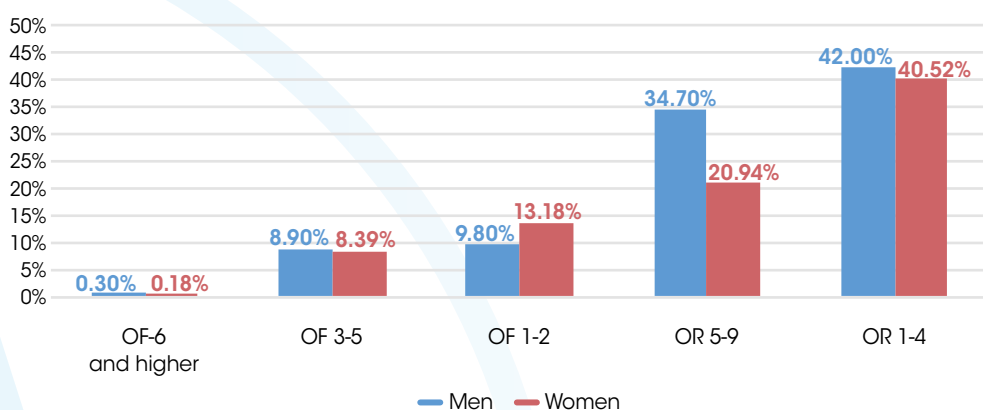


Figure 4b: Distribution of men and women by rank



Reasons for Leaving the Military

The SAF do not carry out exit surveys for men and women who leave the military. Within the SAF, the Department of Personnel Affairs monitor the departures or terminations of SAF members. All members (irrespective of gender), upon termination of their employment relationship, have the option to complete an anonymous survey on a voluntary basis. This platform allows former members to state their reasons for termination (for example the amount of salary, the possibility of additional education and training, mutual relations with colleagues, relations with superiors, working conditions, billeting support, maintenance of psychophysical readiness during work, working conditions and equipment, career opportunities, distance from the place of work, etc).

In 2017, 30 women and 256 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 10, 5%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 89, 5%. The main reasons why women tend to leave the armed forces are retirement, personal undisclosed reasons, expiration of the employment contract (5 or 10 years) and mutually agreed termination of the employment contract.

Adaptation of Military Equipment, Facilities and Uniforms

Men and women have the same military equipment. Military facilities are adapted for both sexes: men and women have separate accommodation facilities, separate toilets, etc.

Combat, service and gala uniforms are designed to accommodate men's and women's physical differences. Helmets and boots are provided in various of sizes.

Parental Rights

Legal social support is provided for mothers during pregnancy and both parents of a new-born child. Parental leave, including maternity (paternity) leave, is 53 weeks. Maternity leave is 15 weeks and parental leave is 38 weeks, transferable between parents. There are no specific programmes to support the work-life balance for military personnel. Part-time employment and flexible hours are allowed in cases of parental leave and caring for elderly or sick people. There are no special programmes to support parents when both are members of the armed forces. There is no support for service duties for single parents, divorced parents, or widows/widowers looking after their children. Child-care policies include provisions protecting parents from deployment, breastfeeding breaks, policy on duty assignments, night duty, overtime work, flexible working and service hours or variable start/finish times during the working day.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	79,7%	13,6%
Air Force	0,0%	0,0%
Navy	0,0%	0,0%
Other 1	0,2%	0,1%
Other 2	3,7%	2,8%
Total	83,5%	16,5%
Ranks	Men	Women
OF 6 and above	0,3%	0,18%
OF 3-5	8,9%	8,39%
OF 1-2	9,8%	13,18%
OR 5-9	34,7%	20,94%
OR 1-4	42,0%	40,52%

Table 2: All Operations		
Service	Men	Women
Army	91,8%	8,2%
Air Force	0,0%	0,0%
Navy	0,0%	0,0%
Total	91,8%	8,2%
Ranks	Men	Women
OF 6 and above	NR	NR
OF 3-5	NR	NR
OF 1-2	NR	NR
OR 5-9	NR	NR
OR 1-4	NR	NR

Table 3: NATO Operations		
Service	Men	Women
Army	NR	NR
Air Force	NR	NR
Navy	NR	NR
Total	91,6%	8,4%
Ranks	Men	Women
OF 6 and above	NR	NR
OF 3-5	NR	NR
OF 1-2	NR	NR
OR 5-9	NR	NR
OR 1-4	NR	NR

Table 4: Reserve Force Personnel		
Service	Men	Women
Army	97,8%	2,2%
Air Force	0,0%	0,0%
Navy	0,0%	0,0%
Total	97,8%	2,2%
Ranks	Men	Women
OF 6 and above	NR	NR
OF 3-5	NR	NR
OF 1-2	NR	NR
OR 5-9	NR	NR
OR 1-4	NR	NR

Average Age of Military Personnel

The average age for all military personnel is 41.5 years for women and 41 years for men. Among NCOs, the average age for women is 46.3 years and for men 46.8 years. Among Officers, the average age for women is 43.8 years and for men 45.4 years. The average age for deployed personnel in operations is 40 years for both women and men.

Prevention of Sexual Harassment and Sexual Abuse

The SAF Act provides strategies to prevent sexual harassment and sexual abuse. These are the Statement on Zero Tolerance of Sexual Harassment (2006), the Standard Operational Procedure (SOP) for the Protection of Dignity (including sexual harassment and mobbing), appointment of Advisors for the Protection of Dignity in the SAF (2009), and the Military Code of Ethics of the SAF (2009). Programmes related to the prevention of sexual harassment include interdisciplinary workshops for the protection of human dignity, which also addresses

sexual harassment issues. There is appointed personnel to deal with and to whom to report sexual harassment. Formal procedures exist for female or male victims to report harassment in accordance with the SOP for the Protection of Dignity, SAF Act. In 2017, no cases of sexual harassment in the SAF were reported.

National Education and Training Programmes Related to Gender Perspectives

The SAF have no gender-related training programmes.

Use of NATO Training and Education Tools

The NATO Gender Education and Training Package for Nations has not been used in the development of national training programmes.

Gender in the Armed Forces and in Operation

Gender is a topic in operational planning and is included in pre-deployment training and exercises.

Gender Advisors and Gender Focal Points

The armed forces, the MoD and the General Staff have five trained gender advisors. There are three NATO trained gender advisors and two EU trained gender advisors. In May 2015, five members of the SAF attended the certified Gender Training of Trainers Course (GToT) organised by the Nordic Centre for Gender in Military Operations (NCGM), hosted by the Centre for Security Cooperation (RACVIAC) in Croatia. In 2016, another SAF member attended the same course in RACVIAC. Additionally, the SAF gender advisor attended a Gender Advisor Course organized by the NCGM in Sweden. These personnel are performing all gender training in the SAF.

In 2017, two SAF members attended and completed the GENAD course at the NCGM. Two other SAF members attended the EU Gender Course in The Hague, the Netherlands and one SAF member attended the EU Course in Belgium. There are three NATO trained gender advisors and two EU trained gender advisors. So far, one gender advisor has been deployed. In 2017, one gender advisor in a double-hatted function was deployed to the KFOR mission as Chief of the LMT Coordination Cell and in the functional role as the GENAD.

The armed forces do not have gender focal points.

Implementation of the 2016 and 2017 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

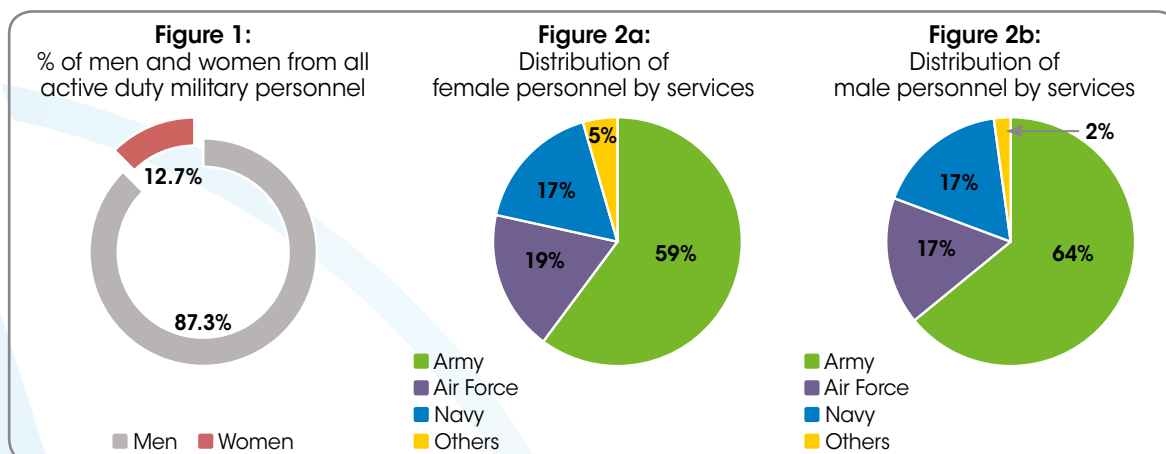
No information provided.





Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2017

In 2017, specific policies or legislation related to the implementation of gender perspectives were enforced in the Spanish Armed Forces. These include Defence Order 577/2017 (12 June 2017) regarding family conciliation measures and the State Secretariat Resolution (12 June 2017) regarding the working days and hours regime for military personnel.



Quotas

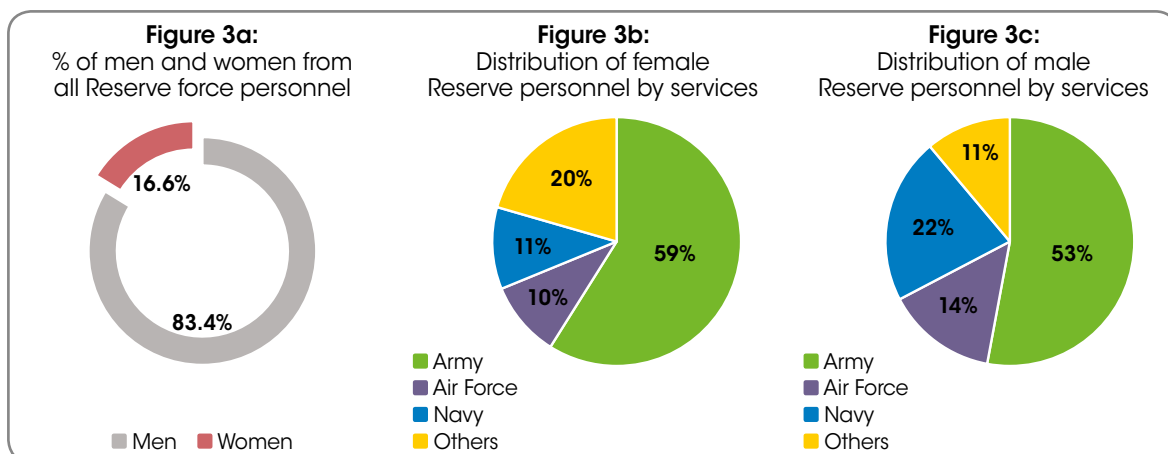
There is no quota system for men or women in the Spanish Armed Forces.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the armed forces. The Military Observatory for Equality (MOE) is the military entity that handles the integration of gender perspectives in the armed forces and includes an advisory board chaired by the Under Secretary of Defence. It is supported by the Permanent Secretariat for Equality.

Reserves, National Guard and Other Military Services

There are policies to support entry into the Reserves, National Guard or other military structures, as a civilian employee. Those positions in a company or organisation that have a special interest for Defence are referred to as 'Special Services'. There are also special programmes for non-permanent personnel to reintegrate into civilian jobs. There are policies to compensate employers who hire civilians who have joined military structures. It is compulsory for employers to keep the job open for Reservists when they return to the company. This is a compensation for the employee. There are no incentives or bonuses for civilian employees to enter the Reserves, National Guard or other military structures.



Enlistment Requirements

Enlistment requirements, including those for the physical fitness test and those related to physical characteristics, are different for men and women. The physical fitness test is adapted to the specific capabilities of men and women. There are differences in height requirements (measured according to the average female and male height in the country) and fitness, while requirements for special units are the same. Men and women enlist at the same age. There are no policies that promote the recruitment of women in the military.

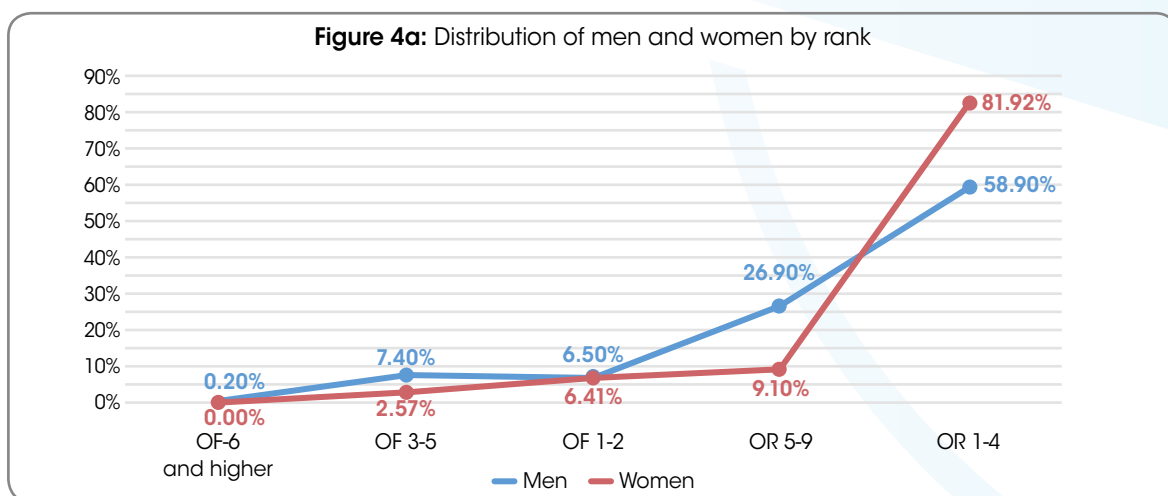
In the armed forces during 2017, 560 out of 6,793 female applicants were successfully recruited. Out of 43,044 male applicants, 5,652 were successfully recruited. During 2017, in military academies, colleges and other educational institutions, 214 out of 1,644 female applicants were successfully recruited. Out of 7,132 male applicants, 1,488 were successfully recruited.

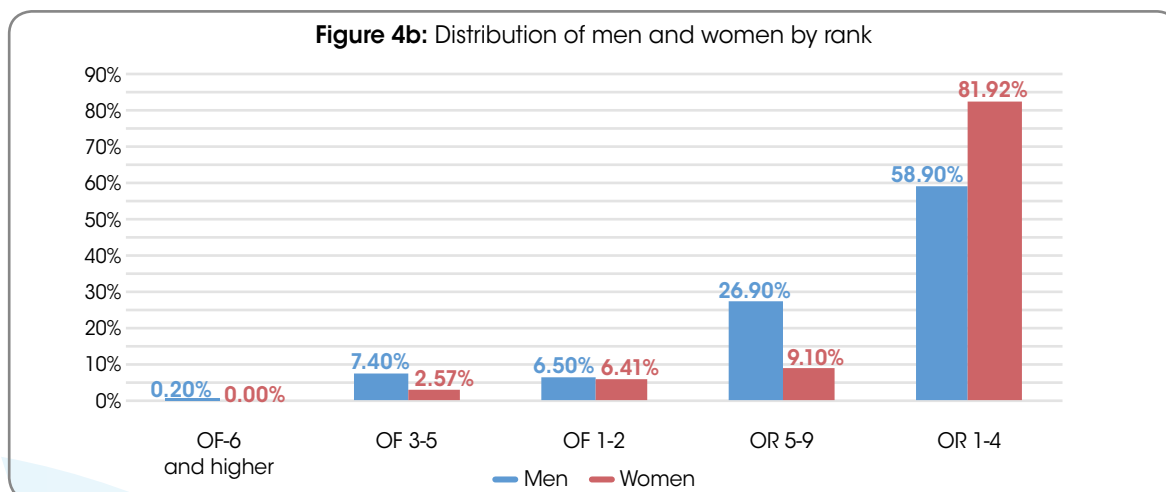
Retention Policies

The retention policies of the Spanish Armed Forces include work-life balance policies and regional and mobility support policies. There are specific retention policies for women.

Courses and competitive exams take pregnancy into account, evaluation boards rely on a quota system, and women's salary cannot be cut or reduced if their post is changed due to pregnancy. There are networks to support women in the military, and the Gender Network enhances equality between men and women in the armed forces.

The Figure 4b provides the same information as Figure 4a in different graphic rendering.





Reasons for Leaving the Military

The armed forces carry out exit surveys for men and women who leave the military. The Spanish Armed Forces also have agreements with companies to provide jobs and offer courses to help them find a new job. Additional systems to detect reasons why military women leave the armed forces include the Hotline at the Permanent Secretariat for Equality and the Informative Conferences, where they can directly inquire about their reasons.

In 2017, 301 women and 5,171 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 5.5%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 94.5%. The main reason why women and men tend to leave the armed forces is retirement.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment is the same for both sexes. Military facilities are adapted for men and women, such as separated toilets and female cabins on board ships. Regarding both service and combat uniforms, requirement policies include special sizes and designs for women and also pregnancy uniforms.

Parental Rights

Legal social support is provided for mothers during pregnancy and both parents of a new-born child. Such support includes new positions adapted for pregnant personnel so that women do not lose wages as well as maternity and paternity leave. Parental leave is 20 weeks in total and it is transferable between parents. Maternity leave is 16 weeks and paternity leave is 14 weeks maximum. There are specific programmes to support the work-life balance for military personnel. A strong legal framework allows flexible working hours, reduced working hours and postponement of missions. Part-time employment is allowed in case of parental leave, caring for elderly and sick people, studies and when both parents are in the military and one is deployed. Flexible hours are allowed in case of parental leave and caring for elderly and sick people. There are special programmes to support parents when both are members of the armed forces: one can postpone a mission if they are deployed at the same time. Single-parent families can request reduced working hours. Child-care policies include provisions to protect parents from deployment, extra weeks of subsidized maternity/paternity leave, breastfeeding breaks, policy on duty assignments, night duty, overtime work, day-care for children at the Ministry of Defence (MoD) and military installations or child vouchers and flexible working and service hours or variable start/finish times during the working day.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	55,8%	7,5%
Air Force	14,7%	2,4%
Navy	14,8%	2,2%
Other	1,9%	0,6%
Total	87,3%	12,7%
Ranks	Men	Women
OF 6 and above	0,2%	0,00%
OF 3-5	7,4%	2,57%
OF 1-2	6,6%	6,41%
OR 5-9	26,9%	9,10%
OR 1-4	58,9%	81,92%

Table 2: All Operations		
Service	Men	Women
Army	67,9%	3,2%
Air Force	7,5%	0,8%
Navy	16,8%	2,0%
Other	1,3%	0,5%
Total	93,5%	6,5%
Ranks	Men	Women
OF 6 and above	0,09%	0,00%
OF 3-5	7,98%	1,24%
OF 1-2	10,73%	14,28%
OR 5-9	28,63%	14,91%
OR 1-4	52,57%	69,57%

Table 3: NATO Operations		
Service	Men	Women
Army	92,2%	5,2%
Air Force	0,6%	0,0%
Navy	1,0%	0,0%
Other	0,8%	0,2%
Total	94,6%	5,4%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	5,06%	0,00%
OF 1-2	9,07%	14,81%
OR 5-9	31,43%	18,52%
OR 1-4	54,43%	66,67%

Table 4: Reserve Force Personnel		
Service	Men	Women
Army	44,1%	9,8%
Air Force	12,0%	1,6%
Navy	18,0%	1,8%
Other	9,3%	3,4%
Total	83,4%	16,6%
Ranks	Men	Women
OF 6 and above	0,0%	0,0%
OF 3-5	0,0%	0,0%
OF 1-2	51,2%	47,0%
OR 5-9	31,7%	32,9%
OR 1-4	17,1%	20,1%

Average Age of Military Personnel

The average age for all military personnel is 35.9 years for women and 38.2 years for men. Among Non-Commissioned Officers (NCOs), the average age for women is 36.6 years and for men 44.7 years. Among Officers, the average age for women is 40.9 years and for men 45 years. The average age of privates is 35.2 years for women and of male privates is 33.9 years for men. The average age for deployed personnel in operations is 33.7 years for women and 36.6 years for men.

Among deployed personnel in operations, the average age for women among Officers is 35.7 years and for men among Officers 39 years; NCOs is 35.3 years for women and 40.8 years for men; for privates is 33 years for women and 33.5 years for men.

Prevention of Sexual Harassment and Sexual Abuse

Strategies to prevent sexual harassment and sexual abuse include education, specific courses and hotlines. There are programmes related to the prevention of sexual harassment; such are specific courses and outreach given to the Harassment Protection Units (UPAs). There is appointed personnel to deal with and to whom to report sexual harassment. Formal procedures exist for female or male victims to report harassment. These are provided by Protocol against sexual harassment within the armed forces (December 2015) and eight UPAs. In 2017, there were no reported cases from women or men in the armed forces on sexual harassment or sexual abuse.

National Education and Training Programmes Related to Gender Perspectives

The Spanish Armed Forces have three gender-related training programmes:

1. 'A Comprehensive Approach to Gender in Operations' is an international course addressing the need to recognize the different ways in which conflicts affect men and women and opportunities and challenges for women to participate equally in conflict resolution, crisis management and reconstruction. The course aims to explain how to translate this into operational planning and implementation. It also promotes the need to distinguish various security needs and points of view of the local female and male population in mission areas as an essential element to increase operational effectiveness and improve the overall security situation. It targets OF-3 to OF-5 and OF-1 to OF-2. It is part of the pre-deployment and in-theatre training.
2. The national 'Gender Advisor in Operations' course covers the same topics as mentioned above but has a deeper focus on the gender advisor's functions. It targets OF-3 to OF-5. It is part of the pre-deployment and standard national training.
3. The 'Gender in Peace Support Operations' course takes place at the International Peace Support Training Center (IPSTC) in Nairobi, Kenya. It is conducted twice a year, with the collaboration of US AFRICOM. It aims to recognize the different impact of conflicts on men and women, as well as opportunities and challenges for women to participate equally in conflict resolution, crisis management and reconstruction, and to translate this into operational planning and implementation. The course promotes the necessity to distinguish the diverse security needs and perspectives of the local male and female population in a mission area as an essential element for increasing operational effectiveness and improving the overall security situation. It is tailored for participants who identify as African. It targets OF-3 to OF-5 and OF-1 to OF-2. It is part of the pre-deployment and in-theatre training.

Use of NATO Training and Education Tools

The NATO Gender Education and Training Package for Nations has not been used in the development of national training programmes. The armed forces used other NATO products for their training such as scenarios of exercises provided by the Joint Warfare Centre (JWC) and the Doctrinal training publications type 'Atrain P-XXX'.

Gender in the Armed Forces and in Operation

Gender is a topic in operational planning and it is included in pre-deployment training and exercises.

Gender Advisors and Gender Focal Points

The Spanish Armed Forces, the Ministry of Defence and the General Staff have 276 trained gender advisors. They have completed the 'Comprehensive Approach to Gender in Operations' course at the International European Security and Defence College (ESDC) as well as the national 'Gender Advisor in Operations' course. So far, 50 gender advisors and/or gender focal points have been deployed. Eight gender advisors and/or gender focal points were deployed in 2017. The data provided does not differentiate between gender advisors and gender focal points.

Implementation of the 2016 and 2017 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

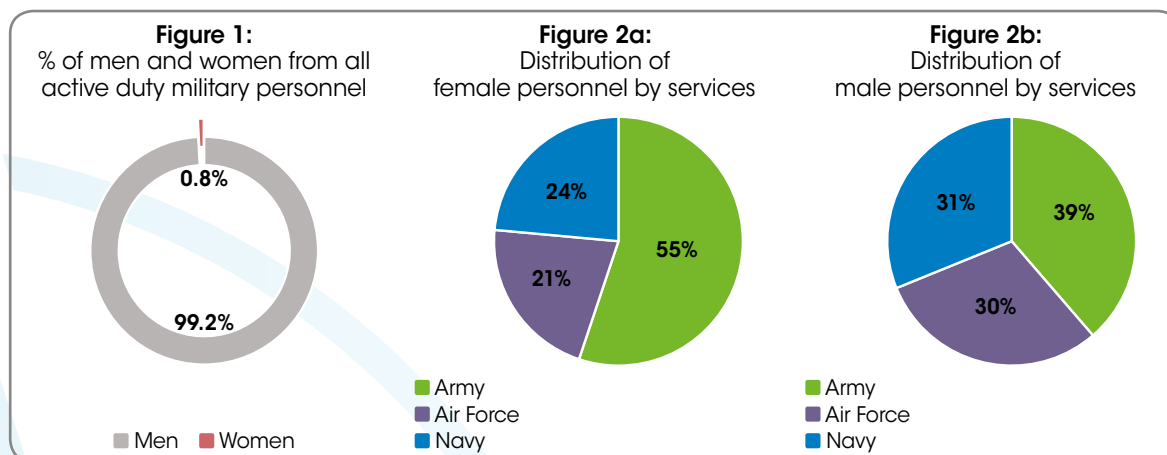
Spain took action towards the implementation of the 2017 NCGP Recommendations to the MC. This includes participation by civilian entities (NGO, Institutions, etc.) in the final document approval of the second National Action Plan (2017- 2023).

Some measures were taken to implement the 2016 NCGP Recommendations to the Military Committee (MC). Gender mainstreaming became part of the military education at all levels (academies and high level courses on human resources management), including gender and international humanitarian law. A report is developed every month to assess gender integration in all branches.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2017

No new specific policies or legislation related to the implementation of gender in the Turkish Armed Forces (TAF) were enforced during 2017.



Quotas

There is a quota system for men or women in the TAF. Recruited women officer numbers cannot exceed 4% of the total officers to be recruited in a specific planning year.

Restrictions on the Incorporation of Women in the Armed Forces

There are restrictions on the incorporation of women in the armed forces. In the TAF, female personnel cannot serve in Special Forces, submarines, infantry, armour and enlisted. There are no plans to eliminate those restrictions. There are restrictions that apply only to operations. Women are not allowed in combat positions in mine clearance and submarines.

There is a military entity that handles the integration of gender perspectives in the armed forces. The Turkish General Staff Personnel Planning and Management Department is the Point of Contact (PoC) for gender perspective. The Department is in charge of implementing the Human Resources Policy and United Nations Security Council Resolution (UNSCR) 1325.

Reserves, National Guard and Other Military Services

The structure of the Turkish Armed Forces consists of a professional military service (officers, NCOs, specialized sergeant and contracted private) and a compulsory military service system. There is no Reserve system in Turkey.

