

OSCE  
Office for Democratic Institutions and Human Rights

Baseline Study Report  
Women in the Armed Forces in the OSCE Region

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## INTRODUCTION

The OSCE participating States have made a number of commitments regarding the issue of gender equality (Moscow 1991, Istanbul 1999, Sofia 2004), women's participation in efforts for the promotion of peace and security (Sofia 2004, Ljubljana 2005, Vilnius 2011) and equal opportunities within the security services, including the armed forces, to allow for balanced recruitment, retention and promotion of women and men (Athens 2009).

In line with its mandate to assist participating States in the implementation of human dimension commitments, the OSCE Office for Democratic Institutions and Human Rights (ODIHR) has mapped the inclusion and situation of women in the armed forces in the OSCE region through a questionnaire. The Director of ODIHR sent the questionnaire to Heads of Delegations in all 57 OSCE participating States in September 2017. The information received from delegations provides a baseline against which to measure progress, gather best practices and support the assistance ODIHR provides to participating States.

A copy of the questionnaire is attached to this report in Appendix 1.

Responses were received from 29 participating States. A full list of those states can be found in Appendix 2.

### **Caveats**

This report sets out the responses received for each question. Not every state provided answers to all the questions. Such cases are flagged in this report as information "Not stated". Time constraints have limited the opportunity to seek clarification where responses were incomplete or unclear.

## SUMMARY KEY FINDINGS

- **All participating States have equal pay and terms and conditions for servicewomen and servicemen** (except with regards to provisions related to maternity).
- **National equality legislation applies to the armed forces in 89 per cent of participating States and 72 per cent of participating States have introduced new laws or policies relating to women's service in the last ten years.**
- **All positions, branches and services are open to servicewomen and servicemen in 22 of the 29 states that submitted responses.** Two of those states plan to remove all restrictions soon, which will increase the number of states with no *de jure* occupational segregation. However, there is *de facto* occupational segregation in some states.
- **While most OSCE participating States have no mandatory conscription, seven reported having mandatory male but voluntary female conscription. Two have**



universal conscription and one was considering changing from mandatory male to mandatory universal conscription. One state has voluntary military service for both genders.

- **Women's representation across all service personnel ranges from 17 per cent to 2 per cent.** The average across the 21 states who answered this question was 10 per cent. Thirteen states had a figure of 10 per cent or higher.
- **Servicewomen were less likely to be deployed on operations than servicemen.** In 24 per cent of states women made up between 1 and 5 per cent of personnel deployed for over three months. In under one-third of states, the figure was between 5 and 10 per cent and in one tenth of states, it was under 1 per cent.
- **55 per cent of the states that submitted responses have strategies to promote and increase the number of women recruited into the armed forces.** These included targeted recruitment material and campaigns, access to serving female personnel, shortening the recruitment process and better understanding the motivation of women and men for wanting to join the military.
- **Seventeen percent of states that submitted responses have minimum recruitment targets. Some also have targets for increasing women's overall representation.** Three states have maximum targets for servicewomen.
- **There is still horizontal occupational segregation in all states that submitted responses.** Over 24 per cent of States have at least one woman in flag officer ranks (NATO OF 6-8). However, for almost 50 per cent of the states the highest serving female officer is at OF 5 – Colonel or equivalent.
- **In half of states** which submitted a response on the percentage of servicewomen and servicemen who received a promotion in 2016, **servicewomen are doing as well or better than servicemen in promotions.**
- **In most of the states that submitted responses there is no difference in the average length of service between women and men.** In 10 per cent of states, the length of service is set by the law or other regulations, and is the same for both genders. In 15 per cent of states the length of service is shorter for servicewomen.
- **In all states that submitted responses there is little difference between servicewomen and servicemen in the reasons for leaving their positions.** The most frequent reasons for both genders were reaching the end of a contract, economic reasons and family reasons. The difficulty of combining work and family seems equally influential for servicemen as for servicewomen in making the decision to leave their positions. However, there are some gender specific reasons that stand out. Lack of cultural fit and



poor treatment is a reason given by women, and distance to home is a reason given by men. In some states, women appear to be frustrated by the lack of career opportunities, rather than just the level of pay.

- **Over three-quarters of states have adapted uniforms in some way for servicewomen. Over half have adapted facilities and approximately 20 per cent have adapted equipment.** Three states systematically consider specialist and gender-sensitive ergonomic advice in commissioning and designing new equipment.
- All but one of the states that submitted responses make some provision for family-friendly work and work/life balance. **Over three-quarters of states offer parental leave to men as well as women. The length of leave varies from four months to three years. Parental leave is mostly paid in whole or in part, and is often combined with, or can be followed by, unpaid leave. In many states it is up to the parents to decide how to share the leave between them, at least for part of the time.**
- Six of the states that submitted responses make provision for breastfeeding breaks until the child's first birthday. Women are usually given between one and one and a half hours of breastfeeding time per day. Having such arrangements as a right can be an important protection for servicewomen against any perception that they are less committed to a military career than men.
- **41 per cent of states have policies for flexible and/or part-time working on a long-term or regular basis.** 46 per cent of states make provisions for the temporary care of children or near family members. Over 17 per cent of states have provisions to ensure that both parents of young children are not deployed at the same time.
- **The issue of gender-related harassment, discrimination, bullying and abuse is being taken very seriously in some states and strategies for change are being led from the top of the armed forces.** Although formal complaints about such behaviour go through the chain of command in three-quarters of states, many have multiple channels for making informal as well as formal complaints. There is a variety of military, Ministry of Defence and civilian bodies that can give advice, support, and in a number of states, investigate complaints.
- **41 per cent of states have no complaints about such behaviour and 25 per cent have no system for collecting data on complaints.** A small number of states concluded that a lack of complaints indicated a lack of incidents. That is not a view shared by all. The complaint and/or anonymous survey data referred to by nearly half the states indicated that this was a problem experienced disproportionately by servicewomen. Only 10 per cent of states that submitted responses provided information about the level of such incidents in previous years and most of those States asserted that there had been no change. Although one quarter of states have no systems for collecting data on



complaints, in a few cases those management information systems were in the process of being developed.

- **Most states that submitted responses have policies or laws that prohibit such behaviour and also have programmes to provide training to service personnel.** In almost one quarter of states this training is mandatory. One state has undertaken an independent external review that showed that laws, policies and training were necessary but not sufficient. Effective action required a comprehensive programme to change culture, lead from the top. Strategies deployed by other states include national and local action plans, mechanisms of accountability of the chain of command, such as mandatory upward reporting of incidents, and a central expert unit to analyse, monitor and initiate action to correct systemic weaknesses and prevent future incidents.
- **Sexual and gender -based violence is subject to military or civil prosecution in nearly all states that submitted responses.** It is subject to civil prosecution in over a third of states and military prosecution only in one-quarter of states. Both options are available in one-third of states.
- **57 per cent of states that submitted responses have undertaken satisfaction surveys in the last five years and two others plan to do so soon. Not all survey results were disaggregated by gender.** There are no consistent patterns of difference between servicewomen and servicemen, except with regards to levels of discrimination, unacceptable behaviour or lack of respect, which are higher for servicewomen in a small number of states.
- **There are differences between states in the gender representation of medical staff.** In over one-third of states, women represented between one quarter and one half of medical personnel. In one-quarter of states over half of medical personnel were female.
- **49 per cent of the states that submitted responses have networks to support women in the military and 64 per cent have a military or MOD entity that deals with equal opportunities for women and men in the military.**
- **55 per cent of the states that submitted responses have gender advisers.** The United Nations Security Resolution 1325 is mentioned by one-third of all States as a resolution that underpins National Action Plans on gender.
- **37 per cent of the states that submitted responses would welcome further contact or assistance from ODIHR on this subject.** Suggestions include sharing information and good practices, support with training and the development on models, and tools to improve policies and practices in the future.



## RESPONSES TO THE ODIHR QUESTIONNAIRE

An overview of participating States' answers to questions to which there is a simple yes/no response is given at Appendix 3. This table should, however, be read in conjunction with other information provided in this report, which gives context, detail and more qualitative information about activities being undertaken in participating States.

An overview of participating States' responses to each question is given below.

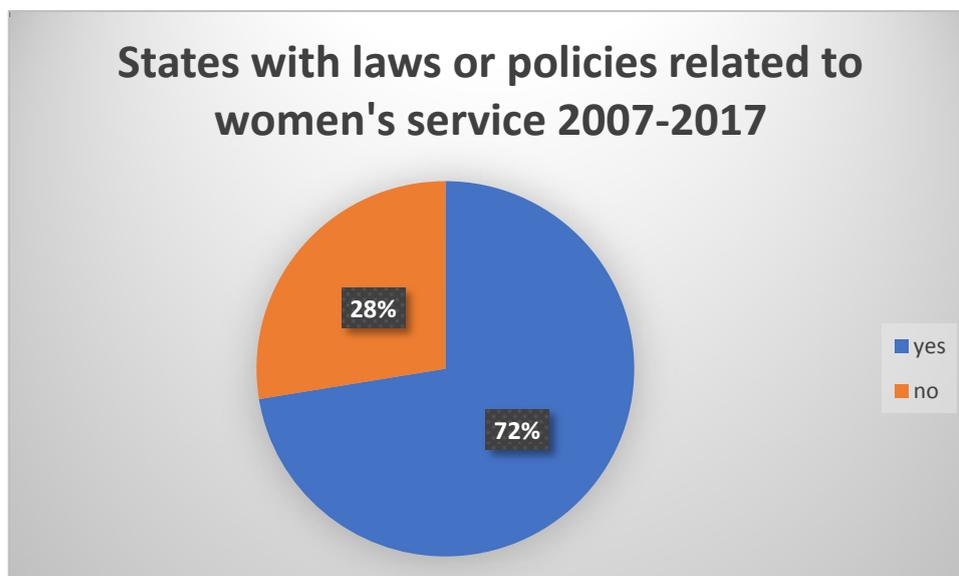
### Legislation and policy framework

#### 1. Have there been any specific policies and/or legislation (including secondary legislation) related to women's service in the armed forces adopted in the last ten years (or under discussion now)? If so, please provide details.

Legislation or policies related to women's service in the armed forces have been adopted by 21 out of 29 states in the previous ten years (72 per cent). Table 1 provides details. Nine of those states specifically mentioned National Action Plans to implement United Nations Security Council Resolution 1325 on Women, Peace and Security (UNSCR 1325).

Two states (Norway and Sweden) have introduced universal conscription and a third, (Switzerland) is considering doing so. Seven states have mandatory conscription for men and voluntary military service for women, (Denmark, Estonia, Finland, Lithuania, Switzerland, Turkey and Turkmenistan).

**Diagram 1: The percentage of states that have adopted laws or policies related to women's military service, (2007-2017)**





**Table 1: Laws and policies adopted by states (2007-2017)**

State	Yes	No	Details
Albania		X	
Armenia	X		2016 Guidelines on protection of women's rights and a National Action Plan
Azerbaijan	X		2011 & 2015 law, rules and procedures for women's military service
Belgium	X		2010 gender mainstreaming law and 2017 UNSCR 1325 NAP
Bosnia and Herzegovina	X		Standard Operative Procedures (SOPs) for the points of contact (POCs) for gender issues; SOPs for gender equality in the armed forces (the last ones in the process of being approved at the time of writing)
Canada	X		2017 targets for increasing women's representation and UNSCR 1325 National Action Plan
Denmark	X		2011 diversity policy to increase women's representation
Estonia	X		2017 policy to enhance opportunities for women in military service
Finland	X		2017 new plan on gender equality and non-discrimination for minorities and UNSCR 1325 National Action Plan
Georgia		X	
Germany	X		2017 point of contact scheme established
Greece		X	
Kazakhstan		X	



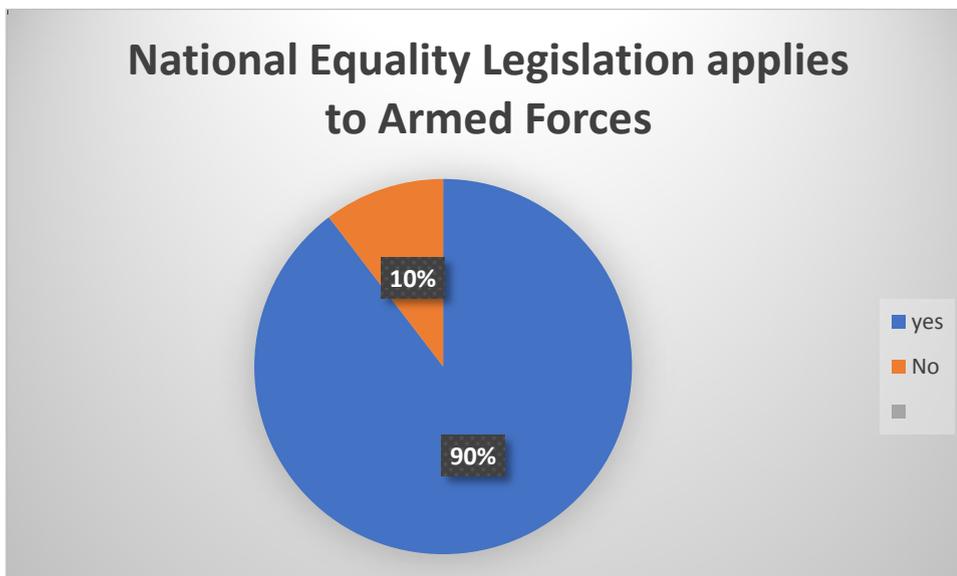
Latvia		X	
Lithuania	X		2011 law on compulsory military service allowed voluntary female draftees and 2015 National Action Plan on Equal Opportunities for Women & Men
Montenegro	X		HR management strategy defining gender equality policy and Montenegro implementation of UNSCR 1325 National Action Plan
The Netherlands	X		2016 Diversity Action Plan and 2017 Diversity and Inclusion Policy to implement UNSCR 1325 operationally and organizationally
Norway	X		2014 law on universal conscription
Poland	X		2009 regulations on military police and 2015 Guidelines on Facilities for Women in Military Service
Portugal	X		UNSCR1325 National Action Plan and 2017 development of parental protection measures
Serbia	X		UNSCR 1325 National Action Plan and inclusion of women in service regulations
Spain	X		Fourteen measures, including legislation, Royal Decrees, Protocols and Ministerial Orders passed between 2007 and 2017 covering equal opportunity in military service, maternity and parental leave, and work-life balance, protection from harassment, Military observatory for Equality between Women and Men and in 2017, the UNSCR 1325 National Action Plan
Sweden	X		2017 law on universal conscription
Switzerland		X	
Turkey	X		2012 law on pregnancy and maternity leave duration was updated
The former Yugoslav Republic of Macedonia		X	

Turkmenistan		X	
Ukraine	X		2017 State Programme for the Development of the Armed Forces in Ukraine 2020 includes plans to amend the law to eliminate all forms of discrimination
United Kingdom	X		UNSCR 1325 National Action Plan and introduction of a policy to incrementally lift exclusions for women in submarines (2014) and armoured corps (2016)

**2. Does national legislation concerning gender equality, sexual discrimination or equal pay apply without restriction to the armed forces? If there are restrictions, please describe them.**

National equality legislation applied to the Armed Forces in 26 out of the 29 States which responded to the questionnaire (90 per cent).

**Diagram 2: Percentage of states whose national equality legislation applies to their armed forces**



However, in a number of states, the scope of national equality legislation is restricted, for example to pay (Finland) and working conditions (Kazakhstan). In Turkey and the United Kingdom, there are exclusions to the national legislation which restrict some areas of service,



making positions within them available to men only. In the United Kingdom, these exclusions are to be lifted incrementally by 2019.

Seven states make an exception regarding mandatory military conscription for men only. Lithuania described the provision as a legal difference adopted for the benefit of women, while Switzerland mentioned that it is considering changing the law to make conscription mandatory for men and women.

In Canada, the national equality legislation that applies to the armed forces is potentially wider than its application in civil society. This is because while the national legislation allows employment to be undertaken by one gender only if there is a bona fide reason for doing so, this exception does not apply to service in the Canadian armed forces.

**3. Are there any restrictions to the inclusion of women in the armed forces? Are there positions or units women are excluded from?**

Seven of the 29 states currently exclude women from certain positions or units.

Three States (Armenia, Azerbaijan and Kazakhstan) have lists in primary or secondary legislation setting out which units and positions are open to women.

Three other states (Turkey, Ukraine and the United Kingdom) allow women to serve across their armed forces with a notably similar limited number of exclusions. Ukraine allows women to be assigned to all officer positions except those where the law provides for special employment protections and pose a risk to reproductive health, including use of explosives, poisonous substances, diving operations, fire extinguishing. Women are also excluded from positions on submarines and surface vessels except for medical, morale and psychological support staff and in some positions in special operations units. In Turkey, women are excluded from positions in infantry and armoured brigades, on submarines, within special forces and enlisted personnel. The United Kingdom has admitted women into its submarine service and armoured brigades in the last four years and has plans to remove the remaining restrictions on ground close combat positions by 2019. In Greece women are excluded from the Naval Special Forces. Armenia also plans to adopt universal service for women when the draft legislation, currently before parliament, is passed into law.

