

Policy Brief

The Future of Peacekeeping Needs Everyone

A Path Forward for
Women's Meaningful
Participation in
Peace Operations

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Geneva Centre for Security Sector Governance is dedicated to improving the security of states and their people within a framework of democratic governance, the rule of law, respect for human rights, and gender equality. Since its founding in 2000, DCAF has contributed to making peace and development more sustainable by assisting partner states, and international actors supporting these states, to improve the governance of their security sector through inclusive and participatory reforms.

About GSS Lab

The Gender and Security Sector Lab at Cornell University is a research lab, run by Dr. Sabrina Karim, aiming to enhance the security of vulnerable populations around the world by helping to create more gender-responsive security forces globally. We achieve these goals through rigorous research published in top academic journals and presses, unique partnerships that facilitate a direct research to policy pipeline, consulting, advising, and training, and advocacy through (social) media and events.

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The Elsie Initiative for Women in Peace Operations, a multi-stakeholder initiative led by Global Affairs Canada, aims to increase women's meaningful participation in UN Peace Operations.

The Measuring Opportunities for Women in Peace Operations (MOWIP) Methodology, developed jointly by Cornell GSS Lab and DCAF, is a rigorous and innovative tool to measure the degree to which women can meaningfully participate in peace operations from the perspectives of the troop- and police-contributing countries.

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Executive Summary

Women's participation is essential for effective peacekeeping. Despite commitments under the UN Women, Peace and Security (WPS) Agenda, women remain underrepresented in UN peace operations, particularly in leadership and operational roles. The Measuring Opportunities for Women in Peace Operations (MOWIP) assessment has been completed in 20 Troop- and Police Contributing Countries (TPCCs) to understand barriers to women's meaningful participation.

A meta-analysis of these MOWIPs reveals four persistent key barriers:

- 1.** Noticeable underrepresentation of women in security institutions in operational, tactical and leadership roles, despite some promising exceptions amongst TPCCs.
- 2.** Patriarchal values, gender stereotypes, and beliefs within security personnel about what men and women “can” do are deeply ingrained. The data demonstrate that personnel often reinforce these gender divisions within missions. These same norms also influence deployment decisions.
- 3.** Perceived favoritism: Data indicate that a proportion of personnel believe gender inclusion efforts disadvantage men. This indicates that parity initiatives may face resistance when perceived as gendered favoritism.
- 4.** A lack of systematic policies and understanding of women’s needs (e.g. care responsibilities, facilities and equipment) continue to hinder the creation of an enabling environment for women’s meaningful participation across TPCCs’ security institutions.

These key findings are applied to the Future of Peacekeeping study to inform future UN missions. With 30 models coupled with key capabilities, we argue that by ensuring that the above barriers do not hinder women’s participation in any of the models, we can make peacekeeping better – more effective, efficient, and fit for purpose.

Models which might lead to reinforcing women’s exclusion 1) do not mention gender-responsiveness as a particular capability, and/or 2) emphasize combat, rapid deployment, and high-security and operations-related skills.

We also classify the models into three categories in terms of how much institutional change, pre-deployment effort, and intervention – including political will – is needed to ensure women’s meaningful participation. Finally, we provide recommendations for TPCCs and the UN to mitigate barriers across mission models. First and foremost, all mission mandates should include specific reference to gender responsiveness.

Recommended interventions for TPCCs:

- Promotion of women to leadership positions based on a diverse set of skills.
- Recruitment campaigns targeting women for all model types of missions.
- Sensitization campaigns and training on gender stereotypes to all personnel.
- Needs assessments of both men and women for all mission models.
- Adequate facilities, policies, and institutions that allow men and women to deploy rapidly (e.g. childcare centers).
- Adequate infrastructure for women and men in all different types of mission settings in line with the Elsie Initiative for Field Missions Guidance.
- Implementation of policies that enable sharing household obligations (e.g. parental leave policies).

- Adequate provision of services for women and men to have access to mental health, reproductive health, and to ensure their physical wellbeing in all types of mission settings.
- Joint training for civilian and uniformed personnel to create ready-to-deploy mixed (civilian/uniformed) units.
- Training all personnel, especially those in more militarized units, on skills required to succeed in current and future security contexts – such as interpersonal communication, trust-building, de-escalation, and negotiation.

Recommended interventions for DPO:

- Work with TPCCs to track women's inclusion in military and police forces over time, especially across different roles.
- Develop goals for TPCCs that move beyond parity to indicators of gender-responsiveness.

- Document and develop criteria for skills required to succeed in current and future security contexts, such as interpersonal communication, trust building, and negotiation.

Recommended interventions for both DPO and TPCCs:

- Create rosters of women who have the skill sets needed to deploy to all models.
- Provide specialized training to women on different skill sets to ensure women have the capabilities needed for all mission models.
- Provide training on gender protection norms, gender stereotypes, and gender backlash for personnel of all ranks, including senior leadership.
- Screen for personnel who have any misconduct violations.