Enlistment Requirements

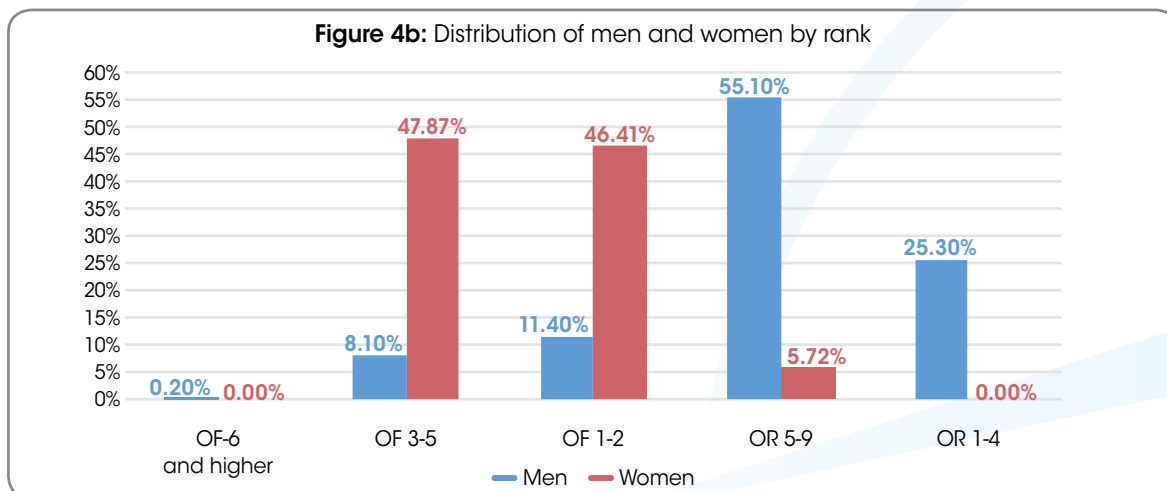
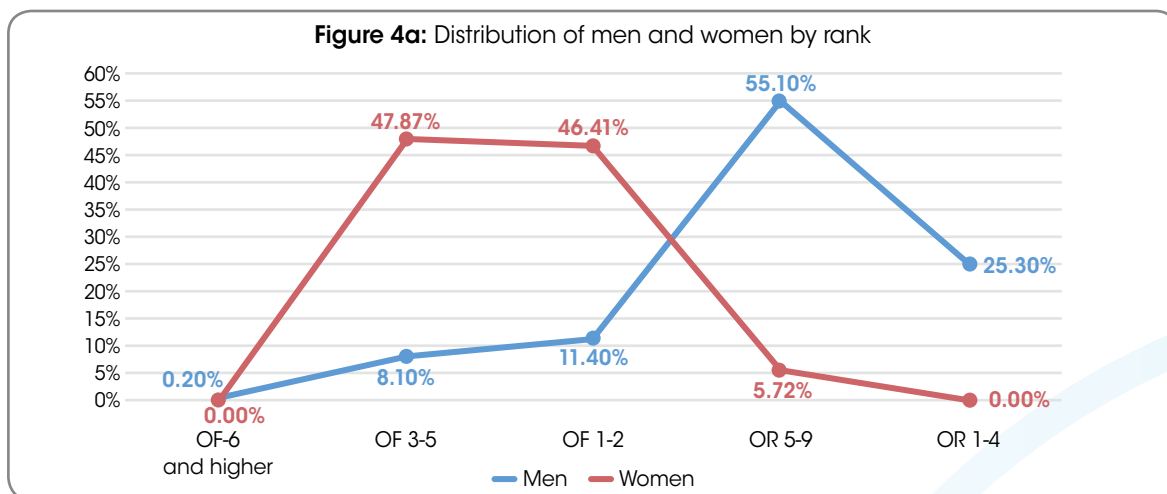
Enlistment requirements are the same for men and women. Female personnel are not recruited as enlisted or petty officers but just as officers and NCOs. Enlistment requirements for the physical fitness test and physical characteristics are the same for men and women. Men and women enlist at the same age. There are no policies that promote the recruitment of women in the military.

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

Retention Policies

The TAF do not have retention policies nor are there any specific retention policies for women. There is no network to support women in the military.

The Figure 4b provides the same information as Figure 4a in different graphic rendering.



Reasons for Leaving the Military

The armed forces do not carry out exit surveys for men and women who leave the military. The TAF does not use any other method to detect why women and men leave the military.

The main reason why women and men leave the military is retirement.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment is not adapted for men and women. Military facilities are adapted for both men and women. Combat uniforms are adapted for both sexes. Service uniforms are adapted to men and women.

Parental Rights

Legal social support is provided for mothers during pregnancy and both parents of a newborn child. According to regulations, if female personnel do not apply for pregnancy leave and work until the last three weeks of their pregnancy, their entitlement related to pregnancy leave is added to the duration of their maternity leave. This is a total of 16 weeks. Parental leave is eight weeks and it is not transferable between parents. Paternity leave is one week.

There are specific programmes to support the work-life balance for military personnel. Part-time employment is allowed in the cases of parental leave and studies. Flexible hours are not allowed. There are no special programmes to support parents when both are members of the armed forces. There is no support for service duties for single parents, divorced parents, or widows/ widowers looking after their children.

There is a child-care policy which includes breastfeeding breaks, day care for children at defence ministries and military installations or child vouchers.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	38,4%	0,4%
Air Force	29,9%	0,2%
Navy	30,9%	0,2%
Total	99,2%	0,8%
Ranks	Men	Women
OF 6 and above	0,2%	0,00%
OF 3-5	8,1%	47,87%
OF 1-2	11,4%	46,41%
OR 5-9	55,1%	5,72%
OR 1-4	25,2%	0,00%

Table 2: All Operations		
Service	Men	Women
Army	57,7%	0,0%
Air Force	0,0%	0,0%
Navy	42,3%	0,0%
Total	100,0%	0,0%
Ranks	Men	Women
OF 6 and above	0,0%	0,0%
OF 3-5	13,7%	0,0%
OF 1-2	19,1%	0,0%
OR 5-9	67,2%	0,0%
OR 1-4	0,0%	0,0%

Table 3: NATO Operations		
Service	Men	Women
Army	57,0%	0,7%
Air Force	29,2%	0,2%
Navy	12,8%	0,1%
Total	99,0%	1,0%
Ranks	Men	Women
OF 6 and above	0,64%	0,0%
OF 3-5	31,90%	40,0%
OF 1-2	23,01%	60,0%
OR 5-9	44,46%	0,0%
OR 1-4	0,00%	0,0%

Prevention of Sexual Harassment and Sexual Abuse

There are no strategies or programmes to prevent sexual harassment and sexual abuse. There is no appointed personnel to deal with or to whom to report sexual harassment. There are formal procedures in place for male or female victims to report harassment. In 2017, no cases of sexual harassment were reported in the TAF.

National Education and Training Programmes Related to Gender Perspectives

The Turkish Armed Forces have no gender-related training programmes.

Use of NATO Training and Education Tools

The NATO Gender Education and Training Package for Nations has not been used in the development of national training programmes.

Gender in the Armed Forces and in Operation

Gender is not a topic in operational planning. Gender is included in pre-deployment training and exercises.

Gender Advisors and Gender Focal Points

The Ministry of Defence and the General Staff have no gender advisors. The armed forces have five gender advisors who received training at the Nordic Centre for Gender in Military Operations. Seven gender advisors have been deployed so far. In 2017, two gender advisors were deployed.

The Turkish Armed Forces have no gender focal points.

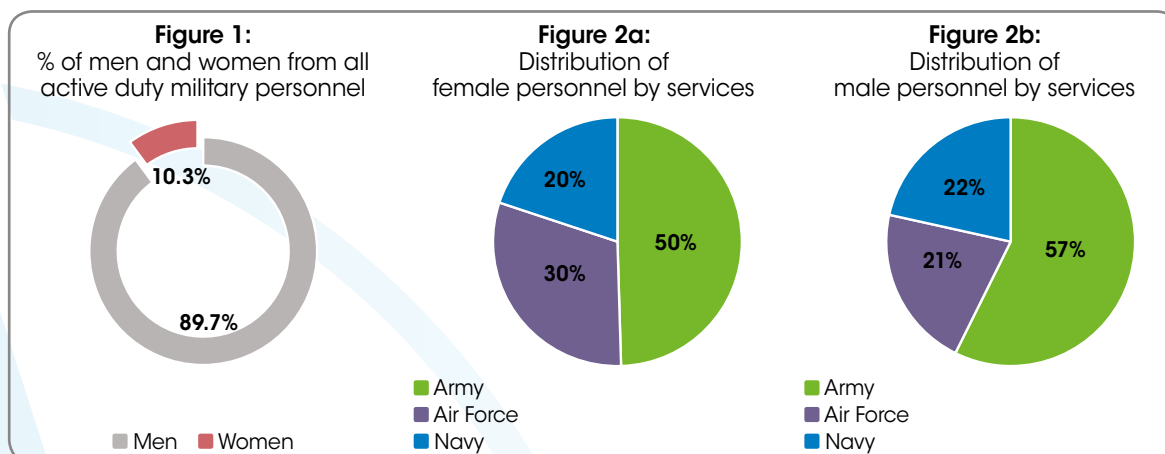
Implementation of the 2016 and 2017 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

No action was taken towards implementation of the 2017 and 2016 NCGP Recommendations to the Military Committee (MC).



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2017

There were specific policies related to the implementation of gender perspectives in the British Armed Forces enforced during 2017. The Joint Service Publication 1325 was issued by the United Kingdom (UK) in order to provide direction on the implementation of UNSCR 1325 in the armed forces.



Quotas

There is a quota system for men or women in the British Armed Forces. To increase the diversity within the armed forces, the Prime Minister put in place recruiting targets relating to race and gender. The Defence target is that 15% of new recruits by 2020 must identify as female.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the armed forces.

There is a military entity that handles the integration of gender in the armed forces. Ministry of Defence (MoD) and each of the Services has a dedicated team who is responsible for the integration of gender perspectives. From a strategic level, there is a level one military staff officer of Women, Peace and Security (WPS) positioned within the MoD. UK legislation demands that Equality Analysis is conducted when new policies are developed to ensure that each policy is supportive and accessible for female participation and is free from discrimination on the grounds of sex.

Reserves, National Guard and Other Military Services

There are policies to support entry into the Reserves, National Guard or other military structures, as a civilian employee. The MoD operates Sponsored Reserve options that offer an acceptable operational and commercial proposition for Defence, for capabilities that are not cost-effective to maintain either within the Regular or the volunteer Reserve force, and for technical capabilities that are too specialist to be considered within the volunteer Reserve.

Sponsored Reserves work for civilian employers who have entered into a capability contract with the MoD. The contract stipulates for civilian employers to provide a few or the entirety of Sponsored Reserves to be mobilised when the Service Operational need arises. They are an established element of the Whole Force and support UK operations at home and abroad by delivering an assured military capability through a commercial contract.

Sponsored Reserves differ from other members of the military, as they are employed at all times through the contractor and only receive the relevant military training to allow them to survive, operate and perform their contracted task as military personnel in an operational environment. This varies depending on the environments in which they are contracted to operate. Sponsored Reserves do not receive full military training because their primary role is not frontline combat duties, which could impact on the delivery of their contracted role.

There are no specific incentives for civilian employees to enter the Reserves, National Guard or other military structures.

Enlistment Requirements

Enlistment requirements, including those for the physical fitness, are different for men and women. There are minimum entry standards and these include medical specifications which differ for men and women but all are gender fair. Fitness and physical tests are developed to ensure that each recruit can achieve the required operational output and on occasion. These are evaluated using gender-fair rather than gender-free standards.

There are no enlistment requirements that are different for men and women related to physical characteristics (i.e. height and weight). Men and women enlist at the same age. There are policies that promote the recruitment of women in the military. The British Armed Forces has an extensive suite of recruitment activity developed and delivered to promote the recruitment of women. There are various advertisements promoted through social media and television. In 2017, 1,320 females and 10,820 males applied to the British Armed Forces.

Retention Policies

The British Armed Forces have retention policies that apply to all service personnel, not specifically to women. There are financial incentives to promote retention where a skill or experience is required as a Service need.

There are networks to support women in the military. Each of the single Services has a dedicated Women's Service Network to provide support, direction and to communicate new developments.

Reasons for Leaving the Military

The national armed forces carry out exit surveys for men and women who leave the military. A number of tools are used to monitor reasons for personnel to leave the armed forces, such as Continuous Attitude Surveys and Families Attitude Surveys. In particular, each Single Service conducts a 'Leaver's Intention Survey' once personnel commit to leaving the service.

In 2017, 2,010 women and 18,500 men left the British Armed Forces. Female personnel accounted for 9.8% of all outflow from the armed forces. There are myriad reasons why both men and women leave the armed forces, including difficulties in balancing work and family-life, as well as, retirement.

Adaptation of Military Equipment, Facilities and Uniforms

Men and women have adapted military equipment. Equipment is procured to fit the operational requirement and where possible, the demographic that will be using it but retrospective fit-out is used where this is not possible. An example of adapted military equipment would be aircrafts being accommodating to personnel of a shorter height.

Military facilities are adapted for both men and women. To ensure each member of the Services is able to reach their full potential, the facilities are adapted and/or developed to support requirements. Ablutions are single-sex in most facilities. Combat uniforms are not fit for both men and women, but service uniforms can be tailored. Uniforms are procured to a broad size demography and then custom-fit uniforms are developed to support those who do not fit into this generic model.

Parental Rights

Legal social support is provided to mothers during pregnancy and both parents of a new-born child. A maximum of 52 weeks is allotted for parental leave, including options for maternity and shared parental leave. Maternity leave is provided for 32 weeks and paternity leave is provided for 2 weeks. Flexible working patterns are offered to parents. The Keeping in Touch programme is provided for service personnel on maternity and/or parental leave.

There are specific programmes to support work-life balance for military personnel. Welfare programmes are developed by the units in order to support Service personnel, as well as, providing the available options of flexible working hours and part-time employment. Flexible hours are allowed in the cases of parental leave, elderly care or sick people and studies. There are special programmes to support parents when both are members of the armed forces, such as unit welfare support programmes.

There are child-care policies in place that provide assistance to personnel through special programmes. Some of the available provisions related to child care are the following; breastfeeding breaks; policy on Duties Assignments, night duties and overtime work; day-care for children at defence ministries and military installations or child vouchers; and flexible working and service hours or variable start/finish times of working day.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	50.6%	5.1%
Air Force	19.1%	3.2%
Navy	19.9%	2.1%
Total	89.7%	10.3%
Ranks	Men	Women
OF 6 and above	0.32%	0.13%
OF 3-5	8.61%	10.75%
OF 1-2	8.97%	12.25%
OR 5-9	23.37%	21.43%
OR 1-4	58.73%	55.44%

Table 2: Reserve Force Personnel		
Service	Men	Women
Army	48.2%	2.5%
Air Force	31.2%	3.3%
Navy	13.9%	0.9%
Total	93.3%	6.7%
Ranks	Men	Women
OF 6 and above	9.0%	0.0%
OF 3-5	5.8%	4.8%
OF 1-2	7.2%	14.5%
OR 5-9	19.4%	19.3%
OR 1-4	67.5%	61.5%

Average Age of Military Personnel

The average age of all military personnel is 28 years for women and 26 years for men.

Prevention of Sexual Harassment and Sexual Abuse

As a strategy to prevent sexual harassment and sexual abuse, there are reporting telephone lines available to personnel. There are programmes and/or trainings related to the prevention of sexual harassment. Each Service has annual training which includes elements that highlight standards of behaviour. There is appointed personnel to deal with or to report sexual harassment. There are formal procedures in place for female and male victims to report sexual harassment. Diversity and Inclusion officers are placed across the armed forces in each unit.

National Education and Training Programmes Related to Gender Perspectives

The British Armed Forces has gender-related training programmes.

1. The 'Mandatory D&I' training is delivered to each member of the British Armed Forces regardless of rank or position. The training covers the Equality Act 2010 that examines the protection from discrimination and harassment by gender amongst other protected characteristics. It targets all officers and NCOs. The training is part of the standard national training.
2. The 'applying gender perspective to operational staff work' course is aimed to provide officers with an understanding on gender roles in peace and conflict settings. The training targets all officers and NCOs. It is a part of pre-deployment training and standard national training.

Additionally, there are Equality, Diversity and Inclusion (ED&I) courses for Leaders and Advisors, as well as, professional training for experts in this area.

Use of NATO Training and Education Tools

The NATO Gender Education and Training Package for Nations has not been used in the development of national training programmes. The NATO Gender Education and Training Package for Nations was deemed useful by the national armed forces. Another NATO product used for training of the British Armed Forces are the JADL courses as part of the pre-course work for the Human Security in Military Operations course.

Gender in the Armed Forces and in Operation

Gender is a topic in operational planning and it is included in pre-deployment training and exercises.

Gender Advisors and Gender Focal Points

The British Armed Forces and MoD both have gender advisors. The gender advisors have received training at NCGM. There are 10 trained gender advisors and 40 human security advisers. So far, there have been six deployed gender advisors. In 2017, two gender advisors were deployed. The General Staff do not have any gender advisors.

The armed forces do have gender focal points. The deployment of the gender focal points is not recorded in detail as they are often used to support exercises and pre-deployment, as well as, other training activities.

Implementation of the 2016 and 2017 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

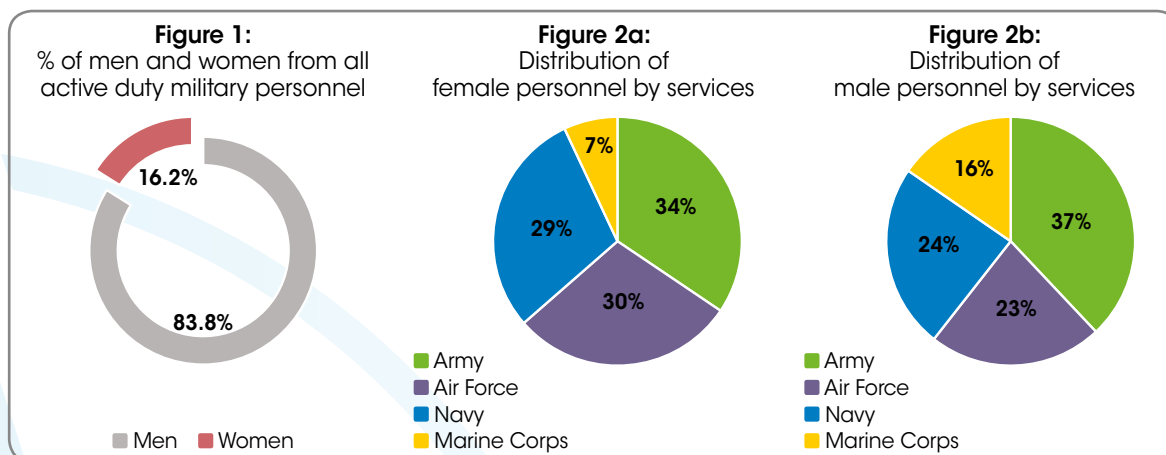
The United Kingdom is taking action towards the implementation of the 2017 NCGP Recommendations to the MC. Work is underway to scope deploying mixed patrols.

The United Kingdom did not need to take any action towards implementation of the 2016 NCGP Recommendations due to already existing processes.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2017

In 2017, the U.S.A. enforced no new policies and legislation related to the implementation of gender in the US Armed Forces.



Quotas

There is no quota system for men or women in the US Armed Forces.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the armed forces, nor are there restrictions that apply only to operations. There is a military entity that handles the integration of a gender perspective in the armed forces. The Under Secretary of Defence (Personnel and Readiness) is the principal staff assistant and advisor to the Secretary for Total Force Management as it relates to readiness; health affairs; training; and personnel requirements and management (includes implementation of gender integration policies and procedures).

Reserves, National Guard and Other Military Services

There are no policies to support entry into the Reserves, National Guard or other military structures, as a civilian employee. There are no policies to compensate employers who hire civilians who have joined military structures, such as Active Reserves. There are incentives for civilian employees to enter the Reserves, National Guard or other military structures. Each service offers enlistment bonuses.

Regarding Active Army Enlistment Bonus, qualified active duty recruits may be eligible for a combination of bonuses totalling up to \$40,000. The maximum bonus for a three, four, five, or six-year contract is based on periodic updates and is subject to change.

The Army Reserve offers many incentives for joining. These include several types of cash signing bonuses and education bonuses. If individuals qualify for more than one bonus, the Army Reserve may combine them to pay a combined bonus, which is not to exceed \$20,000.

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

The Navy Enlisted Bonus Source Rate Programme (EBSRP) offers a cash enlistment bonus if you choose to enlist in critical ratings (jobs) and are willing to ship out to basic training during specific months. To qualify for these bonuses, personnel may be required to extend their normal four-year enlistment contract by one year to a total five. If personnel enlist under a programme which requires a five or six year enlistment period, such as Nuclear or Advanced Technical Programmes, they do not have to extend enlistment.

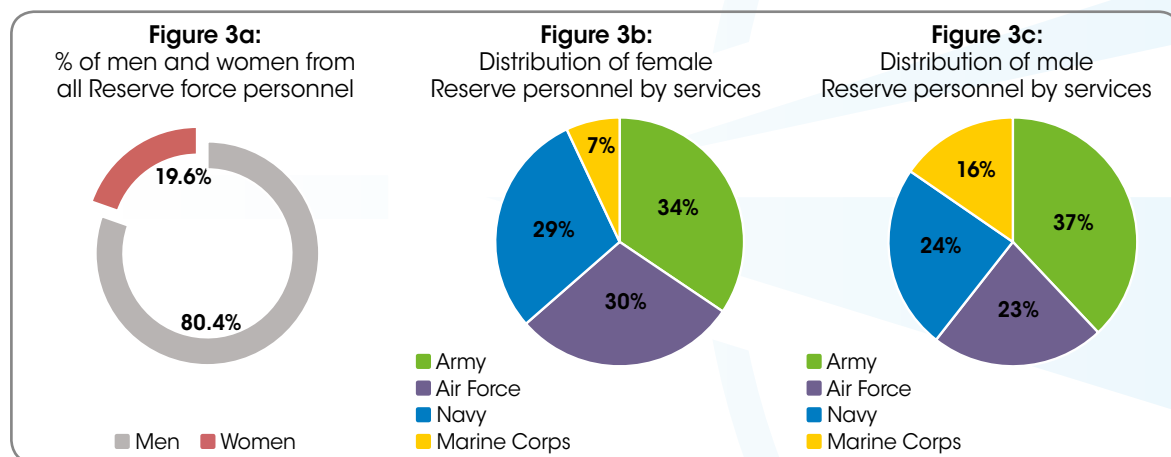
Additionally, there is an Enlistment Bonus with the Navy College Fund. Depending on an individual's determined Navy rating, there is the option of receiving an enlistment bonus, the Navy College Fund, or both. There are a limited number of ratings that can be combined with the Navy College Fund, and we have included those that are in a table below. If eligibility requirements are met and someone is selected for both, then they will receive a reduced signing bonus. As with the EBSR programme, to qualify for these bonuses, they may be required to extend your normal four-year enlistment contract by one year to a total of five.

The Air Force offers many incentives for joining; these include cash signing bonuses, education bonuses, and other incentives like housing, health care, and 30 days paid vacation each year.

Additionally, the College Loan Repayment Programme (CLRP) is available to those who have accumulated debt due to college courses. Participants must sign up for this programme when signing the enlistment contract. Under CLRP, the repayment maximum is \$10,000 per recruit.

Air National Guard Cash Bonuses are available to enlistees who may be eligible for a \$15,000 cash signing bonus for select careers. This bonus is paid in a lump sum upon completion of the Initial Active Duty Training (IADT). The local recruiter can provide information on what career fields/jobs are offered a bonus at their unit.

The Student Loan Repayment Programme will pay up to \$20,000 to those who have an existing student loan obligation at the time of enlistment in the Air National Guard. In addition, current Air National Guard members who extend their enlistment contract for a minimum period of six years are also eligible for this programme if they meet certain requirements.



Enlistment Requirements

Enlistment requirements, including those related to physical characteristics (e.g. height, weight), are the same for men and women. Each Military Service determines the requirements for physical fitness tests, which are the same for men and women. Men and women enlist at the same age. There are no policies that promote the recruitment of women in the military.

However, the Military Departments continue to use gender-inclusive language in outreach events and communication products such as social media, digital marketing and websites, direct contact with female prospects, sports and team focused engagements, total marketing campaigns to reach a mix of genders, ethnicities, age group, etc.

In military academies, colleges and other educational institutions during 2017, 1,023 out of 9,365 female applicants were successfully recruited. Out of 30,467 male applicants, 3,085 were successfully recruited.

Retention Policies

The US Armed Forces have retention policies. The Department of Defence provides overarching guidance, which allows the Military Services to develop retention policies tailored to the service's specific needs.

There are no specific retention policies for women. However, with the 2015 decision to open all occupational codes previously closed to women, the Services continue to assess marketing tools to identify the best ways to engage prospective female candidates and to retain current female Service members. Review of retention data provides invaluable information to understand personnel turnover and the strategic development of retention strategies.

There are networks to support women in the military. Defence Advisory Committee for Women in the Services is composed of civilian men and women who are appointed by the Secretary of Defence to provide advice and recommendations on matters and policies relating to the recruitment and retention, treatment, employment, integration, and well-being of highly qualified professional women in the armed forces. Centre for Women Veterans advocates for cultural transformation to raise awareness about the service and sacrifice of women Veterans. The Centre also serves as resource for female Veterans. Lean-In Circles meet at regular intervals to help men and women feel more connected to their units, feel more comfortable talking openly about gender issues in the military, and share experiences and advice on acknowledging, changing and overcoming biases.

The Figure 4b provides the same information as Figure 4a in different graphic rendering.