**4. If women are excluded from any positions or units, what are the reasons for this exclusion?**

Ukraine is the only state that explicitly addressed the reasons in its answer to the questionnaire (protecting the reproductive health of women).

**Recruitment and advancement**



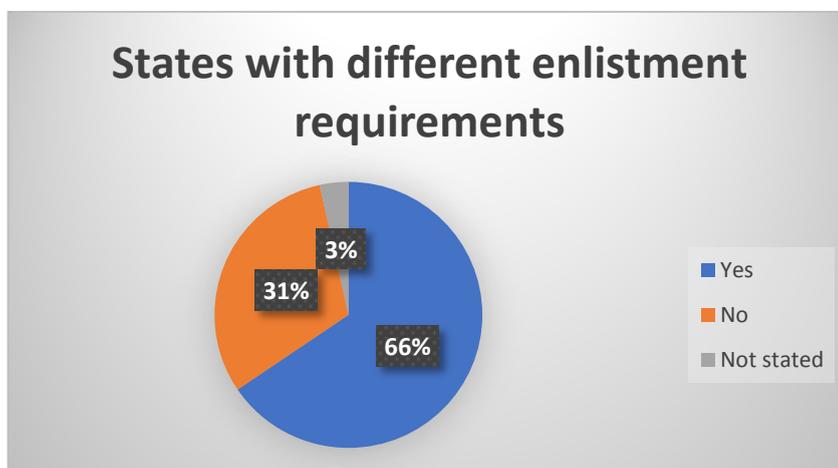
**5. Are enlistment requirements in the Armed Forces different for women and men; for example, as regards physical fitness requirements or physical characteristics?**

Nineteen of the 29 states (66 per cent) have different enlistment requirements for women and men. The most common differences relate to physical fitness or physical readiness. Practically, this means that men are required to complete certain physical tasks in less time or are required to complete a greater number of physical tests or, for example, run longer distances, or a combination of these factors. At least three states set more demanding height requirements for men. In Albania, the height requirement for men to join the military police is 5cm more than for women. Portugal also has some height requirements that differ by service and by gender. The requirement is 4cm higher for men in all three services. In the naval service the requirement is higher for both genders, (by 4cm), than the requirement for the armed forces and air force. In Portugal, the physical fitness requirement for women and men is only different in the naval service and the air force. In Greece the requirements differ by height and body mass index.

Belgium and the United Kingdom use what they refer to as “gender fair” enlistment requirements. Belgium’s assignment policy is gender neutral, assuring that every job, whether combat or not, is open to women as well as men. The United Kingdom’s minimum entry standards include some medical specifications that differ for men and women but are gender fair. Fitness and physical standards are linked to the required operational output and on occasion these are gender fair rather than gender free. The Netherlands has different physical requirements by gender and age.

In nine states, (Canada, Denmark, the former Yugoslav Republic of Macedonia, Finland, Germany, Serbia, Sweden, Switzerland and Turkmenistan), there are no differences in enlistment requirements, although two, (Switzerland and the former Yugoslav Republic of Macedonia) differentiate by gender in assessing physical readiness for assignment to posts and for sports badges respectively. Kazakhstan did not provide information on this point.

**Diagram 3: Percentage of States with different enlistment requirements for women**





States, including those where there are no differences in enlistment requirements by gender, have different enlistment requirements by function. In Norway and Spain, where there are differences in enlistment requirements for men and women, the requirements are the same for both sexes in relation to functions involving heavy physical exertion and special forces respectively. This means that all candidates, whether men or women, have to display the same level of physical competency, regardless of their gender. Serbia noted that when informed in advance of the more onerous requirements for some specialist units, such as armoured mechanized units, women tend not to apply.

**6. Please give the percentage of female and male applicants to the armed forces – received and recruited.**

Twenty-five of 29 states provided information in answer to this question. No answer was given by Latvia, Serbia, Turkmenistan or the United Kingdom.

Some States were not able to give figures for both the percentages of applicants and recruits. What they have provided is recorded in the Table 2. Some States gave percentages disaggregated by type of recruits, e.g. Officer Cadets, non-commissioned officers (NCOs), or conscripts. Greece, Portugal and Turkey provided separate data for the different services of their Armed Forces. Although total figures were provided by the Turkish Coast Guard, the total for those years would have provided a distorted picture as they recruited no female NCOs in 2016 or 2017. It should be noted that there was no standard time frame for the data provided. Some States provided data for the year 2016, others 2017, which of necessity was part year information.

From Table 2 below, it appears that whilst a good number of States/Services are receiving between 11-25% of applications from women this generally is not translated into a similar level of recruits. Indeed, the general pattern is that women make up a lower percentage of all recruits than of applicants.

However, this is not true for all States. There are three instances where the rate is the same (or in unrounded percentages very nearly the same): Georgia with regards to recruitment of soldiers, Lithuania and Norway with regard to officer cadets.

Moreover, there are seven instances where women make up a higher percentage of recruits than of applicants: Armenia, Estonia, the Greek naval service and air force, Kazakhstan, Poland, the Portuguese naval service and the former Yugoslav Republic of Macedonia with regard to officer cadets.



**Table 2: Percentages of applicants and recruits by State and gender**

States	Applicants		Recruits	
	Female	Male	Female	Male
<b>Albania</b>	10%	90%	6%	94%
<b>Armenia</b>	32%	68%	42%	58%
<b>Azerbaijan</b>	10%	90%		
<b>Belgium</b>	11%	89%	9%	91%
<b>Bosnia and Herzegovina</b>	16%	84%	10%	90%
<b>Canada</b>	28%	72%	18%	82%
<b>Denmark</b>	20%	80%	10%	90%
<b>Estonia</b>	9%	91%	10%	90%
<b>Finland</b>	8%	92%	5%	95%
<b>Georgia</b>				
Officer Cadets	9%	91%	5%	95%
Soldiers	2%	98%	2%	98%
<b>Germany</b>	17%	83%	14%	86%
<b>Greece</b>				
Army	33%	67%	21%	79%
Navy	34%	66%	38%	62%
Air Force	30%	70%	36%	64%
<b>Kazakhstan</b>	12%	88%	13%	87%
<b>Lithuania</b>	8%	92%	8%	92%
<b>Montenegro</b>	18%	82%		
<b>Netherlands</b>			10%	90%
<b>Norway</b>				
Conscripts	36%	64%	26%	74%
NCOs	23%	76%	21%	79%
Officer Cadets	21%	79%	21%	79%



<b>Poland</b>	18%	82%	20%	80%
<b>Portugal</b>				
Navy	42%	68%	46%	54%
Army	22%	78%		
Air Force	27%	63%	17%	83%
<b>Spain</b>	23%	77%	14%	86%
<b>Sweden</b>	19.5%	80.5%	13%	87%
<b>Switzerland</b>			1%	99%
<b>The former Yugoslav Republic of Macedonia</b>				
Officer Cadets	36%	64%	43.5%	56.5%
<b>Turkey</b>				
Coast Guard Officer Cadets	14%	86%	11%	89%
General Staff Officer Cadets			2%	98%
Gendarmerie Officer	6%	92%	2%	98%
Gendarmerie NCOs	15%	85%	7%	93%
<b>Ukraine</b>			8%	92%

Ten states provided information, (either by way of percentages or numbers from which percentages could be calculated), about the conversion rate from female applicants to female recruits. These data are shown in Table 3.

Conversion rates presented in Table 3 are only indicative for a number of reasons, including the fact that some states track applicants and others applications, (some applicants may make several applications), and the time taken for recruitment.

With the caveats set out above, this information supports the findings in Table 2: that women are not dropping out during the recruitment process in Lithuania and Norway (officer cadets) and are enjoying higher rates of success in the recruitment process than their male counterparts in Armenia, Portugal (naval service) and the former Yugoslav Republic of Macedonia (officer cadets).



**Table 3: Indicative conversion rates for applicants into recruits by state and gender**

State	Conversion Rate	
	Female	Male
<b>Albania</b>	46%	86%
<b>Armenia</b>	23%	15%
<b>Belgium</b>	46%	59%
<b>Canada</b>	10%	18%
<b>Germany</b>	35%	44%
<b>Lithuania</b>	60%	60%
<b>Norway</b>		
NCO	14%	17%
Officer cadets	21%	21%
<b>Portugal</b>		
Naval service	14%	12%
Air force	18%	32%
<b>The former Yugoslav Republic of Macedonia</b>		
Officer Cadets	19%	14%
<b>Turkey</b>		
Coastguard officer cadets	14%	5%
Gendarmerie officer cadets OC	4%	11%
Gendarmerie NCO	13%	31%

The information provided also gives an insight into the level of competition for employment in the armed forces in various states. For example, Canada is recruiting ten in every 100 women who apply and 18 men in every 100 who apply, compared to Albania, which recruits 46 in every 100 women and 86 in every 100 men who apply. What conclusions can be drawn from such information will be for each State to decide in the light of its own socio-economic and political context. However, it would appear to be useful information for the armed forces to have as part of a basket of key data indicators.



## 7. Are there any laws or policies that set minimum or maximum targets for recruitment of women in any positions or units?

Three states (Albania, Armenia and Turkey) set a maximum limit for female recruitment for their armies. For Albania it is 15 per cent of soldiers/officers. The maximum for the Turkish Army is 4 per cent. There are no plans to recruit women into the Turkish naval service or air force. By contrast, the Turkish gendarmerie is considering introducing a minimum target of 10 per cent. There are no maximum or minimum targets for the Turkish coastguard.

In answer to this question, Armenia refers to but does not specify the restrictions on female recruitment but notes that they will cease once the draft Law on Military Service and Status of Military Personnel, currently before the National Assembly, becomes law.

Five states (Canada, Estonia, Germany, Sweden and the United Kingdom) have set minimum targets with the aim of increasing women's recruitment. Canada aims to increase the *overall* representation of women by 1 per cent per year, moving from the current 15 per cent to 25 per cent by the year 2026. The strategy to achieve this includes a range of measures to increase first time enlistment (see q.8 below) and reaching out to former servicewomen to encourage them to re-enrol.

Estonia has set a recruitment target for female volunteer conscripts of 108 per year for 2018 and 2019, over three times the actual number of female volunteers (34) who joined up in 2017. The 34 volunteers in 2017 represented double the number recruited in 2015.

Germany has a system of positive action whereby women who are equally qualified as men will be given preferential treatment in areas where they are under-represented. The test of underrepresentation is whether the representation of women is below 15 per cent.

In Sweden the Discrimination Act 2008:567 requires all workplaces to strive towards a gender equal/neutral distribution, both horizontally (by rank) and vertically (by function gender equality) in a ratio of 40:60.<sup>1</sup> A target of greater than or equal to 40 per cent of the under-represented gender has been set for civilian positions. Targets have been set to increase the recruitment and also the representation of women across the Swedish Armed Forces, based on what is achievable by 2027. While *representation* targets vary by rank and whether the service is full-time or part-time (as do the current levels of female representation), the *recruitment* targets are the same for all women regardless of what programme they are accepted into. The targets are: 20 per cent for the years 2018-2020; 25 per cent for 2020-2023; and 30 per cent for 2024-2027.

The United Kingdom has set itself the target of ensuring 15 per cent of all recruits are women by 2020, but stresses there is no law or policy that dictates that certain roles should be for women only or that women should be recruited to certain roles. The Royal Air Force has set a higher

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<sup>1</sup> Horizontal equality means that there is at least a 40/60 gender split at every rank up to and including the highest general. Vertical equality means that in every branch/specialism there is also at least a 40/60 gender split.

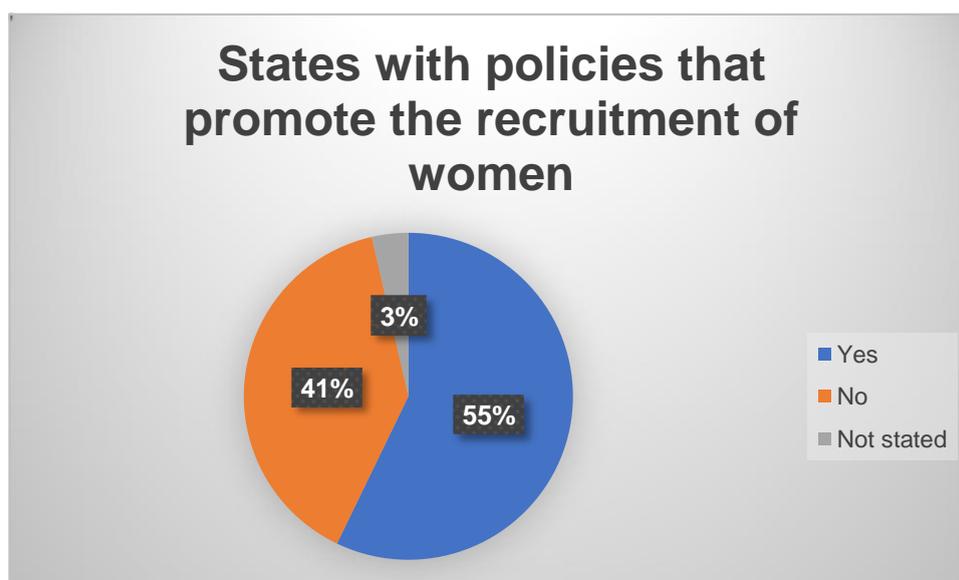


minimum recruitment target of 20 per cent by 2020, as women currently make up over 14 per cent of its regular force and over 20 per cent of its reserve force.

**8. Are there any policies (including legislation and guidance) that promote the recruitment of women in the military (for example, training of recruiters and promotion boards on unconscious bias and gender stereotypes; recruitment campaigns targeting women; job descriptions encouraging women to apply; mandatory presence of women on the recruitment panels)?**

Sixteen of the 29 states (55 per cent) said they had policies that promoted the recruitment of women into their armed forces. Twelve said they did not have any such policies and one state failed to provide an answer to the question.

**Diagram 4: The percentage of states with policies that promote the recruitment of women**



There are many common practices among participating States on the topic of policies aimed at increasing the recruitment of women. Nine states (Bosnia and Herzegovina, Estonia, Finland, Germany, Montenegro, Norway, Poland, Turkey and the United Kingdom) mentioned recruitment material. These included television adverts, videos and other media adverts. Many of these were targeted at women only and featured servicewomen as role models. Two states (Germany and Norway) had promotional material that showed both men and women in their armed forces and were designed to attract both genders. Germany was prohibited by law from having recruitment material tailored to just one gender. Turkey noted that it is planning to introduce recruitment material targeted at women. Finland also sent personal letters to recruit more young women.



Montenegro's information campaign targeted at women provides information about related opportunities, such as opportunities to participate in projects at the Ministry, scholarships, education at foreign military establishments, and by emphasizing the positive career achievements of existing servicewomen.

Sweden had a specific project, Project MER, which identified the factors that were most likely to attract women to the armed forces. The project concluded that recruitment of women should focus on practical information such as housing, time-schedule and benefits and less on showing military service as a typically masculine domain focusing on war, guns and heavy machinery. As a result of this project the Swedish Armed Forces has set up a system whereby women who are potentially interested in a career in the military can receive information directly through a phone call from an active servicewoman.

Direct interaction with active servicewomen was also mentioned by Canada, Denmark, Germany, Norway and the United Kingdom. In Canada, Denmark and Germany servicewomen attended events, either held for women only, such as Denmark's Inspirational Day for Women, (where women meet servicewomen, are introduced to equipment and get practical information, for example, about the physical strain of joining the armed forces), or events for both sexes but at venues known to attract large numbers of women. The Canadian experience of their Women in Force Program (WFP) supports the findings of Sweden's Project MER. Most of the service personnel on WFP are active servicewomen, which allows participants to receive information about a diverse range of service occupations, career opportunities and practical information from people who have real life experience within the armed forces.

Finland allows women to gain direct practical experience with a 90-day window for volunteer conscripts to leave if military service turns out not to meet their expectations.

Three states (Canada, Germany and Norway) use servicewomen in recruiting offices and Germany wants to increase their numbers. Currently women make up 20 per cent of recruiting office personnel in Germany. Norway trains members of recruitment boards in gender awareness and unconscious bias; Sweden has made mixed recruitment boards mandatory and Turkey plans to introduce mixed recruitment boards.

Two states (Canada and Denmark) have shortened the recruitment process, with positive effects on the recruitment of women. In Denmark conscription is male only with the result that women applying for voluntary military service are identified as "particularly motivated" and subject to a swifter recruitment process. Reducing the time taken from application to starting basic military training, (which usually takes a year), had almost doubled the number of women in basic military training since the programme was introduced in 2011. The Canadian Armed Forces Employment Equity Act, which allows for selection/employment priority criteria, enables Canada to select all qualified women and reduce the time it takes to enrol them in the armed forces.



In the United Kingdom, service personnel, particularly from the Royal Air Force, which is a largely technical service, are encouraged to participate in nationwide programmes to inspire women and girls to follow careers in science, technology engineering and mathematics.

**9. What is the number and percentage of male/female active duty military personnel in the Armed Forces? Please provide data for each service (land, air, naval and others) and for each rank.**

Twenty-three of the 29 states responded to this question. The figures provided are summarised in Table 4 below. It should be noted that Finland gave information about its cadre of professional military personnel – “hired personnel” – separately from its conscript (male) and voluntary service (female) personnel. The figures provided in this section are a total of all military personnel. Finland has 219 professional servicewomen, who make up 3 per cent of professional military personnel.

