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WOMEN IN
INTERNATIONAL
SECURITY BRUSSELS

The Role of Women in CSDP Missions and Operations

17 May 2019

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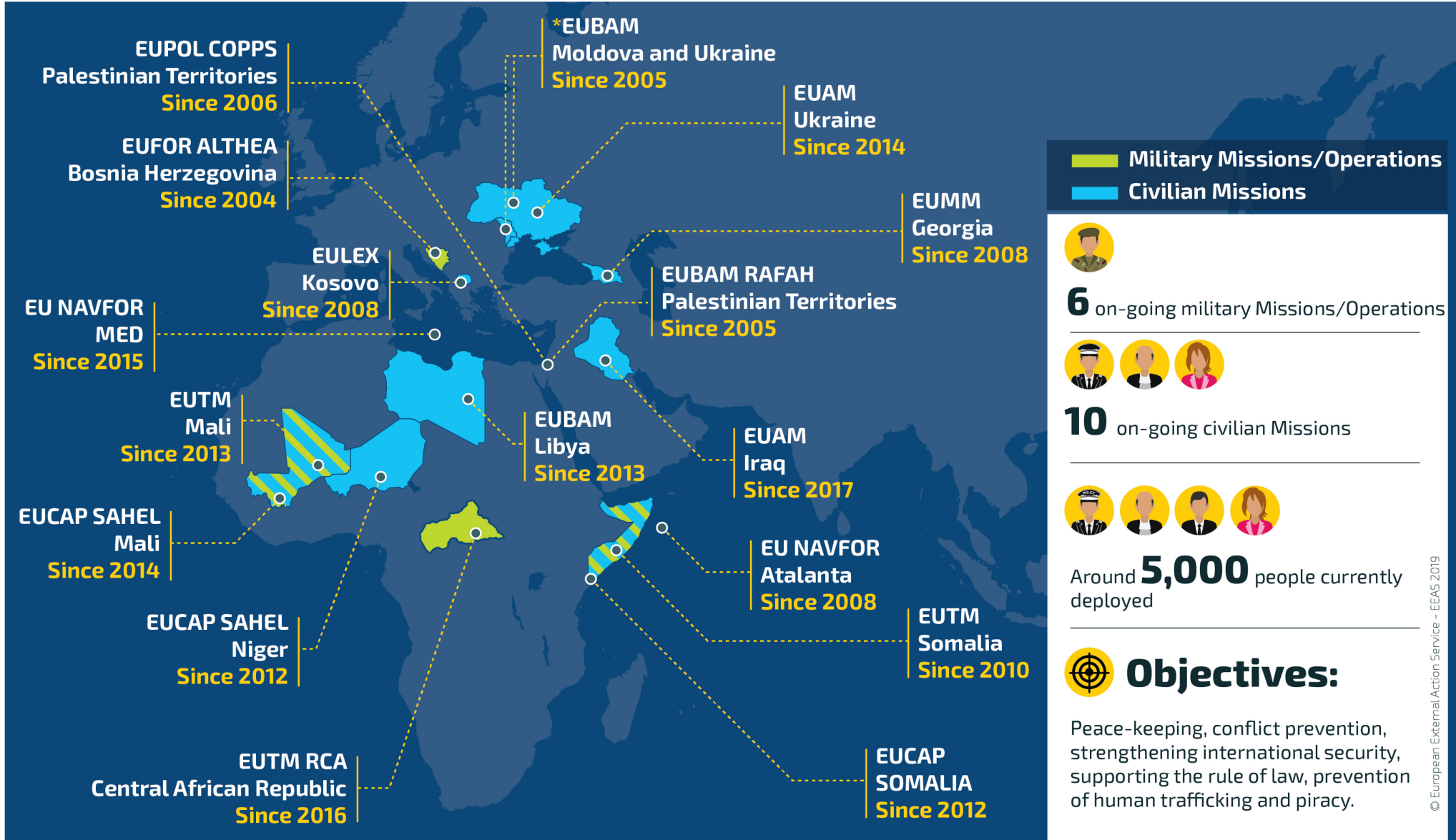
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I. Introduction