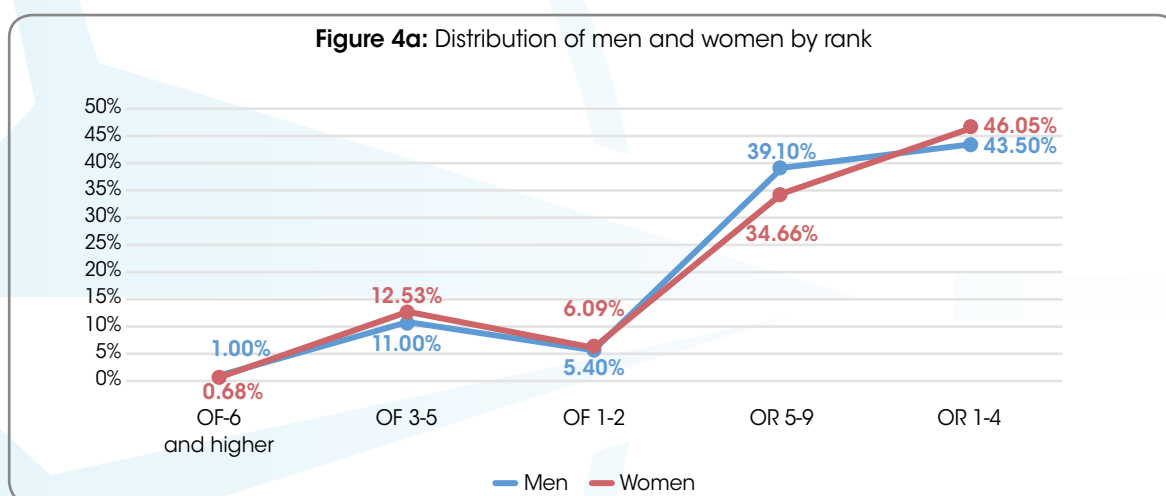
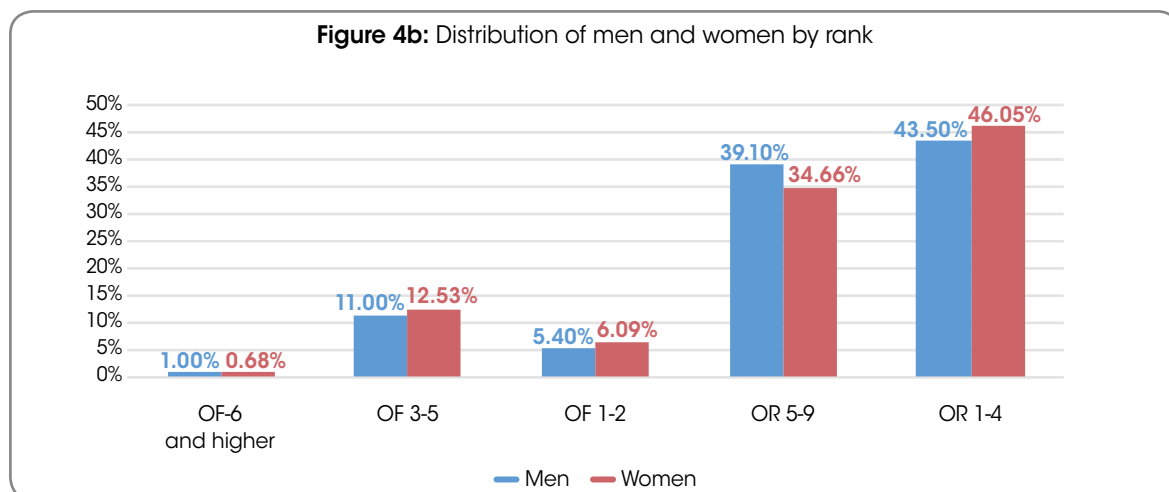


Figure 4b: Distribution of men and women by rank



Reasons for Leaving the Military

The national armed forces carry out exit surveys for men and women who leave the military. In 2000, National Defence Authorization Act for Fiscal Year 2000 (Public Law No. 106-65) provided that, "The Secretary of Defence shall develop and implement, as part of out-processing activities, a survey on attitudes toward military service to be completed by all members of the Armed Forces who are voluntarily discharged or separated from the Armed Forces or transfer from a regular component to a reserve component." Last year, the Secretary of Defence identified the need to improve how data are collected and analysed to inform Department of Defence (DoD) personnel policies, starting with exit surveys. The exit surveys will provide quantitative data to evaluate recruit performance and to improve outcomes.

The national armed forces use other systems or methods to detect reasons why military women leave the military. The Department conducts Status of Forces surveys to gather information to evaluate why military men and women leave the armed forces. The Status of Forces Survey evaluates demographics, retention, satisfaction, tempo, stress, and readiness. The February 2016 SOFS-A included items on deployments in the past five years, 'Military OneSource', suicide prevention, and financial health. In addition, items were included on transition assistance, access to technology, career opportunities, detailed Permanent Change of Station (PCS) moves, family life, compensation, detailed financial health, detailed retention, impact of deployments, housing and workplace, Trafficking in Persons (TIP) programme, motorcycles, and safety.

The main reasons why women tend to leave the armed forces are difficulties balancing work and family, disability, physical condition (not disability), retirement, end of contract, and unsatisfactory performance. The main reasons why men tend to leave the armed forces are misconduct, drug and alcohol concerns, disability, physical condition (not disability), retirement, end of contract, and unsatisfactory performance.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment is adapted for both men and women. The Military Departments continuously monitor clothing and equipment to develop standards used for individual clothing, equipment and weapons. This also includes testing to ensure new acquisitions incorporate new requirements for women. Military facilities are adapted to both men and women. All facilities and infrastructure are suitable for both men and women or modified as needed. Naval ships and submarines that cannot accommodate enlisted women will be decommissioned and replaced with gender-neutral designs. Combat and service uniforms are adapted to both men and women. Field uniforms, protective gear, headgear and boots are adapted to both sexes.

Parental Rights

Legal social support is given to mothers during pregnancy and both parents of the new born. Parental leave is 12 weeks in total and it is not transferable between parents. Paternity leave is two weeks.

There are specific programmes or policies to support work-life balance for military personnel. In addition to maternity leave programmes, the Military Departments offer intermission programmes, which allow service members time off to study, travel or raise families. Part-time employment is not allowed. Flexible hours are allowed. Commanders have the authority to provide flexible schedules to meet mission requirements while assisting service members when necessary.

There are special programmes/measures to support parents when both are members of the armed forces. The Military Departments make every reasonable effort for military couples to move together and to establish a joint household whenever possible. Assignments will be made to fill valid requirements, considering the needs of the military family, as well as the staffing of the losing and gaining activities; therefore, collocation and immediate reassignment may not always be possible. Dual military families are required to maintain a family care plan to address care of family members during deployments.

There are child-care policies in place such as the provision protecting a parent from deployment, extra weeks of subsidized maternity/paternity leave, breastfeeding breaks, policy on duties assignments, night duties, overtime work, day care for children at defence ministries and military installations or child vouchers, flexible working and service hours or variable start/finish times of working day. All apply based on mission requirements.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	31,0%	5,4%
Air Force	19,8%	4,9%
Navy	19,9%	4,8%
Marine Corps	13,0%	1,2%
Total	83,7%	16,3%
Ranks	Men	Women
OF 6 and above	1,0%	0,66%
OF 3-5	10,9%	12,49%
OF 1-2	5,5%	6,08%
OR 5-9	39,2%	34,71%
OR 1-4	43,4%	46,06%

Table 2: All Operations		
Service	Men	Women
Army	31,5%	3,4%
Air Force	23,3%	3,8%
Navy	17,3%	3,6%
Marine Corps	16,3%	0,8%
Total	88,4%	11,6%
Ranks	Men	Women
OF 6 and above	NR	NR
OF 3-5	NR	NR
OF 1-2	NR	NR
OR 5-9	NR	NR
OR 1-4	NR	NR

Table 3: Reserve Force Personnel		
Service	Men	Women
Army	18,4%	5,6%
Air Force	6,2%	2,3%
Navy	5,5%	1,7%
Army NG	35,3%	7,2%
AR Guard	10,4%	2,6%
Marines	4,6%	0,2%
Total	80,4%	19,6%
Ranks	Men	Women
OF 6 and above	0,98%	0,73%
OF 3-5	10,23%	10,53%
OF 1-2	5,04%	4,70%
OR 5-9	42,23%	38,58%
OR 1-4	41,52%	45,46%

Table 4: Other Personnel in All Operations		
Service	Men	Women
Army	54,3%	9,5%
Air Force	18,9%	4,0%
Navy	9,0%	2,3%
Army NG	1,9%	0,1%
Total	84,1%	15,9%
Ranks	Men	Women
OF 6 and above	NR	NR
OF 3-5	NR	NR
OF 1-2	NR	NR
OR 5-9	NR	NR
OR 1-4	NR	NR

Average Age of Military Personnel

The gender breakdown is not available for the average age of female and male personnel in the national armed forces by the different categories. About 50.8% of enlisted personnel are 25 years or younger. 42.7% of active duty Officers are 36 years or older.

Prevention of Sexual Harassment and Sexual Abuse

There are strategies to prevent sexual harassment and sexual abuse. The DoD Sexual Assault Prevention and Response Office (SAPRO) develops force-wide prevention techniques, practices and strategies to highlight signs of victimization, stop misconduct, and act to prevent future crimes. SAPRO's approach to preventing sexual assault requires a personal commitment from every service member. From new recruits to senior leaders, everyone plays a key role in combating the crime.

There are programmes and/or training related to sexual harassment prevention. The required subject matter for the training shall be appropriate to the Service member's grade and commensurate with their level of responsibility. Sexual harassment prevention training is taught throughout the Service member's career at the unit and during formal training and education programmes.

There are appointed personnel to deal with or report sexual harassment. There are formal procedures in place for report of harassment for female or male victims. Each Military department has established procedures for responding to and resolving Military Equal Opportunity (MEO) complaints. The procedures address tracking, investigating, and resolving MEO complaints reported through formal and informal channels that comply with the guidance. Service procedures must include informal complaints, formal complaints and anonymous complaints.

In 2017, 3,744 women reported cases of sexual harassment or sexual abuse such as sexual assault (excluding rape), sexual harassment, rape and stalking. In 2017, 832 men reported cases of sexual harassment or sexual abuse such as sexual assault (excluding rape), sexual harassment, rape and stalking.

National Education and Training Programmes Related to Gender Perspectives

The US Armed Forces have 17 gender-related training programmes (some have sub-programmes):

1. The Office of the Undersecretary of Defence for Personnel and Readiness is currently implementing its 2014-2018 Combatting Trafficking in Persons (CTIP) strategic plan. The plan supports education, training, and outreach programmes that support the prevention, identification, protection, and prosecution of trafficking in persons.
The plan ensures Defence Criminal Investigative Organizations, other military investigators, law enforcement, and first responders receive specialized training when/if/that is needed. Currently, progress is being made to update investigative professional training to ensure users have knowledge of trafficking in persons. The course is available on 15 online learning management systems. The course brings together three CTIP trainings, General Awareness, Investigative Professionals, and Contracting and Acquisition Professionals, in one location. Individuals have the opportunity to choose the course that best aligns with their duties. The training targets all ranks. It is a part of the standard national training.

2. Combatant Commands (CCMDs) continued to provide specialized training on WPS to familiarize new personnel with the mandate and supporting materials to facilitate the integration of WPS objectives into their daily work.

US AFRICA COMMAND: During a Newcomer's Orientation Course, a 30-minute overview of WPS is attended by all new uniformed, civilian, and contracted staff at the O6 level and below. The second training is the WPS brief to all new staff at the O6 level and all Senior Defence Officials/Defence Attaches and Office of Security Cooperation Chiefs during their orientation week at headquarters. US CENTRAL COMMAND provides training for U.S. personnel and contractors with respect to WPS issues which is reinforced through mandatory computer-based and in-person training, USCENCOM policy letters, and adherence to service and contractor specific training requirements and policy. The training targets OF-3 to OF-5, OF-1 to OF-2 and all Non-Commissioned Officers (NCOs). It is a part of in-theatre training.

3. CCMDs continued to provide specialized training on WPS through programme implementation in other COMMANDs:

US EUROPEAN COMMAND conducted a one-day WPS training event performed by a Swedish Gender Advisor and WPS expert. Representatives from every USEUCOM Directorate were trained on the general outcomes of WPS, and conducted brainstorming exercises of what constitutes a WPS event, and how USEUCOM can host WPS events. The training also included group discussions on possible future WPS activities in their respective areas and USEUCOM WPS received input on what future training for the command should entail.

US NORTHERN COMMAND conducted training for all new personnel to the command within six months of arrival on the tenets and outcomes for the NAP on WPS, the DoD implementation plan, and USNORTHCOM specific WPS objectives and activities. The training targets OF-3 to OF-5, OF-1 to OF-2, and all NCOs. It is a part of in-theatre training.

4. CCMDs continued to provide specialized training on WPS through programme implementation in other COMMANDs:

US SOUTHERN COMMAND has incorporated modules into the current DoD-mandated CTIP training, available online (Joint Knowledge Online-JKO), and required for all DoD personnel annually.

US PACIFIC COMMAND WPS briefing provided at USPACOM's Initial Staff Training and Orientation Programme, which includes instruction on gender perspectives, the unique gender-related challenges present in the USPACOM area of responsibility, and relevant national-level and DoD policies. This is also presented at the Joint Intelligence Operations Centre and the Pacific Air Forces'. USFK has established a mentorship programme and hosted WPS related events. The training targets OF-3 to OF-5, OF-1 to OF-2, and all NCOs. It is a part of in-theatre training.

5. Peacekeeping and Stability Operations Institute (PKSOI) ensures WPS is included in training provided to Regionally Aligned Forces (RAF) and military staff officers assigned to the U.S. Military Observer Group-Washington (USMOG-W) during their deployments to United Nations peacekeeping missions.

Training is focused on Peace Operations and the Protection of Civilians, with WPS included as an important element. The training targets OF-3 to OF-5, OF-1 to OF-2, and all NCOs. It is a part of pre-deployment training.

6. Case-studies for students at the Army War College.

PKSOI engaged its research interns in the WPS effort. Interns were assigned to develop annotated bibliographies including at least one WPS relevant article for each class, in each course in the Regional Analytic Studies department. The articles were compiled and delivered to course directors, giving faculty the option to add as required or suggest readings for the class. One area of concentration course: Politics, Security, and History of South Asia, integrated a WPS-related reading in nearly every class. An additional course, Policy Analysis and Critical Thinking, was devoted to critically analysing alternative frameworks of analysis, using Feminist Studies as a case study. The target is OF-3 to OF-5. It is a part of standard national training.

7. The National Defence University (NDU) programmes took additional steps to include WPS within the respective school curriculum.

KEYSTONE Programme conducted its first ever WPS session in June 2016. The KEYSTONE Course educates Senior Enlisted Leaders that serve in a general or flag officer level joint headquarters or Service headquarters. During the course, senior leaders discussed the importance of incorporating a gender perspective and how to operationalize WPS within their activities.

The Centre for Applied Strategic Learning - conducted a 12 week "Strategic Gaming Elective" in alignment with Deputy Secretary of Defence Work's desire to reinvigorate wargaming across professional military education (PME). An entire session was dedicated to the game "Aftershock" (the only known game with a specific gender component) which allowed students to examine non-traditional security challenges including crisis response and gender-based considerations during crisis.

The target is OF-3 to OF-5, OF-1 to OF-2 and OR-5 to OR-9. It is a part of standard national training.

8. Yearly NDU student writing award garnered unprecedented numbers of submissions in 2016 with the award being given to an Eisenhower school student whose paper was entitled: 'The Critical Path to Critical Mass: Mixed Gender Sponsorship in the Profession of Arms.'

Joint Advanced Warfighting School (JAWS), a senior level school focused on educating expert joint campaign planners, incorporated the intent and principles of UNSCR 1325 into appropriate elements of JAWS curriculum through 2016 with the following learning objective in mind: "Evaluate the unique and disproportionately negative effect of conflict on women and children, the unique role women play in the way societies approach peace and security, and the importance of women in successful peace processes and conflict prevention." Students explored UN Security Council Resolution 1325 and the 2004 report of the Secretary-General on Women, Peace, and Security to derive implications and considerations related to this planning problem. Students were evaluated based on the effectiveness of their incorporation of legitimate concerns into their plan. The target is OF-3 to OF-5. It is a part of standard national training.

9. Eisenhower School hosted a WPS elective during the spring term. This session was designed to familiarize students with the concept of considering gender in the operating environment, emphasizing that the operating environment is critical to operational success.

College of International Security Affairs (CISA) set a leading example by incorporating appropriate education on WPS issues for U.S. military, civilians, and partner-nations engaged in PME. In April 2016, CISA formed a WPS Working Group to both acknowledge existing progress in the furtherance of WPS education and develop short and long term objectives for curriculum development. In the Strategic Leadership Foundations course, students were introduced to Inclusive Security. The

class involved a panel of experts discussing historic and contemporary patterns of gender, ethnic, and racial diversity in the United States and other countries' armed forces. The course also included breakout sessions for student discussion. The target is OF-3 to OF-5. It is a part of standard national training.

10. Chancellor's Lecture Series in February 2016 hosted a one-day conference on Women's Integration into the Armed Forces: Challenges and Opportunities. The event, covered by C-SPAN, convened two panels with leading scholars and practitioners in the WPS field addressing issues such as domestic implications for integration of women into the armed services, discussion of how gender integration fits into larger counterinsurgency and irregular warfare strategies, and assessed the tactical implications for gender-integrated units in an irregular warfare environment. The target is OF-3 to OF-5. It is a part of standard national training.

11. The 2016 curriculum for the Homeland Defence Fellowship Programme was revised to integrate gender perspectives on peace and security, as well as topics focusing on the impact of conflicts and disasters on vulnerable populations.

Throughout this one-semester programme, the students discussed how women and children often fall victim to violent crime and terrorism. The programme emphasizes the importance of gender and ethnic diversity in the armed forces and law enforcement agencies providing everyday security and countering violent. The target is OF-3 to OF-5. It is a part of standard national training.

12. The Marshall Centre, a German-American partnership, utilized the U.S. National Action Plan and OSD (P) Implementation Guidance 2016 to further institutionalize gender sensitivity in its programmes and activities and provide opportunities to enhance women's roles across the security sector.

Faculty is engaged in research and policy that frequently involves topics covering WPS-related issues. The target is OF-3 to OF-5. It is a part of standard national training.

13. The Centre for Civil-Military Relations at the Naval Postgraduate School has developed a series of trainings and courses to emphasize the importance of women in the Armed Services.

An Expanded International Military Education and Training (EIMET) approved seminar titled "Women's Integration in the Armed Forces" as a Mobile Education Team (MET) seminar, upon requests by interested recipient countries. It aims to assist countries around the world to develop and implement gender policies, in particular those aimed at improving or enhancing the representation of and the prospects for women in the military, including women in defence, women in uniform, and women in combat. The target is OF-3 to OF-5. It is a part of in-theatre training.

14. An Executive Programme in Defence Decision-Making has a two-week Expanded International Military Education and Training (EIMET) approved programme conducted every May and October at the Naval Postgraduate School in Monterey, California. The programme has been structured to emphasize the impact of transformation on security and defence decision-making in the contemporary global environment. The target is OF-6 and higher. It is a part of in-theatre training.

15. The Marine Corps Centre for Advanced Operational Culture Learning serves as the central USMC agency for Language, Regional Expertise, and Culture (LREC) training, education and institutionalization in order to enable Marines to be more operationally effective across the range of military operations in complex joint expeditionary environments.

Recent updates to the RCLF (Region, Culture and Language Familiarization) on-line self-paced programme curriculum include deliberate emphasis on the overlap between WPS themes and cultural skills, such as 'perspective-taking', 'identity', and 'women and change'. The target is OF-3 to OF-5, OF-1 to OF-2, and all NCOs. It is a part of the pre-deployment training.

16. The Ira C. Eaker Centre for Professional Development's USAF Personnel Professional Development School has incorporated a Diverse Populations and Cultural Awareness lesson taught by AF Cultural and Language Centre Staff in the Force Support Squadron (FSS) Contingency course for all Expeditionary FSS Commanders. It covers WPS studies with human trafficking and SAPR indirectly. The target is OF-6 and higher and OF-3 to OF-5. It is a part of the pre-deployment training.

17. The military services conduct annual training on WPS related topics.

The training covers Sexual Assault Prevention and Response Standardized Core Training and Sexual Exploitation and Abuse (SEA). It targets all ranks. It is a part of the standard national training.

Use of NATO Training and Education Tools

The NATO Gender Education and Training Package for Nations has not been used in the development of national training programmes. All three modules at the Strategic/Operational level have been used for presentations given to education institutions, pre-deployment training, and general awareness. The NATO Gender Education and Training Package for Nations was deemed useful by the national armed forces. However, it cannot be accessed on all systems with the new structure. The national armed forces have also used other NATO products for their training: ACO Gender Functional Planning Guide and JTF 106 SOP.

Gender in the Armed Forces and in Operation

Gender is a topic in operational planning. Combatant Commands have included gender in their theatre plans. The lower units are still working on inclusion. It is included in some pre-deployment training and exercises, but not all.

Gender Advisors and Gender Focal Points

The MoD does not have gender advisors. The General Staff and the armed forces have gender advisors. The gender advisors have received training at the Nordic Centre for Gender in Military Operations (NCGM) and the Australian Operational Gender course. One gender advisor attended the NCGM Gender Training of the Trainers course and teaches at the NCGM GENAD course. The others have on the job training. So far, three gender advisors have been deployed and one was deployed in 2017.

The armed forces have gender focal points. There are gender focal points from several nations at the Resolute Support Mission and at Operation Inherent Resolve.

Implementation of the 2016 and 2017 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

The U.S.A. took action towards the implementation of the 2017 NCGP Recommendations to the Military Committee (MC). The U.S.A. continues to develop mixed gender engagement capabilities.

The U.S.A. took action towards the implementation of the 2016 NCGP Recommendations to the MC. The U.S.A. Government agencies with WPS responsibilities regularly and frequently interface and consult with senior leadership and actors of civil society. Mechanisms are the National Security Council-led Policy Coordinating Committee process and the Civil Society Working Group.

Additional Information

The U.S.A. passed the first Women, Peace and Security legislation in October 2017. The law calls for a whole of government strategy with agency implementation plans, has specific training and reporting requirements, and calls for robust metrics and evaluation.



10 2017 National Reports from NATO Partner Nations

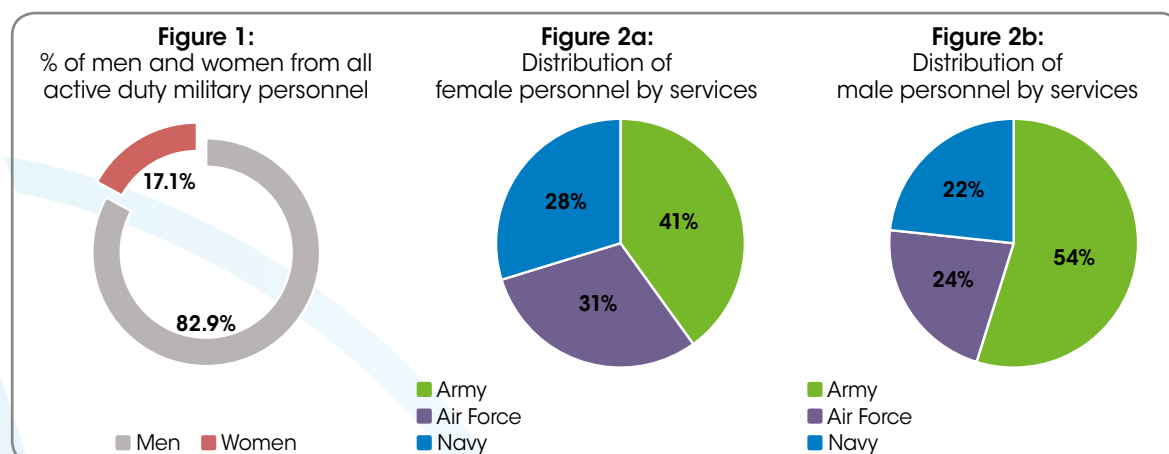
This chapter presents the annual National Reports on the implementation of the United Nations Security Council Resolution 1325 and related resolutions from the NATO partner nations for 2017. EAPC Partner Nations, as well as Afghanistan, Australia, Montenegro, Japan, Jordan, New Zealand and the United Arab Emirates were requested to submit their National Reports to the International Military Staff Office of the Gender Advisor at NATO HQ.





Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2017

No new specific policies or legislation related to the implementation of gender perspectives in the Australian Defence Forces (ADF) were enforced during 2017.



Quotas

While there are no legislative quotas for men and women in the ADF, the three services each set recruiting targets that include specific targets for women.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the armed forces, or women in operations. There is a military entity that handles the integration of a gender perspective in the armed forces. The ADF has established a cadre of 11 positions dedicated to the implementation of United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security throughout ADF activities, exercises and operations. The positions are located in the Office of the Chief of the Defence Force, each of the service headquarters, Joint Operations Command and the Peace Operations Training Centre.

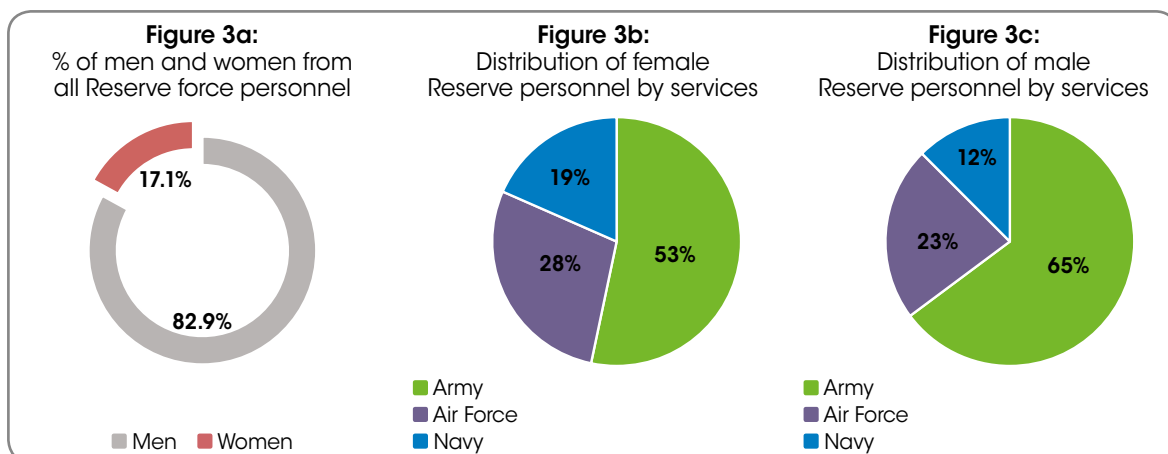
Reserves, National Guard and Other Military Services

There are policies to support entry into the Reserves, National Guard or other military structures as a civilian employee. Direct entry recruitment is possible into the Army and Air Force Reserves, with specific policies to support the recruitment, training, employment and career management of Reservists. The Office of Reserve Service Protection supports all Defence Force Reserves.

There are policies to compensate the employer when hiring civilians who have joined military structures, such as Active Reserves. Employers may be eligible for the Defence Employer Support Payment Scheme, which is a payment by Defence to Reservists' civilian employers for the time employees are absent from their civilian workplace due to military service.