Montenegro provided information on the distribution of servicewomen across ranks and the distribution of servicemen across ranks, rather than the percentage of each rank held by servicemen and servicewomen. No figures were given for the numbers of servicewomen or the percentage of total military personnel they account for. Turkey, in respect of its general staff, provided the numbers of servicewomen at each rank but not the comparative numbers for servicemen. The Turkish coastguard has 22 women, 1 per cent of the total. Women make up 2.7 per cent of total personnel of the Turkish gendarmerie. Turkey aims to increase their representation to 10 per cent in the next five years.

Ukraine provided information on the percentage of military personnel currently on active duty (22 per cent) but did not disaggregate by gender. The phrase ‘active duty’ may not have been interpreted in the same way by all states. Albania, for example, stated that 80 per cent of its personnel were engaged in active duty (844 women making up 11 per cent of the military and 5,180 men making up 69 percent of the military). For comparative purposes, the figures in the table below show the percentage of all those who are on active duty who are men and women.

**Table 4: The numbers and percentages of servicemen and servicewomen on active duty by state**

State	N° of women	% of women	N° of men	% of men
<b>Albania</b>	844	14%	5,180	86%
<b>Armenia</b>		13%		87%
<b>Azerbaijan</b>		3%		97%
<b>Belgium</b>	2,244	8%	26,572	92%
<b>Bosnia and Herzegovina</b>	497	6%	8,215	94%
<b>Canada</b>		15%		85%

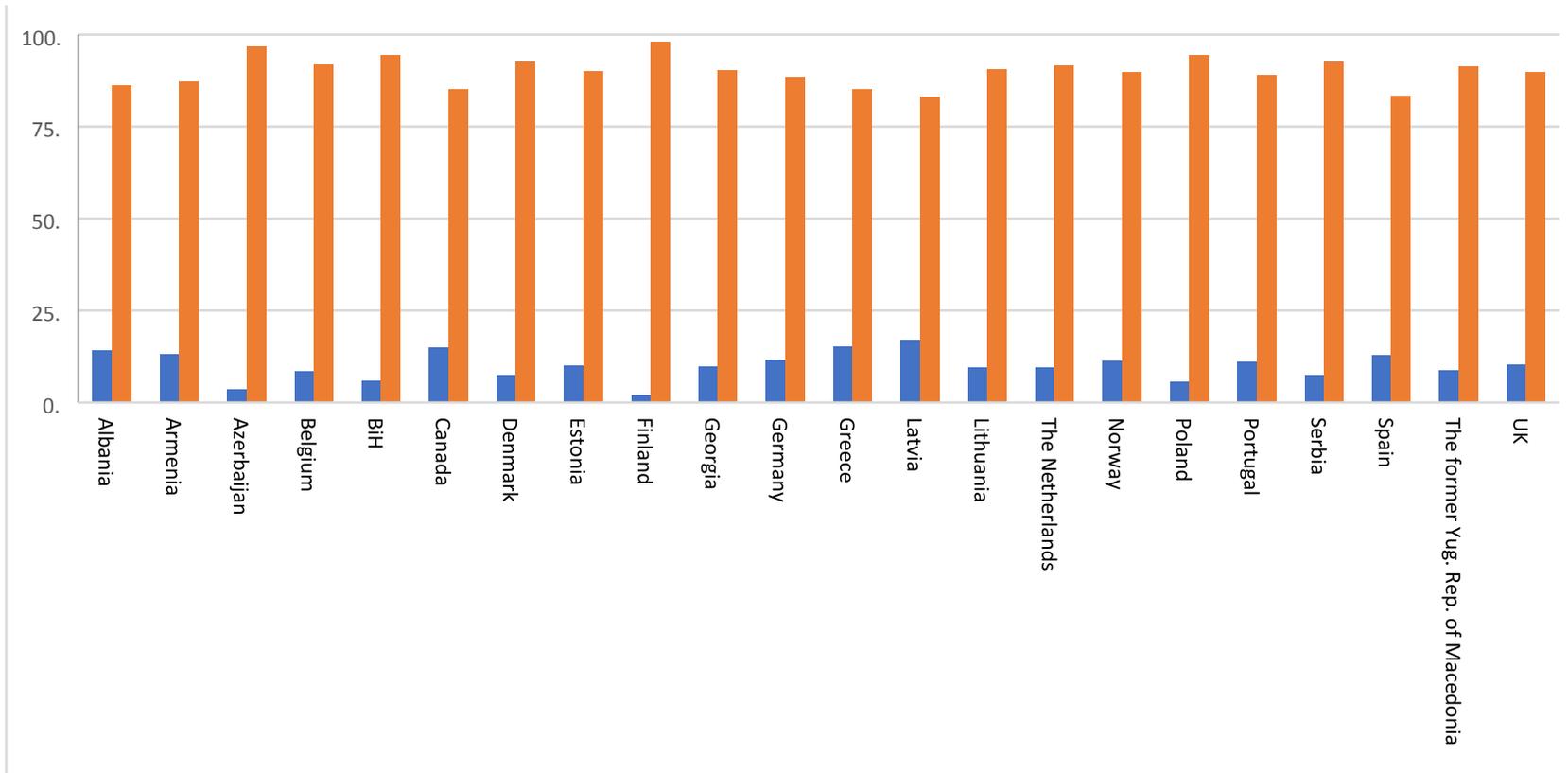


<b>Denmark</b>	1,339	7%	16,812	93%
<b>Estonia</b>		10%		90%
<b>Finland</b>	619	2%	28,430	98%
<b>Georgia</b>		10%		90%
<b>Germany</b>	20,712	12%	157,721	88%
<b>Greece</b>	11,735	15%	66,668	85%
<b>Latvia</b>		17%		83%
<b>Lithuania</b>	1,076	10%	10,255	90%
<b>Netherlands</b>		9%		91%
<b>Norway</b>		11%		89%
<b>Poland</b>		6%		94%
<b>Portugal</b>	2,874	11%	24,372	89%
<b>Serbia</b>		7%		93%
<b>Spain</b>	15,239	13%	104,663	87%
<b>The former Yugoslav Republic of Macedonia</b>		9%		91%
<b>UK</b>		10%		90%

Men make up the overwhelming majority of service personnel in all states. The average female representation across all 22 states that provided comparable information is 90% per cent servicemen and 10% per cent servicewomen. The proportion of servicewomen in Latvia is nearly double the average. Thirteen states have above average levels of female representation. Only two states, among those that provided the required information, have levels of female representation lower than 5 per cent.

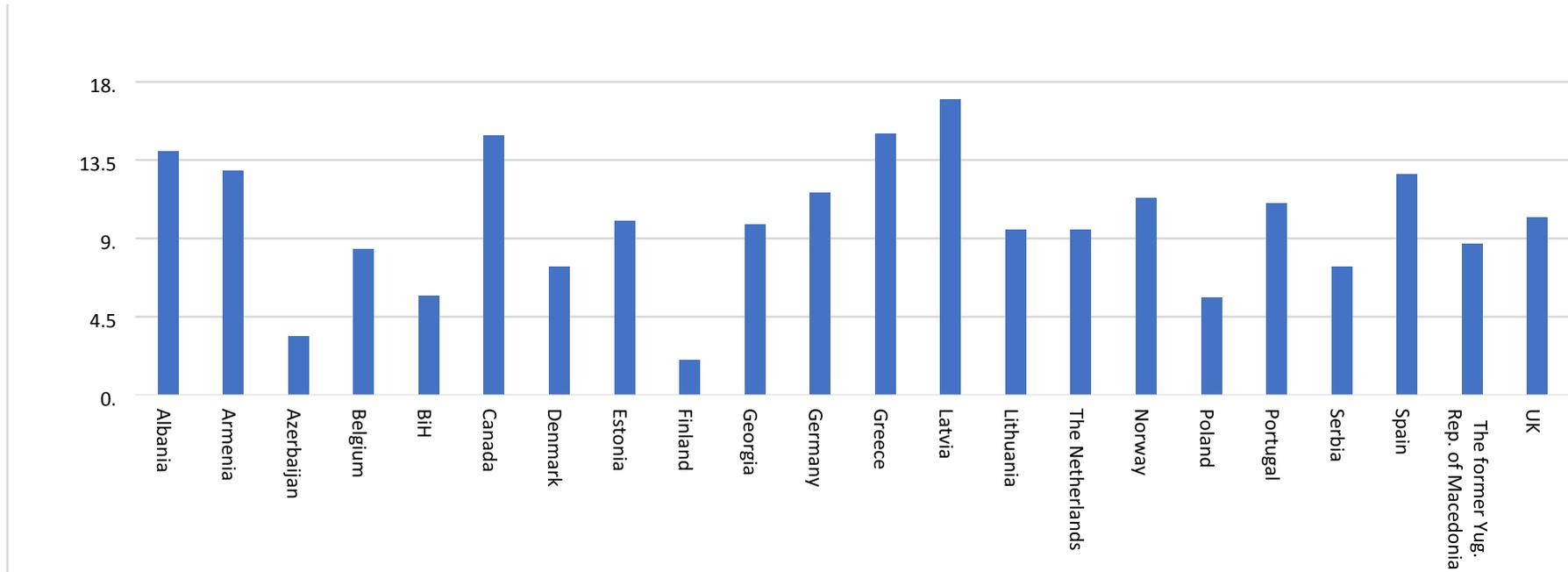


Diagram 5: Proportion of servicewomen (in blue) and servicemen (in orange) on active duty by state





**Diagram 6: Proportion of servicewomen on active duty by state**



Nineteen states provided information about the distribution of servicewomen by rank and most gave comparative data for servicemen. None of the states that submitted information have a female officer at NATO rank OF 9. The most senior female officer in any of the states was OF 8, in Canada. Germany and the United Kingdom had officers at OF 7 and Greece, the Netherlands, Norway and Sweden at OF 6. In eight states, the most senior female officers were at OF 5, with Turkey having 107 female officers at this rank. A list showing the highest rank of female officer per state is shown in Table 5 below.



**Table 5: The highest- ranking female officer in each state**

OF 8	OF 7	OF 6	OF 5	OF 4	OF 2
Canada	Germany	Greece	Belgium	Georgia	Montenegro
	United Kingdom	Netherlands	Denmark	Lithuania	
		Norway	Finland		
		Sweden	Poland		
			Serbia		
			Spain		
			The former Yugoslav Republic of Macedonia		
			Turkey		

Sixteen states provided information about the distribution of servicewomen across the services. Nine states used four categories (Land, Air, Sea and Other) and eight others used just three categories (Land, Air and Sea). There was no consistent pattern in the responses.<sup>2</sup>

**10. What were the percentages and numbers of female personnel deployed in military operations (three months or longer), in the last five years?**

Twenty-one of the 29 states responded to this question with either absolute numbers or percentages, or both. Armenia did not keep such statistics and Sweden did not have this data available. Turkmenistan could not provide it for security reasons. The United Kingdom did not provide an answer.

Turkey does deploy female personnel on peacekeeping operations, (officers, NCOs, nurses and civil servants) but gave no numbers or percentages. Azerbaijan has not deployed any servicewomen on military operations in the last five years. Kazakhstan has had 16 servicewomen

<sup>2</sup> In the nine cases where the category “Other” was included, women had the highest representation in this category. In the other seven cases, women had the highest representation in “Land” in four states and in “Air” in three States. Overall, “Other” was the category with highest representation of women in seven states, and wasn’t the lowest in any of them. “Land” had the highest representation in five states and the lowest in four states. “Air” had the highest representation in four states and the lowest in two states. “Sea” had the highest representation in only one state and the lowest in one state, but had the second highest representation in nine states.



deployed on peacekeeping operations. Switzerland has not had any deployments of three months or longer in the past five years.

Table 6 below groups states into three categories according to the percentage of servicewomen as a total of all service personnel deployed: up to 1 per cent, between 1.1 and 5 per cent, and between 5.1 and 10 per cent.

**Table 6: Percentage of servicewomen deployed by states on military operations (lasting three months or more) over the last five years**

Up to 1%	1.1%-5%	5.1%-10%
Georgia	Albania	Canada
Montenegro	Bosnia and Herzegovina	Denmark
The former Yugoslav Republic of Macedonia	Estonia	Finland
	Greece	Germany
	Lithuania	Latvia
	Poland	Norway
	Ukraine	Serbia

Poland provided numbers and percentages of servicewomen deployed in over 46 missions in the five-year period but no overall figures. In 32 of those 46 deployments servicewomen made up between 1.1 and 5 per cent of the total service personnel. That is why Poland has been placed in the category 1.1-5 per cent in Table 6, although it should be noted that in three of those deployments women constituted over 10 per cent of operational personnel. Finland does not have statistics for individuals serving in crisis management operations. Women have served in peacekeeping and crisis management operations since 1978, initially as civilians but since 1995 mainly as service personnel, regular and reserve. Finland estimates that women have constituted between 4 and 7 per cent of all personnel on these operations.

Table 7 shows the number of servicewomen deployed by states over the last five years, grouped into 5 categories. The 556 Finnish women deployed appeared to include all women, military and civilian since 1978, so Finland has not been included in this table. Ukraine provided information



about military personnel deployed on international peacekeeping and security missions (7 servicewomen) and military and civilian personnel employed by the armed forces of Ukraine deployed up until the end of October 2017 as part of the Anti-Terrorist Operation capabilities in the Luhansk and Donetsk oblasts (6,322 female personnel). In both instances women made up 3 per cent of the total number of personnel involved. As the timeframe and military/civilian split is unclear, Ukraine has not been included in Table 7.

**Table 7: Numbers of servicewomen deployed by states on military operations (lasting three months or more) over the past five years**

10-100	101-500	500-1,000	over 1,000
Albania	Denmark	Belgium	The Netherlands
Bosnia and Herzegovina	Greece	Norway	
Estonia	Poland		
	Portugal		

**11. Please give percentages of women and men who received a promotion in 2016.**

Twenty of the 29 states provided an answer to this question. Nine did not, (Kazakhstan, Latvia, Norway, Sweden, Switzerland, Turkey, Turkmenistan, Ukraine and the United Kingdom).

This question was interpreted in two ways: as the percentage of servicewomen who were promoted in 2016 and the percentage of servicemen who were promoted in 2016; and as the percentage of all service personnel promoted in 2016 who were women and men. Both interpretations give a picture of whether women are less likely, equally likely or more likely than men to be promoted, although in the second instance this conclusion can be drawn only by comparing promotion data with the representation of women within the armed forces of that state.

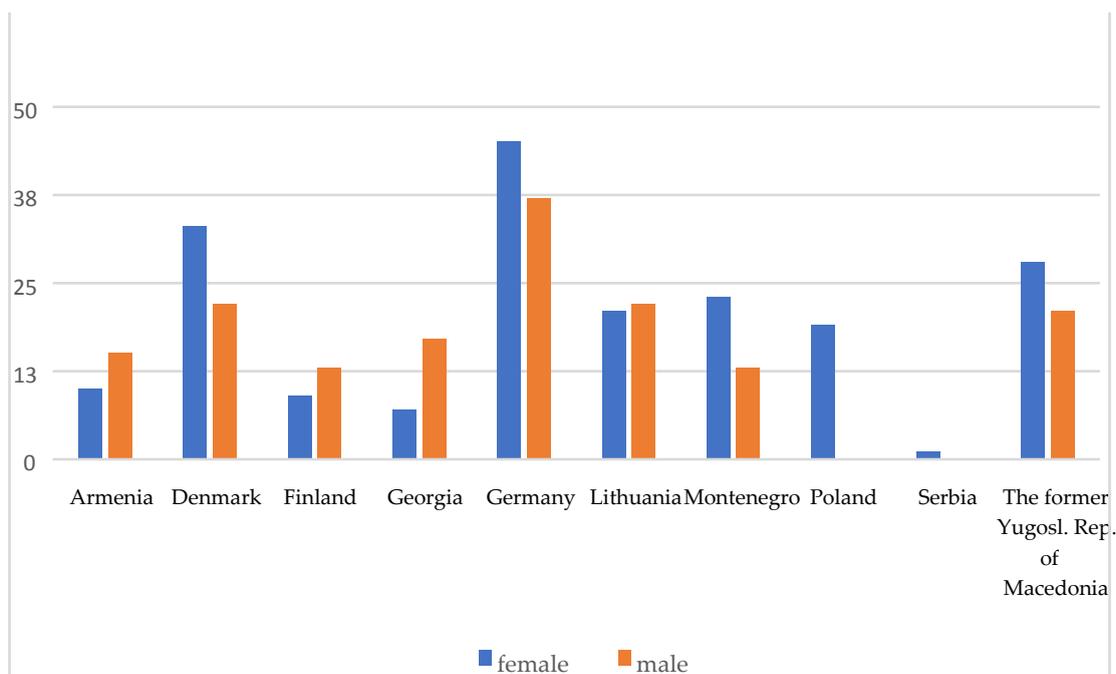
Greece provided this information for 2016 disaggregated by service. For the Hellenic Navy, the information provided was of the first category, i.e. the percentage of women promoted and the percentage of men promoted; (4.22% and 17.51% respectively). For the Army and Air Force, the information provided was the percentage of all those promoted who were women and men. In the Army, where women constitute 15% of all personnel, 20% of those promoted were women. By contrast, in the Air Force, where women also constitute 15% of all personnel, women made up only 11.73% of those promoted.