- Increasingly difficult security environment of the EU
- EU Global Strategy (2016): EU's importance as foreign and security policy player is growing
- CSDP missions and operations are one of the most visible tools of external action
 - should mainstream human rights and gender throughout their work



EUROPEAN UNION CSDP MISSIONS AND OPERATIONS 2019



6 on-going military Missions/Operations

10 on-going civilian Missions

Around **5,000** people currently deployed

Objectives:

Peace-keeping, conflict prevention, strengthening international security, supporting the rule of law, prevention of human trafficking and piracy.

*This Mission is not managed within CSDP structures, but its objectives are very similar to the other Missions, so we include it here

I. Introduction

- Women`s participation in CSDP missions and operations contributes to
 - the effectiveness of the mission
 - the promotion of the EU`s credibility as a defender of human rights and equal treatment

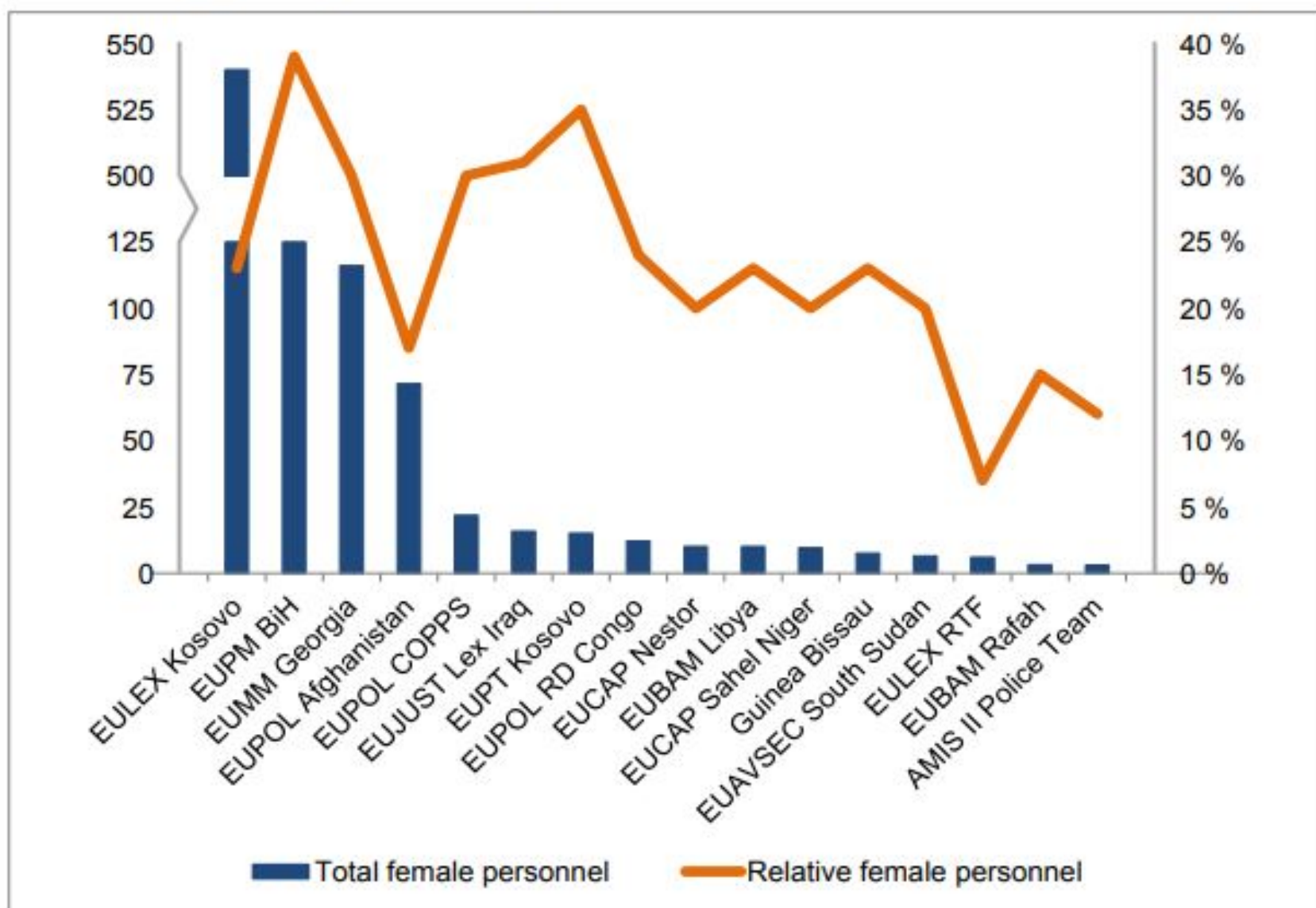
II. Why is gender balance in CSDP missions and operations important?