There are incentives or bonuses for civilian employees to enter Reserves, the National Guard or other military structures. Commonwealth legislation protects the civilian employment of Reservists and some employment groups can be compensated for lost income due to Reserve service.

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



Enlistment Requirements

The enlistment requirements in the armed forces are the same for men and women. The enlistment requirements for the physical fitness test are different for men and women. Each of the services has a different fitness standard, the army has the highest level of fitness required. The aerobic (shuttle run) and abdominal strength (sit-ups) components are the same for males and females in the respective fitness assessments. The upper body (push-ups) component differs. There are no differences in enlistment requirements related to physical characteristics (e.g. height and weight).

There are further differences between the enlistment requirements for men and women. Some medical conditions that are specific to one's sex, such as pregnancy, are assessed. Men and women enlist at the same age.

The army recognises that they have the highest physical standard for enlistment and have developed a pre-recruitment fitness and conditioning programme to facilitate provisionally enlisted women to reach the required pre-recruit fitness level. Other service specific programmes to encourage female recruitment exist, for example, the army enables women to recruit when they are ready for enlistment, the Air Force and the Army will consider candidate requests for postings to requested locations, the Navy, the Army and Air Force all have a reduced Initial Minimum Period of Service for women in a number of roles. The Air Force has a graduate pilots' scheme for women.

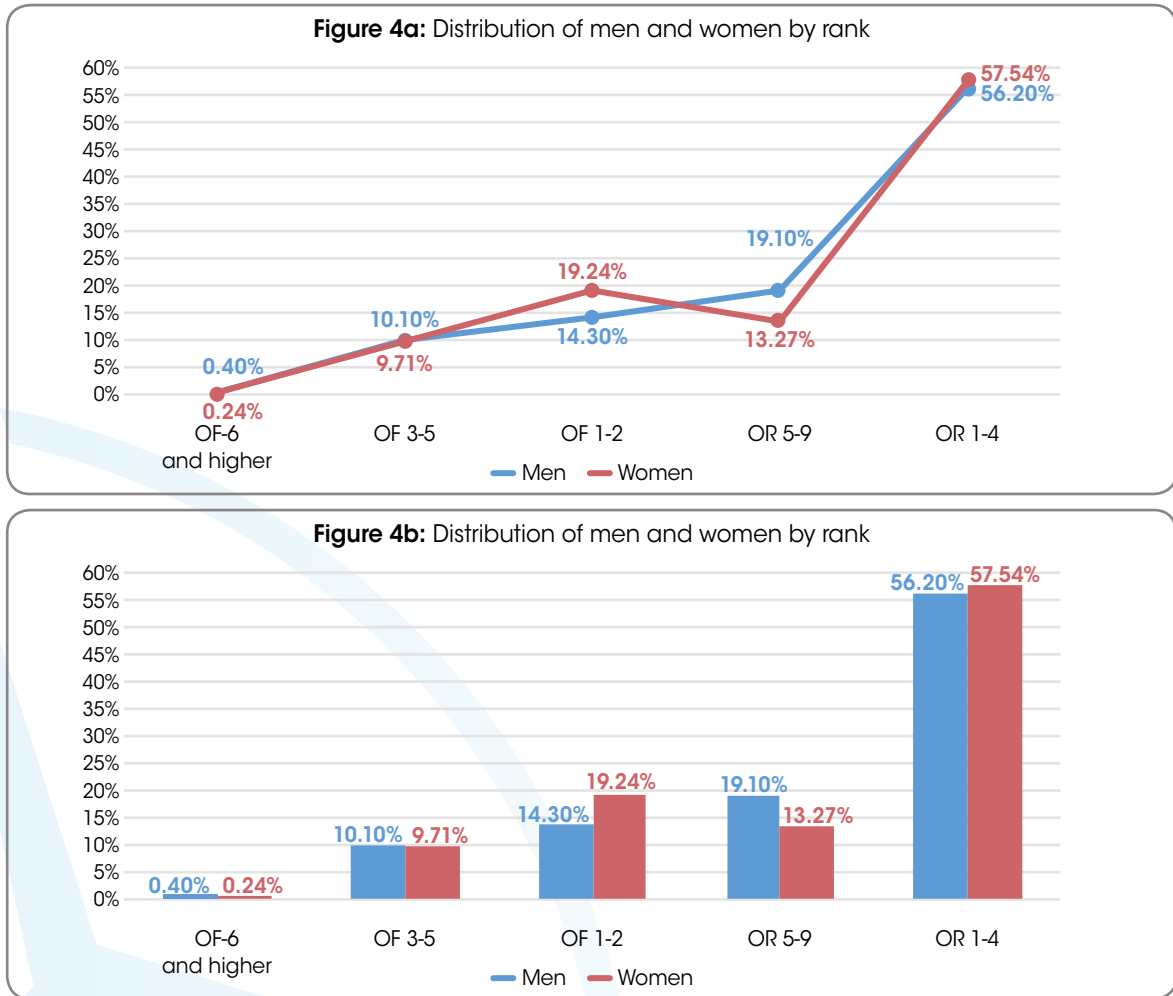
During 2017, in the armed forces, out of 3,880 female applicants, 1,286 were successfully recruited. Out of 9,960 male applicants, 2,792 were successfully recruited. During 2017, in military academies, colleges and other educational institutions, out of 910 female applicants, 235 were successfully recruited. Out of 3,014 male applicants, 602 were successfully recruited.

Retention Policies

The national armed forces have retention policies. Individual trade and officer qualification retention bonuses are offered to critically staffed categories. Additionally, one of the military superannuation schemes 'The Military Superannuation and Benefits Scheme' has a retention benefit paid that may be paid after 15 years of service.

The national armed forces do not have retention policies specifically for women. There is a network to support women in the military (e.g. women's network groups, contact points). Each service has mentoring, networking and leadership programmes in place for women.

The Figure 4b provides the same information as Figure 4a in different graphic rendering.



Reasons for Leaving the Military

The national armed forces carry out exit surveys for men and women who leave the military. The opportunity to complete an exit survey outlining reasons for leaving is offered to all military personnel who leave the services. The national armed forces do not use any (other) systems or methods to detect reasons why military women leave the armed forces.

In 2017, 857 women and 4,409 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 16.3%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 83.7%.

The main reasons why men and women tend to leave the armed forces are difficulties in balancing work and family, the inability to make a career change while still young enough and lack of stability.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment (e.g. tanks, aircraft, and submarines) are adapted for both men and women. Military facilities are adapted for both men and women. Specific female and male facilities are provided at all defence installations.

Uniforms are adapted for both men and women (e.g. combat uniforms). All three services provide specific female and male uniforms.

Parental Rights

Legal and social support is given to mothers and both parents. The MoD provides paid maternity and parental leave, including provision for extended periods of leave without pay. Both parents retain access to medical and housing support entitlements during those periods. Total parental leave is 52 weeks paid and unpaid leave, 14 weeks of which is paid. Parental leave is transferable between parents.

There are specific programmes or policies to support work-life balance for military personnel. Defence has a flexible work policy that is available to all military personnel, which includes part-time work, variable working hours, working from alternate locations and home based work.

Part-time employment is allowed for parental leave, elderly care, studies and in other cases. There is no restriction on the circumstances for which a member can apply for part-time leave without pay. Other cases can be negotiated between the member and chain of command.

Flexible hours are allowed for parental leave, elderly care, studies and in other cases. There is no restriction on the circumstances for which a member can apply for variable working hours.

There are special programmes/measures to support parents when both are members of the armed forces (e.g. a commitment that services will endeavour not to deploy both serving parents at the same time).

There is support or facilitation for service duties to single parents, divorced parents, or widows/widowers looking after their children, such as flexible working arrangements, including part-time work, variable working hours, working from alternate locations and home-based work.

There are child-care policies; such as leave, breastfeeding breaks, day care, flexible working hours, policy on duty assignments, provision protecting the parent from deployment, extra weeks of subsidised maternity/paternity leave.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	45,0%	7,1%
Air Force	19,5%	5,2%
Navy	18,4%	4,8%
Total	82,9%	17,1%
Ranks	Men	Women
OF 6 and above	0,4%	0,24%
OF 3-5	10,1%	9,71%
OF 1-2	14,2%	19,24%
OR 5-9	19,1%	13,27%
OR 1-4	56,2%	57,54%

Table 3: NATO Operations		
Service	Men	Women
Army	80,8%	8,3%
Air Force	5,2%	2,6%
Navy	2,4%	0,7%
Total	88,4%	11,6%
Ranks	Men	Women
OF 6 and above	1,05%	0,00%
OF 3-5	15,83%	14,52%
OF 1-2	12,45%	20,97%
OR 5-9	9,70%	17,74%
OR 1-4	60,97%	46,77%

Table 2: All Operations		
Service	Men	Women
Army	44,3%	4,6%
Air Force	30,8%	6,4%
Navy	11,2%	2,7%
Total	86,3%	13,7%
Ranks	Men	Women
OF 6 and above	0,37%	0,00%
OF 3-5	11,06%	9,20%
OF 1-2	13,75%	21,14%
OR 5-9	20,47%	12,71%
OR 1-4	54,35%	56,95%

Table 4: Reserve Force Personnel		
Service	Men	Women
Army	53,7%	9,1%
Air Force	18,8%	4,8%
Navy	10,4%	3,2%
Total	82,9%	17,1%
Ranks	Men	Women
OF 6 and above	0,86%	0,26%
OF 3-5	15,4%	12,90%
OF 1-2	12,9%	18,30%
OR 5-9	17,3%	15,30%
OR 1-4	53,6%	53,20%

Table 5: Other Personnel in all Operations		
Service	Men	Women
Army	46,3%	10,8%
Air Force	28,2%	4,7%
Navy	6,0%	4,0%
Total	80,5%	19,5%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	33,33%	17,24%
OF 1-2	14,17%	34,48%
OR 5-9	23,33%	13,79%
OR 1-4	29,17%	34,49%

Table 6: Other Personnel in NATO Operations		
Service	Men	Women
Army	74,2%	3,2%
Air Force	9,7%	3,2%
Navy	6,5%	3,2%
Total	90,4%	9,6%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	46,43%	33,33%
OF 1-2	7,15%	33,33%
OR 5-9	10,71%	33,33%
OR 1-4	35,71%	0,00%

Average Age of Military Personnel

The average age within all military personnel for women is 31.5 years and for men is 33.7 years. Among NCOs, the average age for women is 30.3 years and for men is 32.5 years. Among Officers, the average age for women is 34.5 years and for men is 37.3 years. For deployed personnel in operations, the average age for women is 32.9 years and for men is 33.9 years.

Prevention of Sexual Harassment and Sexual Abuse

There are strategies to prevent sexual harassment and sexual abuse. The Sexual Misconduct Prevention and Response Office provides training and other strategies, including oversight of the Sexual Ethics Education in Defence (SEED) Learning Strategy.

There are programmes and/or training related to sexual harassment prevention. Programmes include the SEED Learning Strategy, the Healthy Relationships and Sexual Ethics Foundation Package, presentations by the Sexual Misconduct Prevention and Response Office (SeMPRO), and the SeMPRO Awareness, Facilitators and Educators Network, all of which aim to ensure all ADF personnel have the required knowledge, skills and attitudes to make ethical decisions in their relationships. The presentations include a command and management team brief, general awareness and sexual ethics scenario library.

There are appointed personnel to deal with or to whom to report sexual harassment. There are formal procedures in place for female or male victims to report harassment. Sexual harassment reporting procedures are governed by:

- Defence Instruction (General) Personnel 35-4 - Reporting and Management of Sexual Misconduct Including Sexual Offences;
- Defence Instruction (General) 35-3 - Management and Reporting of Unacceptable Behaviour; and
- Defence Instruction (General) Administrative 45-2 - Incident Reporting and Management.

Defence Instruction (General) 35-3 establishes the responsibilities of the victim, perpetrator, and complaint manager and the possible actions following a complaint.

In 2017, there have been reported cases of sexual harassment or sexual abuse in the armed forces. 189 women reported cases of sexual harassment or sexual abuse in the armed forces, such as sexual harassment, rape, sexual assault (excluding rape) and aggravated sexual assault. 40 men reported cases of sexual harassment or sexual abuse in the armed forces, such as sexual assault (excluding rape), sexual harassment, rape, aggravated sexual assault and other cases. ADF does not collect data separately classifying stalking incidents.

National Education and Training Programmes Related to Gender Perspectives

The Australian Armed Forces have eight gender-related training programmes:

1. Pre-Deployment Training on Women, Peace and Security
This is a pre-deployment training on Gender in Military Operations for personnel deploying on NATO, Coalition and UN operations. It targets all ranks. It is a part of pre-deployment training and in-theatre training.
2. Australian Defence Force Academy Training
The Australian Defence Force Academy has integrated a WPS module into its Military Education continuum to be delivered across the 3-year study cycle to Officer Cadets. It targets OF-1 to OF-2. It is a part of standard national training.
3. Australian Defence College Training
Training is provided to senior officer staff courses at the Centre for Defence and Strategic Studies (O6) and Australian Command and Staff Course (O4/O5). It targets OF-6 and higher and OF-3 to OF-5. It is a part of standard national training.
4. Australian Civil Military Centre Training
Australian Civil Military Centre also conducts civilian-military (CIV-MIL) interactive workshops with national and foreign security sector personnel and pre-deployment training for the AFP. It targets OF-3 to OF-5, OF-1 to OF-2 and OR-5 to OR-9. It is a part of standard national training.
5. ADF Operational Gender Advisor Course
This training is dedicated to personnel deploying as a gender advisor (exercises or operations) or employed in a role where the gender perspective is being mainstreamed. It targets all ranks. It is a part of pre-deployment and standard national training.
6. Defence Attaché Women Peace and Security (WPS) Awareness Training
WPS has been incorporated into training delivered through the Defence Cooperation Liaison Office and also to Defence Attaché courses. It targets OF-6 and higher and OF-3 to OF-5. It is a part of standard national training.
7. Peace Operations Training Centre
The Australian Defence Force Peace Operations Training Centre provides a WPS training module to all personnel deploying to UN missions. It targets OF-3 to OF-5, OF-1 to OF-2 and OR-5 to OR-9. It is part of pre-deployment training.
8. Air Force Gender in Military Operations Awareness Course
Air Force developed an online awareness training package. This training provides an overview of UNSCR 1325 and how it applies to Air Force functions and operations. This training has been used as the primary introductory tool to educate Air Force members on its responsibilities under UNSCR 1325. It targets all ranks. It is a part of standard national training.

Use of NATO Training and Education Tools

The NATO Gender Education and Training Package for Nations has not been used in the development of national training programmes. However, the Package was deemed useful by the national armed forces.

The following products have been used:

- Advanced Distance Learning (ADL) courses 168, 169, 171;
- The General awareness training and pre-course work for the Nordic Centre for Gender in Military Operations (NCGM/SWEDINT); and

- The Gender Advisor Course.

Gender in the Armed Forces and in Operation

Gender is a topic in operational planning and is included in pre-deployment training and exercises.

Gender Advisors and Gender Focal Points

The MoD, General Staff and armed forces have gender advisors. Gender advisors undertake either the ADF Operational Gender Advisor course or alternatively the NCGM/SWEDINT Gender Advisor Course. There are 62 trained gender advisors. So far, 27 gender advisors have been deployed and nine were deployed in 2017.

The armed forces have gender focal points. So far, three gender focal points have been deployed and two were deployed in 2017. They have been deployed on exercises as opposed to being deployed on operations.

Implementation of the 2016 and 2017 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

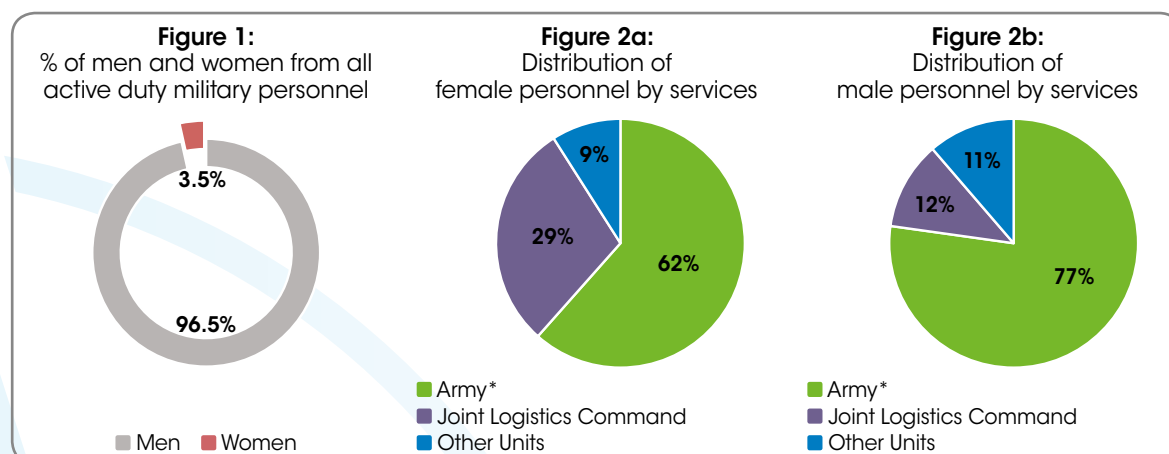
Australia has taken actions towards implementation of the 2017 NCGP Recommendations to the Military Committee (MC). Specifically, the ADF Gender Advisor Personnel Framework, submitted to the Chief of Services Committee (endorsed Dec 17), was established.

Australia has also taken actions towards implementation of the 2016 NCGP Recommendations to the MC. The ADF Gender Perspective Training Framework established an implementation plan to incorporate integration of gender perspective throughout all ADF training continuums.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2017

No specific policies or legislation related to the implementation of gender in the Austrian Armed Forces (AAF) were enforced during 2017.



Quotas

There is a quota system for men or women in the AAF. According to the Federal Ministry of Defence and Sports (MoDS) Women's Advancement Plan, the overall and long-term goal is to reach 50% of female personnel at the MoDS and a target of 10% of women in the AAF.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the armed forces, nor are there restrictions that apply only to operations. There is no military entity that handles the integration of a gender perspective in the armed forces.

Reserves, National Guard and Other Military Services

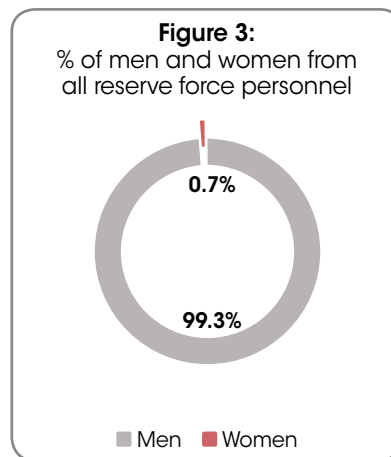
The Federal Act for Equality for the Federal Government (Bundes-Gleichbehandlungsgesetz) sets up policies to support entry into the Reserves or National Guard, or other military structures, as civilian employees.

There are no policies to compensate employers who hire civilians who have joined military structures, such as the Active Reserves, nor are there incentives for civilian employees to enter the Reserves, National Guard or other military structures.

There are no incentives or bonuses for civilian employees to enter the Reserves, National Guard, or other military structures.

* Army is composed of land and air forces.

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



Enlistment Requirements

Enlistment requirements are the same for men and women. There are differences regarding some limits in physical tests. While military service is compulsory for men, women may enlist on a voluntary basis. Enlistment requirements for the physical fitness test are the same for men and women. There are different limits for men and women in the various physical tests like running or push-ups. In general, the limits for the various exercises in the physical fitness test are lower for women.

Enlistment requirements related to physical characteristics (e.g. height, weight) are the same for both sexes. Men and women do not enlist at the same age.

Austria has policies that promote the recruitment of women in the military. In general, the AAF is trying to increase the quota of women within the forces from 2% to 10%.

Therefore, within the current recruiting campaigns, women are addressed in special strategies. Special informational events for women are provided regularly. Guidance with regard to the preparation for the physical fitness test is offered to women and special information and preparation weekends for women are conducted throughout the year.

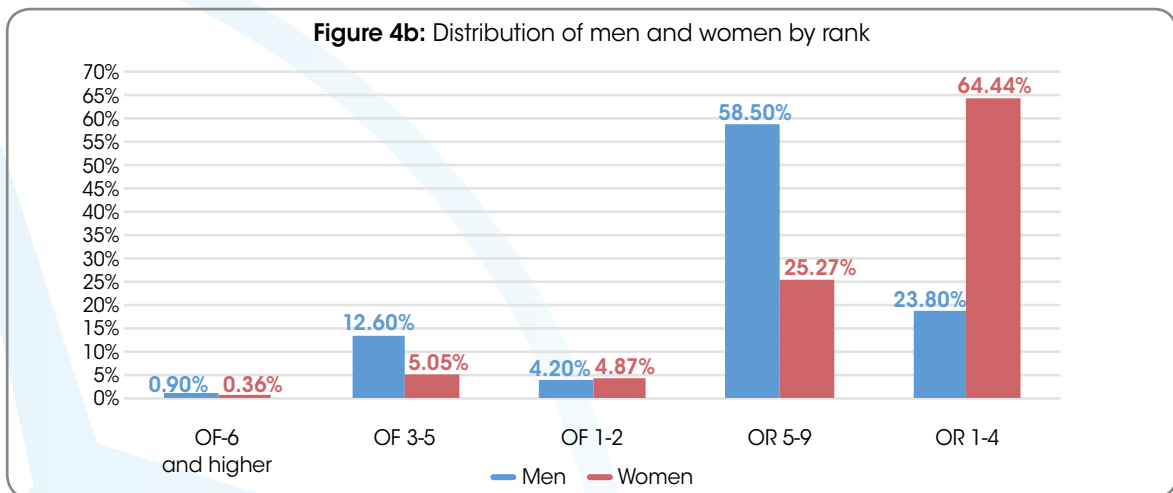
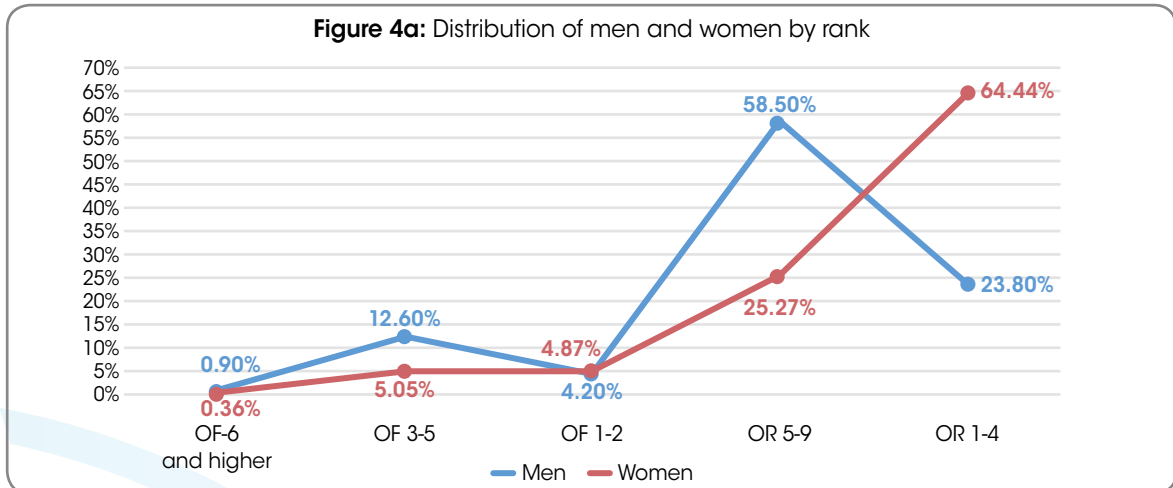
In the armed forces during 2017, out of 599 female applicants, 231 were successfully recruited. Out of 4,555 male applicants, 2,022 were successfully recruited. During 2017, in military academies, colleges and other educational institutions, out of 11 female applicants, four were successfully recruited. Out of 87 male applicants, 64 were successfully recruited.

Retention Policies

The AAF do have retention policies. All professional soldiers, female or male, are federal officials with a lifetime public appointment in the AAF or the MoDS. The AAF do have retention policies for women.

There is a network to support women in the military. Once a year there is a three-day meeting aimed at facilitating networking for female soldiers of all ranks. There is a training programme called "Pro Soldatin". Ahead of their military career, female soldiers are, if necessary, specially trained in order to reach the basic training level before starting their initial military education and basic training. Additionally, there is a mentoring programme for female soldiers. A special training course has been established to introduce and train female soldiers in mentoring techniques. There is an established system of representatives ("Frauenvetrustenspersonen"), who function as points of contact or persons of trust for all female employees. Female soldiers can also turn to them for guidance.

The Figure 4b provides the same information as Figure 4a in different graphic rendering.



Reasons for Leaving the Military

The AAF do not conduct special exit interviews for men and women who leave the military. In order to identify the reasons and to improve the situation of soldiers in the future, a specific exit interview is being conducted.

In 2017, 34 women and 1,444 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 2.3%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 97.7%.

The main reasons why women tend to leave the armed forces are difficulties balancing work and family life, limited leadership opportunities, physical requirements, wrong expectations concerning the 'job' of being a soldier. Women often feel physically over-burdened by the service. The main reason why men tend to leave the armed forces is retirement.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment and service uniforms are the same for men and women. Combat uniforms are not fitted for men and women; they are the same for both genders. Military facilities are adapted for both men and women with separate dorms and washrooms. In 1998, the first cohort of women started their military career in the AAF. Since that time, the infrastructure has been systematically adapted. At first, the greatest need was for change in the accommodation areas, especially sanitary facilities. However, for some time now there have been new guidelines for accommodation. In addition, there are sanitary facilities in every accommodation unit (for 2 or 4 soldiers). That means that there are no problems to accommodate men and women, even in the same areas. Concerning the administration areas there was no need for alterations, because female staff were there all the time.

Parental Rights

Legal social support is provided to mothers during pregnancy and both parents of a new-born child. Mothers are prohibited from working eight weeks before and eight weeks after childbirth, but they are fully entitled to regular payment. Mothers are required to take a minimum of 16 weeks' leave around the time of the child's birth. The father can voluntarily take up to four weeks' leave from the child's birth.

Parents can share child-care responsibilities and the parent who takes care of the child receives a child-care allowance from the State for the period of childcare. Parental leave is 104 weeks and is not transferable between parents.

There are programmes to support the work-life balance of military personnel. Within the AAF, child care over summertime is provided by internal structures. To provide assistance in the management of family affairs, courses consist of a model structure. This reduces attendance time at the educational institutions and is supported by distance learning and e-learning programmes. There are also possibilities of flexi-time and teleworking. The MoDS organises workshops and seminars on health issues and offers selected recreational sports activities.