Other states provided this information in an aggregated form as shown in Diagrams 7 and 8 below. It should be noted that Poland and Serbia provided information only about the percentage of women who had gained promotion. Diagram 9 shows the relative rate of women's



promotion within that state, i.e. comparing women’s share of promotions with women’s share of total personnel.

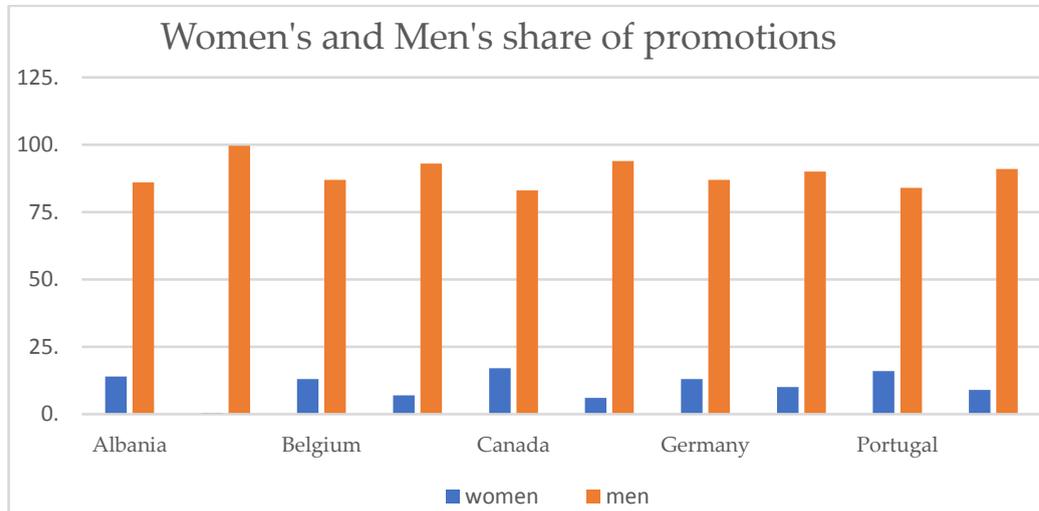
**Diagram 7: Servicewomen who were promoted as a percentage of all servicewomen and servicemen who were promoted as a percentage of all servicemen**



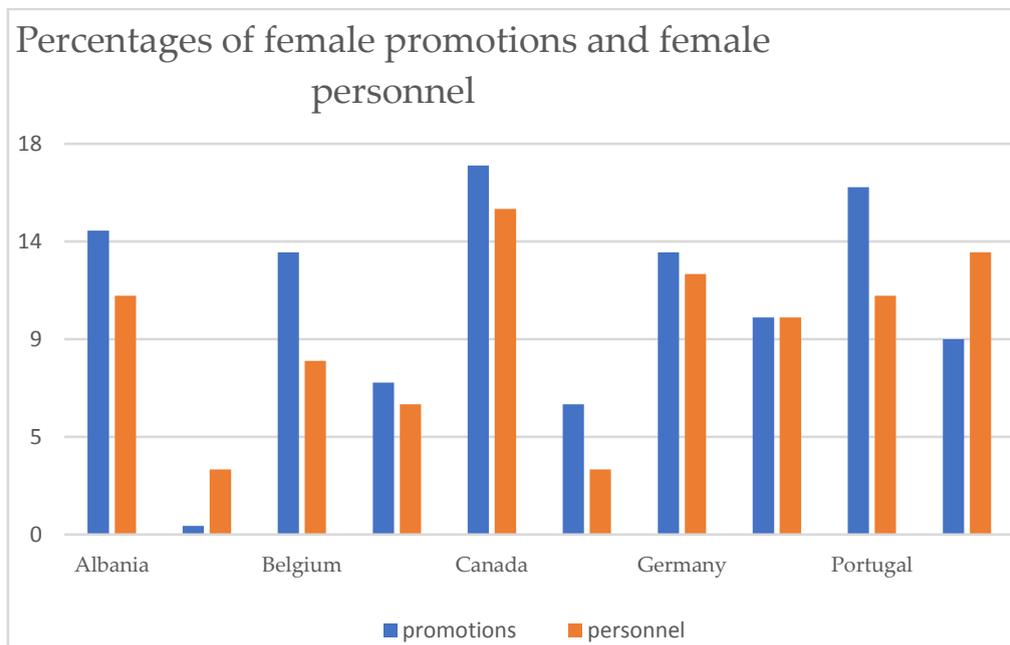
In Diagrams 8 and 9, the figures given for women’s share of promotions for Azerbaijan, Canada, Estonia, Montenegro and Portugal are indicative only. This is because these states did not provide a total figure for women’s share of promotions, but provided more detailed information, either by rank, type of service or by service within the armed forces. The figures given in the diagrams are a simple mean of those provided by various categories and are unlikely to be statistically correct as no account has been taken of the male and female population in each category.

Azerbaijan reported that servicewomen constituted 0.6 per cent of all military personnel promoted to Warrant Officer (WO) and Officer, and 0.2 per cent of all military personnel promoted to next rank, a much lower percentage when compared to the men’s share of promotions in Diagram 8.

**Diagram 8: The percentage of promotions that were given to servicewomen and servicemen**



**Diagram 9: A comparison of female representation of service personnel and of all promotions**



Data on promotions, disaggregated by gender, can be useful to the armed forces and the Ministry of Defence of an individual state as part of a basket of measures for monitoring the position of women in their armed forces. However, caution needs to be taken by external audiences in interpreting comparative data without sufficient knowledge of the context. For example, where promotions in the armed forces depend in whole or in part on time served in rank, the relative rate of promotion for women and men will be influenced by factors such as the date service was opened to women, the numbers of women recruited by service, branch,



type of contract, in addition to performance. Promotion by length of service in rank can have advantages over promotion based on subjective judgement, with concomitant risks of conscious or unconscious bias.

However, a system of promotion by length of service will be hampered if women leave more frequently mid-career than men. In Norway, women tend to leave the armed forces mid-career due to family needs or lack of career opportunities. The Norwegian Armed Forces are reviewing their recruitment and retention policies related to gender, including career planning to consider this matter.

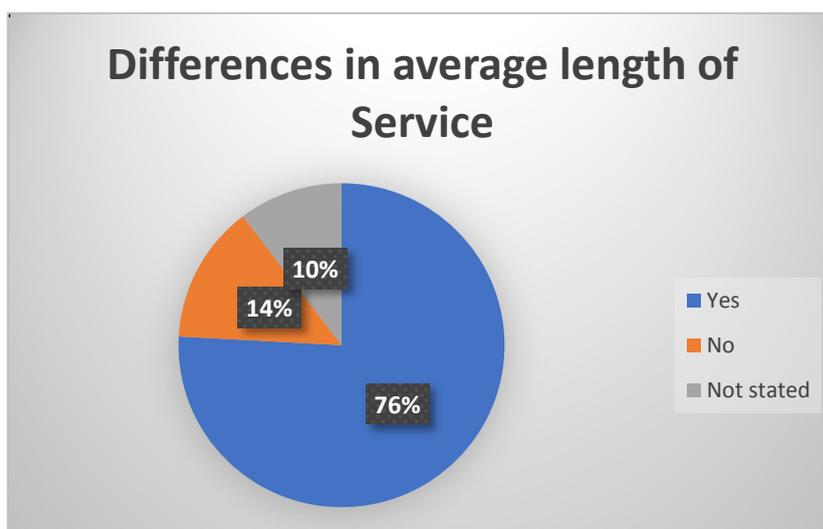
In eleven states, women appear to be promoted either in proportion to their representation within the armed forces or in slightly higher proportions than their representation. The opposite is the case in six states.

### Conditions of service and retention

#### 12. Are there differences in the average length of service of women and men? Please explain.

Twenty-two states reported no differences in length of service between men and women. Four states said there were differences and two (Poland and the United Kingdom) did not answer this question. Denmark did not collect data on the average length of service.

**Diagram 10: The percentage of states where there are differences in the average length of service between servicewomen and servicemen**





Of those who reported no differences, eleven states gave no explanation. Six states (Albania, Azerbaijan, Kazakhstan, Serbia, Spain and Turkey) explained that the lengths of service were set (by law or policy) without reference to gender. Turkmenistan said that the grounds for dismissal were the same for men and women.

Of those that did provide an explanation as to why there were no differences, Estonia said the average length of service for both sexes on active service was eight years and there were no differences between male and female conscripts. Germany said that there were minimal differences but that these were accounted for by the differences in standard lengths of service for different career paths, i.e. when comparing similar career paths there were no differences by gender. Finland said that most service personnel work until retirement and the percentages of men and women leaving before retirement were almost the same. The former Yugoslav Republic of Macedonia also noted that the compulsory retirement age is the same for women and men (64) but women can seek retirement two years earlier, as 62 is the age at which women can claim their pension.

In the four states where there was a difference in the average length of service (Canada, Lithuania, Sweden and Ukraine), servicewomen generally had a shorter average length of service except for professional service personnel in Lithuania. Although there were no differences among conscripts, professional/contract servicewomen on average served approximately two years longer than their male counterparts. The reasons were that men were more likely to terminate their contract on their own initiative and were more likely to be dismissed for disciplinary violations. Canada and Sweden have undertaken research and analysis in this area. Canada concluded that although the number of years of service on release was slightly lower for servicewomen, (14.6 years compared to 14.9 years for men) the differences were not meaningful. In a recent study, Sweden found that the probability of men serving over three years was 57 per cent but for servicewomen was 49 per cent. Sweden is now undertaking qualitative research to explore the reasons for the differences. Servicewomen are more likely than servicemen to attend university or pursue other careers after military service than men. They are also more likely to feel a lack of career opportunity within the armed forces or experience a lower quality working environment than men. The results of the qualitative study are expected to be released in 2018.

### **13. What are the most frequently recurring reasons given by women and by men for leaving the armed forces?**

Twenty-eight of the 29 states answered this question. Turkmenistan was unable to answer for security reasons.

The figures below should be treated with some caution. Not every state used the same classification system and there may be an overlap between some categories. For example, some states put family reasons and personal requests into the same category. Others made a distinction between personal requests and work/life balance reasons. There was also no



standard terminology for the different reasons. The classification below is therefore based on an attempt to group reasons that appear to have the same or similar basis.

The most frequently mentioned reason for service personnel leaving the armed forces was the natural expiration of the individual's service, whether due to a contract coming to an end, due to a legally defined term of service, age or retirement. This reason was mentioned by 16 states. However, several states referred to the decision of service personnel not to extend their contract. Norway drew an explicit link between the length of the initial contract and extension. The shorter the contract, the more likely it was that the serviceman or servicewoman would decide to leave.

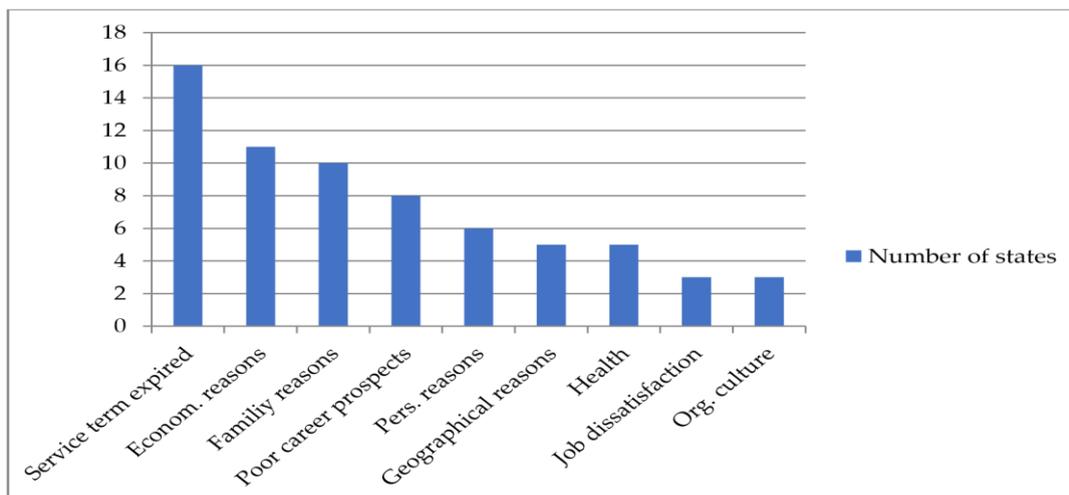
The second and third most frequently mentioned reasons were economic and family related, which were mentioned by 11 and ten states respectively. Economic reasons included pay and better job opportunities outside the armed forces. Norway noted that those who were motivated by external/material factors, such as pay, were more likely to leave than those who were motivated by non-material factors.

Family reasons included work/life balance issues. However, it is possible that these family related reasons are also recorded as "personal requests", which were noted as a reason by six of the states.

Eight states mentioned poor career opportunities, poor career management and/or lack of diversified career as a reason for leaving given by service personnel.

Five states noted geographical reasons, including changes to the place of service changing/postings, lack of geographical stability and the length of distance from the place of service to a serviceman or servicewoman's home.

**Diagram 11: The numbers of states mentioning particular reasons for leaving the armed forces, according to both genders**

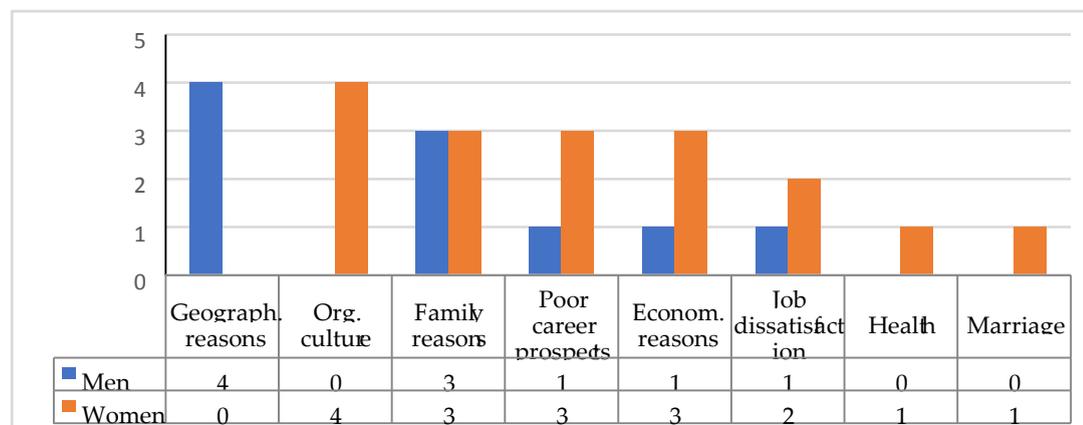




Nineteen states mentioned that there were no differences between the reasons servicemen and servicewomen give for leaving. However, although this was *generally* the case for all states, eight (Armenia, Canada, Germany, the Netherlands, Norway, Portugal, Sweden and Ukraine) noted some discernible differences between genders. In some cases, a higher percentage of one gender mentioned the factor as a reason for leaving, e.g. a higher proportion of servicewomen in Ukraine gave their state of health as a reason than servicemen. In Canada, work/life balance was the most frequently mentioned reason for both genders but was mentioned by 47 per cent of servicewomen compared to 41 per cent of servicemen. In other cases, organizational culture/lack of fit/lack of respect by seniors or colleagues was mentioned by one gender only – in this example, servicewomen. Distance from home town or family to place of service, or a change in the place of service, was highlighted as a reason given primarily by servicemen.

The Netherlands, Norway and Sweden noted that servicewomen were particularly motivated to leave for other jobs or careers, due to dissatisfaction with their terms of employment, how they were valued and the lack of career opportunities within the armed forces.

**Diagram 12: Numbers of states giving reasons for leaving by gender**



It should be noted that these findings are from exit surveys/research with service personnel who were leaving the armed forces and that there is not necessarily a correlation with the findings of satisfaction of all service personnel reported in question 21.

**14. How are military equipment (e.g. tanks, aircraft, and submarines), military facilities and military uniforms adapted for men and women? Please provide details.**

Six of the 29 states have adapted equipment to some extent for men and women, 16 have made different provisions in facilities for women and 24 have some differences in uniforms for women. Only two states (Georgia and Switzerland) said that they have made no adaptations at all. One state (Kazakhstan) did not answer the question.



Three states (Canada, Germany and Sweden) have systems in place to ensure that new military equipment is designed and procured based on ergonomic data for both men and women. Canada uses an analytical tool called “Gender Based Analysis plus”, which must be used for all spending submissions going to the Treasury Board from across the government. Consideration of the needs of both men and women is made throughout the procurement process for new equipment, including vehicles and aircraft, from design of the equipment, selection of supplier, testing of equipment and validation of the equipment as fit for purpose. The armed forces work with bioscience personnel in the design and procurement of equipment and clothing for both men and women.

Similarly, Germany makes provisions for women in terms of the size and design of different types of equipment. Since all careers in the German armed forces are open to women, new weapon systems have been designed following federal ergonomic guidelines. This means that there is now a range of weapons suitable for people of various sizes. However, there may be some limits to the percentile range where other system requirements (e.g. armour or air transportability) take priority. In Sweden, the armed forces work closely with their Defence Materiel Administration to ensure that requests for new and replacement equipment follow their ergonomic Human Factors Integration Standards, and are suitable for both men and women.