- Gender balance increases operational success
 - Mixed teams perform better
 - Access to host society
 - Role modelling
 - Acceptance of mission in host society

II. Why is gender balance in CSDP missions and operations important?

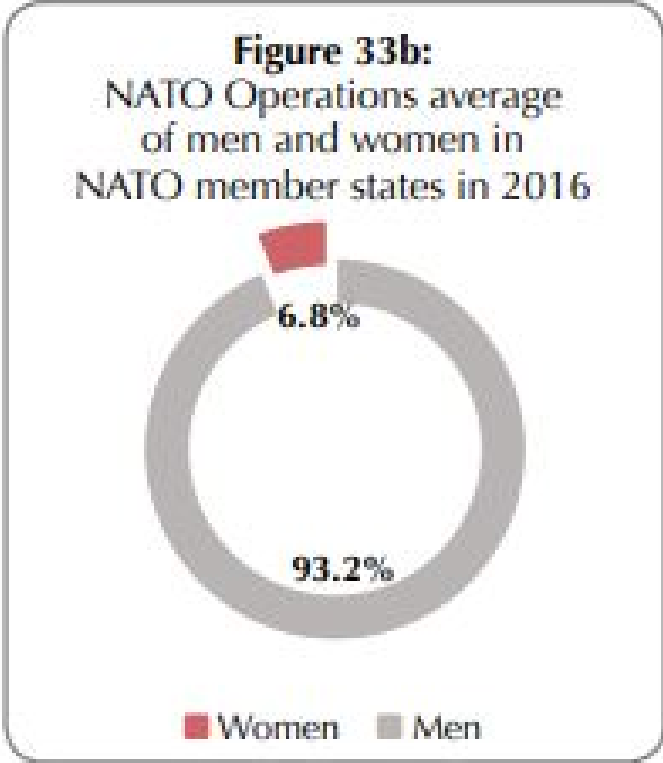
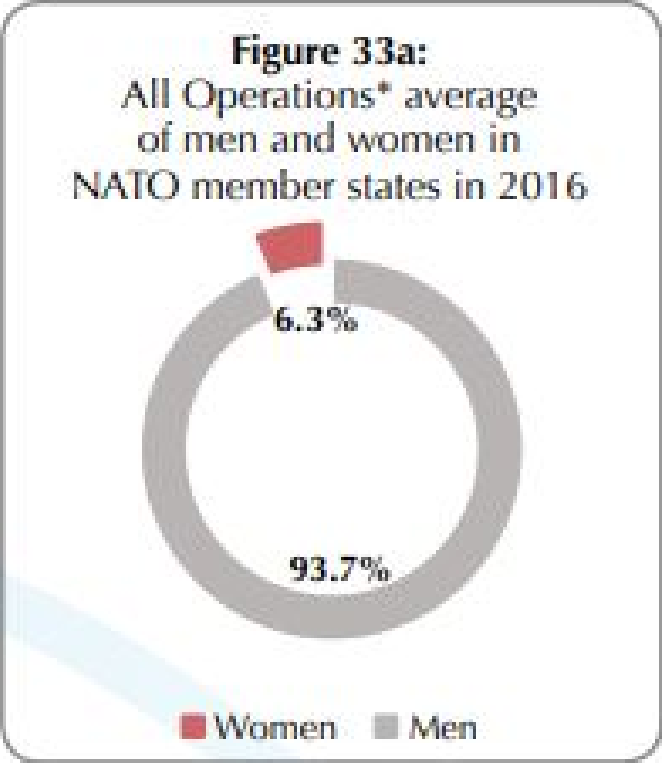
- Gender balance promotes the EU`s credibility as a defender of human rights and equal treatment
 - CSDP missions as “the face of the EU” in host countries
 - Enhancing democratic principles
 - Increasing legitimacy
 - Leading by example