In accordance with the Federal Act for Government Employees, part-time employment is allowed in the cases of parental leave, care for elderly or sick people and studies for all employees, based upon the Federal Act for Government Employees (§ 50a), or by individual decision.

Flexible hours are allowed in the cases of parental leave, care for elderly or sick people and studies by legal right for all employees, based upon the Federal Act for Government Employees (§ 48 para. 3).

There are no special programmes/measures to support parents when both are members of the armed forces. There is no support or facilitation for service duties to single parents, divorced parents, or widows/widowers looking after their children.

There are child-care policies, such as extra weeks of subsidized maternity/paternity leave, day care for children at the MoD and military installations or child vouchers, flexible working and service hours or variable start/finish times during the working day.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	74,5%	2,1%
Joint Logistic Command	11,1%	1,0%
Other Units	10,9%	0,4%
Total	96,5%	3,5%
Ranks	Men	Women
OF 6 and above	0,9%	0,37%
OF 3-5	12,6%	5,05%
OF 1-2	4,2%	4,87%
OR 5-9	58,5%	25,27%
OR 1-4	23,8%	64,44%

Table 2: Reserve Force Personnel		
Service	Men	Women
Army	97,0%	3,0%
Total	97,0%	3,0%
Ranks	Men	Women
OF 6 and above	0,32%	0,00%
OF 3-5	11,52%	16,07%
OF 1-2	10,04%	19,64%
OR 5-9	52,72%	48,21%
OR 1-4	25,41%	16,07%

Table 3: All Operations		
Service	Men	Women
Army	97,5%	2,5%
Total	97,5%	2,5%
Ranks	Men	Women
OF 6 and above	0,42%	0,00%
OF 3-5	11,36%	13,51%
OF 1-2	9,61%	18,92%
OR 5-9	53,30%	43,24%
OR 1-4	25,31%	24,33%

Table 4: Other Personnel in all Operations		
Service	Men	Women
Air Force	99,3%	0,7%
Total	99,3%	0,7%
Ranks	Men	Women
OF 6 and above	0,01%	0,0%
OF 3-5	0,5%	0,4%
OF 1-2	1,4%	2,5%
OR 5-9	4,0%	8,2%
OR 1-4	94,1%	89,0%

Table 5: NATO Operations		
Service	Men	Women
Army	97,2%	2,8%
Total	97,2%	2,8%
Ranks	Men	Women
OF 6 and above	0,52%	53,57%
OF 3-5	8,52%	3,57%
OF 1-2	7,68%	14,29%
OR 5-9	28,45%	7,14%
OR 1-4	54,83%	21,43%

Table 6: Other Personnel in NATO Operations		
Service	Men	Women
Army	97,2%	2,8%
Total	97,2%	2,8%
Ranks	Men	Women
OF 6 and above	0,15%	65,0%
OF 3-5	9,52%	0,0%
OF 1-2	8,64%	15,0%
OR 5-9	27,53%	0,0%
OR 1-4	54,17%	20,0%

Prevention of Sexual Harassment and Sexual Abuse

As part of awareness raising activities for social interaction, the AAF have strategies to prevent sexual harassment and sexual abuse. The AAF regularly conduct special training courses for Commanders at all levels in disciplinary and criminal law, and thus sensitize them to the problems involved.

There are programmes related to the prevention of sexual harassment. Special training courses on the disciplinary and criminal law regarding the topic of sexual harassment for commanders at all levels are provided on a regular basis. The courses aim to sensitize members of the MoDS/AAF to the topic, to communicate the existing legal framework and the legal consequences/sanctions that may arise in case of misconduct.

There is appointed personnel to deal with or to whom to report sexual harassment. Formal procedures exist for female or male victims to report harassment. Like all other cases of alleged breach of duty or offences, cases of sexual harassment must immediately be reported to the respective disciplinary commander.

In 2017, one woman and one man reported cases of sexual harassment in the AAF.

National Education and Training Programmes Related to Gender Perspectives

The AAF have two gender-related training programmes. The 'Pre-Deployment Training' focuses on the UN Core Pre-Deployment Training Materials (UN CPTM) such as Prevention of Sexual Exploitation and Abuse (SEA), Gender Equality in Peacekeeping, Code of Conduct, and Child Protection. The training was made an integral part of Austria's national pre-deployment training for UN missions. It targets all officers and all NCOs. It is a part of the pre-deployment training and standard national training.

The second training is on the Protection of Civilians. It covers the legal basics, UN concepts, threat analysis concerning civilians in conflicts, case studies, and exercises.

Use of NATO Training and Education Tools

The NATO Gender Education and Training Package for Nations has not been used in the development of national training programmes. However, the NATO Gender Education and Training Package for Nations was deemed useful by the national armed forces.

The following were used: Standard National Training of all officers and NCOs; Pre-Deployment Training; Training of legal experts; National and international legal framework relevant for integration of gender perspective into military operations (e.g. UNSCR 1325 and Women, Peace and Security); Key terminology related to integration of gender perspective (e.g. sex, gender, integration of gender perspective or gender equality); Gender perspective in Code of Conduct and Standards of Behaviour; gender perspective in Standard Operating Procedures; gender perspective in the military education, training and exercises; gender perspective in planning, execution and assessment of military operations and Protection of Civilians.

Gender in the Armed Forces and in Operation

Gender is a topic in operational planning and it is included in pre-deployment training and exercises.

Gender Advisors and Gender Focal Points

The MoDS and the armed forces have gender advisors. There are 19 gender advisors who received training at the Nordic Centre for Gender in Military Operations (NCGM) and attended the course: A Comprehensive Approach to Gender in Operations UN Gender Military Advisor Course (Entebbe, UGA) at the European Security and Defence College. So far, four gender advisors have been deployed and one was deployed in 2017.

The AAF have no gender focal points.

Implementation of the 2016 and 2017 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

Austria has not taken any action towards the implementation of the 2017 and the 2016 NCGP Recommendations to the Military Committee (MC).

Additional Information

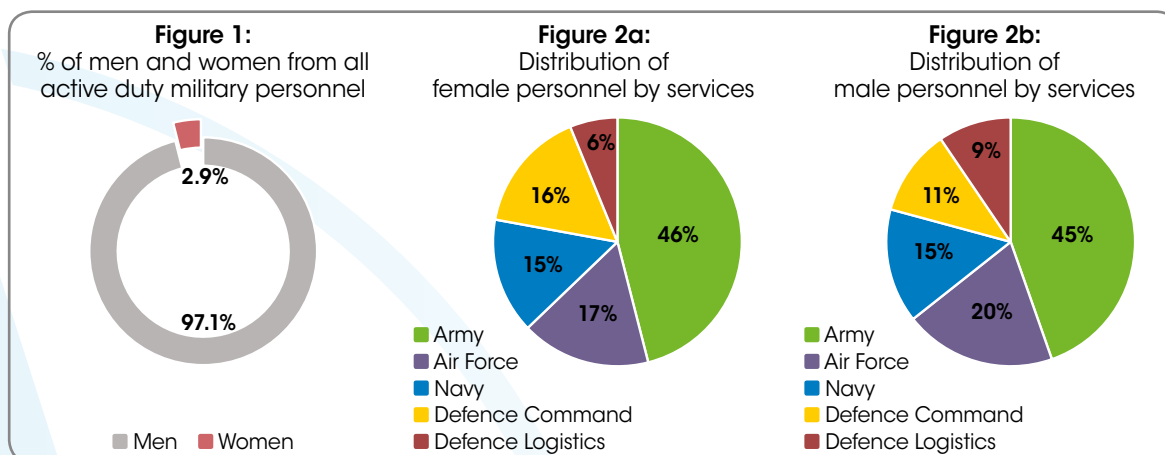
In 2017, the Association of Austrian Peacekeepers organised the Blue Helmet Forum Austria (BHFA), which focused on the topic of 'Women in Peacebuilding and Reconciliation'. During four sessions, the participants discussed the topic of women in peace operations, covering the role of UNSCR 1325 for peacebuilding, the role of UN peace operations for women's peacebuilding efforts, the practical experience of women as peacebuilders, as well as the way ahead and lessons learned.





Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2017

There were specific policies or legislation related to the implementation of gender in the Finnish Defence Forces (FDF) enforced during 2017. In 2017, a new plan of gender equality and non-discrimination was completed. This plan lays out the regulations on equal treatment of men and women as well as the regulations on non-discrimination of ethnic and sexual minorities.



Quotas

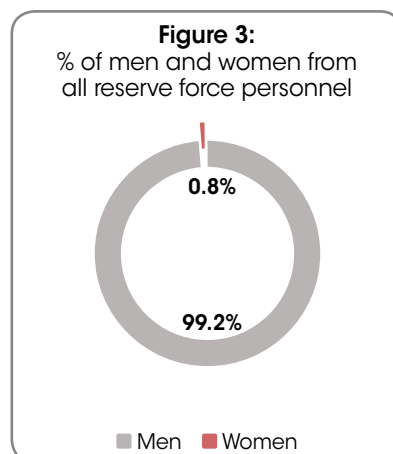
There is no quota system for men or women in the FDF.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the FDF nor are there restrictions that apply only to operations. A specific unit within the Defence Command Training and Exercises Division deals with the integration of a gender perspective in the FDF. The unit formulates the administrative regulations on gender equality, non-discrimination and UNSCR 1325 issues in the FDF. This unit also provides a follow-up on the gender equality situation and the integration of UNSCR 1325 principles and provides guidance to FDF units.

Reserves, National Guard and Other Military Services

There are no policies to support entry into the Reserves, National Guard or other military structures, as a civilian employee. There are no policies to compensate employers who hire civilians who have joined military structures, such as Active Reserves, nor are there incentives for civilian employees to enter the Reserves, National Guard or other military structures.



Enlistment Requirements

Enlistment requirements, including those related to the physical fitness test or physical characteristics (e.g. height, weight), are the same for men and women. Men and women enlist at the same age.

The FDF organise different recruitment campaigns to promote women's employment in the military, such as poster campaigns, TV advertisements and personal letters to young women.

In military academies, colleges and other educational institutions during 2017, out of 62 female applicants, 11 were successfully recruited. Out of 634 male applicants, 150 were successfully recruited.

Retention Policies

There are no retention policies in the FDF, nor are there specific retention policies for women. There are no networks to support women in the military.

The Figure 4b provides the same information as Figure 4a in different graphic rendering.

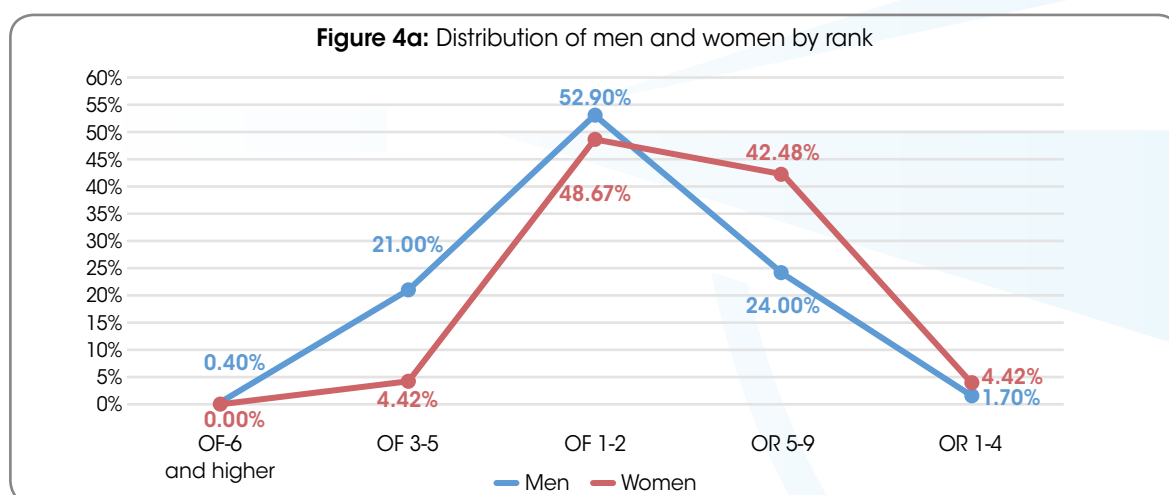
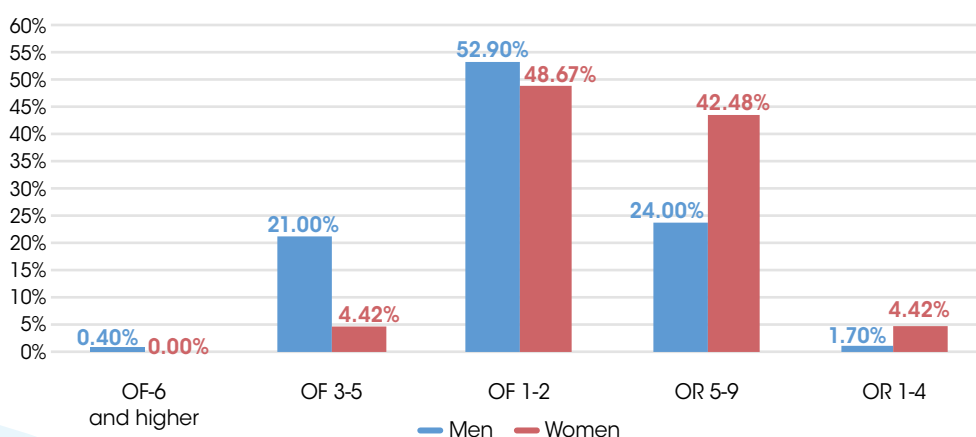


Figure 4b: Distribution of men and women by rank



Reasons for Leaving the Military

The FDF carry out exit surveys for men and women who leave the military and the personnel who exit the military also have an interview with their unit superior.

In 2017, four women and 109 men left the FDF. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 3.5%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 96.5%.

The main reasons why men and women tend to leave the armed forces are retirement and the opportunity of new careers outside the military.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment is not adapted for both men and women. Both sexes have their own military dorms and facilities.

The military uniforms are fitted for men and women. Men and women have different parade uniforms and service dress. Combat uniforms are the same for both sexes, but the FDF provide a wide range of sizes that fit both male and female body composition.

Parental Rights

Legal social support is provided to mothers during pregnancy and both parents of a new-born child. Parental leave is 45 weeks and is transferable between parents. Mothers get free healthcare in maternity clinics during their pregnancy. After the birth of the child, both parents are paid parental leave. After parental leave, one of the parents can take care of the child at home until he or she is three years old. During this time, the parent who stays at home gets financial support from the government. Paternity leave is 19 weeks.

There are no specific programmes or policies to support the work-life balance for military personnel. Policies to support the work-life balance of military personnel are included in the Personnel Strategy and involve flexible worktime arrangements. Part-time employment and flexible hours are allowed in case of parental leave, caring for elderly or sick people and studies.

There are special programmes to support parents when both are members of the armed forces. In the FDF, international deployment is voluntary in peacetime, and the FDF do not deploy both parents at the same time. If there is a crisis in Finland, the FDF have a principle that one of the parents is deployed to Staff or an institute where he or she can stay near their home.

There is no support for service duties of single parents, divorced parents or widows/ widowers looking after their children. There are no child-care policies apart from the ones to support the work-life balance.

Finland has a high quality child day-care system, so the FDF do not have their own system. Parental leave is provided over an extended period of time and after parental leave, families working in the military can use the normal Finnish day-care services. Flexible working and service hours or variable start/finish times of working day are also available.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	43,6%	1,3%
Air Force	19,0%	0,5%
Navy	14,1%	0,4%
Defence Command	11,2%	0,5%
Defence Logistics	9,2%	0,2%
Total	97,1%	2,9%
Ranks	Men	Women
OF 6 and above	0,4%	0,00%
OF 3-5	21,0%	4,42%
OF 1-2	52,9%	48,67%
OR 5-9	24,0%	42,48%
OR 1-4	1,7%	4,42%

Table 2: All Operations		
Service	Men	Women
Army	NR	NR
Air Force	NR	NR
Navy	NR	NR
Defence Command	NR	NR
Defence Logistics	NR	NR
Total	98,3%	1,8%
Ranks	Men	Women
OF 6 and above	0,00%	0,0%
OF 3-5	31,58%	50,0%
OF 1-2	52,63%	0,0%
OR 5-9	15,79%	50,0%
OR 1-4	0,00%	0,0%

Table 3: NATO Operations		
Service	Men	Women
Army	NR	NR
Air Force	NR	NR
Navy	NR	NR
Total	95,5%	4,5%
Ranks	Men	Women
OF 6 and above	0,00%	0,0%
OF 3-5	47,62%	0,0%
OF 1-2	42,86%	0,0%
OR 5-9	9,52%	100,0%
OR 1-4	0,00%	0,0%

Table 4: Reserve Force Personnel		
Service	Men	Women
Army	NR	NR
Air Force	NR	NR
Navy	NR	NR
Total	99,2%	0,8%
Ranks	Men	Women
OF 6 and above	0,01%	0,0%
OF 3-5	0,01%	0,0%
OF 1-2	8,80%	12,4%
OR 5-9	10,50%	17,5%
OR 1-4	80,60%	70,1%

Table 5: Other Personnel in all Operations		
Service	Men	Women
Army	NR	NR
Air Force	NR	NR
Navy	NR	NR
Total	93,4%	6,6%
Ranks	Men	Women
OF 6 and above	0,28%	0,0%
OF 3-5	3,99%	0,0%
OF 1-2	17,38%	76,0%
OR 5-9	31,91%	12,0%
OR 1-4	46,44%	12,0%

Table 6: Other Personnel in NATO Operations		
Service	Men	Women
Army	NR	NR
Air Force	NR	NR
Navy	NR	NR
Total	80,0%	20,0%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	25,00%	0,00%
OF 1-2	33,33%	83,33%
OR 5-9	37,50%	16,67%
OR 1-4	4,17%	0,00%

Average Age of Military Personnel

The average age of Officers is 40 years and of Non-Commissioned Officers (NCOs) is 39 years. There are no statistics about the average age of persons in operations and on the age of Officers and NCOs by sex. The available data shows that deployed personnel and female soldiers tend to be young (women have been able to serve as soldiers since 1995). Therefore, their average age is lower.

Prevention of Sexual Harassment and Sexual Abuse

The FDF have a National Plan on Gender Equality and Non-Discrimination that aims to incorporate the principles of equality and non-discrimination in all planning, actions, and leadership. Bullying and sexual harassment are strictly forbidden. Each administrative unit must develop a local plan to explain actions taken towards problems that have arisen within their respective units. The FDF National Plan on Gender Equality and Non-Discrimination contains instructions on how to draw up local plans and on how to prevent harassment and bullying in conscription. The FDF also have administrative regulations to prevent and handle cases of indiscreet behaviour and inappropriate treatment of personnel. The National Plan contains instructions to support the victims when cases of inappropriate behaviour occur. If superiors cannot solve the problem, then health and security authorities will take action. Programmes related to the prevention of sexual harassment include education and training for employed personnel and conscripts.

There is appointed personnel to deal with and/or to whom to report sexual harassment.

Formal procedures exist for female or male victims to report harassment. Victims report to their superiors and if this is not possible, they contact safety authorities who can send the case to the civilian police and civilian courts. As the FDF do not have military courts, all cases are handled in civilian courts.

In 2017, 15 women and 13 men reported cases of sexual harassment.

National Education and Training Programmes Related to Gender Perspectives

The FDF have four gender-related training programmes that address UNSCR 1325 and gender topics:

1. The 'Pre-deployment Training for Crisis Management Personnel' includes basics on UNSCR 1325, international law, International Humanitarian Law, human rights obligations, and local conditions in the area of operations and local customs and practices. Rotation training includes classes and practical exercises dealing with the issues mentioned. It targets all officers and all NCOs. It is part of pre-deployment training.
2. 'Additional Training on Gender Perspectives' for troop commanders, leaders or Subject Matter Experts (SMEs) takes place in the Finnish Defence Forces International Centre (FINCENT) in Finland or in the NCGM in Sweden. This training includes classes and practical exercises and it provides deeper understanding of UNSCR 1325 principles for strategic use. It targets OF-3 to OF-5 and OF-6 and above. It is part of pre-deployment training.
3. The National Defence University provides 'Training and Education on UNSCR 1325' to all undergraduate and graduate officer students and continues the education for OF-5 officers and above. Education includes practical classes and exercises dealing with the UNSCR 1325 agenda. The outcome of the training is a basic understanding of the UNSCR 1325 agenda and practical use of its principles. It targets OF-3 to OF-5 and OF-1 to OF-2. It is part of the standard national training.

4. 'Gender Training and Education for NCOs' is included in the basic education of all NCOs. It is part of the standard national training.

Use of NATO Training and Education Tools

The NATO Gender Education and Training Package for Nations has not been used in the development of national training programmes.

Gender in the Armed Forces and in Operation

Gender is a topic in operational planning and it is included in pre-deployment training and exercises.

Gender Advisors and Gender Focal Points

The MoD and the armed forces have gender advisors. The General Staff does not have gender advisors. There are 40 trained gender advisors. All gender field advisors (GFA) and gender advisors attend the NCGM courses in Sweden. So far, 10 gender advisors have been deployed, two of them in 2017. The FDF have gender focal points. So far, 10 gender focal points have been deployed; two of them were deployed in 2017.

Implementation of the 2016 and 2017 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

Finland has taken no action towards the implementation of the 2017 NCGP Recommendations to the Military Committee (MC). However, actions have been taken in 2017 towards implementation of the 2016 NCGP Recommendations to the MC. Finland has been rewriting Finland's UNSCR 1325 National Action Plan. There were some delays and the work will be finalised in the spring of 2018. The NAP is aimed for the period 2018-2022 and in it, recommendations 3 and 4 are taken in account.

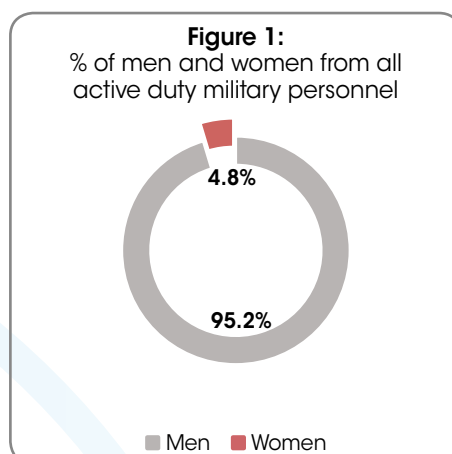
Additional Information

Finland has a conscription system. Around 21,000 young men (75 % of the men of the age range) are liable for mandatory conscript service every year. Around 500 young women do the volunteer conscript service annually. The conscript service lasts 6, 9 or 12 months after which conscript personnel enter the Reserves for several decades. In peacetime, all officers and NCOs work as trainers, or on Staffs and in institutes. In peacetime, the FDF include 7,000 hired soldiers and 5,000 hired civilians, 2,300 of whom are women. In wartime, the armed forces number 230,000 soldiers, and the large majority of them are Reservists.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2017

No specific policies or legislation related to the implementation of gender perspectives in the Georgian Armed Forces (GAF) were enforced during 2017.



Quotas

There is no quota system for men or women in the GAF.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the armed forces, nor are there any restrictions that apply only to operations. There is no military entity that handles the integration of a gender perspective in the armed forces.

Reserves, National Guard and Other Military Services

There are no policies to support entry into the Reserves, National Guard, or other military structures, as a civilian employee. However, the reserve concept is under development.

Enlistment Requirements

Enlistment requirements in the armed forces are the same for men and women. However, enlistment requirements for the physical fitness test are different and they are not related to physical characteristics. Men and women enlist at the same age.

There are no policies that promote the recruitment of women in the military.

During 2017, in military academies, colleges and other educational institutions, there were ten female applicants for the Bachelor's Degree, two for the Candidate Course, four for the Command and Staff Course and one for the Master's Degree. There were four women successfully recruited for the Bachelor's Degree, two for the Candidate Course, two for the Command and Staff Course and one for the Master's Degree.

There were 139 male applicants for the Bachelor's Degree, 29 for the Candidate Course, 73 for the Command and Staff Course and 31 for the Master's Degree. There were 69 successfully recruited men for the Bachelor's Degree, 28 for the Candidate Course, 30 for the Command and Staff Course and 10 for the Master's Degree.

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

Retention Policies

The Georgian Armed Forces do have retention policies. Surveys are conducted twice a year: 6 months before and 1 year before contract expiration. After it has been analysed, the received data will be identified for deficient specializations and vacancies.

There are no specific retention policies for women. There are no networks to support women in the military.

Reasons for Leaving the Military

The Georgian Armed Forces carry out exit surveys for both men and women who leave the military.

In 2017, the percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, was 2.7%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, was 97.3%.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment is the same for men and women. Military facilities are adapted for both sexes. Female and male personnel have separate accommodation and lavatories. Combat uniforms are not fitted for both men and women whereas service uniforms are adapted.

Parental Rights

Legal social support is provided to mothers during pregnancy. Paid maternity leave is 28 weeks (200 days) and is transferable between parents. There are no child-care policies, specific programmes to support the work-life balance for military personnel or special programmes to support parents when both are military members.

Part-time employment is not allowed, but flexible hours are allowed in the cases of parental leave, care of elderly or sick family members, or during studies. There are no special programmes to support parents when both are members of the armed forces, nor is there support for service duties to single parents, divorced parents, or widows/widowers looking after their children or child-care policies.

Prevention of Sexual Harassment and Sexual Abuse

There are strategies to prevent sexual harassment and sexual abuse. The article about sexual harassment prevention is amended in the Ethics Code. There is a training related to the prevention of sexual harassment. There are formal procedures in place for female or male victims to report harassment and there are appointed personnel to deal with or to whom to report sexual harassment.

In 2017, no cases of sexual harassment were reported in the GAF.

National Education and Training Programmes Related to Gender Perspectives

The GAF have two gender-related training programmes. Both are taught at the National Defence Academy. The first one is 'Gender Equality and Mainstreaming, United Nations Security Council Resolutions (UNSCR) 1325' and the second one is 'Gender Equality and UNSCR 1325'. The latter is part of the standard national training.

Use of NATO Training and Education Tools

The NATO Gender Education and Training Package for Nations has not been used in the development of national training programmes.

Gender in the Armed Forces and in Operation

Gender is not a topic in operational planning. Gender is included in pre-deployment training and exercises.

Gender Advisors and Gender Focal Points

The GAF, the MoD and the GS have gender advisors. There are up to 40 gender advisors who have received training. The GAF do not have gender focal points.

Implementation of the 2016 and 2017 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

No information on actions taken towards the implementation of the 2016 and 2017 NCGP recommendations was provided.





Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2017

There were specific policies related to the implementation of gender perspectives in the Irish Defence Forces (IDF). The Defence Forces Women's Network began to operate throughout the Defence Force in 2017.