Montenegro says that it has equipment specifically designed for women and Ukraine has noted that new modern equipment could be operated without applying excessive physical force.

One state (Azerbaijan) did not envisage assigning women to positions requiring use of military equipment (aircraft, tanks or ships).

Half the states that submitted responses made at least some provision for separate facilities for women, in terms of accommodation and sanitary facilities. In some states these facilities were available for certain categories of servicewomen, such as conscripts, temporary servicewomen and/or those in military training. In some states, the provision or not of separate accommodation/sanitary facilities was contingent on operational demands. For example, such facilities were not available on submarines.

A number of the states who said they made no separate provision for women said they managed to ensure privacy and dignity by organizing them in specific ways, e.g. by allocating personnel within specific accommodation or ensuring that shower cubicles were designed in such a way that they have an integral private changing area.

Generally, field or combat uniforms are the same for men and women and only sizes differ. Nine of the 29 states that have different uniforms for women said that these are ceremonial or formal uniforms and three states have different daily uniforms (including underwear). Underwear for women in the Ukrainian armed forces is currently being designed.



The Portuguese Army has commissioned new combat uniforms that are suitable for both men and women. These will be available in 2019. Three states specifically mentioned different vests for men and women. Serbia uses elasticated vests to accommodate differences in size and shapes. The Netherlands is currently investigating the potential for and safety implications of lighter vests. Norway has bullet proof vests in women's sizes and their ammunition vests now come in three sizes. Despite this, some women have problems fitting into the smallest women's size and, as this size can carry fewer rounds than the larger sizes, ammunition has to be carried elsewhere on the body.

Three states (Canada, Portugal and Spain) said that they have maternity wear, although Portugal said that theirs is dated and the functionality could be improved. Germany is planning to provide pregnant servicewomen with maternity-adapted duty, ceremonial and field uniforms in 2018. A "wear test" was conducted in 2017. Currently pregnant servicewomen have to wear civilian clothes, for which they receive monetary compensation.

Estonia has conducted an analysis of the suitability of equipment and uniform for women. Following the analysis, women's uniforms were changed. Belgium also made amendments to its combat boots to ensure the sizes and shapes were adapted to fit women's feet.

**15. Are there differences between salaries and benefits granted to servicemen and servicewomen? Please explain.**

None of the 29 states have different salaries and benefits for servicemen and servicewomen (other than maternity benefits). Kazakhstan introduced a unified system of remuneration in 2017 for employees of all bodies funded by the state budget, including military personnel of all categories.

**16. What provisions for family-friendly work and work/life balance, such as parental leave, are in place for military personnel?**

Every state provided an answer to this question, most giving details of their policies and provisions rather than referring to the relevant law. These are summarized under various headings below.

Switzerland was the only state that claimed not to have any provision for family friendly work or ensuring work/life balance.

**Pregnancy and maternity leave**

Sixteen states mentioned their policy on pregnancy and maternity leave. Eleven of them (Azerbaijan, Denmark, Estonia, Germany, Kazakhstan, Lithuania, Montenegro, the Netherlands, Norway, Serbia and Turkey) have paid leave that starts towards the end of pregnancy ("pregnancy leave") and continues into maternity leave after the birth of the baby. Four states (Belgium, Canada, Poland and Portugal) made no mention of a start date but simply referred to a



period of maternity leave. There are some differences in the length of the pregnancy leave. For example, Azerbaijan and Kazakhstan provide such leave 70 days before the expected date of birth (“due date”), Serbia provides it 45 days before and Denmark, Germany and the Netherlands provide it six weeks before. Some states mentioned that there is flexibility concerning maternity leave. For example, in some states, servicewomen are able to start pregnancy leave earlier on medical advice, choosing when to commence pregnancy leave and enabling the unused entitlement to be added to the maternity leave period, or having the maternity leave period protected in full even if the baby does not arrive until after the due date.

Two states (Azerbaijan and the former Yugoslav Republic of Macedonia) extended the maternity leave period from 56 days to 70 days in cases of multiple or (Azerbaijan) difficult births.

While many states made provisions for parental leave (i.e. leave in connection with the birth of a child that could be taken by either parent), five States referred to specific periods of leave that had to be taken by the mother. Maternity leave periods ranged from between ten weeks (The Netherlands and Norway), eight weeks (Azerbaijan, Kazakhstan, Turkey), and three weeks, (Portugal) if maternity leave and parental leave was taken separately. Otherwise, in Portugal, the 20-week parental leave period was transferable between parents.

In addition to pregnancy and maternity leave (and parental leave for both parents), Turkey provides servicewomen the opportunity to take up to two years unpaid leave (one year in cases of adoption). This was not available to servicemen.

Other states did not mention pregnancy and maternity leave or did not provide details. However, this should not be taken to mean that there is no such provision in those states. Many states focused on parental leave and flexible working opportunities in response to this question.

### **Pregnancy and maternity protection**

Seventeen states mentioned policies to protect servicewomen before or after childbirth. These included policies on maternity leave, protections for pregnant service personnel, restrictions on deployment of pregnant women or new mothers and the right to take breastfeeding breaks.

Three states place restrictions on working hours for pregnant servicewomen. In Estonia, the exemptions enjoyed by the armed forces from the EU Working Time Directive did not apply to pregnant servicewomen. In Germany, pregnant personnel must work regular hours up to six weeks before the due date (except on medical advice), but must not perform any additional duty or work at night – between 20:00 and 06:00 hours. In Poland, pregnant service personnel cannot work more than 40 hours per week.

Three states (Canada, Germany and Poland) place other temporary restrictions on the conditions of work of pregnant personnel to protect the health of mothers and their babies. Germany has a detailed list of situations that pose a health risk, including heavy physical labour, contact with hazardous substances, radiation, dust, gases or vapours that may have harmful effects, or contact



with heat, cold, moisture, vibrations or noise. Pregnant servicewomen are not allowed to participate in military exercises under field conditions. In Canada, these temporary limitations can be amended on an individual and case specific basis with medical advice.

Four states have restrictions on the movement of pregnant service personnel and/or mothers. Estonia, Lithuania and Poland prohibit the transfer of pregnant personnel away from the usual place of service. The United Kingdom provides protection from deployment for 18 months from the date of birth to allow new mothers and their families to regain fitness and develop sustainable family life. Three states (Latvia, Sweden and the former Yugoslav Republic of Macedonia) mention that there is legal protection from discrimination on the grounds of pregnancy, maternity or parental leave.

Six states (Belgium, the Netherlands, Portugal, Spain, the former Yugoslav Republic of Macedonia and Turkey) provide breastfeeding breaks up until the child's first birthday. This is usually one hour or one and a half hours per day. Turkey, which has a shorter period of paid maternity and parental leave than some states, allows three hours per day for the first six months and one and a half hours during the second six months after birth. Spain allows some flexibility in use – permitting personnel to take two half hours at the beginning and end of the working day. Portugal allows baby feeding time to be used by either parent. Having such arrangements as a right can be an important protection for servicewomen against any perception that they are less committed than men to a career in the armed forces.

### **Parental leave**

Twenty-three states said they offered parental leave. Armenia and Finland stated that parental leave is available to servicewomen. The other 21 states stated that parental leave is available to servicemen and servicewomen.

Eleven states (Belgium, Denmark, Estonia, Greece, Latvia, Lithuania, the Netherlands, Norway, Portugal, Turkey and the United Kingdom) make paternity leave available to servicemen (and in Belgium it is also granted to servicewomen in a same sex partnership). This most often lasts two weeks. In Turkey, it is one and a half weeks, with the same amount of parental leave available to the mother, too. In Norway, the duration of parental leave is ten weeks, but from 2018 onwards it may be extended to 14 weeks. Some states prescribe a period during which the leave may be taken. For example, in Estonia parental leave can only be taken between two months before and two months after birth, and in Portugal 15 days of parental leave is granted but only within 30 days of the birth, five days of which can be taken consecutively, immediately after the birth. In Lithuania, fathers can take one month's paid leave when the baby is born. If a serviceman is on a mission at this time, he is entitled to receive double pay in compensation.

The length of parental leave varies. In Belgium and Finland it is four months, in Denmark it is 32 weeks, in Canada it is 35 weeks, and personnel in Norway are entitled to between 49 and 59 weeks (the longer time at 80 per cent rather than 100 per cent pay). In Greece the parental leave is 9 months. In Lithuania personnel are granted up to two years (with similar adjustments in pay rate) and in Serbia they are entitled to one year of parental leave. Parental leave can be shared



between parents in 11 states (Azerbaijan, Canada, Denmark, Finland, Germany, Latvia, Lithuania, the Netherlands, Norway, Portugal and Ukraine). The period during which the parental leave can be taken varies. The period eligible for parental leave extends to the child's third birthday in Azerbaijan, Finland and Ukraine; the child's eighth birthday in Latvia, it's 12<sup>th</sup> in Belgium; and 18<sup>th</sup> in the Netherlands. Some states have additional provisions, such as Latvia, where parents get a day's holiday for the first day of the school year for children in grades one to four.

Parental leave is mostly paid in whole or in part. In Belgium the four months of entitled parental leave is unpaid. Some states, such as Belgium, Germany, Lithuania and Ukraine, have provisions for longer periods of unpaid leave. A number of states mention that the same or similar provisions apply to adoptive parents.

### **Flexible working, duty hours and part-time work**

Twelve states support some type of flexible working arrangement to improve the compatibility of service and family life. These provisions only apply when servicemen and servicewomen are not deployed (or on exercises) and when service demands allow. Such arrangements are usually agreed locally within the individual's chain of command.

Ten states support personnel to take advantage of flexible working hours, i.e. a variation (but no reduction) of duty hours around certain core hours of work. These states are Belgium, Canada, Estonia (on a temporary basis e.g. for illness or accident), Germany, Greece, the Netherlands, Portugal, Spain, Sweden and the United Kingdom. The United Kingdom records such arrangements on its central personnel management data system and uses the information to monitor the level of demand being put on service personnel.

Five states allow some form of part-time working or reduced duty hours. These are Belgium, Norway, Portugal, Serbia (exceptionally on health grounds), Spain and the United Kingdom. The UK is currently trialling the use of unpaid periods of leave to reduce the numbers of days worked.

Three states (Estonia, Norway and the United Kingdom) allow some form of telecommuting, however, Estonia only permits this on a temporary basis.

### **Family care**

Fourteen states make some sort of provision for service personnel to combine service life and the care of children, sick or elderly relatives. These are Albania, Armenia, Belgium, Canada, Denmark, Estonia, Germany, Greece, the Netherlands, Norway, Poland, Serbia (for parents with young children only) Spain and the United Kingdom.

Canada requires all service personnel to complete a Family Care Plan and lodge it with their commanding officer. This is not binding but provides information on what care will be needed/is



available for short-term emergencies or planned deployment. These plans are covered by Canada's Privacy Act.

Three states (Belgium, Denmark and Germany) grant guardians leave to care for children or sick relatives. In Belgium, this can take the form of temporary discharge for family reasons, or a maximum of two months of leave to care for a terminally ill relative. Denmark provides two days of paid leave per year for parents of children under seven, allows parents of children under 14 who are admitted to hospital time off with pay and allows parents of sick children paid leave for the first and second days of illness. Germany provides for up to three years unpaid leave (but with continued free medical care) for parents of children under 18 or, (on medical evidence), service personnel with another family member needing nursing care. Part-time and flexible working arrangements are also available in such circumstances.

Five states (Estonia, the Netherlands, Poland, Spain and the United Kingdom) have provisions for deferring the deployment of one parent, or transfer to another base, if both parents are scheduled to be deployed away from home at the same time. Albania, the Netherlands and Norway make provisions for financial assistance for additional expenses during deployment or (Albania and Norway) arrange a transfer if it involves a long commute.

Four states (Canada, Greece, the Netherlands and the United Kingdom) have specific provisions for the assistance of single parents, either permanently or temporarily: for example, if the spouse or partner is deployed. In the Netherlands, a single parent of a child under five years of age can request deferral of deployment. In Greece single parents do not perform night duty.

### **Day-care provision**

Seven states (Belgium, Canada, Greece, the Netherlands, Spain, Turkey and the United Kingdom) have day-care/kindergartens at some if not all military and MOD establishments. Spain has 25 day-care facilities offering 1,364 places for children of parents in the armed forces.

The United Kingdom offers vouchers in addition to paying for nursery provision off site. In Canada, the Military Families Resource Centre operates a day-care service in some establishments (for which parents pay) but provides some childcare, particularly for short-term emergencies.

### **Other**

Bosnia and Herzegovina has a project on mental health and psycho-social assistance. The United Kingdom has specially trained ante and post-natal Physical Training Instructors (PTIs) to help returning mothers to regain fitness.

**17. Please describe the formal and informal mechanisms available for servicewomen and servicemen to complain about gender-related harassment (including sexual harassment), discrimination, bullying, and/or abuse?**



27 out of 29 provided a response to this question. In most states the usual formal way to make an official complaint is to one's superior in the chain of command. However, many states have a variety of informal avenues or alternative means of making an official complaint. This could be through a central MOD-based body or externally to an Ombudsman or parliamentary commissioner. The variety of methods is captured in Table 8 below.

**Table 8: Mechanisms available to service personnel for making complaints about gender related harassment, bullying and/or abuse, by type of mechanism**

INTERNAL	EXTERNAL
INFORMAL	INFORMAL
<p>Belgium – Psycho-social prevention</p> <p>Bosnia and Herzegovina– Points of contact for gender</p> <p>Canada – Supervisor alternative dispute resolution (ADR), mediation &amp; note of dissatisfaction</p> <p>Denmark – Occupational health</p> <p>Estonia – Various health &amp; welfare services</p> <p>Germany – Military psychologists</p> <p>The Netherlands – Networks, counsellors mediation</p> <p>Norway – Various health &amp; welfare whistle-blowers' hotline</p> <p>Poland – informal resolution may be before making a formal complaint</p> <p>Serbia – Trusted colleagues &amp; mediators</p> <p>Sweden – Equal opportunity representatives each regiment</p>	<p>Denmark – Special counsellors</p> <p>Germany – Civilian psychologists</p> <p>UK – Service charities</p>



United Kingdom – Equality and advisers in units & service helplines	
<b>INTERNAL FORMAL (USUALLY CHAIN OF COMMAND)</b>	<b>EXTERNAL FORMAL</b>
Albania	Serbia – civil court Protection Order
Armenia	Turkey – Judicial authorities
Azerbaijan	
Belgium	
Canada	
Finland	
Germany	
Greece	
Latvia	
Lithuania	
Netherlands – MOD personnel	
Norway	
Poland- Personnel can bypass chain of command if their complaint concerns violations of personal dignity, physical integrity, mobbing <sup>3</sup> or sexual harassment	
Serbia – Personnel can bypass the chain of command if their complaint is about a superior	
Sweden – plus support from HR	

<sup>3</sup> Mobbing refers to bullying of an individual by a group.



<p>Switzerland</p> <p>The former Yugoslav Republic of Macedonia</p> <p>Turkey</p> <p>Turkmenistan</p> <p>Ukraine</p> <p>United Kingdom</p>	
<b>MILITARY POLICE</b>	<b>CIVIL POLICE</b>
<p>Armenia – Military Investigations Department</p> <p>Belgium</p> <p>Denmark</p> <p>Netherlands</p> <p>Norway</p> <p>Portugal</p>	<p>Belgium</p> <p>Finland</p> <p>Portugal</p> <p>The former Yugoslav Republic of Macedonia</p>
<b>INTERNAL OVERSIGHT/INVESTIGATION</b>	<b>EXTERNAL OVERSIGHT/INVESTIGATION</b>
<p>Armenia – Centre for Human Rights and Integrity – Hotline &amp; Military Prosecutor’s Office of The General Prosecutor’s Office</p> <p>Bosnia And Herzegovina – MOD Inspectorate</p> <p>Estonia – Inspector General</p> <p>Georgia – Gender Monitoring Group</p> <p>Germany – Points of contact on discrimination and violence</p>	<p>Armenia – Human Rights Defender</p> <p>Bosnia and Herzegovina– Parliamentary Commissioner for Armed Forces</p> <p>Canada – CAF Ombudsman &amp; Human Rights Commissioner</p> <p>Estonia – Chancellor of Justice &amp; Gender Equality; Equal Treatment Commissioner</p> <p>Germany – Parliamentary Commissioner for</p>



Latvia – MOD Inspector General	the Armed Forces
Lithuania – MOD Inspector General	Greece – Gender Equality Office
Montenegro – Co-ordinator on Gender Equality & Inspector 1 – Integrity Manager in Department for Inspection Supervision	Lithuania – Controller of Parliament; President of the Republic; MPs & other responsible officials/state institutions
Norway – Unions	Montenegro – Protector of Human Rights & Freedoms
The Netherlands – Central Organisation on Integrity, Inspector General & Committee to Address Complaints of Behavioural Misconduct	Norway – Parliamentary Ombudsman for the Armed Forces
Poland- MOD Complaints Department & MOD Representative for Women In Military Service	Sweden – Discrimination Ombudsman
Sweden - Unions	United Kingdom – Service Complaints Ombudsman
The former Yugoslav Republic of Macedonia – Ombudsman in Sector for Defence Inspection	
Ukraine – Hotline	
United Kingdom – Army Bullying Harassment and Diversity Team	

**18. What is the number of complaints of gender-related harassment, discrimination, bullying, and abuse in the armed forces received during 2016? Please disaggregate between anonymous and non-anonymous complaints if possible, and between complaints received from men and women. Has there been any significant change in the number of complaints in the last five years?**

All states but one answered this question. Twelve states said they had had no such complaints. Seven states said that they had no system for collecting such complaints, or that they could not currently access the system. One example is Canada, where a new system for collecting non-anonymous complaints is in the process of being developed. Armenia introduced a hotline in 2017 that will provide such data for 2017 and onwards. Ten states provided numbers of



complaints of bullying harassment and discrimination, although only five (Belgium, Denmark, Estonia, Germany and the United Kingdom) supplied this information by gender.