Absolute numbers and percentages of women deployed in individual civilian CSDP missions (2007-2013 averages)



Source: European External Action Service

NATO Average (2016): 10,9% of armed forces personnel were women



Source: NATO

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

Up to1%	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

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		

Source: OSCE

III. Why are so few women deployed on CSDP missions and operations?

- EU member states provide majority of CSDP personnel
- Reasons for relatively low numbers of female CSDP personnel are originating in member states

Figure 1:
Average of men and women Active Duty military personnel
in the armed forces of NATO member states in 2016

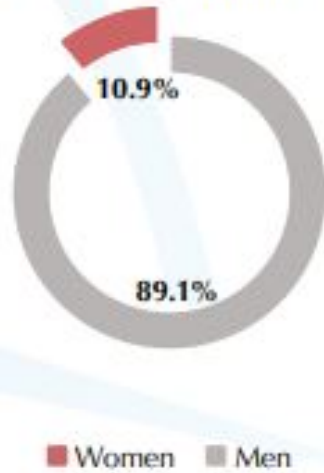
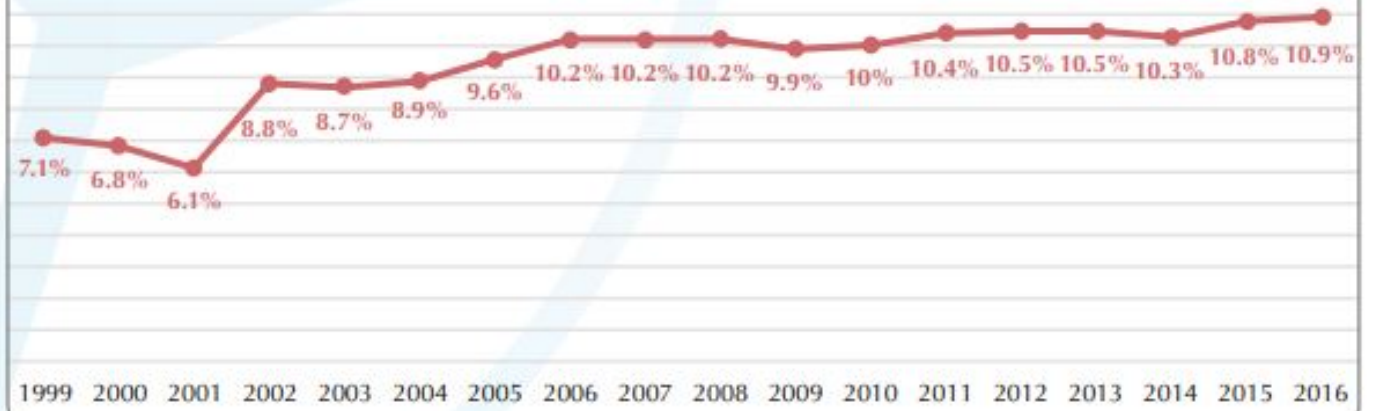
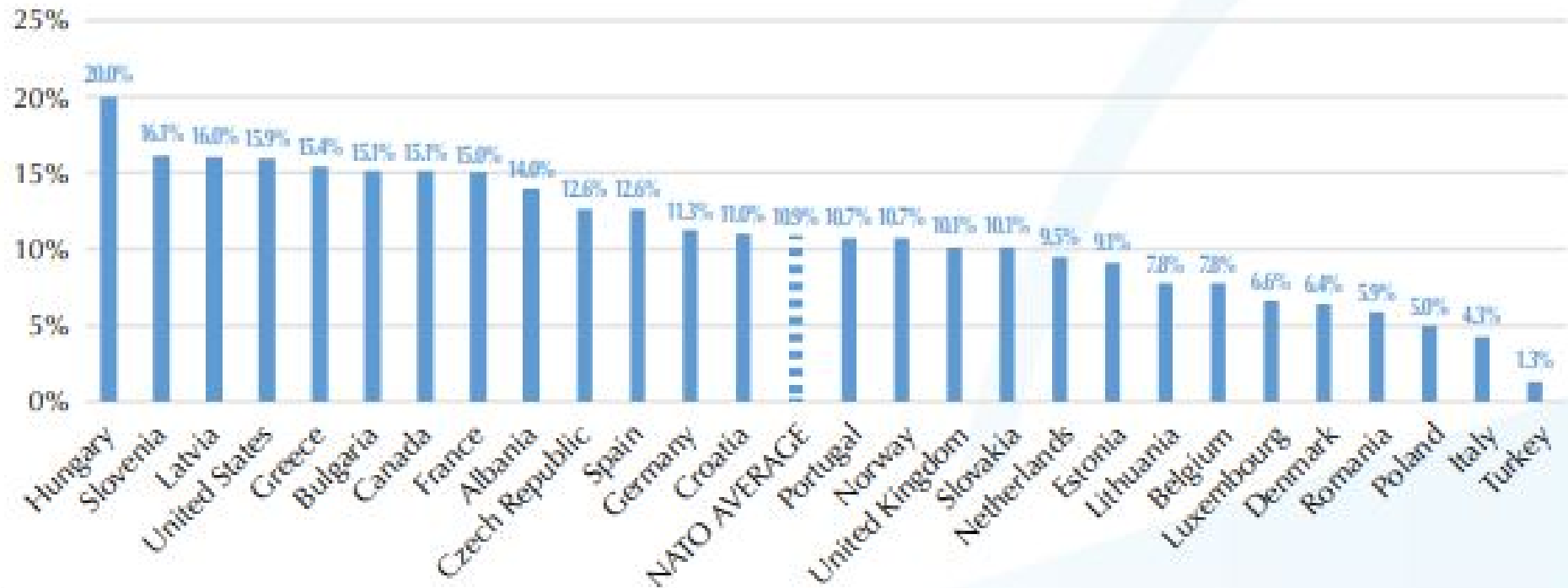