Quotas

There is no quota system for men or women in the IDF.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the defence forces. Personnel are selected for various appointments on their competency and merit. The Gender, Equality and Diversity Advisor is responsible for the integration of gender perspective in the IDF under the guidance of the General Staff.

There is a military entity that handles the integration of gender perspective in the armed forces. The DF Headquarters' (DFHQ) Gender Advisor has oversight for the integration of gender perspectives in the Defence Forces. The DFHQ Gender Advisor is positioned within Human Resources (HR) and has the full support of the General Staff and all Services. Each brigade has a gender advisor in its HQ staff. Gender focal points are positioned in units at the tactical level.

Reserves, National Guard and Other Military Services

There are no policies to support entry into the Reserves, National Guard, or other military structures, as a civilian employee, nor are there policies to compensate employers who hire civilians who have joined military structures, such as Active Reserves. There are incentives for civilian employees to enter the Reserves, National Guard or other military structures. Members of the Reserves will receive more points than civilian applicants when applying to join the permanent defence forces.

Enlistment Requirements

In regards to recruitment, all positions are open for women in the IDF. Enlistment requirements for physical fitness tests are different for men and women. Specifically, females can complete modified push-ups (on their knees), and have an additional 1 minute and 30 seconds to complete a 1.5 mile run. (Males 11.40', females 13.10').

Enlistment requirements related to physical characteristics (e.g. height, weight) are the same for both sexes. Men and women enlist at the same age.

There are specific policies that promote the recruitment of women in the military. The Defence Forces Public Relations (DF PR) branch employs a gender perspective in their recruitment campaigns and tailors specific information to attract female recruits. There has been a female-specific media strategy implemented in 2017. Female-only information days were conducted where women were given job-specific narratives.

During 2017, in the armed forces, out of 661 female applicants, 72 were successfully recruited. Out of 5,210 male applicants, 644 were successfully recruited.

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

Retention Policies

The IDF have general retention policies and also those which apply specifically to women. The Defence Forces have established a DF Women's Network that is based around learning circles. The aim of the Network is to support females in all aspects of their work in order to assist with participation and retention.

The Defence Forces Women's Network has been established by J1-HR in 2016. Each barrack location and unit now have trained facilitators to assist and mentor females in their units. The network has a lead point of contact in each brigade and is co-ordinated by the DFHQ Gender Advisor.

Reasons for Leaving the Military

The IDF carry out exit surveys for men and women who leave the military. The Defence Forces' psychologist carries out the exit surveys in order to gain an insight into why personnel leave the IDF. The surveys are monitored by J1-HR who then makes recommendations to the General Staff. Another method that is used is Climate Surveys conducted by academic institutions.

The main reasons why both men and women tend to leave the armed forces are difficulties in balancing work and family and retirement.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment is not fitted for men and women; they are the same for both genders. Military installations have been adapted to both sexes; specifically the introduction of female toilets and female-only accommodation. Uniforms and combat uniforms/boots are tailored for men and women. Female and male uniforms are available and are monitored by a Clothing Committee. Maternity uniforms have also been made available.

Parental Rights

Legal social support is provided to mothers during pregnancy and both parents of a new-born child. Legal social support is given to both parents of a new-born child in the form of paid maternity leave and provision for extended periods of leave without pay. Parental leave is up to 52 weeks, of which 14 are paid. Paternity leave is two weeks. Parental leave is not transferable between the parents. There are no specific programmes or policies to support the work-life balance. Part-time employment is not allowed. Flexible hours are allowed in case of studies or parental leave. There are specific programmes/measures to support parents when both are in the military. The IDF have practices in place that allow for flexibility in terms of deployment due to family circumstances. Where there is dual partner service, the partner not deployed will be excused from 24-hour guard duties for the duration of their partner's deployment. There is a support to single parents, divorced or widowed military personnel. The IDF have Personnel Support Services to support members who are going through difficult times. The Personnel Support Services are available for information, referral and counselling. There is flexibility employed in the short-term to assist carers, single parents or those experiencing difficult circumstances, providing it does not affect operational commitments.

There is a child-care policy in the IDF, that includes a provision protecting parents from deployment and breastfeeding breaks. Barrack facilities will be provided for breastfeeding and breaks can be taken where possible. Females are not required to deploy overseas or to sea for up to two years after childbirth.

Prevention of Sexual Harassment and Sexual Abuse

There are strategies and programmes to prevent sexual harassment and sexual abuse. The IDF Admin Instruction A7 deals with interpersonal relationships in the IDF. The IDF have a robust complaint mechanism that is dealt with through the chain of command, a redress of wrongs office and also by the ombudsman for the defence forces. The IDF also liaise with the Human Rights and Equality Commission for advice on best practices.

The IDF have a training related to the prevention of sexual harassment. There is a Designated Contact Person training programme where personnel are trained to inform and to support victims of harassment and the training also acts as an education piece. All barrack locations are required to display the defence forces dignity charter. Military Police receive specialized training for investigating cases of sexual assault. All personnel are briefed regularly throughout their career on interpersonal relationships.

Appointed personnel deal with and report sexual harassment. Formal procedures exist for men and women victims to report harassment.

In 2017, no cases of sexual harassment were reported.

National Education and Training Programmes Related to Gender Perspectives

There are two gender related programs:

1. 'Gender Perspective Training for Career Course' is delivered to all career courses where participants are introduced to the main theories and framework of the WPS agenda and the terminology associated with gender perspective. They are also introduced to gender in military operations. It targets OF-3 to OF-5, OF-1 to OF-2, and all Non-Commissioned Officers (NCOs). It is a part of the pre-deployment training and the standard national training.
2. 'Gender Focal Point Training' introduces the main theories and framework of the WPS agenda and the terminology associated with gender perspective. The attendees are also introduced to gender in military operations. The future Gender Focal Points complete gender-based violence training and facilitated scenario training. It targets OF-1 to OF-2 and OR-1 to OR-4. It is a part of the pre-deployment and the standard national training.

Use of NATO Training and Education Tools

The NATO Gender Education and Training Package for Nations has been used in the development of national training programmes in the context of gender mainstreaming. The NATO Gender Education and Training Package for Nations was deemed useful by the defence forces. The IDF have also used another NATO product for their training - the Bi-SC Directive 40-1.

Gender in the Armed Forces and in Operation

Gender is a topic in operational planning, and included in pre-deployment training and/or exercises.

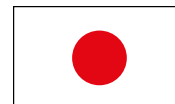
Gender Advisors and Gender Focal Points

The MoD does not have gender advisors. The armed forces and the General Staff have gender advisors. There are 15 gender advisors who received training at the NCGM. So far, 9 gender advisors have been deployed. 3 were deployed in 2017.

The defence forces have gender focal points. So far, 182 gender focal points have been deployed. In 2017, 112 gender focal points were deployed. Overseas deployment training syllabus has been updated and each troop deploying unit will now have 30 trained gender focal points.

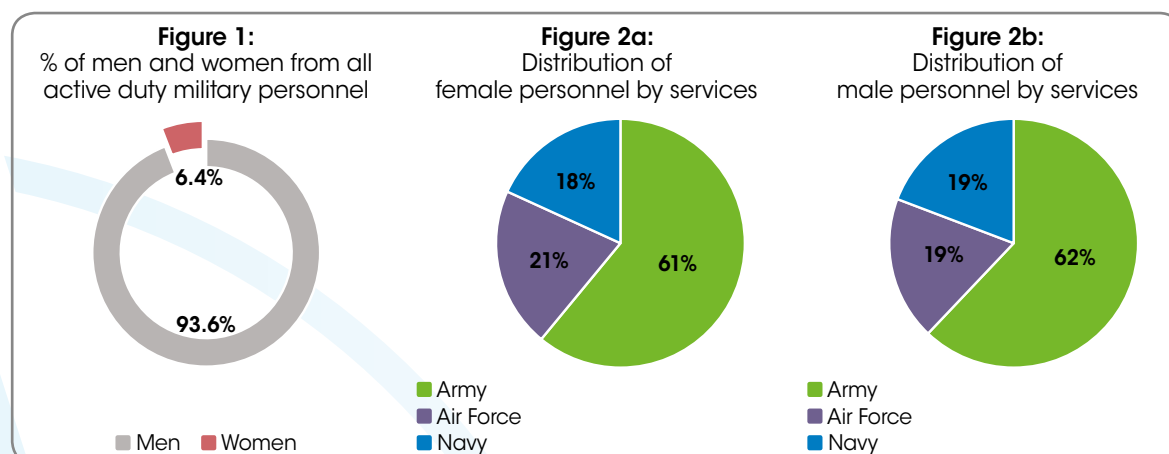
Implementation of the 2016 and 2017 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

Ireland has taken action towards the implementation of the 2017 and 2016 NCGP Recommendations to the MC.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2017

No specific policies or legislation related to the implementation of gender perspectives in the Japan Self-Defence Forces (JSDF) were enforced during 2017.



Quotas

There is no quota system for men or women in the JSDF.

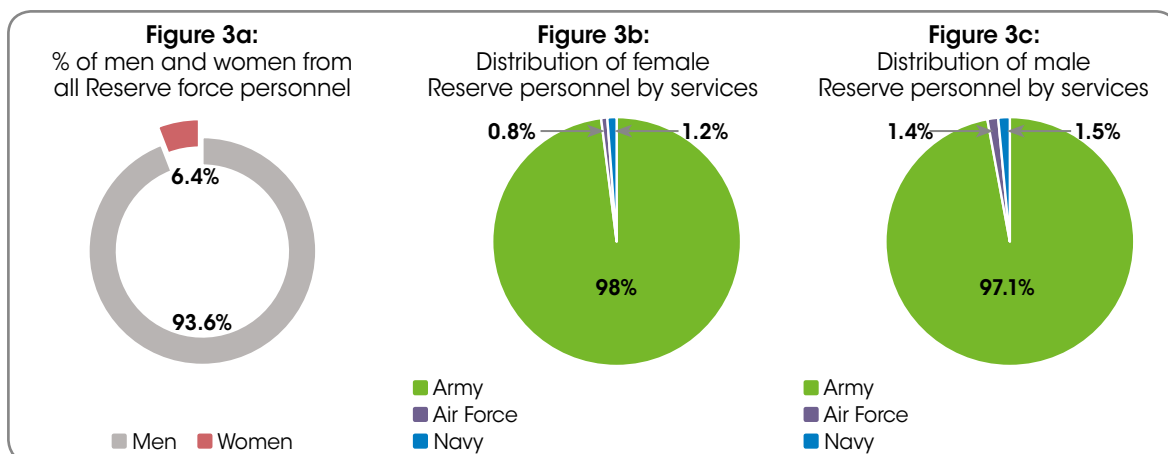
Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the JSDF, but there are restrictions that only apply to operations. All positions are open to women, however, assignments to the Submarine, Nuclear, Biological and Chemical Weapon Defence Unit and Tunnel Company are restricted, due to labour legislation and the special quality of military equipment.

There is a military entity that deals with the integration of gender perspectives in the armed forces. The Work-Life Balance Office and the Human Resources divisions of each force are in charge of the integration of gender perspectives.

Reserves, National Guard and Other Military Services

There are no policies to support entry into the Reserves, National Guard, or other military structures, as a civilian employee. There are policies to compensate employers who hire civilians who have joined military structures. There are no incentives for civilian employees to enter the Reserves, National Guard, or other military structures.



Enlistment Requirements

Enlistment requirements in the armed forces are the same for men and women. However, enlistment requirements for the physical fitness test are different for men and women. The requirements pertaining to height, chest size, weight and vital capacity differ for men and women. Women do not conduct the test of exercise capacity when enlisting in SDF. Men and women enlist at the same age. There are no policies that promote the recruitment of women in the military.

During 2017, 1,471 out of 9,202 female applicants were successfully recruited in the armed forces. Out of 54,286 male applicants, 11,724 were successfully recruited. During 2017, 64 out of 4,632 female applicants and 407 out of 12,239 male applicants were successfully recruited in military academies, colleges and other educational institutions.

Retention Policies

The JSDF do have retention policies, including specific retention policies for women. The retention policies are stated in the 2015 Action Plan to Promote Women's Participation and Work-Life Balance in the Ministry of Defence and Basic Policy on Recruitment and Promotion of Officers.

There are networks to support women in the military, such as points of contact on women's promotion and work life-balance promotion.

The Figure 4b provides the same information as Figure 4a in different graphic rendering.

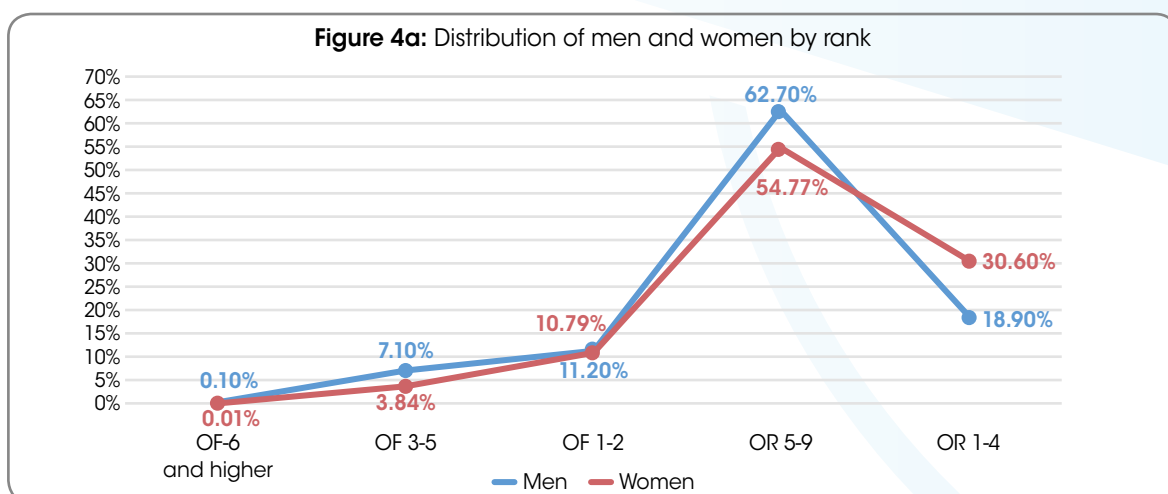
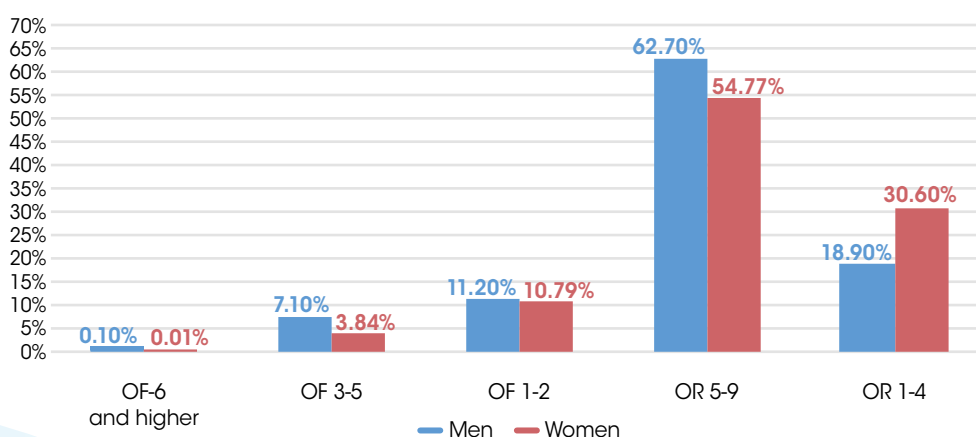


Figure 4b: Distribution of men and women by rank



Reasons for Leaving the Military

The JSDF carry out exit surveys for men and women who leave the military. In 2017, 722 women and 11,781 men left the JSDF. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 5.8%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 94.2%.

The main reasons why both men and women tend to leave the armed forces are difficulties in balancing work and family life and retirement. An additional reason for men and women to leave the JSDF is a job change.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment is adapted for men and women. Tanks and wheeled armoured vehicles are suitable for both men and women. Submarines have been equipped with both female and male facilities, although such service is not open to women. Military facilities, as well as service and combat uniforms, are adapted for both sexes.

Parental Rights

Legal social support is provided to mothers during pregnancy and both parents of a new-born child. There are several policies related to parental rights such as the Act on Child-Care Leave for National Public Officers, as well as regulations for expectant officers and nursing mothers.

Parental leave is 163 weeks and is not transferable between parents. Maternity leave is 162 weeks; mothers enjoy six weeks of paid leave before the birth of the child, eight weeks of paid leave after the birth of the child and 148 weeks of unpaid leave for childcare. Paternity leave is 157 weeks; fathers also have two exclusive days of special leave when the child is born and five days of special leave for childcare.

There are specific programmes to support the work-life balance for military personnel. Part-time employment is not allowed. Every officer, including those who provide child and family care or studies, can enjoy flexible hours. There are special programmes to support parents when both are members of the armed forces. For instance, there is temporary child-care service in the event of emergency operations such as disaster relief dispatch. There is support for service duties to single parents, divorced parents, or widows/widowers looking after their children.

Child-care policies include extra weeks of subsidized maternity/paternity leave, breastfeeding breaks, policy on duty assignments, night duty, overtime work, day-care for children at the MoD and military installations or child vouchers. Also included are flexible working and service hours or variable start/finish times during the working day.

Average Age of Military Personnel

The average age for all military personnel is 36.3 years for women and 32.2 years for men. Among NCOs, the average age for women is 35 years and for men is 31.3 years. Among Officers, the average age for women is 41.6 years and for men is 37.5 years.

Prevention of Sexual Harassment and Sexual Abuse

Strategies to prevent sexual harassment and sexual abuse include the MoD regulation on the prevention of sexual harassment and order on implementation of the regulation on the prevention of sexual harassment, the 1999 Defence Agency Instruction Number 29 – Instruction on Prevention on Sexual Harassment and the Circular notice – Operation of the Instruction on Prevention on Sexual Harassment. Programmes to prevent sexual harassment and sexual abuse include a special week on the prevention of sexual harassment at the MoD and education on the prevention of sexual harassment in each Service or in the JSDF.

There is appointed personnel to deal with and to whom to report sexual harassment. Formal procedures exist for female or male victims to report harassment. In 2017, there were reported cases of sexual harassment in the JSDF.

National Education and Training Programmes Related to Gender Perspectives

The JSDF have 18 gender-related training programmes. These education programmes for personnel undergoing training and who may be dispatched to Peacekeeping Operations (PKO) are provided. Topics included are the concept of gender equality, the issue of Sexual Exploitation and Abuse (SEA) and Sexual and Gender-Based Violence (SGBV). The programmes target OF-3 to OF-5, OF-1 to OF-2 and OR-5 to OR-9. The programmes are part of the standard national training.

Use of NATO Training and Education Tools

The NATO Gender Education and Training Package for Nations has not been used in the development of national training programmes.

Gender in the Armed Forces and in Operation

Gender is a topic in operational planning and it is not included in pre-deployment training and exercises.

Gender Advisors and Gender Focal Points

Japan has one advisor working for the NATO Secretary General's Special Representative for Women, Peace and Security (SGSR WPS). The Ministry of Defence has gender advisors who take part in the gender advisor course at the Nordic Centre for Gender in Military Operations (NCGM). The General Staff has no gender advisors. The JSDF have one gender advisor who received training at the NCGM. So far, one gender advisor has been deployed. In 2017, one gender advisor was deployed.

The JSDF have gender focal points, who serve as points of contact for each Service on matters related to the gender agenda.



Implementation of the 2016 and 2017 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

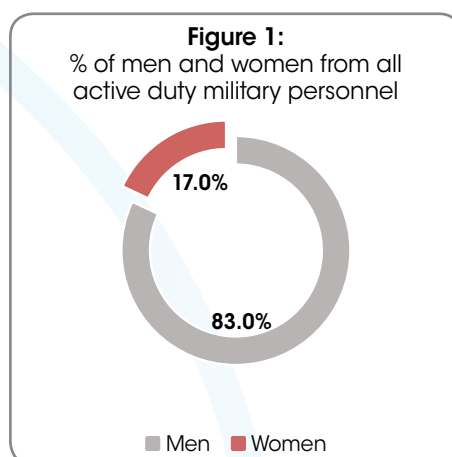
Japan has not taken any action towards the implementation of the 2017 and 2016 NCGP Recommendations to the MC.





Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2017

Specific policies or legislation related to the implementation of gender perspectives in the Armed Forces of the Republic of Moldova were enforced during 2017. The new strategy for ensuring equality between women and men in the Republic of Moldova for the years 2017-2021 and the Action Plan on its implementation (Government Decision No. 259, dated 28 April 2017) were approved. The Individual Partnership Action Plan (IPAP) Republic of Moldova - NATO 2017-2019 (Government Decision No. 736, dated 13 September 2017), which includes aspects about the implementation of gender perspectives in the armed forces was also approved. In addition, the project of the National Programme for the Implementation of UNSCR 1325 on Women, Peace and Security for the years 2018-2021 was drafted and the Action Plan on its implementation, was approved by the government on 21 March 2018.



Quotas

There is no quota system for men or women in the Armed Forces of the Republic of Moldova.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the armed forces, or restrictions that apply only to operations. In accordance with the national legislation, only males are eligible for conscript service, which is mandatory for all males who have reached 18 years of age. From 2018, the conscript military service will be gradually abolished until 2020.

There is a military entity that handles the integration of gender perspective in the armed forces. The following are responsible for the integration of gender perspective in the armed forces:

1. Human Resources Development and Military Education Policy Directorate (Human Resources Development and Military Education Policy Directorate Regulation, approved by the Minister of Defence on 9 October 2017);
2. Gender Unit (Gender Unit Regulation approved by the Minister of Defence on 5 September 2006); and

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

3. The Ministry of Defence Coordinating Group on Equality between Women and Men (Defence Coordinating Group on Equality between Women and Men Regulation approved by the Minister of Defence on 24 August 2011). Their primary purpose is to provide the necessary support to gender units in implementing gender legislation, particularly in developing departmental policies.

Reserves, National Guard and Other Military Services

There are policies to support entry into the Reserves, National Guard or other military structures as a civilian employee, and to compensate employers who hire civilians who have joined military structures, such as Active Reserves. These policies are defined by:

- Parliament Law No. 1244-XV, approved on 18 July 2002, on the reserve armed forces;
- Parliament Law No. 1245-XV, approved on 18 July 2002, on preparing citizens for homeland defence;
- Parliament Law No. 162-XVI, approved on 22 July 2005, on the status of the military;
- Parliament Law No. 1192-XV, approved on 04 July 2002, on preparation for mobilization and mobilization;
- Parliament Law No. 158-XVI, approved on 04 July 2008, on public function and the status of civil servants; and
- Labour Code of the Republic of Moldova updated 2017 (Parliament Law No. 53, dated 28 March 2003).

There are incentives for civilian employees to enter the Reserves, National Guard, or other military structures. According to Law 1244-XV regarding the reserves of the armed forces, Reservists who constitute the active reserve on a contractual basis if they fulfil contractual conditions, benefit from:

- Compensation in lieu of salary in the amount determined by the MoD;
- Five days' additional leave on top of ordinary leave for Reservists who serve in the active Reserve for more than 15 years;
- Free medical care in military medical institutions for Reservists who serve in the active Reserves for more than 20 years;
- Accommodation is provided during their service; and
- Other benefits, as provided by law.

Enlistment Requirements

Enlistment requirements are different for men and women. For contract military service, men are eligible after initial military training [after at least 6 months of conscript service, after completing short-term military service or after graduating from the military 'cathedra' (schools)]. Women may be employed without initial military training if they have reached the age of 18 and have had specialized training.

Enlistment requirements are different for men and women in regards to physical fitness tests. Norms for physical training for men are higher than for women (i.e. for men - 3 km cross and for women - 1 km cross; push-ups only for men, etc.). Enlistment requirements related to physical characteristics (e.g. height, weight) are the same for both sexes. Enlistment requirements related to physical characteristics are lower for women than for men (i.e. height for men - minimum 170 cm, and for women - minimum 165 cm, etc.). Men and women enlist at the same age.

There are policies to promote the recruitment of women in the military. This is stipulated in the Strategy to ensure equality between women and men in the Republic of Moldova for the years 2017-2021 and the Action Plan on its implementation (Government Decision No. 259, dated 28 April 2017).

During 2017, out of 20 female applicants, 15 were successfully recruited in military academies, colleges and other educational institutions. Out of 128 male applicants, 53 were successfully recruited.

Retention Policies

There are no retention policies in the armed forces or specific retention policies for women. There is no network to support women in the military.

Reasons for Leaving the Military

The Armed Forces of the Republic of Moldova carries out an exit survey for men and women who leave the military. In accordance with Moldovan military regulations, within 10 days of leaving, military and civil servants must have an interview with their Commander and with Human Resources representatives, to find out their reasons for leaving.

The armed forces do not use any other system or method to find out why military women leave the armed forces.

The main reasons why women tend to leave the armed forces are difficulties in balancing work and family life, retirement and low salary or harmful working conditions in some military specialties.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment is the same for men and women. Military facilities are adapted for both sexes. Combat uniforms are not fitted for men and women; service uniforms are the same for both sexes.

Parental Rights

Legal social support is provided to mothers during pregnancy and both parents of a new-born. Women benefit from maternity leave, which includes pre-maternity leave for 70 calendar days (but in cases of pregnancies with three or more children – she is a 112 days) and a post-maternity leave of 56 calendar days (but in cases where complications occur at birth or in cases of giving birth to three children or more simultaneously she is 70 days). The new-born baby's father is entitled to paternity leave for 14 calendar days. Paternity leave is granted upon written request, within the first 56 days after childbirth. Also, based on a written request, after maternity leave has ended, women or men are granted leave for child care which is partly paid until the age of three, with the allowance payment from the State social insurance budget. The partially paid leave for childcare may be used in whole or in part at any time until the child is three years old. Parental leave is transferable between parents.

There are no specific programmes or policies to support the work-life balance for military personnel. Part-time employment is not allowed except for studies. Flexible hours are not allowed. There are programmes or policies to support parents when both are members of the Armed Forces of the Republic of Moldova. Support is provided to single parents, divorced and widowed parents in accordance with the Regulations regarding military service in the armed forces (Government Decision No. 941, dated 17 August 2006). For example, mandatory annual leave is granted to the contract military at any time of the year. Mandatory annual leave must be granted on request, for the following categories:

1. Military who have a disabled child under the age of 16;
2. Military single parents, educating one or more children under the age of 16;
3. Military spouses, as far as possible, simultaneously;
4. Contract soldiers whose wives are on maternity leave; and

5. Contract service members who have two or more children under the age of 16.

There are child-care policies for military personnel, such as extra weeks of subsidized maternity/paternity leave and breastfeeding breaks, policy on duties assignments, night duties, and overtime work.