**Table 9: States that had no complaints or no data on complaints and the numbers of complaints by state and gender where this information is available (2016)**

No complaints	No data	State with complaints statistics	Complaints		
			Total	Women	Men
Albania	Armenia	Belgium	6	3	3
Azerbaijan	Canada	Bosnia and Herzegovina	1		
Greece	Finland	Denmark	13	13	
Kazakhstan	Georgia	Estonia	1	1	
Latvia	Sweden	Germany	128	115	13
Lithuania	Switzerland	Netherlands	64		
Montenegro	Turkmenistan	Norway	23		
Portugal		Poland	50		
Serbia		UK	182	64	118
The former Yugoslav Republic of Macedonia					
Turkey					
Ukraine					

Poland provided a detailed breakdown by types of behaviour (including stalking, violation or unlawful threat in order to coerce specific behaviour, rape, coercing the sexual intercourse on a subordinate, internet pornography, distribution of pornography, violation of employee rights, humiliation or insult of subordinate, violation of bodily integrity of subordinate and bullying of a subordinate), but unfortunately not disaggregated by gender.

Five states, (Germany, the Netherlands, Norway, the former Yugoslav Republic of Macedonia and the United Kingdom) referred to previous years' complaints data and two states (Canada and Sweden) referred to previous years' anonymous survey data. Most said there was little or no change. Germany said this was the case in 2012-2015 but explained the increase in 2016 (see below). Canada reported a downward trend but with caveats about whether this reflected a fall in incidence. Two states (Finland and Sweden) provided information on the level of incidents of such behaviour from other surveys, in the absence of complaint data. The UK, by hyper-link to the reports of their Service Complaints Ombudsman, also provided information on surveys of levels of incidence.



The responses highlight the importance of the armed forces having robust and reliable data collection systems, and ones that allow statistics to be disaggregated by sex. This was one of the early recommendations of the United Kingdom's external oversight body, accepted by the United Kingdom's MOD and armed forces. The improved data collection system which the MOD introduced in response to this recommendation has enabled the Service Complaints Ombudsman to track patterns in complaints over time, by service and by gender. In 2015, Germany introduced a new reporting system for the Internal and Social Situation of the Bundeswehr. This has enabled them to provide information on the gender of complainants and those complained about. In 2016, approximately 90 per cent of the victims of sexual offences and sexual harassment were women and 10 per cent were men, while 99 per cent of accused/perpetrators were men.

Armenia and Germany have recently introduced a new system, Canada and Norway are currently developing a new system and Sweden is considering doing so.

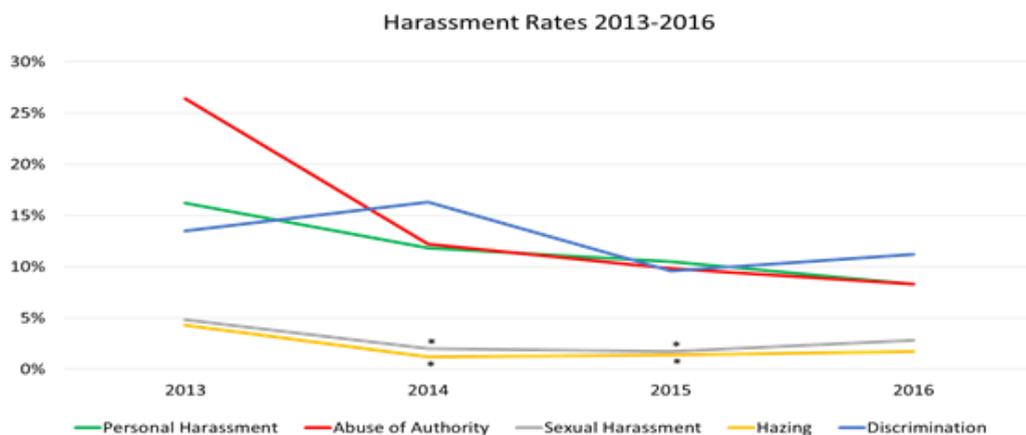
Accurate data enables the armed forces to assess the impact of systems and initiatives to reduce behavioural misconduct. Denmark said that it has experienced a considerable reduction in the number of cases involving sexual harassment and abuse since 2004, when an organization of special counsellors was introduced. However, as Canada warns, the number of complaints cannot and should not be relied upon exclusively. The number of complaints may fall for various reasons, including for example lack of confidence in the chain of command, which is something Canada has mentioned. Measures such as atmosphere or climate Surveys, which ask service personnel about their experience of bullying, sexual or other harassment, discrimination and other abuse, should also be undertaken to effectively gauge the situation in the armed forces.

The United Kingdom undertakes an annual (anonymous) attitudes survey of service personnel, which asks questions about the experience of improper behaviour, whether a complaint was made and the reasons for not doing so. Around 11 per cent of all service personnel annually report experiences of this category of abuse but fewer than 10 per cent make a complaint. In 2016, service personnel in the United Kingdom made 182 complaints of bullying, harassment and discrimination. Servicewomen made 64 of these complaints (35 per cent). Women made eight complaints of sexual harassment and men made seven. The data also shows that women were more than twice as likely to make a service complaint as men, and 43 per cent of all complaints by women were about bullying, harassment or discrimination, compared to 21 per cent of complaints by men. The published results of the United Kingdom's annual attitude survey are not disaggregated by gender.

Canada has anonymous survey data and has tracked harassment data from 2013 to 2016. However, the information in Diagram 13 is not disaggregated by gender.



**Diagram 13: Canadian armed forces' anonymous survey data (2013-2016)<sup>4</sup>**



The results of Finland’s (anonymous) atmosphere survey of hired employees<sup>5</sup> are disaggregated by gender and show a similar, if not worse, picture. In 2016, 26 women and 29 men reported that they had experienced sexual harassment. 26 women represent 12 per cent of the 219 professional servicewomen; whereas 29 men represent 0.4 per cent of 7,430 professional servicemen. 163 women and 289 men said they had experienced bullying, which is 74 per cent of professional servicewomen and 4 per cent of professional servicemen. Finland has a National Action Plan for Gender Equality and Non-Discrimination, which contains instructions on how to draw up local plans to explain how any problems in a unit have been dealt with and how to prevent harassment and bullying.

A recent study in Swedish regiments found 23 instances of gender related harassment during the last three years. A digital procedure and support structure for follow-up of gender related harassment is currently being investigated.

Two states (Germany and Poland) mentioned that members of the armed forces have a duty to report incidents of improper behaviour. Since 2015, members of the German Bundeswehr have been duty-bound to report cases of sexual harassment/discrimination in accordance with the General Equality Treatment Act and the Act on Equal Treatment of Female and Male Military Personnel. Together with the introduction of the new reporting system, Germany says this reporting duty accounts for a rise from 84 such cases in 2015 to 128 cases in 2016. Nevertheless, because the number of unreported cases is particularly high for sex offences, Germany set up the “Point of Contact for Discrimination and Violence in the Bundeswehr” scheme in 2017.

<sup>4</sup> Hazing refers to initiation rituals involving harassment, humiliation or abuse.

<sup>5</sup> In Finland’s response to the questionnaire, the term “hired personnel” refers to professional service personnel and does not include conscripts and women doing voluntary service.



Regulations in Poland impose a specific duty on “every soldier, superior and senior military officer in particular to prevent mobbing” alongside the general responsibilities of chiefs of military units for the monitoring and shaping of appropriate interpersonal relations in the military workplace environment. There are multiple channels for making a complaint, including speaking with one’s direct superior, contacting the MOD Complaint Department and the MOD representative for women in military service. If a complaint is handed to the wrong person, that person is obliged to forward it promptly to the competent authority. Commanders of units, upon receipt of a notice from the law enforcement authorities about the completion of preparatory proceedings against a soldier who has committed a violation of the law, have a duty to report the circumstances and effects of that incident to the immediate and higher superior officers. This information is also used to conduct periodic assessments and analysis of the state of military discipline. Fear that nothing will come of complaints is a key reason why service personnel do not make complaints about bullying, harassment or discrimination, according to the United Kingdom. The system in Poland seems well designed to tackle this problem, given the combination of duties and variety of bodies providing oversight.

The states that have provided numerical data are those that have multiple avenues for raising and resolving concerns, making and investigating complaints. Seven of ten have internal and/external oversight bodies. Conversely, three states (Azerbaijan, Latvia and Turkey) which report no complaints of bullying, harassment or discrimination, have only a single formal avenue for making complaints and no oversight body. Three states that have no data (Albania, Switzerland and Turkmenistan) have only one formal avenue for making a complaint.

**19. Please describe any strategies, policies, and/or training within the armed forces on gender-related harassment, discrimination, bullying, and/or abuse.**

Three states (Greece, Switzerland and Ukraine) have no strategies, policies or training on gender-related harassment, discrimination, bullying or abuse, and Kazakhstan provided no answer to this question.

A number of states mentioned specific policies on gender-related harassment, discrimination, bullying and abuse. Four states (Azerbaijan, Estonia, Poland and the former Yugoslav Republic of Macedonia) referred to the legal framework and regulations. Belgium has a policy on psychosocial stress, which is a responsibility of staff in the Well-being Department. Prevention methods include organizational measures, informing personnel of the policy and of the correct people to contact in the event of abuse, raising awareness and education. Canada’s policy – “Strong, Secure, Engaged” – includes commitments to eliminate harmful behaviours and ensure a work environment free from harassment and discrimination. The Danish Defence personnel and diversity policies emphasize that all personnel, including management, must behave respectfully towards each other. Finland, Norway and Sweden have policies of zero tolerance for bullying and sexual harassment, and Norway’s policy is specifically mentioned in both the armed forces and the defence sector’s mission statements. Portugal is preparing a new Common Code of Conduct and Georgia has developed a new handbook of complaints mechanisms and procedures.



Most of the states who answered this question provide anti-bullying or anti-harassment training. Some states, such as Poland and Serbia, referred to training in general terms e.g. regular or periodic training and education. Others gave more detail.

Six states referred to mandatory training on this subject, for example integrated into basic training for conscripts (Turkey), soldiers (Montenegro and Norway), officers and leaders (Norway), or for all personnel, as in Belgium, where an annual Joint Individual Common Core Skills training is organized. In Portugal, Sweden and the United Kingdom, mandatory training is specifically on equality and diversity. Portugal makes lectures on sexual harassment and abuse mandatory for all personnel. Sweden also makes a course on gender equality and anti-discrimination at work mandatory for all managers and equal opportunities representatives. The United Kingdom requires all service personnel to attend an annual training course on diversity and inclusion.

In four states (Albania, Lithuania, Norway, and Turkey) training on this subject is carried out within military units, either by the chain of command, who may have been trained by a specialist trainer, or by specialist trainers. In Albania, in all forces and units up to battalion level, commanders of units and personnel staff undergo train-the-trainer courses on this subject. Turkey trains their officers, who in turn train the NCOs, who then deliver the CIVIC training, a project that aims to raise the awareness of conscripts about such issues and to increase their sense of responsibility and sensitivity to make them responsible members of society. In Lithuania, periodic lectures are given on this subject but these do not address gender-specific aspects of abuse. Norway imposes a duty on commanders to undertake training on environment, health and safety (which includes the subject of abuse) and then to educate their personnel about the nature of sexual harassment and bullying.

Four states (Bosnia and Herzegovina, Germany, the Netherlands and the former Yugoslav Republic of Macedonia) mentioned that there are specialist bodies involved in delivering training. In Bosnia and Herzegovina, training is delivered periodically by gender trainers or points of contact with the commanders' approval. Germany's Leadership Development and Education Centre has a training board on diversity and has also trained trainers in inter-cultural competence. The Netherlands' Central Organization on Integrity delivers training to students and leaders, and organizes symposia on this subject. In the former Yugoslav Republic of Macedonia, specialized training has been delivered on communication skills in the working environment, mobbing and conflict resolution at work, ethics and integrity.

Armenia's Centre for Human Rights and Integrity Building has run several workshops in conjunction with the UN Population Fund for servicemen and servicewomen. Workshops have also been held in Poland focusing on resolution of conflicts as well as rights and duties.

Four states (Latvia, Montenegro, Portugal and the United Kingdom) mentioned that they provide training on UNSCR 1325 for all service personnel and/or pre-mission training.



Eight states referred to other strategies. Canada's strategy for tackling such abuse, named Operation Honour, is the result of an independent review in 2015 which found that having policies and training was insufficient to stop a sexualized and potentially harmful culture in the armed forces. The external review was led by former Supreme Court Judge, Justice Marie Deschamps, who found that the military ethos was founded on respect for dignity of all individuals and was embedded in policies and regulations. However, there was a disconnect between the high professional standards established by Canadian armed forces policies on inappropriate sexual conduct, including sexual assault and sexual harassment, and the reality experienced by many members of the armed forces on a day-to-day basis. Mandatory training on prohibited sexual conduct had had little impact on a sexualized culture and harmful environment. There was underreporting of incidents, influenced by a fear of consequences of doing so and deep mistrust that the chain of command would take any complaint seriously. The complaint system was complex and support for victims was patchy. The review made ten recommendations to drive culture change, which were accepted by the Canadian armed forces.

Operation Honour seeks to bring about a positive institutional culture change through four lines of effort: understanding the issue of harmful and inappropriate sexual behaviours; responding more decisively to incidents; supporting victims more effectively and preventing incidents from occurring. The Sexual Misconduct Response Centre has been established to provide information and support to victims as a first priority in the strategy of culture change. Other improvements include developing a better information management system – the integrated Complaint/Conflict Management Program – to capture, analyse and monitor occurrences.

Canada also sees recruitment of more servicewomen as part of its strategy, as evidence shows that, among other benefits, gender-based violence issues in the workplace decrease as participation of women increases.

Other States have similar strategies. Germany, which carried out a survey – “Truppenbild ohne dame” [A picture of troops without a lady] – in 2014 and is concerned about under-reporting of abuse, has seen an increase in the number of reported cases of gender-related harassment, discrimination and bullying cases since it established a new Reporting System for the Internal and Social Situation of the Bundeswehr in 2016. The new Point of Contact for Discrimination and Violence in the Bundeswehr, set up in January 2017, receives, analyses and uses information to identify potential structural deficiencies and initiate specific measures to prevent or correct them. The point of contact staff also co-ordinate and control reviews on a case by case basis so that necessary clarification, prosecution, protection and support can be initiated.

Three states (Finland, Norway and Sweden) have action plans that include this topic. (Training is the main focus in Sweden's Gender Equality Action Plan in this area.) Finland has a National Plan for Gender Equality and Non-Discrimination that aims to incorporate the principles of gender equality and non-discrimination into all planning, actions and leadership. Bullying and sexual harassment is strictly forbidden. Every administrative unit must also produce a local plan



to explain how the problems that have been experienced in the unit have been dealt with. The National Plan contains instructions on how to draw up local plans and how to prevent harassment and bullying.

In Norway, the armed forces have local action plans for attitudes, ethics and leadership, and unit commanders are obliged to educate their own personnel. Targets for reporting incidents of teasing, pestering and unwanted sexual attention have been introduced into the Chief of Defence's operating plan. Reports of bullying or unwanted sexual attention are to be reported to the MOD annually. A 24-hour hotline was opened in 2014 for counselling and to provide reports of violations including bullying and sexual harassment. The armed forces use these various reports together with the results of surveys, research and contact with institutions with expertise in this area, to map the frequency of cases of abuse. They hold managers and service personnel to account through systematic monitoring and follow-up of employee surveys. They are currently focusing on creating a new and improved questionnaire on bullying and sexual harassment.

In Poland, where the principle of responding to unequal treatment, discrimination, harassment and irregularities in interpersonal relations is referred to in the Code of Ethics of Soldiers and Civilian personnel of HQ of Polish Armed Forces, there is also accountability by way of upward reporting. As previously mentioned, commanders of military units have a military duty to report on incidents and military offences to the higher superior in the chain of command.

Upward reporting is an important and useful tool. Basing any strategy on sound information, both quantitative and qualitative, also seems essential. Albania has annual studies on women's role in their armed forces, two study projects on gender self-assessment in the armed forces as well as two surveys on recruitment and promotion.