Figure 2:
Percentage of women in the armed forces of NATO member states from 1999 to 2016



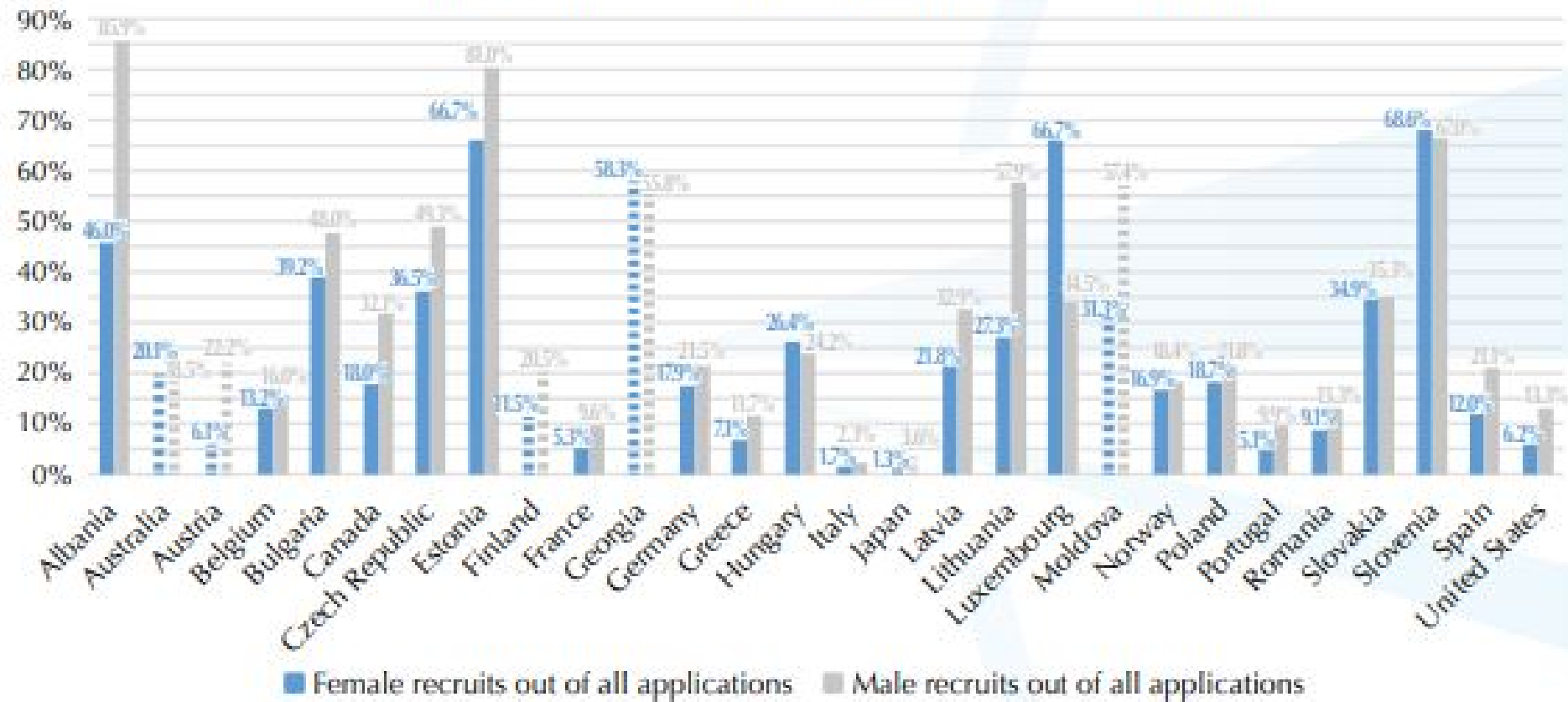
Source: NATO

Figure 3:
Women Active Duty military personnel in the armed forces of NATO member states in 2016, by country



Source: NATO

Figure 8:
 Percentage of male and female recruits compared, respectively,
 to the number of male and female applications in 2016 by country



Source: NATO

Figure 13:
Main reasons for women to leave the armed forces for NATO member states in 2016

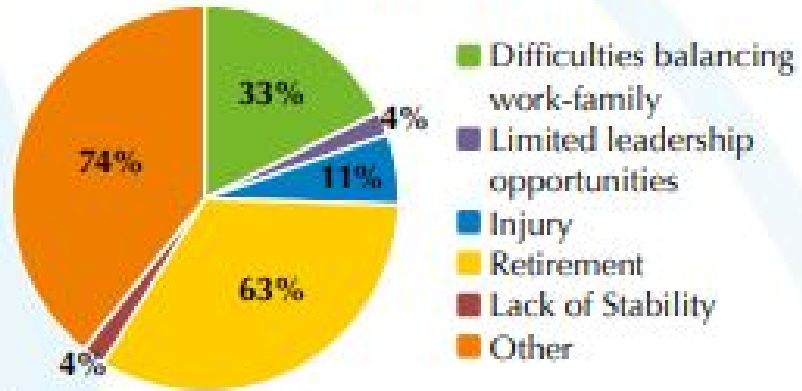


Figure 14:
Main reasons for men to leave the armed forces for NATO member states in 2016