Average Age of Military Personnel

The average age within all military personnel is 31 years for women and 36 years for men. Among Non-Commissioned Officers (NCOs), the average age is 26 years for women and 30 years for men. Among Officers, the average age is 35 years for women and 38 years for men. The average age for deployed personnel in operations is 33 years for women and 32 years for men.

Prevention of Sexual Harassment and Sexual Abuse

There are strategies to prevent sexual harassment and sexual abuse in the military. These are outlined in the Strategy for ensuring equality between women and men in the Republic of Moldova for the years 2017-2021 and the Action Plan on its implementation (Government Decision No. 259, dated 28 April 2017). In the armed forces, there are several hours of training about prevention of sexual harassment and sexual abuse, which are included in the Annual Army Training Programme. In addition, military staff undergoing preparation to participate in missions are trained to adopt specific behaviour in relation to females: this presupposes a set of rules and requirements to be complied with in order to avoid sexual harassment.

There is appointed personnel to deal with or to whom to report sexual harassment and there are formal procedures for female and male victims to report harassment. The procedures include:

- Reports to the Ministry of Defence Coordinating Group on equality between women and men;
- Reports to the Gender Units;
- Reports to the Chief/Commander;
- Report to the General Inspection Directorate; and
- 24/7 hotlines, where victims can report to the higher authorities.

In 2017, no cases of sexual harassment were reported in the Moldovan Armed Forces.

National Education and Training Programmes Related to Gender Perspectives

The Armed Forces of the Republic of Moldova do not have any gender-related education or training programmes.

Use of NATO Training and Education Tools

The NATO Gender Education and Training Package for Nations has not been used in the development of national training programmes.

Gender in the Armed Forces and in Operation

Gender is not a topic in operational planning. Gender is included in pre-deployment training and/or exercise.

Gender Advisors and Gender Focal Points

The Armed Forces of the Republic of Moldova do not have gender advisors not gender focal points.

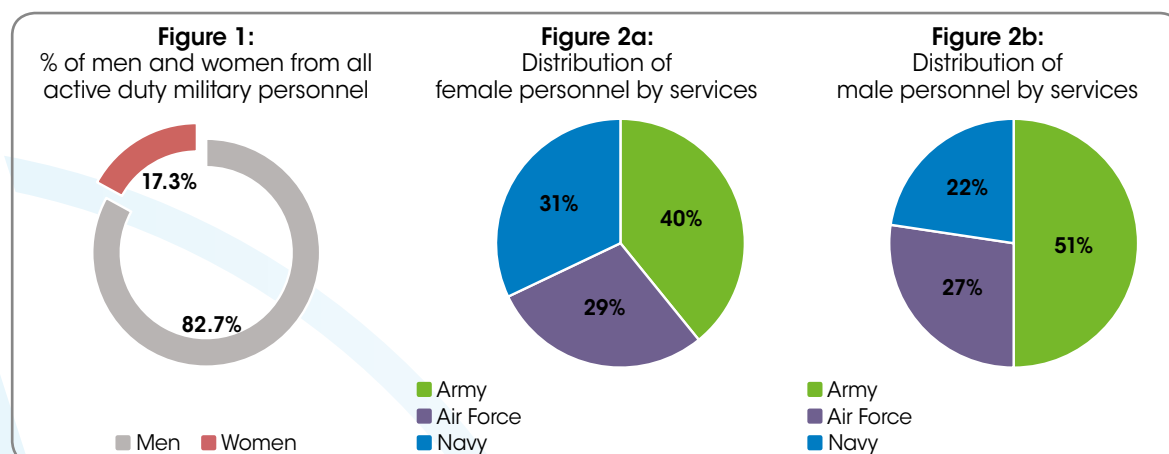
Implementation of the 2016 and 2017 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

Moldova has not taken any action towards the implementation of the 2017 and 2016 NCGP Recommendations to the MC.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2017

No specific policies or legislation related to the implementation of gender in the New Zealand Defence Forces (NZDF) were enforced during 2017.



Quotas

The NZDF do not use quotas for male or female personnel in recruiting, retention or progression. The personnel policy is based on a standards-based, gender-neutral selection and merit basis. In 2017, the NZDF set enlistment targets for women of 25%, increasing in full year 18/19 to 30% in order to achieve the 2025 Gender Diversity targets.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the NZDF, nor are there restrictions that apply only to operations. There is a military entity that deals with the integration of a gender perspective in the armed forces. At a strategic level, the NZDF has a Directorate of Diversity and Inclusion (D&I) within the People Capability Portfolio. This entity designs and manages the strategic blueprint for:

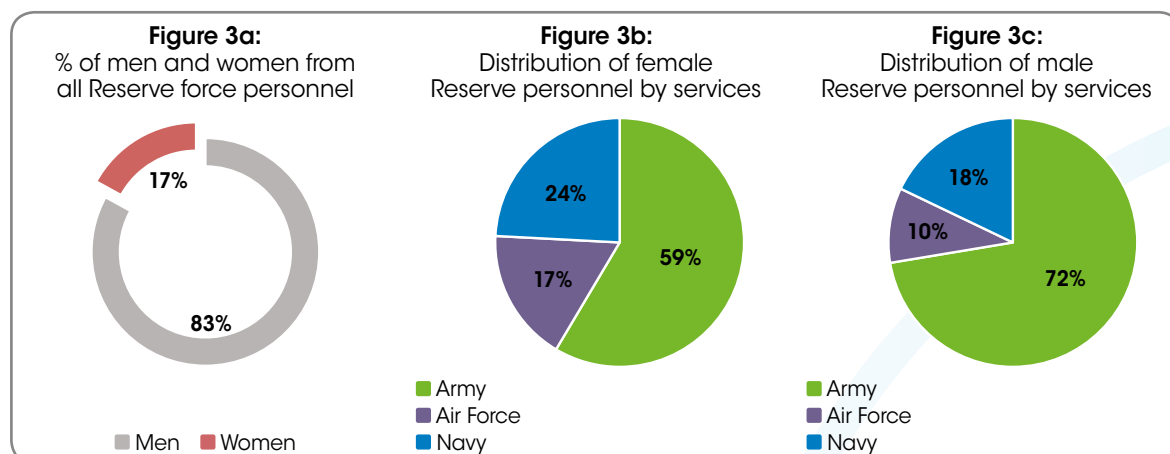
- Lifting understanding of and commitment to D&I across the organisation;
- Fostering and sustaining a safe, respective work environment;
- Implementing forward-looking recruitment and career and talent management practice; and
- Improving NZDF's cultural competency for working across borders, cultures, communities and agencies.

At the operational level, the Commander Joint Forces NZ is responsible for the integration of the NZ National Action Plan initiatives for UNSCR 1325 in operational planning and delivery, which includes a gender perspective in operations.

Reserves, National Guard and Other Military Services

There are policies to support entry into the Reserves, National Guard and or other military structures, as a civilian employee. Civilian employees are protected by the Volunteers Employment Protection Act 1973, which allows Reserve Forces personnel to perform their military duties without risking their normal employment and entitlements. The NZDF also supports its civilian employees who wish to join the Reserves or carry out Reserve service.

There are no policies to compensate employers who hire civilians who have joined military structures, such as Active Reserves, National Guard or other military structures. There are no incentives or bonuses for civilian employees to enter Reserves, National Guard or other military structures.



Enlistment Requirements

The enlistment requirements are the same for men and women. The enlistment requirements regarding the physical fitness test are different for men and women. The enlistment requirements related to physical characteristics (i.e. height and weight) are not the same for men and women. Men and women enlist at the same age.

There are no policies that promote the recruitment of women in the military.

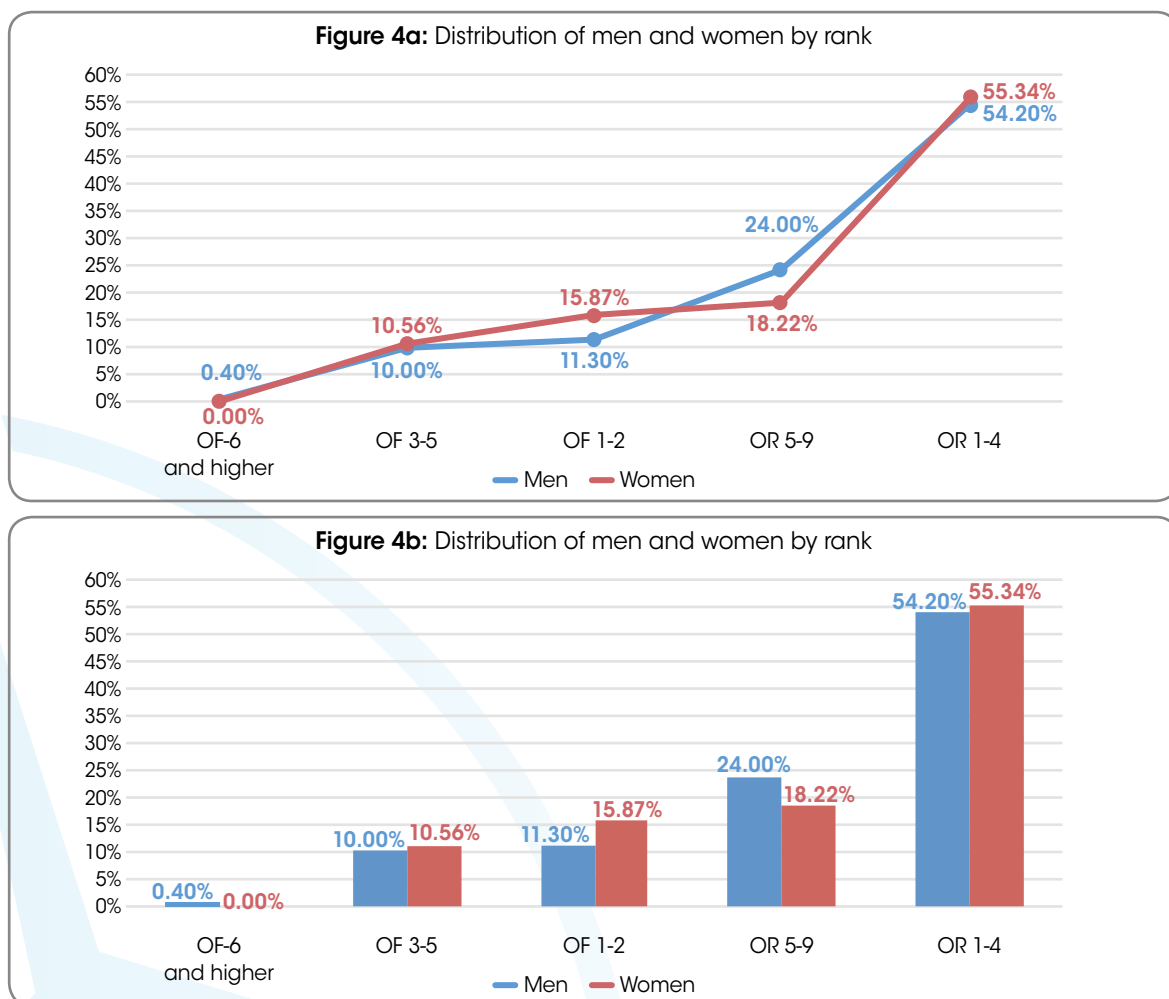
Retention Policies

The national defence forces have no retention policies or specific retention policies for women. The NZDF has a retention payment policy however, this policy has not been applied since 2008. Three types of retention payment were available:

- A retention factor paid as part of fortnightly salary for a specified period, with or without a lump sum payment on completion of that period;
- An advance retention payment paid to personnel in exchange for a written commitment to serve for a specified period; and
- A deferred retention payment paid as a lump sum after completion of a specified period of service.

There are networks to support women in the military. The Chief of Defence Force sponsors the NZDF Women's Development Steering Group. Single Service Chiefs sponsor women's networks in the Navy, Army and Air Force of New Zealand. Each service and the NZDF network hold a biennial conference to which senior leadership, women and men are invited.

The Figure 4b provides the same information as Figure 4a in different graphic rendering.



Reasons for Leaving the Military

The national armed forces carry out exit surveys for men and women who leave the military. The NZDF conducts an on-going exit survey for all personnel who are voluntarily requesting release. The nature of the survey data is not releasable. The national armed forces do not use any (other) systems or methods to detect reasons why military women leave the armed forces.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment (aircraft, tanks, submarines etc.) is adapted for both men and women.

User requirements for all projects are unisex-designed as a matter of course. Variations that do occur as a result of purchasing foreign military equipment will be modified for female and male use as part of the NZDF project.

Military facilities are adapted for both men and women. Female and male facilities are available. Sanitary facilities are provided for male, female and unisex. As part of a major infrastructure upgrade programme, the number of unisex facilities that provide improved levels of privacy for all personnel are being increased. The requirements of transgender personnel are considered in the upgrading of facilities.

Combat uniforms are fit for both men and women. Sizing is available for various body shapes where uniform items are unisex in cut. Some uniform items are gender-specific cut for women. Tailoring is available for shorter stature individuals, whether male or female. The army webbing and pack is optimised for bearing weight on the shoulders (male) with alterations and variations to better suit weight carriage on the hips (female) available.

Parental Rights

Legal social support is provided to both parents (of any gender) of a new-born child. Both parents (of any gender) can apply for parental leave. Under the NZ national Parental Leave legislative changes dated 1 June 2017, when a member does not qualify for parental leave with an organisation having been an employee for less than six months, but qualifies for the government's paid parental leave, the member may apply for Negotiated Carers Leave (NCL) to access the government's parental leave payments. If eligible for NZDF Parental Leave: Special Parental Leave (SPNL) of up to 10 days is paid. If approved, then NCL Special Parental Leave of up to five days is paid. SPNL is intended to be used for reasons connected with the pregnancy, birth or assuming the permanent responsibility for the care of a child. SPNL is to be used before starting Parental Leave or NCL. NZDF personnel may also be eligible for additional support under the Parental Leave and Employment Act provided by the government.

Parental Leave is given a up to 26 or a maximum of 52 weeks of unpaid parental leave depending on the length of employment. If employment with NZDF has been more than 26 weeks but less than 52 weeks, then the parental leave entitlement is 26 weeks. If employment with NZDF has been greater than 52 weeks, then the parental leave entitlement is 52 weeks.

Parental Leave can be taken consecutively or concurrently up to the individual's maximum entitlement. Maternity and paternity leave, depending on the length of service with the NZDF, is up to 26 or 52 weeks leave (as described above). Parental leave is not transferable between parents.

There are specific programmes or policies to support the work-life balance for military personnel, such as a flexible working arrangements policy. The NZDF support a programme called Force for Families that recognises the requirement for a work-life balance and the support that families provide each other. There are policy and programmes that cover the spectrum of personal collective resilience and wellbeing.

Part-time employment and flexible hours are allowed in cases of parental leave, elderly care (or sick people), studies or on a case-by-case basis for consideration.

There are no special programmes/measures to support parents when both are members of the armed forces, nor support or facilitation for service duties to single parents, divorced parents, and widows/widowers looking after their children. While there are no special programmes or measures, the NZDF do consider the needs of service members when presented on a case-by case basis.

There is a child-care policy; such as a provision protecting parent from deployment, extra weeks of subsidized maternity/paternity leave, breastfeeding breaks, policy on duties assignments, night duties, overtime work, flexible working and service hours or variable start/finish times of working day and breastfeeding facilities are provided at each camp or base.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	42,3%	7,0%
Air Force	22,4%	5,0%
Navy	18,0%	5,3%
Total	82,7%	17,3%
Ranks	Men	Women
OF 6 and above	0,4%	0,00%
OF 3-5	10,0%	10,56%
OF 1-2	11,3%	15,88%
OR 5-9	24,0%	18,22%
OR 1-4	54,3%	55,34%

Table 3: NATO Operations		
Service	Men	Women
Army	89,7%	10,3%
Air Force	0,0%	0,0%
Navy	0,0%	0,0%
Total	89,7%	10,3%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	15,38%	66,67%
OF 1-2	3,85%	33,33%
OR 5-9	73,08%	0,00%
OR 1-4	7,69%	0,00%

Table 2: All Operations		
Service	Men	Women
Army	61,7%	7,4%
Air Force	20,5%	5,7%
Navy	4,1%	0,5%
Total	86,3%	13,6%
Ranks	Men	Women
OF 6 and above	0,15%	0,00%
OF 3-5	11,37%	11,21%
OF 1-2	16,40%	21,50%
OR 5-9	23,48%	17,76%
OR 1-4	48,60%	49,53%

Table 4: Reserve Force Personnel		
Service	Men	Women
Army	60,1%	9,8%
Air Force	8,1%	2,9%
Navy	14,8%	4,3%
Total	83,0%	17,0%
Ranks	Men	Women
OF 6 and above	0,32%	0,0%
OF 3-5	12,50%	9,6%
OF 1-2	10,30%	10,6%
OR 5-9	18,01%	14,2%
OR 1-4	58,87%	65,6%

Average Age of Military Personnel

The average age within all military personnel is 29 years for women and 32 years for men. Among Non-Commissioned Officers (NCOs), the average age is 28 years for women and 30 years for men. Among Officers, the average age is 35 years for women and 38 years for men.

Prevention of Sexual Harassment and Sexual Abuse

There are strategies to prevent sexual harassment and sexual abuse. In March 2016, the Chief of Defence Force launched Operation Respect to ensure that members of the NZDF can perform their duties in an environment free from inappropriate and harmful behaviour including sexual violence, one that is mutually respectful and inclusive for all. Operation Respect resulted from three independent reviews and a significant work programme. Operation Respect has four foundational pillars (understand, support, respond and prevent) under which different supporting activities sit. For example, activities aimed at addressing issues associated with specific risk factors including facilities and alcohol.

Since Operation Respect was launched, there have been 'town hall style' meetings to raise awareness of issues, and education on sexual ethics and respectful relationships delivered. To date, 9,000 personnel have completed this training. A dedicated professional sexual assault response team (SART) was established with five regional sexual assault prevention and response advisors and one national advisor. Alongside this, a confidential disclosure system was introduced that allows people to make unrestricted or restricted disclosures (whereby the survivor can obtain support without disclosing the name of the alleged perpetrator). There is an NZDF website and a 0800 number for immediate response to disclosures of harmful sexual behaviour. Additionally, NZDF has Human Resource Advisors on every military compound as well as social workers. There are regular communications from CDF reinforcing the Operation Respect messaging.

There are programmes and trainings related to the prevention of sexual harassment. There is an established Anti-Harassment Advisor network on all camps and bases. Training is included now within the Operation Respect programme.

There is appointed personnel to deal with or to whom to report sexual harassment. There are formal procedures in place for female or male victims to report harassment. There is an identified service for persons to report an incident, receive assistance and have an investigation conducted. Posters and brochures in all buildings and facilities and the NZDF intranet sites supply details on the procedures to follow to report incidences of harassment.

In 2017, there have been reported cases of sexual harassment or sexual abuse in the armed forces, such as defined by the NZ Crimes Act 1961: indecent act, indecent assault, sexual violation as well as films and publications offences.

National Education and Training Programmes Related to Gender Perspectives

The armed forces have two gender-related training programmes:

1. Pre-deployment Training Briefing Package

This training aims to assist semi-trained personnel to deliver pre-deployment training to a wider number of personnel for joint exercises hosted by NZDF. It targets all ranks. It is part of pre-deployment training.

2. Introduction to Gender Perspective in Military Operations

This is a 3-hour presentation to NZDF Staff College intermediate and senior courses. It covers topics such as the UNSCR 1325, NZ National Action Plan, Operational planning and application. It targets OF-3 to OF-5. It is part of the standard national training.

Use of NATO Training and Education Tools

The NATO Gender Education and Training Package for Nations has not been used in the development of national training programmes. However, it was used for preparing additional training instructors as well as supplementing existing training and educational packages. The NATO Gender Education and Training Package for Nations was deemed useful by the national armed forces. A suggestion given by New Zealand regarding the Package is that the title slide includes a version control date to ensure the latest version is being used - and to know when the modules have been updated. The armed forces also used another NATO product - material provided by NCGM.

Gender in the Armed Forces and in Operation

Gender is a topic in operational planning and is included in pre-deployment training and or exercises.

Gender Advisors and Gender Focal Points

The MoD and the General Staff do not have gender advisors but the armed forces have gender advisors. There is one trained gender advisor who received training at the NCGM. So far, no gender advisors have been deployed.

The armed forces do not have gender focal points.

Implementation of the 2016 and 2017 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

New Zealand took action towards the implementation of the 2017 NCGP Recommendations to the Military Committee (MC). A gender perspective was integrated in the development of the military concept of Projecting Stability. This has been considered in the development of the NZDF Strategy for UNSCR 1325. Scenario aspects to test this topic were in a major NZDF Joint Exercise in late 2017. There is development of a female engagement team to support operations.

No action was taken towards the implementation of the 2016 NCGP Recommendations to the MC.





Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2017

No specific policies or legislation related to the implementation of gender in the Serbian Armed Forces were enforced during 2017.

Quotas

There is no quota system for men or women in the Serbian Armed Forces.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the Serbian Armed Forces, nor are there restrictions that apply only to operations. Serbian Armed Forces do not have a military entity that oversees the integration of gender perspectives in the armed forces.

Reserves, National Guard and Other Military Services

There are no policies to support entry into the Reserves, National Guard or other military structures, as a civilian employee. There are no policies to compensate employers who hire civilians who have joined military structures, such as Active Reserves. There are incentives for civilian employees to enter the Reserves, National Guard or other military structures. There is a monthly fee for the duration of the contract as well as compensation for the time of engagement in the unit.

Enlistment Requirements

Enlistment requirements are the same for men and women. Requirements related to the physical fitness test or physical characteristics (e.g. height, weight) are different for men and women. Men and women enlist at the same age. The Serbian Armed Forces do not have any policy to promote the recruitment of women in the military.

Retention Policies

There are no retention policies in the Serbian Armed Forces, nor are there specific retention policies for women. There are networks to support women in the military.

Reasons for Leaving the Military

The Serbian Armed Forces carry out exit surveys for men and women who leave the military. However, the survey refers only to professional soldiers. The armed forces do not use any other system or method to detect reasons why women leave the service.

The main reasons why both men and women tend to leave the military are retirement and personal reasons.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment and uniforms are not adapted for both men and women. Both sexes have their own military dorms and facilities. Military facilities are adapted to men and women; they have separate dormitories and lavatories.

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

Parental Rights

Legal social support is provided to both parents of a new-born child. Women are allotted a pregnancy leave and delivery leave lasting up to a month before delivery and 3 months after delivery, or 12 months after delivery. This applies only to women. Men are entitled to use paternity leave lasting 12 months. The extended leave is in line with the regulations in place and both women and men are entitled to this extension. Parental leave is transferable between the parents. Maternity leave is 52 weeks and paternity leave is 48 weeks.

There are no specific programmes or policies to support the work-life balance for military personnel. Part-time and flexible hours are not allowed. There are special programmes/measures to support parents when both are members of the armed forces. Certain individuals can be relieved from off and on-duty service, under the conditions stipulated by law and on the basis of findings or in the opinion of a military medical commission. Nominating one of the parents for on-duty service, if both parents are employed and have one child up to three years old, is conducted in line with the law.

There are special programmes/measures to support facilitation for service duties to single parents, divorced parents, or widows/widowers looking after their child. Military personnel and civilians employed in the Serbian Armed Forces who have a child under seven or a seriously ill member of their immediate family requiring someone else's care and assistance, and no spouse or adult member of the family able to assist, he/she cannot be appointed to on-duty service.

There is no child-care policy.

Prevention of Sexual Harassment and Sexual Abuse

There are no strategies to prevent sexual harassment and sexual abuse, nor any training/programmes related to the prevention of sexual harassment and sexual abuse. There is appointed personnel to deal with or to whom to report sexual harassment and formal procedures are in place for female and male victims to report harassment, such as the Law on the Prevention of Harassment at work ("Sl. Glasnik RS", No.36/2010).

There were no reported cases of sexual harassment in 2017.

National Education and Training Programmes Related to Gender Perspectives

The Serbian Armed Forces have two gender-related training programmes that address UNSCR 1325 and gender topics. Pursuant to the Instruction for Training in the Ministry of Defence and Serbian Armed Forces for 2017 and the Directive for Training in the Serbian Armed Forces for 2016, training plans and programmes at all levels include the content from the NAP for the Implementation of UNSCR 1325. In addition, the topic "Gender Responsible Budgeting" was also covered. In 2017, 5,060 individuals were trained in the field of gender issues through 168 instruction lessons. This is part of the standard national training.

Use of NATO Training and Education Tools

The NATO Gender Education and Training Package for Nations has not been used in the development of national training programmes.

Gender in the Armed Forces and in Operation

Gender is a topic in operational planning and is included in pre-deployment training and/or exercises.

Gender Advisors and Gender Focal Points

The MoD has gender advisors who received training related to gender matters, and attended numerous conferences and seminars. There is currently one gender advisor who completed courses covering UNSCR 1325. The General Staff does not have gender advisors and neither do the armed forces. The armed forces have no gender focal points.

Implementation of the 2016 and 2017 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

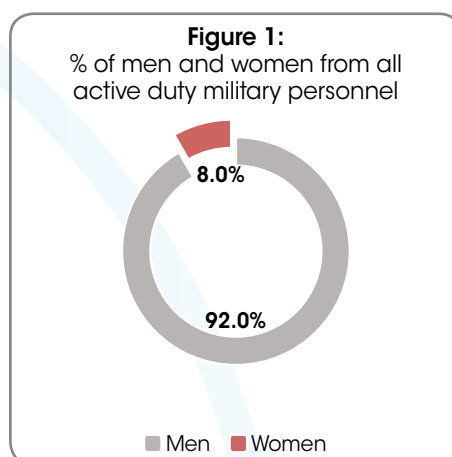
Serbia has not taken any action towards the implementation of the 2017 and 2016 NCGP Recommendations to the Military Committee.





Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2017

Specific policies or legislation related to the implementation of gender in the Swedish Armed Forces (SwAF) were enforced during 2017. Government bills effective from November 2017, in relation to Swedish armed forces' operations in Afghanistan and Iraq, underline that Sweden shall actively work to ensure that UNSCR 1325 is taken into consideration as part of operational plans. The Government bills also stress that Sweden shall ensure that all Swedish personnel are properly trained and have knowledge about, as well as practical experience in implementing UNSCR 1325. A new reporting template on the Swedish National Action Plan on UNSCR 1325 was established and followed by the Swedish Armed Forces and other agencies for the first time. A previous template existed earlier, but has been revised and improved.