**20. Is sexual and gender-based violence by a member of the armed forces against another member of the armed forces subject to civil or military prosecution?**

In eleven states (Albania, Estonia, Finland, Georgia, Lithuania, Norway, Portugal, Sweden, Turkmenistan, Turkey and Ukraine) such violence by one member of the armed forces against another member of the armed forces is subject to civil prosecution only, although it may also be the subject of disciplinary action. In Albania, in addition to a civil prosecution, such violence also contravenes the labour code.

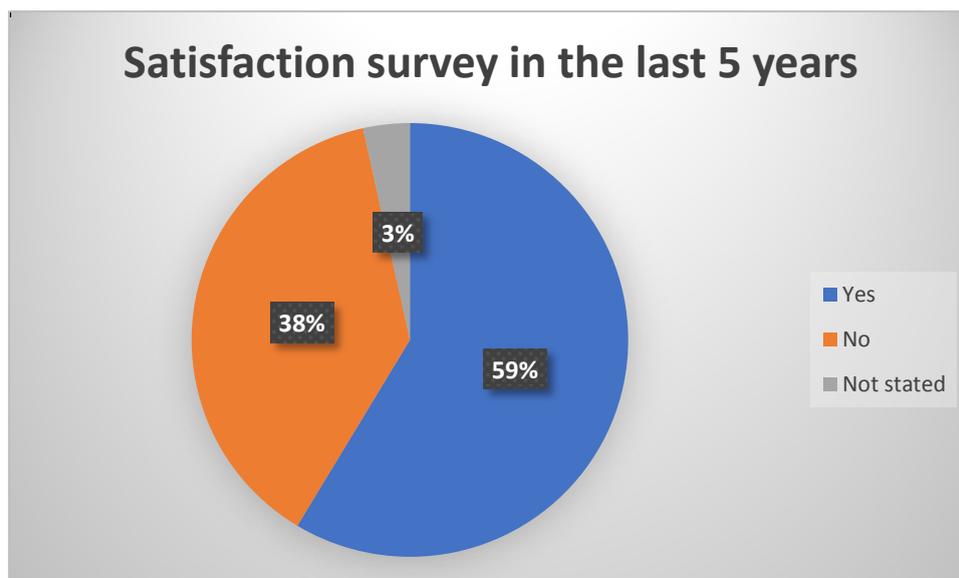
In six states (Armenia, Azerbaijan, Denmark, Latvia, Montenegro, and Switzerland) such violence is subject to military prosecution only. In nine states (Belgium, Canada, Greece, Germany, the Netherlands, Poland, Serbia, the former Yugoslav Republic of Macedonia and the United Kingdom) such violence may be prosecuted through either the civil or the military criminal system, although in some states, the military police will undertake the preliminary investigation. In Poland such violence also contravenes the labour code.



**21. Have you surveyed the satisfaction of servicewomen and servicemen in the last five years? If so, please give a brief summary of any significant differences in responses between women and men.**

Seventeen states have conducted, or are currently conducting satisfaction surveys, of servicewomen and servicemen in the last 5 years. All but two states (Serbia and Turkey) had data disaggregated by gender. Latvia's survey was underway and the results of three surveys (Norway, Spain and Turkmenistan) were not available. Eleven states had not yet conducted such a survey, although two (Georgia and Albania) planned to do so shortly. Georgia's survey will take place in 2018. Two states (Azerbaijan and Montenegro) had undertaken research regarding the position of servicewomen and servicemen, for example reviewing institutional mechanisms and by talking to service personnel on visits and other climate assessment activities. However, they had not surveyed the satisfaction of service personnel in an organized study. Kazakhstan did not answer this question.

**Diagram 14: Percentage of states who have had satisfaction surveys in the last five years**



Two states (Poland and Turkey with regard to the Turkish Coast Guard) reported no differences in responses between servicewomen and servicemen. Ten states reported differences between servicewomen and servicemen.

In two states (Canada and the Netherlands) women were more satisfied than men with their working conditions including pay, postings and the level and quality of the resources provided. Ukraine also reported that servicewomen gave financial and social security as the reason for joining the military more frequently than servicemen did. Both Canada and the Netherlands also reported that women were more satisfied than men with work/life balance.



In four states (Armenia, Canada, Denmark and Portugal) women were more satisfied than men with the career opportunities in the armed forces. In two states (Estonia and Finland) the opposite was the case. In the case of Canada, Denmark, Portugal and Finland, these findings seem to correlate with information provided about promotion rates in these countries (see Diagrams 7, 8 and 9 above). There does not appear to be a similar correlation in the case of Armenia and Estonia.

In three states (Canada, Denmark and Estonia) women were more proud of their service and had a more positive work attitude than men. Women were less proud of their service than men in Germany, although the percentage of those who were proud of their service was still high, at 77 per cent of servicewomen and 84 per cent of servicemen. In the same survey, servicewomen were slightly less likely to see themselves as a valued part of their team, or to be given meaningful tasks, and women were more likely to say that their expectations of military life had not been met.

In four states (Canada, Finland, the Netherlands and Sweden) women reported higher levels of experience of discrimination/unacceptable behaviour/lack of respect from seniors and peers.

**22. What is the percentage of female medical staff (including medical doctors, nurses, etc.) serving in the armed forces?**

There is a broad range across the states with regard to female representation among military medical staff. For example, in Latvia servicewomen make up 75 per cent of all military medical personnel<sup>6</sup>, whereas in Azerbaijan women make up 0.6 per cent of Officers and Warrant Officers (WOs) working in the medical sphere.

In eleven of the 19 states that submitted responses, servicewomen made up between one-quarter and half of all military medical personnel. In six states women represented between half and three quarters, and in only two states did women make up less than one quarter of all military personnel.

**Table 10: Percentage of medical personnel who are women by state**

State	% of military medical staff who are women
Albania	57
Armenia	8.9
Azerbaijan	0.6

<sup>6</sup> Latvia has 134 female medical staff out of a total of 178 medical staff, but the total figure includes 45 civilian staff, the gender of whom is not given. The percentage of military medical staff who are servicewomen may therefore be different.



<b>Belgium</b>	<b>38</b>
<b>BiH</b>	<b>38.8</b>
<b>Canada</b>	<b>47.3</b>
<b>Denmark</b>	<b>34.9</b>
<b>Estonia</b>	<b>44</b>
<b>Finland</b>	<b>65</b>
<b>Georgia</b>	<b>56.5</b>
<b>Germany</b>	<b>44</b>
<b>Greece</b>	<b>50</b>
<b>Latvia</b>	<b>75</b>
<b>Lithuania</b>	<b>53</b>
<b>Montenegro</b>	<b>52.5</b>
<b>Netherlands</b>	<b>34</b>
<b>Norway</b>	<b>34</b>
<b>Poland</b>	<b>28</b>
<b>Portugal</b>	<b>33.7</b>
<b>Serbia</b>	<b>40</b>

A few states provided information in a different way or in more detail without giving an overall percentage. For these reasons, the information they have given is not included in table 10.

In Kazakhstan, 2,000 servicewomen are medical personnel but there is no information on the total number of military personnel or on servicewomen who are medical staff.

In Spain, servicewomen make up 24 per cent of the medical corps and 33 per cent of the nurse corps. In Ukraine, servicewomen make up 30 per cent of all officers who are medical personnel (36 per cent of doctors), and 81 per cent of all privates and NCOs who are medical personnel (94 per cent of nurses and 59 per cent of paramedics). In Greece the percentage of female medical staff is 50 per cent in the army, 46 per cent in the navy and 51 per cent in the air force.

In Poland, servicewomen make up 28 per cent of all medical personnel and 11 per cent of servicewomen are medical staff. In Switzerland, medical staff account for 52 per cent of all women who serve in the Swiss Armed Forces. In Turkey, female medical personnel account for 7 per cent of all Turkish military personnel, male and female. Albania provided the percentage of medical staff who are women and reported that female medical staff represented 12 per cent of all military personnel.



Three states (Kazakhstan, Turkmenistan and the United Kingdom) did not provide information in answer to this question.

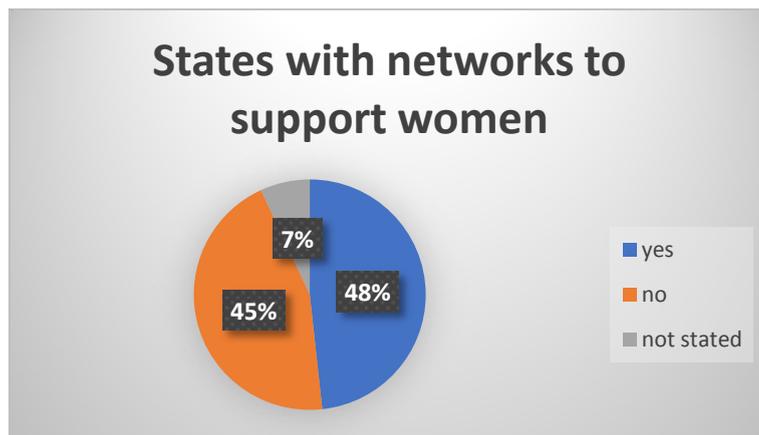
**23. Is there any network to support women in the military (e.g. women's networking groups, female staff associations, contact points)? Please explain.**

Fourteen states (Armenia, Bosnia and Herzegovina, Canada, Denmark, Georgia, Germany, Montenegro, the Netherlands, Norway, Poland, Portugal, Spain, Sweden and the United Kingdom) have networks of varying types to support women in the military. These include centrally based entities with mandates to support servicewomen and to report and advise on working conditions and barriers (Armenia, Canada, Poland and the Portuguese Navy); networks/support groups run by servicewomen themselves, (the Netherlands, Denmark, Portuguese Air Force, Spain, Sweden and the United Kingdom); points of contact/gender advisors (Bosnia and Herzegovina, Georgia and the Portuguese Army); and systems for providing mentors (Denmark and Germany).

In addition, Ukraine has a working group to implement UNSCR 1325, which is made up of 26 representatives of structural divisions of the MOD, general staff of the armed forces and representatives of civil society.

Thirteen other states do not have any such network. Kazakhstan did not provide information in answer to this question.

**Diagram 15: Percentage of States who have networks to support servicewomen**



Examples of different models are set out below. The centrally based support mechanism and points of contact provide a means of passing information to servicewomen but also enabling servicewomen to provide practical information to policymakers to inform the development of policies.



- Armenia’s Centre for Human Rights and Integrity Building, based in the MOD, provides a hotline for calls, organizes fact-finding visits to military units, and meets with servicewomen to explore impediments to advancement and ways of addressing them.
- Canada’s Defence Women’s Advisory Organisation is open to women and men in the Department of National Defence and the Canadian Armed Forces. Its purpose is to assist in resolving any systemic issues that prevent women from reaching their full potential. As well as providing servicewomen with opportunities to interact with leaders, colleagues and subordinates, it also provides a feedback mechanism and opportunities to influence policy and project development.

Networks fulfil similar functions but also provide support for professional (and personal) development, access to role models and career guidance. Some have automatic membership, as in Norway, whereas other networks are for particular ranks. For example, there is a network for women officers in Montenegro and for servicewomen at the beginning of their careers in Sweden. Many of these networks organize conferences or provide other opportunities for servicewomen to meet as a group.

- In Portugal, each service has its own network. The Portuguese Navy has had a permanent advisory/consulting team to the Chief of Naval Personnel since 2008, working on matters related to women in the military, together with the Gender Perspective Office of Personnel Naval Command. It provides information to women and men on such matters as gender-based discrimination, working conditions and parental leave. The Portuguese Army has a network of points of contact in all main parts of the command structure. The Portuguese Air Force has had an Air Force Women’s Networking Group since 1993.
- In the United Kingdom, each service also has its own network, suited to the nature of the service. The Royal Air Force has an online network with over 2,300 members. Each network shares the same aims, i.e. to support members’ professional and personal development, to attract, retain and develop female talent, to increase access to female role models, facilitate a mutual support mechanism and encourage inclusive leadership across the organization. In addition, there are also “gender champions” at senior levels in all three services, and in the MOD. The Vice Chief of Defence Staff is the most senior Gender and Women Peace and Security champion. He leads the gender champions and is driving change across the organization.
- Sweden’s network, called NOAK, which was originally set up as a support group for women officers, is now open to women and men of all ranks. It supports networking, holds conferences and working groups, lobbies and works on regimental management. The Swedish Armed Forces supports the network financially and consults it as a special interest partner on issues regarding equal rights and gender equality.



- The Dutch network also provides support to servicewomen and the Netherlands Armed Forces, particularly with regard to informal mechanisms for dealing with incidences of gender discrimination, harassment, bullying or other improper behaviour. Members of the network are specifically informed about the professional help and formal mechanisms that are available, but can also act as trusted colleagues (different from confidential counsellors) to help manage feelings about incidents.

Two states (Denmark and Germany) have introduced mentoring schemes for all service personnel but started with servicewomen.

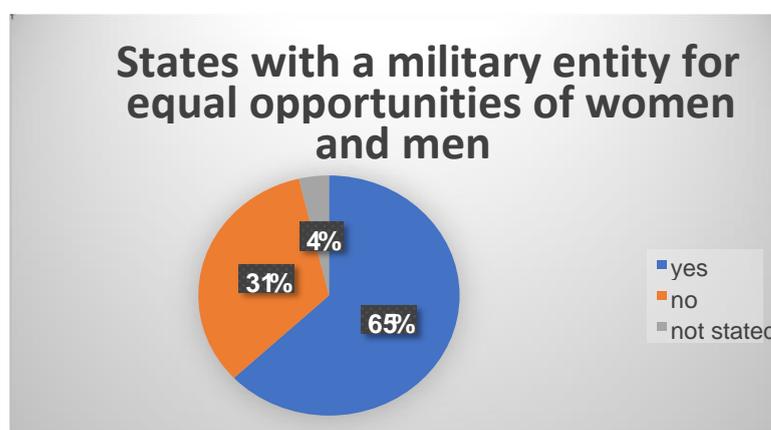
As well as having a network for servicewomen, Denmark established a mentoring system for female voluntary conscripts in 2013, which was extended to male conscripts in 2016. It also provides opportunities for mentoring, on a voluntary basis, to other members of the armed forces.

Germany introduced a Bundeswehr-wide mentoring scheme in 2016 but decided to run the first round of the three-year pilot phase exclusively for female target groups, in view of women's underrepresentation. This pilot phase is also intended to support the primary objective of ensuring equal participation of women and men in career paths and to open up development opportunities based on equal opportunities for all.

**24. Is there a military entity that deals with the equal opportunities of men and women in the armed forces? Please explain.**

Nineteen states have an entity within their armed forces and/or MOD that deals with equal opportunities for women and men in the armed forces. Nine states have no such entity, although several mention the responsibility of the chain of command to ensure equality of opportunity. Kazakhstan did not provide information in response to this question.

**Diagram 16: The percentage of all states that have a military entity that deals with equal opportunities of women and men in the armed forces**





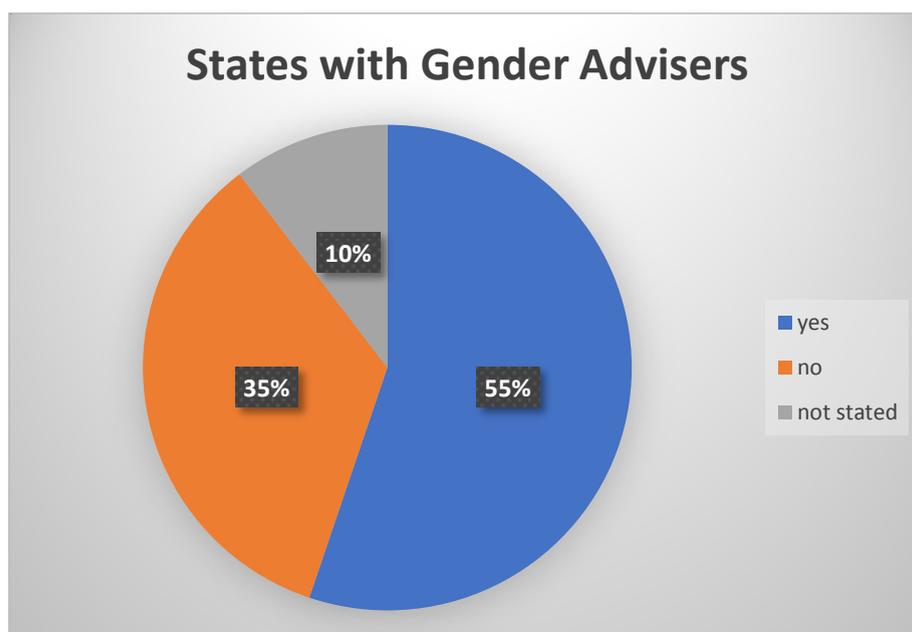
In seven states (Armenia, Belgium, Georgia, Germany, Lithuania, Poland and Ukraine) this entity appears to be located in the MOD. In seven states (Canada, Denmark, Estonia, Finland, Greece, Norway and Sweden) the entity is located within the armed forces, usually at strategic level within Defence Command. Four states had either entities within both the MOD and the armed forces (the Netherlands and the United Kingdom) or a joint entity (Portugal and Spain). Portugal and Spain have teams made up of military and MOD representatives.