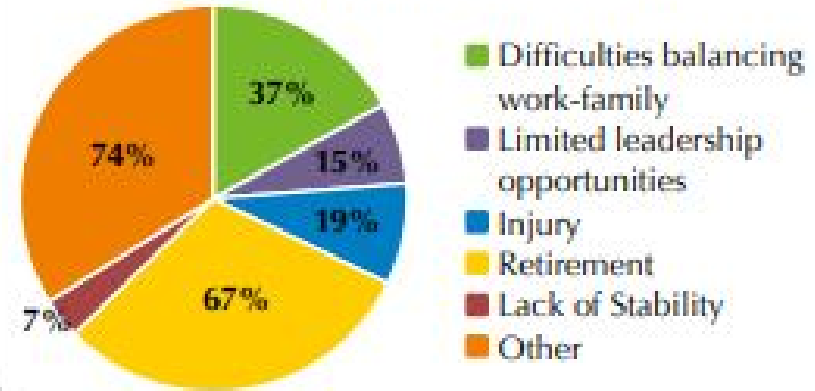
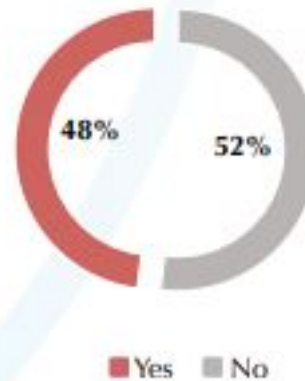


Figure 15:
NATO member states that have networks to support women in the military in 2016



Source: NATO

III. Why are so few women deployed on CSDP missions and operations?

- General obstacles for women to join the armed forces
 - Soldiering is perceived as a "man's job"
 - Harassment and discrimination
 - Work-life balance as challenge for men and women
 - Positive narratives are rare

IV. How to involve more women in CSDP missions and operations?

- Good practices at national level: Increasing numbers of female armed forces personnel
 - Leadership commitment: Sweden and Ireland
 - Increasing work-life balance in the armed forces: Germany
 - All female special forces units: Norway
 - Gender-based violence issues in the workplace decreases as number of women increases: Canada

IV. How to involve more women in CSDP missions and operations?

- Work going on at EU level: the role of Gender and Human Rights Advisers
 - Gender and Human Rights Advisers in all civilian but only ½ of military missions and operations (2016)
 - Progress largely depends on good Advisers
 - Concrete recommendations on training and education of Gender Advisers and involvement of senior management
 - Progress report to be released in summer 2019

IV. How to involve more women in CSDP missions and operations?

- What the European Parliament could do:
 - Request progress reports, organise hearings, make gender equality a standing agenda item when discussing CSDP missions and operations
 - Adopt own-initiative report and resolution on gender equality policies
 - Commission EIGE to collect data and monitor gender equality

IV. How to involve more women in CSDP missions and operations?

- What the European External Action Service could do:
 - Promote the need for binding political commitment
 - Organise regular seminars for member states to exchange best practices
 - Adapt job descriptions and family policies
 - Make CSDP more transparent and accountable
 - Reinforce role of Gender Advisers within missions and operations

IV. How to involve more women in CSDP missions and operations?

- What the European Court of Auditors could do:
 - CSDP is not about money, but rather delivering trainings, contributing to peace, security, stability ≠ purely financial audit
 - Concrete impact is hard to measure
 - Awareness raising and asking for concrete data
 - Performance audits?

V. Conclusion

- EU aims to play a decisive role in foreign and security policy
 - Integrating gender perspective can increase effectiveness of missions and operations
- EU can lead by example
 - Showcase equal treatment and opportunities through diverse teams in missions and operations

V. Conclusion

Last but not least:

- Gender balance is not a "women`s only" - issue
- Everyone can benefit
- Everyone should be involved

VI. Resources

- [OSCE ODIHR: Baseline Study Report: Women in the Armed Forces in the OSCE Region \(2018\)](#)
- [NATO PA and DCAF: The role of parliaments in NATO member countries in advancing the Women, Peace and Security agenda \(2018\)](#)
- [EEAS: Baseline Study on the Integratiion of Human Rights and Gender into CSDP \(2017\)](#)
- [EP: Women in CSDP Missions \(2017\)](#)
- [NATO: Summary of the National Reports of NATO Member and Partner Nations to the NATO Committee on Gender Perspectives \(2016\)](#)

Thank you for your attention!