Quotas

There is no quota for men or women in the SwAF.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on women in the SwAF. There is a military entity that oversees the integration of a gender perspective in the armed forces. There are three integrated gender advisors at HQ level within strategic leadership and planning, operational planning and within the operational peacetime organization. They are part of the staff and are advisors to three different generals/admirals. Furthermore, there are two full-time employees working in the area of gender equality and in the work environment, at the strategic and operational levels. Support in the form of courses, telephone lines and preventive workshops regarding our code of conduct is rolled out by one of our military schools (Karlberg) and from the SwAF Human Resource Centre.

With regards to gender perspectives integrated into military operations and as part of the planning and execution of operations, the NCGM, supports SwAF with courses, support to exercises, and strategic support and networking. There is a gender focal point structure in place, although it can be developed further. There has been gender focal point training during 2017 and also an annual central network conference of gender focal points.

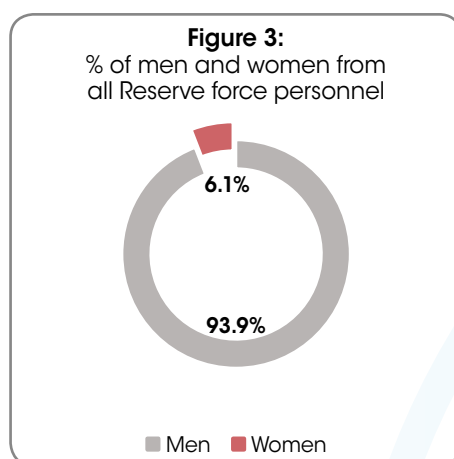
The accuracy of the information provided by national delegates is the responsibility of each nation.

Apart from these full-time employees there is a system of gender focal points spread out throughout the organization. There are also points of contacts regarding harassment/equality throughout the organization.

The system is a hybrid between leadership ownership, which is the basic structure, and a system of advisors in order to support leadership at all levels operational and strategic level. Rather than a completely separate entity, SwAF has tried to integrate the advisors and perspectives throughout the organization.

Reserves, National Guard and Other Military Services

There are no policies to support entry into the Reserves or National Guard, or other military structures, as a civilian employee, or to compensate employers who hire civilians who have joined military structures, such as Active Reserves. There are no incentives for civilian employees to enter the Reserves, National Guard or other military structures.



Enlistment Requirements

Enlistment requirements are the same for men and women in regards to physical fitness tests. Different parameters apply to physical characteristics, depending on what kind of service the person is applying for. For example, fighter pilots are required to have certain physical characteristics. Men and women enlist at the same age.

Sweden has a policy to promote the recruitment of women in the military. Swedish law or national service duty (1809 to 1994), was re-enacted as of 2017 and now applies to both men and women. This results in a moderate to medium increased amount of women being tested for military service whilst voluntary service continues to be of importance and guidance when it comes to conscription.

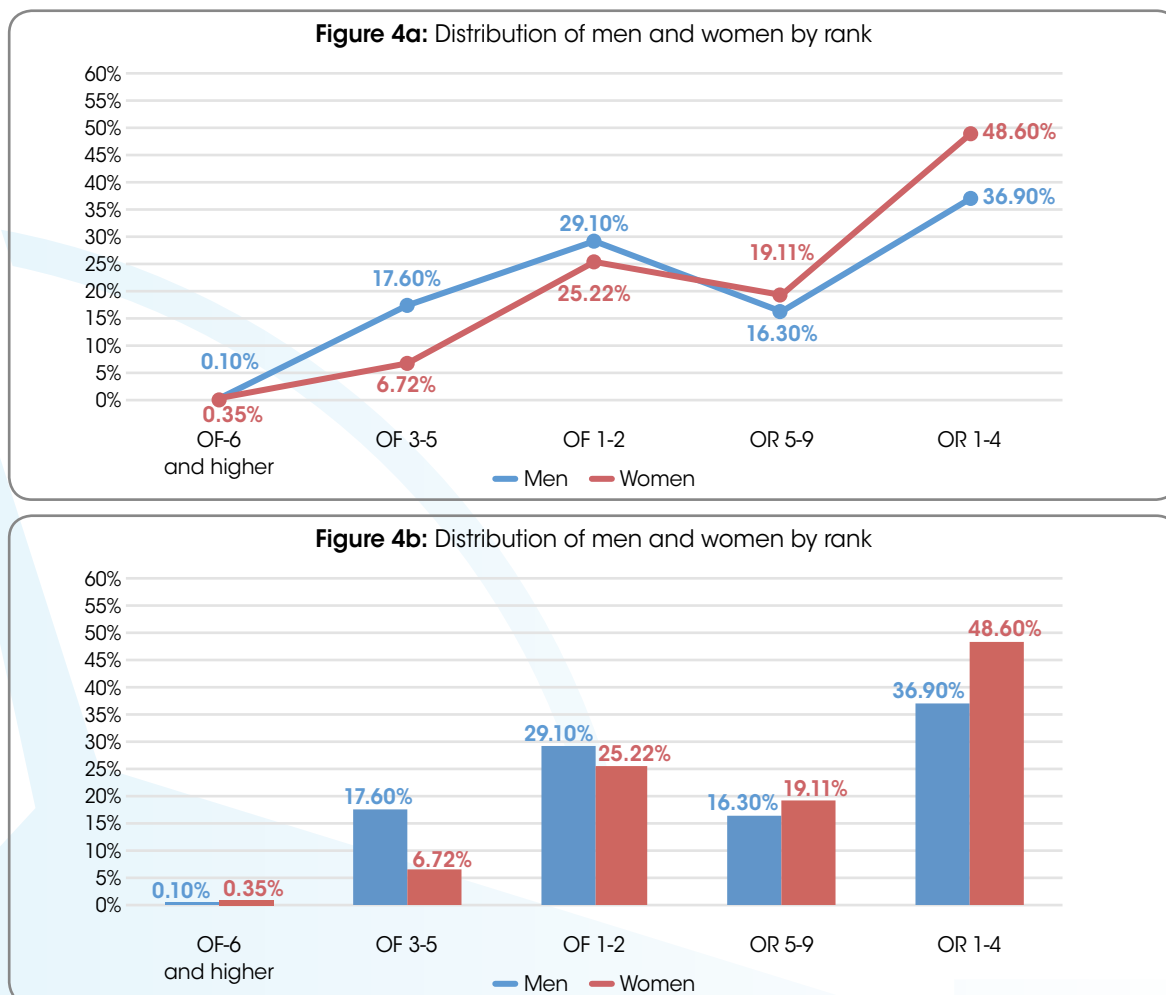
During 2017, 288 out of 289 female applicants were successfully recruited in the armed forces. Out of 1,981 male applicants, 1,942 were successfully recruited. During 2017, 48 out of 76 female applicants were successfully recruited, in military academies, colleges and other educational institutions. Out of 892 male applicants, 424 were successfully recruited.

Retention Policies

The Swedish Armed Forces do have retention policies. The SwAF have a set of tools in order to keep personnel within the organization. Some of them focus on parental leave (making it possible to better combine family and work) while others aim at personal development.

The SwAF do not have specific retention policies for women. There is a network to support women in the armed forces, called NOAK – ‘Network for Officers and Employed Women’. Participating in these networking events is voluntarily and completed during the working hours. Men are also welcome to participate. The Army has initiated their own network, called ‘Arméns Kvinnor’ (The Army’s women).

The Figure 4b provides the same information as Figure 4a in different graphic rendering.



Reasons for Leaving the Military

The SwAF conduct exit surveys for men and women who leave the military. The Swedish Armed Forces have an ongoing exit survey (internet based and anonymous).

In 2017, 432 women and 2,422 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 15.1%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 84.9%.

The main reason as to why women leave the SwAF is to pursue another career or work opportunity or begin an education. Surveys show that women in SwAF quit their job to a somewhat higher degree but this is not attributed to any specific reason.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment is adapted for men and women to some extent. It is not designed in an excluding method with regard to gender; however, there might be limits in terms of height and weight. Military facilities are adapted to men and women. Men and women in the SwAF live in mixed gender quarters. Quarters vary with shower rooms and toilets most usually being separated in terms of gender. If locker rooms are mixed, shower curtains or doors are usually provided.

Combat uniforms are fit for men and women. They are unisex and underwear is available for men and women (including bras). Service uniforms are also fit for men and women. For women there are skirts, shirts and jackets available. Shoes for service uniform are bought separately, with compensation.

Parental Rights

Legal social support is provided to mothers during pregnancy and both parents of a newborn child. New parents will receive parents' allowance from the Swedish Social Insurance Agency. Parents' allowance covers up to a maximum amount of 80% of the employee's salary, up to a maximum of 37,083 SEK (2015) based on the basic amount regulated by the Swedish Tax Agency. Armed Forces employees will receive a supplementary payment for a maximum of 360 days when on parental leave. This is called parental pay and together with parents' allowance, this will cover approximately 90% of new parent's salary.

There are different types of parental leave, with or without pay. Parental leave may be divided into a maximum of three periods per year. The guideline is that the employee must inform the Commanding officer their parental leave period at least two months prior to the start of their leave, or as soon as possible. In that case, according to legislation, the employer cannot refuse the employee's request for parental leave. Parental leave can be taken over a total of 480 days, with two degrees of payment levels (one high and one low payment level) by the Agency for Social Insurance.

Parental leave is 480 days (67 weeks). Paternity leave is 90 days and is earmarked for the other parent/father. Parental leave is transferable between parents.

There are specific programmes or policies to support the work-life balance for military personnel. There is a general policy, which prescribes that meetings are to be scheduled between 9:00 and 15:00 hrs. Other than that, there is a clause in Swedish parental law, which enables parents to work part time (75%).

Part-time employment is allowed in the case of parental leave, studies and illness/rehabilitation. Flexible hours are allowed in case of parental leave and studies. If staff work, flexible time is possible for example for parents who leave and take their children from school.

There are no special programmes/measures to support parents when both are members of the armed forces, or support or facilitation for service duties to single parents, divorced parents, or widows/widowers looking after their children, or child-care policy. No programmes are available; however, the common rule is not to deploy both parents. These decisions are usually taken with/by the commanding officer after discussion with staff.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	NR	NR
Air Force	NR	NR
Navy	NR	NR
Total	92,0%	8,0%
Ranks	Men	Women
OF 6 and above	0,1%	0,35%
OF 3-5	17,6%	6,72%
OF 1-2	29,1%	25,22%
OR 5-9	16,3%	19,11%
OR 1-4	36,9%	48,60%

Table 2: Reserve Force Personnel		
Service	Men	Women
Army	NR	NR
Air Force	NR	NR
Navy	NR	NR
Total	93,9%	6,1%
Ranks	Men	Women
OF 6 and above	0,1%	0,0%
OF 3-5	11,1%	1,8%
OF 1-2	47,5%	23,6%
OR 5-9	4,3%	8,6%
OR 1-4	37,0%	66,0%

Prevention of Sexual Harassment and Sexual Abuse

There are strategies to prevent sexual harassment and sexual abuse. In accordance with Swedish law, each unit develops local action plans that consists of (amongst others) tasks aiming to prevent sexual harassment and sexual abuse.

There are programmes and/or training related to the prevention of sexual harassment. Education is carried out regularly in officer training and at different levels. There is appointed personnel to deal with or to whom to report sexual harassment. There are formal procedures in place for female or male victims to report harassment, primarily via a line of command and labour organizations. This is carried out within the chain of command, with the support of local human resources. Extra support is available at operational level with a dedicated Human Resources Centre that also hosts a newly started telephone hotline to which employees can report.

There were cases of sexual harassment were reported in the SwAF. In 2017, 17 women reported cases of sexual harassment or sexual abuse in the armed forces.

National Education and Training Programmes Related to Gender Perspectives

The Swedish Armed Forces have eight gender-related training and education programmes.

1. 'Gender Advisor Course' (GENAD)

The integration of gender perspective training in the military planning process lasts for two to three weeks. It is conducted twice a year and is the NATO approved course provided by SWEDINT (ETOC ref. GEN-GO-42100). The course aims to enable personnel to perform successfully as a gender advisor in a peacetime Headquarters (HQ) as well as in crisis establishments at strategic, operational and tactical levels. The course provides students with a background of frameworks and guidelines regulating gender in military operations together with the skills and competence required to act in an advisory role both in a national and international context.

The course is intended for personnel deploying as strategic and operational level gender advisors (PE, CE positions at NATO, UN, EU and national level). It is a prerequisite that participants are OF-3 to OF-5 or civilian equivalents and that they have as a minimum educational level a Bachelor's degree (EQF 6), training and experience of the planning process (Comprehensive Operation Planning Directive (COPD) or equivalent), military staff work experience, and language proficiency (STANAG 6001: 3-2-3-2). Participants should also have competence and skills to perform in an advisory function (i.e. leadership, communication, analysis and assessment skills and the ability to perform under limited guidance). It targets OF-3 to OF-5. It is a part of the standard national training.

2. 'Gender Focal Point training'

This training aims to prepare gender focal points who will work to integrate gender perspectives into their ordinary line of work. It is a two to three day course followed by annual networking seminars. It targets OF-3 to OF-5 and OF-1 to OF-2. It is a part of the standard national training.
3. 'Gender Mainstreaming for Management'

This is a two-day course for higher management on how to integrate gender perspectives in their line of work. It targets OF-3 to OF-5 and OR-5 to OR-9. It is a part of the standard national training.
4. 'Gender Coach Programme'

This is an in-depth course with coaching sessions and seminars for highest leadership. Each leader works with a specific coach (expert in gender) and deepens their knowledge of gender perspectives. It targets OF-6 and higher. It is a part of the standard national training.
5. 'Pre-Deployment Training in Gender Perspective'

This training is around two to four hours regarding UNSCRs on Women, Peace, and Security agenda and gender perspectives in military operations. It is a part of the pre-deployment training.
6. 'Diversity and Inclusion Course'

This is a two-day course that covers the topics of training in diversity, inclusion, and the Code of conduct. It is directed towards both management and employees. It targets OF-3 to OF-5, OF-1 to OF-2, and all Non-Commissioned Officers (NCOs). It is a part of the standard national training.
7. 'Point of Contact Equality/Harassment'

This is a two-day training of trainers. It aims to create a system of points of contact in organizations with knowledge of basic gender equality and handling of harassment. Points of contact will support the chain of command, but ownership of the issue is not with the point of contact, but with the leadership. It targets OF-3 to OF-5, OF-1 to OF-2, and all NCOs. It is a part of the standard national training.
8. 'Key Leader Seminar' (KLS)

The seminar is conducted twice a year. The course is NATO approved and provided by SWEDINT (ETOC ref. GEN-GO-31544). The KLS focuses on how to implement gender perspectives in military operations and how this will contribute to the achievement of the overall political, military strategic and operational objectives. The Seminar aims to increase the Key Leader's knowledge on how to integrate gender perspectives into operations planning, execution and evaluation at strategic and operational levels and how to argue in favour of integrating gender perspectives at political and military strategic levels. The seminar is directed towards Flag Officers (OF 6-9), Key Leaders (senior leaders or senior NCOs), Ambassadors or senior civilian representatives. It is a part of the pre-deployment training and the standard national training.

Use of NATO Training and Education Tools

The NATO Gender Education and Training Package for Nations has not been used in the development of national training programmes. However, it has been used by the NCGM in supporting pre-deployment national training for international operations.

Gender in the Armed Forces and in Operation

Gender is a topic in operational planning and is included in pre-deployment training and exercises.

Gender Advisors and Gender Focal Points

The MoD does not have gender advisors. The General Staff and the armed forces have gender advisors. The gender advisors have a degree in political science with gender as the main area and have completed the United Nations Civilian Staff Officer course (UNCIVSOC), the Swedish Defence University in Tactical Staff course regarding military planning and the Comprehensive Operation Planning Directive (COPD) and have taken the Gender Mainstreaming course as well as the Diversity and Inclusion course at SwAF. There are at least 12 gender advisors who have all received training at the NCGM, specifically courses regarding military planning:

- Total Defence;
- Tactical staff course; and
- Gender Mainstreaming, Diversity and Inclusion course.

So far, at least 10 gender advisors have been deployed and two were deployed in 2017. The armed forces have gender focal points. So far, 16 gender focal points have been deployed and six were deployed in 2017.

Implementation of the 2016 and 2017 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

Sweden has taken actions towards implementation of the 2017 NCGP Recommendations to the Military Committee (MC). In particular, regarding the first recommendation, it is followed through planning. With regard to the third and fifth recommendations, Sweden has not participated in any maritime operations in 2017 or in any NATO-led maritime operation. As to the fourth recommendation, civil-military cooperation has taken place through the ministry working group for the National Action Plan UNSCR 1325 and also through the government agency working group Gender Force. Many coaches in the Gender Coach programme come from civil society.

Sweden has taken actions towards implementation of the 2016 NCGP Recommendations to the MC. The first recommendation is not relevant for Sweden. Regarding the second recommendation, Sweden's focus has been on national training. No steps were taken in relation to the third recommendation. Regarding the fourth recommendation, contact between the SwAF leadership and civilian agencies and organizations is frequent.

Additional Information

Total defence (whole of government approach) is currently important and has the highest priority with a focus on how to implement Women Peace and Security nationally and regionally (for the Baltic Sea region). In addition, the "MeToo"-campaign is important because it has led to further focus on internal life/equality and leadership responsibility.

SwAF are focusing on the total defence concept and national defence to a higher degree than earlier. At the same time, there is a need to strengthen both international pre-deployment training, which is being done in 2018, and a developed national gender training package which is also being developed in 2018.

Terminology is also being analysed, so that SwAF uses correct terms with regards to gender.

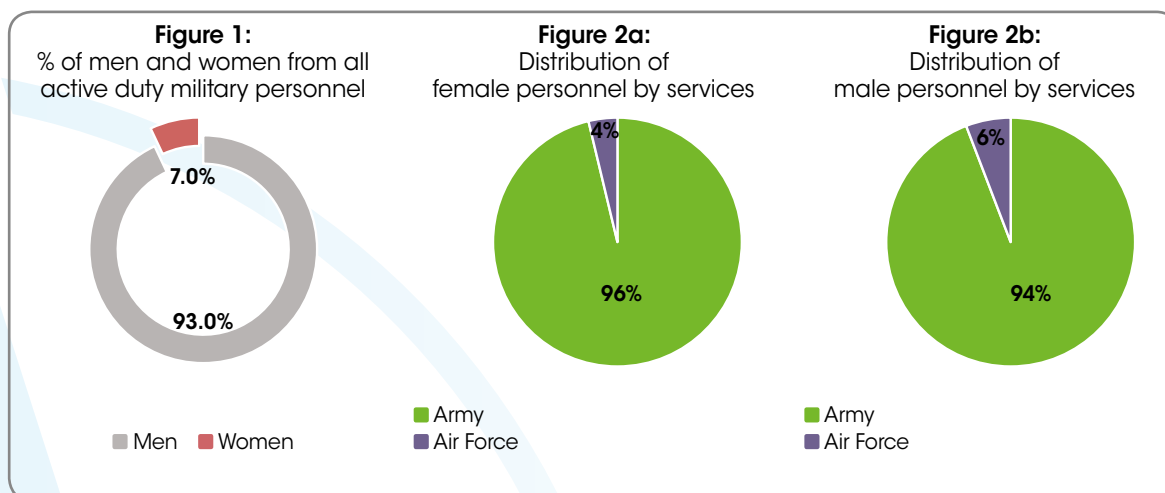


THE FORMER YUGOSLAV REPUBLIC OF MACEDONIA



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2017

No specific policies or legislation related to the implementation of gender perspectives in the Armed Forces of the former Yugoslav Republic of Macedonia were enforced during 2017.



Quotas

There is no quota system for men or women in the Armed Forces of the former Yugoslav Republic of Macedonia.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the armed forces, nor are there restrictions that apply only to operations. There is no military entity that handles the incorporation of a gender perspective in the military.

Reserves, National Guard and Other Military Services

There are policies to support entry into the Reserves or National Guard, or other military structures, as a civilian employee. The Defence Law gives the provisions for joining the reserve forces. There are policies to compensate employers who hire civilians who have joined military structures. The Defence Law gives the provisions for reimbursement of employers whose employees were called upon into the Reserve force. There are incentives or bonuses for civilian employees to enter Reserves, the National Guard, or other military structures. The Defence Law gives the provisions for compensation of the civilians for joining the Reserve forces.

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

Enlistment Requirements

Enlistment requirements in the armed forces are the same for men and women. Enlistment requirements for the physical fitness tests are different for men and women. The physical fitness disciplines are the same, but their criteria differ for men and women. Women have slightly lower criteria for running and push-ups due to their biological muscular differences to men. There are no differences in enlistment requirements related to physical characteristics. Men and women enlist at the same age.

There are no policies that promote the recruitment of women in the military. In 2017, 25 out of 42 female applicants were successfully recruited. 178 out of 383 male applicants were successfully recruited. During 2017, in military academies, colleges and other educational institutions, 14 out of 50 female applicants were successfully recruited and 19 out of 90 male applicants were successfully recruited.

Retention Policies

The Armed Forces of the former Yugoslav Republic of Macedonia have no retention policies. There are no specific retention policies for women. There is no network that supports women in the military.

Reasons for Leaving the Military

The Armed Forces of the former Yugoslav Republic of Macedonia do not carry out exit surveys for men and women who leave the military. Instead, they use command and control reviews and analysis.

In 2017, 18 women and 242 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 6.9%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 93.1%.

The main reasons why women tend to leave the armed forces are retirement and dismissal due to poor performance or disciplinary offences and death by natural causes. The main reasons why men tend to leave the armed forces are retirement, personal undisclosed reasons, dismissal due to poor performance or disciplinary offences and death by natural causes.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment is not adapted for men and women. Military facilities are adapted for men and women. There are separate lavatories, bathrooms and bedrooms. Combat uniforms are not fitted for men and women. Separate service uniforms are available for men and women. Female uniforms include both skirts and trousers.

Parental Rights

Legal social support is provided to both parents of a new-born child. There are some precisely defined conditions when and by which parent can use maternity/paternity leave, but not at the same time. Paternal leave is from 38 to 52 weeks, depending on the number of children at birth. It is not transferable between parents.

There are no specific policies to support the work-life balance for military personnel. Part-time employment is allowed in cases of care for elderly or sick people and in case of health issues and children with special care needs, determined by the State Commission. Flexible hours are not allowed.

There are no special programmes to support parents when both are members of the armed forces. There is no support for service duties for single parents, divorced parents, or widows/widowers looking after their children. There is a provision within the child-care policy

on protecting parents from deployment, breastfeeding breaks, policy on duties assignments, night duties, and overtime work.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	87,6%	6,7%
Air Force	5,4%	0,3%
Navy	0,0%	0,0%
Total	93,0%	7,0%
Ranks	Men	Women
OF 6 and above	0,2%	0,00%
OF 3-5	11,3%	16,30%
OF 1-2	4,1%	12,78%
OR 5-9	24,1%	41,18%
OR 1-4	60,3%	29,74%

Table 2: All Operations		
Service	Men	Women
Army	97,0%	3,0%
Air Force	0,0%	0,0%
Navy	0,0%	0,0%
Total	97,0%	3,0%
Ranks	Men	Women
OF 6 and above	0,0%	0,0%
OF 3-5	34,11%	50,0%
OF 1-2	14,73%	0,0%
OR 5-9	17,83%	50,0%
OR 1-4	33,33%	0,0%

Table 3: NATO Operations		
Service	Men	Women
Army	98,4%	1,6%
Air Force	0,0%	0,0%
Navy	0,0%	0,0%
Total	98,4%	1,6%
Ranks	Men	Women
OF 6 and above	0,00%	0,0%
OF 3-5	30,83%	50,00%
OF 1-2	15,83%	0,00%
OR 5-9	17,50%	50,0%
OR 1-4	35,83%	0,0%

Average Age of Military Personnel

The average age for all military personnel is 39 years for women and 41 years for men. Among NCOs, the average age for women is 39 years and for men is 42 years. Among Officers, the average age is 37 years for women and 41 years for men.

Prevention of Sexual Harassment and Sexual Abuse

There are specific strategies to prevent sexual harassment and sexual abuse, which are enshrined in the Law on protection from harassment in the workplace. There are no programmes related to the prevention of sexual harassment. There is appointed personnel to deal with or to whom to report sexual harassment. There are formal procedures to report harassment of female or male victims. These procedures are described in the Law on protection from harassment in the workplace.

In 2017, no cases of sexual harassment were reported in the Armed Forces of the former Yugoslav Republic of Macedonia.

National Education and Training Programmes Related to Gender Perspectives

The Armed Forces of the former Yugoslav Republic of Macedonia have three gender-related training programmes:

1. 'Gender Awareness Training'

The Gender Awareness Training includes the basics on UNSCR 1325 and related resolutions, International Law, International Humanitarian Law, national law, National Action Plan for implementation of UNSCR 1325, gender-related terms and definitions and gender perspective. It targets OF-3 to OF-5, OF-1 to OF-2, and all Non-Commissioned Officers (NCOs). It is part of the standard national training.

2. 'Key Leader Seminar'

This course covers gender-related terms and definitions, UNSCR 1325 and related resolutions, International Humanitarian Law and Human Rights, national law and gender perspective in Security Sector Reform. It targets OF-6 and higher. It is part of the standard national training.

3. 'Pre-deployment Gender Awareness Training'

This course focuses on the basics of UNSCR 1325 and related resolutions, International Law, International Humanitarian Law, national law, National Action Plan for implementation of UNSCR 1325, gender-related terms and definitions, gender perspective, culture, religion and gender as well as gender in military operations topics. It targets all ranks and it is part of the pre-deployment training.

Use of NATO Training and Education Tools

The NATO Gender Education and Training Package for Nations has not been used in the development of national training programmes. The following other NATO products have been used for their training:

- NCGM;
- The South Eastern and Eastern Europe Clearinghouse for the Control of Small Arms and Light Weapons (SEESAC); and
- The National Action Plan for the implementation of UNSCR 1325.

Gender in the Armed Forces and in Operation

Gender is not a topic in operational planning and is included in pre-deployment training and/or exercises.

Gender Advisors and Gender Focal Points

The General Staff does not have gender advisors. The MoD and the armed forces have gender advisors. There are two gender advisors who received training at NCGM. So far, no gender advisors have been deployed. There are no gender focal points.

Implementation of the 2016 and 2017 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

The former Yugoslav Republic of Macedonia did not take any action towards the implementation of the 2017 and 2016 NCGP Recommendations to the Military Committee (MC).

Additional Information

There is a new gender structure (gender advisers/instructors) in the former Yugoslav Republic of Macedonia. Internal by-law acts for the MoD and the armed forces were adopted. There is continuity in the development of gender perspective training. Activities continue in accordance with the new National Action Plan of UNSCR 1325 (2018-2022).