In three states (Georgia, Poland and Spain) the entity reports directly to a minister. In Georgia the Gender Monitoring Group, established in 2014, which monitors strategy implementation and studies the gender situation in the armed forces, reports to the Deputy First Minister. In Poland the Chairwoman of the Council for Women in Polish Armed Forces is the Plenipotentiary of the Minister for the Women's Military Service. Spain's Military Observatory for Equality between Women and Men in the Armed Forces, established by Regulation in 2011, acts as an Advisory Board to the Undersecretary of Defence.

**25. Are there trained gender advisers in the armed forces? Please explain.**

Sixteen states have trained gender advisers (GENADs) and Denmark, Finland, the Netherlands, Norway, Spain and Sweden provide training internationally on this subject. Eleven states do not have GENADs and two states (Poland and Kazakhstan) did not provide answers to this question.

**Diagram 17: The percentage of states with trained gender advisers in the armed forces**





Some of the 16 states which have GENADs also have personnel who have completed the Gender Train-the-Trainers course (GTTC), have trained Gender Focal Points (GFPs)<sup>7</sup> and use Female Engagement Teams (FETs) in operations.<sup>8</sup> A summary of the position of each of these states is given below.

- Belgium: 16 GENADs in Information Operation Group. None deployed in a pure GENAD position so far.
- Canada: 3 GENADs – one at strategic and two at operational level. All trained at the NATO School of Excellence on Gender in Sweden. Additionally, the Department of National Defence (MOD) and Canadian Armed Forces have a director in charge of their National Action Plans and use the Gender Based Analysis plus tool.
- Denmark: Five GENADs – one at the Plans - Co-ordination and Policy Staff, one appointed to the Nordic Centre for Gender in Military Operations (NCGM) and three at the Defence Command Denmark, where there are also three gender field advisers and five advisers who have received the GTTC. Defence Command Denmark participates in the Nordic GFP course in co-operation with NCGM.
- Finland: In international crisis management and peacekeeping operations.
- Georgia: 40 in total, with two in each Brigade, (one man and one woman).
- Lithuania: One woman has completed the GENAD course and one man has completed the GTTC course at NCGM. Before deployment, every soldier receives training on the implementation of UNSCR 1325. Five women FETs have received training in the ISAF mission area.
- Montenegro: Six regional trainers for gender equality in military operations (two women and four men) and from November 2017, one GENAD at strategic level.
- The Netherlands: The appointment of GENADs was continued for the Resolute Support Mission in TAAC-North.<sup>9</sup> In 2016, two female GENADs were deployed for six months each in Mazar-i-Sharif for operations and visited female members of the Afghan

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<sup>7</sup> Training courses on gender are provided internationally by the Nordic Centre for Gender in Military Operations, which is designated as NATO Department Head for Gender, by the Netherlands and Spain in a bilateral initiative “Gender in Operations” which has been certified by the European Security and Defence College and by Sweden through the Swedish Armed Forces International Centre, Swedint.

<sup>8</sup> Female Engagement Teams are teams of military personnel, who may be women or men, trained specifically to engage with female civilians in areas of operations. In some operations, for social, cultural and religious reasons it is more effective to use female military personnel in these roles.

<sup>9</sup> Resolute Support is a NATO led non-combat mission, whose primary focus is to train, advise and assist the Afghan National Defence and Security Forces and security related institutions. Its purpose is to help the Afghan security forces and institutions develop the capacity to defend Afghanistan and protect its citizens in a sustainable manner. See: [www.rs.nato.int](http://www.rs.nato.int)



National Security Forces and civil organizations. The practice of sending one man GENAD accompanied by one woman GENAD is currently under consideration.

- Norway: One GENAD in the defence staff. A number of other subject matter experts serve in the armed forces but not as GENADs.
- Portugal: 11 trained GENADs – two in the Armed Forces General Staff, three in the Navy, two in the Army and four in the Air Force. The GENADs attended the European Union course “A comprehensive approach to gender in operations” at the European Security and Defence College in Madrid, Amsterdam and The Hague.
- Serbia: Trained GENADs are embedded in operational units of the Serbian Armed Forces. Advisers to commanders of national contingents in multinational operations were trained in courses on “Gender in multinational operations”, organized by the Centre for Peacekeeping Operations at Joint Operational Command of the General Staff of the Serbian Armed Forces.
- Spain: Has GENADs and delivers national and international training for GENADs. The “Gender Advisor in Operations” course has been delivered annually for six years to more than 200 Spanish military (mostly officers) who will be deployed to every kind of international mission. Since 2011, Spain (in conjunction with the Netherlands) has run the course “A comprehensive approach to gender in operations” 13 times, and delivered it to more than 650 participants (military and civilian) from more than 27 countries. This course has also been delivered eight times to more than 250 students from 20 different African countries with the support of U.S. Africa Command. In 2016 the EU Military Committee appointed the Spanish MOD office of Gender Training in Operations as the EU Discipline Leader for Gender Military Training.
- Sweden: Has GENADs functioning as strategic support in tactical matters regarding gender in operations. Also provides international courses for GENADs through Swedint and the NCGM
- Turkey: Has GENADs and personnel with GTTC certificates.
- Ukraine: During 2017, two servicewomen completed the NATO GENAD course in Sweden, organized by NCGM.
- United Kingdom: Eight GENADs and a larger pool of GFPs, deployed on missions as the need arises, e.g. recently to the United Nations Organization Stabilization Mission to Democratic Republic of the Congo. The United Kingdom is currently developing its own

GENAD course with the help of NCGM and plans to greatly increase its number of GENADs. GENADs have attended a variety of courses offered by the Swedish Armed Forces International Centre, Swedint, the UK Stabilisation Unit, the Nordic Centre for Gender in Military Operations, NCGM, the UN Protection of Civilians through the Nordic Defence Co-operation Organization NORDEFECO<sup>10</sup> and other Allies Command Operations online training courses. Approximately 50 GFPs have been deployed since 2014 to support exercises, pre-deployment and other training.

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<sup>10</sup> NORDEFECO has 5 members, Denmark, Finland, Iceland, Norway and Sweden.



Although Germany does not have gender advisers, gender awareness is an integral part of their Foreign Area Specialists (FAS) role. Some personnel in the FAS section have been trained at NCGM and within the Bundeswehr. The FAS section also supports integration of gender aspects into mission-oriented training and regular training of military, police and civilian personnel.

**26. Is there any specific support that ODIHR could provide on the topic of gender in the security sector to your participating State? Please provide details.**

Eleven states responded to this question with ideas for sharing of information, good practices and expertise, and for training and models/tools to improve their policies and practices in the future. These are set out below.

**Albania**

- Assistance in training activities to establish a specific structure to cover all gender issues.
- Assistance and support with training of personnel who deal with complaints, and with the handling and monitoring of gender issues.

**Armenia**

- Support in strengthening and developing institutional mechanisms.

**Bosnia and Herzegovina**

- Satisfaction survey to see if there are any differences between responses of men and women.

**Georgia**

- Best practices regarding complaints mechanisms.
- Gender and Security Sector Reform Toolkit.
- Importance of recruiting, retraining and promoting women in the security sector.

**Lithuania**

- Support on the topic of gender in the security sector e.g. conferences, seminars or training, to learn about good practices of other countries and their lessons learned.

**Montenegro**

- Assistance with further training for their six regional trainers for gender equality in military operations to gain new knowledge related to the implementation of the gender perspective and UNSCR 1325 in the armed forces and in military operations

**Norway**

- Access to aggregate data from the questionnaire.
- Suggestions on what a gender audit would entail to help their own benchmarking.



#### Portugal

- Sharing best practices on this matter.
- Support in the formation and training of specialists.

#### Sweden

- Knowledge transfer, international networks and co-operation in the field of gender equality.

#### The former Yugoslav Republic of Macedonia

- Training and improvement of gender trainers for the purpose of easier recognition of gender discrimination and gender-based harassment.
- Organizing joint activities with neighbouring countries to foster better communication and exchange experiences.
- Training on measures and activities undertaken to protect individuals who have reported gender related harassment, discrimination, bullying and/or abuse, as well as measures taken against the perpetrator of the incident.
- Training for gender advisers for the MOD.

#### Turkey

- Sharing results of the questionnaire to assist further development.
- Sharing best practices and new regulations about gender in the security sector and inviting Turkish Armed Forces to personnel training, workshops, meetings and similar events.



## APPENDICES

### APPENDIX 1 – ODIHR’S QUESTIONNAIRE TO THE PARTICIPATING STATES ON WOMEN IN THE ARMED FORCES IN THE OSCE REGION

#### Legislation and policy framework

1. Have there been any specific policies and/or legislation (including secondary legislation) related to women’s service in the Armed Forces adopted in the last 10 years (or under discussion now)? If so, please provide details.
2. Does national legislation concerning gender equality, sexual discrimination or equal pay apply without restriction to the Armed Forces? If there are restrictions, please describe them.
3. Are there any restrictions on the inclusion of women in the Armed Forces? Are there positions or units women are excluded from?
4. If women are excluded from any positions or units, what are the reasons for this exclusion?

#### Recruitment and advancement

5. Are enlistment requirements in the Armed Forces different for women and men; for example as regards physical fitness requirements or physical characteristics?
6. Please give the percentage of female and male applicants to the Armed Forces – received and recruited.
7. Are there any laws or policies that set minimum or maximum targets for recruitment of women in any positions or units?
8. Are there any policies (including legislation and guidance) that promote the recruitment of women in the military (for example, training of recruiters and promotion boards on unconscious bias and gender stereotypes; recruitment campaigns targeting women; job descriptions encouraging women to apply; mandatory presence of women on the recruitment panels)?
9. What is the number and percentage of male/female active duty military personnel in the Armed Forces? Please provide data for each service (land, air, navy and others) and for each rank.
10. What were the percentages and numbers of female personnel deployed in military operations (3 months or longer), in the last 5 years?
11. Please give percentages of women and men who received a promotion in 2016.



### **Conditions of service and retention**

12. Are there differences in the average length of service of women and men? Please explain.
13. What are the most frequently recurring reasons given by women and by men for leaving the Armed Forces?
14. How are military equipment (e.g. tanks, aircraft, and submarines), military facilities and military uniforms adapted for women and men? Please provide details.
15. Are there differences between salaries and benefits of servicemen and servicewomen? Please explain.
16. What provisions for family-friendly work and work/life balance, such as parental leave, are in place for the military personnel?
17. Please describe the formal and informal mechanisms available for servicemen and servicewomen to complain about gender related harassment (including sexual harassment), discrimination, bullying and/or abuse?
18. What is the number of complaints of gender related harassment, discrimination, bullying and abuse in the Armed Forces received during 2016? Please disaggregate between anonymous and non-anonymous complaints if possible, and between complaints received from women and men. Has there been any significant change in the number of complaints in the last 5 years?
19. Please describe any strategies, policies and/or training within the Armed Forces on gender related harassment, discrimination, bullying and/or abuse?
20. Is sexual and gender based violence by a member of the Armed Forces against another member of the Armed Forces subject to civil or military prosecution?
21. Have you surveyed the satisfaction of servicemen and servicewomen in the last 5 years? If so, please give a brief summary of any significant differences in responses between men and women.
22. What is the percentage of female medical staff (including medical doctors, nurses, etc.) serving in the Armed Forces?
23. Is there any network to support women in the military (e.g. women's networking groups, female staff associations, contact points)? Please explain.
24. Is there a military entity that deals with the equal opportunities of men and women in the Armed Forces? Please explain.
25. Are there trained gender advisers in the Armed Forces? Please explain.
26. Is there any specific support that ODIHR could provide on the topic of gender in the security sector to your participating State? Please provide details.



## APPENDIX 2 – LIST OF OSCE PARTICIPATING STATES WHICH RESPONDED TO THE QUESTIONNAIRE

The following participating States sent answers to the Questionnaire:

1. Albania
2. Armenia
3. Azerbaijan
4. Belgium
5. Bosnia & Herzegovina
6. Canada
7. Denmark
8. Estonia
9. Finland
10. Georgia
11. Germany
12. Greece
13. Kazakhstan
14. Latvia
15. Lithuania
16. Montenegro
17. Netherlands
18. Norway
19. Poland
20. Portugal
21. Serbia
22. Spain
23. Sweden



24. Switzerland
25. The former Yugoslav Republic of Macedonia
26. Turkey
27. Turkmenistan
28. Ukraine
29. United Kingdom

**Additionally, three participating States have responded saying they have no armed forces. These are: Lichtenstein, Monaco and San Marino.**



### APPENDIX 3 – TABLE SHOWING YES ANSWERS AND NOT STATED IN RESPONSE TO 17 QUESTIONS

The table below gives an overview of states' answers to questions to which there is a simple yes/no response. Those states which responded yes to questions with a yes/no answer are marked with a cross (X). A lack of answer to a question is marked with a zero (0). A lack of any marking means the answer to that question is no.

Answers that denote action to promote women's representation in the armed forces are shown in green capitals. Answers that denote potential barriers are shown in red. The aim of the table is to give a snapshot of actions to promote women's participation being taken in OSCE participating States that responded to the questionnaire. However, it gives only a partial picture and should be read in conjunction with other information provided in this report which gives context, detail and more qualitative information about activities being undertaken in participating States.

Question/ State	1	2	3	5	7a	7b	8	12	14a	14b	14c	15 <sup>11</sup>	20a	20b	21	23	24	25
Albania		X		X	X						X		X		X			
Armenia	X		X	X	X		X			X	X			X	X	X	X	
Azerbaijan	X	X	X	X							X			X				
Belgium	X	X		X						X	X		X	X			X	X
Bosnia & Herzegovina	X	X		X			X				X					X		
Canada	X	X				X	X	X	X		X		X	X	X	X	X	X
Denmark	X	X					X			X	X			X	X	X	X	X
Estonia	X	X		X		X	X			X	X		X		X		X	
Finland	X	X					X			X	X		X		X		X	X
Georgia				X									X			X	X	X
Germany	X	X				X	X		X		X		X	X	X	X	X	

<sup>11</sup> A yes answer to this question would constitute a barrier to women's equal participation in the Armed Forces. All States answered No.



Greece		X	X	X						X	X		X	X	X		X
Kazakhstan		X	X	0	0	0	0			0	0		0	0	0	0	0
Latvia		X		X						X			X	X			
Lithuania	X	X		X			X		X	X		X				X	X
Montenegro	X	X		X		X		X	X	X		X		X		X	X
Netherlands	X	X		X		X			X	X		X	X	X	X	X	X
Norway	X	X		X		X				X		X		X	X	X	X
Poland	X			X		X	0		X	X		X	X		X	X	0
Portugal	X	X		X					X	X		X		X	X	X	X
Serbia	X	X							X	X		X	X	X			X
Spain	X	X		X		X			X	X		0	0		X	X	X
Sweden	X	X			X	X	X	X		X		X		X	X	X	X
Switzerland		X											X				
The former Yugoslav Rep. of Macedonia		X				X			X	X		X				X	
Turkey	X	X	X	X	X		X		X	X		X		X			X
Turkmenistan		X										X					
Ukraine	X	X	X	X			X					X		X		X	X
UK	X	X	X	X		X	X	0	X	X	X		X	X	X	X	X

**Table showing States who answered yes to questions with a yes/no answer. (N/a indicates a question to which the question elicited information, not simply yes/no):**

1. Any legislation or policies in last ten years
2. Does national equality law apply
3. Are there any restrictions on women's service in your Armed Forces



4. N/A
5. Are enlistments requirements different for women
6. N/A
7. Are there any a: maximum or b: minimum targets
8. Any policies that promote the recruitment of women
9. N/A 10. N/A
11. N/A
12. Are there differences in the length of service
13. N/A
14. Are military a: equipment b: facilities or c: uniform adapted for women
15. Are there differences between salaries and benefits of servicemen and servicewomen
16. N/A
17. N/A 18. N/A
19. N/A
20. Is sexual violence subject to a: civil prosecution b: military prosecution
21. 21. Any satisfaction surveys in the last five years
22. N/A
23. Any women's networks
24. Any Military/MOD entity that deals with equal opportunities
25. Any Gender Advisors
26. Any need for ODIHR support

**Key: x = yes; 0 = no answer provided; Green capital "X" denotes policies that promote women's representation in the Armed Forces; and red "x" denotes policies that may create barriers to women's representation in the Armed Forces.**



### **Dr. Susan Atkins' Biography**

Dr. Susan Atkins was the first Service Complaints Commissioner for the UK Armed Forces (the independent oversight body), from 2007-2015. She had previously set up the Independent Police Complaints Commission for England and Wales, as its first Chief Executive Officer. A qualified lawyer, she was a law academic for over 11 years, specialising in gender equality law. As a senior civil servant, she held a number of policy development roles dealing with equality, criminal justice and human resources issues. As Director of the Women and Equality Unit, she was the most senior policy adviser, co-ordinating policy on equality across government. She had previously been Deputy Chief Executive and Acting Chief Executive of the Equal Opportunities Commission, the gender equality body for Great Britain. She now holds a variety of advisory positions including membership of the Independent Advisory Panel for the Royal Military Academy Sandhurst and of the Independent Advisory Board for the Centre for Women, Peace and Security at the London School of Economics. Dr Atkins was made a Companion of the Order of the Bath by Her Majesty Queen Elizabeth II in 2014 in recognition of her public service.