- Reconceptualize pre-deployment training so that it integrates different skill sets (use of force and protection-oriented, and skills such as interpersonal communication, trust-building, de-escalation and negotiation).
- Circulate sensitization campaigns which clarify that men and women should prioritize different skill sets, including skills required to succeed in current and future security contexts – such as interpersonal communication, trust-building, de-escalation, and negotiation.

Both the UN and the TPCCs have an important role to play in ensuring that future peacekeeping models will enable women’s meaningful participation and more gender-responsive missions. We encourage more TPCCs to complete a MOWIP assessment to identify, and thereafter address the specific barriers in their security institutions.

1

Introduction

Women's participation is crucial for effective peacekeeping. Existing research shows that diversity is an institutional asset, as a broad representation of backgrounds, experiences, and perspectives enhances decision-making, problem-solving, and legitimacy in peacekeeping operations.¹

¹ See Larson, E., 2017. New research: Diversity + Inclusion= Better decision making at work. Forbes as cited in Wilén, N., 2020. What's the 'Added Value Of Male Peacekeepers?:(Or--Why We Should Stop Instrumentalising Female Peacekeepers' Participation).

Gender equality has been shown to increase fairness, inclusivity, and overall compliance with human rights, including reducing SEA.² With female peacekeepers in deployments, there is also less violence against civilians.³ Diversity is crucial for building trust with local populations and improving the effectiveness of conflict resolution strategies, which requires access to communities.

Despite the clear advantages of diverse participation, the number of women in leadership and tactical positions remains disproportionately low. Without comprehensive diversity, UN peacekeeping risks failing to meet the needs of those it aims to protect, ultimately undermining its mission to foster sustainable peace. This Brief presents a meta-analysis of barriers to women's meaningful participation and explores how these barriers affect future peace operation models.

² See: [Global MOWIP Report | DCAF - Geneva Centre for Security Sector Governance](#) and “Advancing Women Leadership in UN Policing - Organisational Culture Reboot”, Cristina Finch, Heather Huhtanen and Tarryn Bannister, in the Ideas Notes 2030: Strategic Reflections on the Future of UN Policing, GCSP, May 2024, Karim, Sabrina, and Kyle Beardsley. Equal opportunity peacekeeping: women, peace, and security in post-conflict states. Oxford University Press, 2017; Karim, Sabrina. "Reevaluating peacekeeping effectiveness: does gender neutrality inhibit progress?" *International interactions* 43.5 (2017): 822-847; Karim, Sabrina, and Kyle Beardsley. "Explaining sexual exploitation and abuse in peacekeeping missions: The role of female peacekeepers and gender equality in contributing countries." *Journal of Peace Research* 53.1 (2016): 100-115.

³ Kunkel, Sky. 2025. "Who Keeps the Peace? Gendered Effects in UN Peacekeeping." Working Paper.

This Brief builds upon the research and policy work within the [Elsie Initiative for Women in Peace Operations](#)⁴ – a Canadian-led, multi-stakeholder effort to promote the meaningful participation of uniformed women in UN Peace Operations. A cornerstone of the Elsie initiative, the [Measuring Opportunities for Women in Peace Operations \(MOWIP\)](#)⁵ [assessment](#) has been conducted in 20 Troop and Police Contributing Countries (TPCCs) between 2022 and 2024. The MOWIP assessment aims to uncover institutional barriers and identify opportunities for women's meaningful participation. The first part of the Brief provides conclusions from a meta-analysis of 18 MOWIPs.⁶

We then analyze these findings in the context of on-going UN peacekeeping reform efforts. These efforts aim to respond to challenges in the operational environment, including, but not limited to, the changing nature of conflicts, technological advancements, geopolitical tensions, as well as mismatches between resources and expectations. To address such challenges, the UN has initiated several processes, including the key political commitments of The Pact for Future, The New Agenda for Peace, The Action for Peacekeeping (A4P) and A4P+. A detailed discussion on possible future Peace Operations models can be found in “The Future of Peacekeeping, New Models, and Related Capabilities.”⁷ a recent study commissioned by the United Nations Department of Peace Operations (DPO). This Brief builds on this work by adding a gender lens to the report.

The Women, Peace, and Security (WPS) Agenda and gender parity targets are a visible part of all the UN reform initiatives.

⁴ We thank Global Affairs Canada for their generous support through the Elsie Initiative that has made this paper possible. The opinions presented in this paper are solely those of the writers and do not reflect the official position of Canada.

⁵ MOWIP methodology has been developed by the Cornell University Gender and Security Lab and DCAF - Geneva Centre for Security Sector Governance [MOWIP Methodology | DCAF - Geneva Centre for Security Sector Governance](#).

⁶ From the 20 MOWIPs 18 were included to the meta-analysis. One was only available in French and therefore for resource related constraints not included in the analysis. The 20th MOWIP was not yet public at the time of the meta-analysis and therefore not included.

⁷ [The Future of Peacekeeping, New Models, and Related Capabilities | United Nations Peacekeeping](#).

The UN Uniformed Gender Parity Strategy sets ambitious gender parity targets for uniformed personnel,⁸ The New Agenda for Peace aims to "transform gender power dynamics in peace and security,"⁹ and the Future of Peacekeeping report notes that "all Peace Operations models must be gender-responsive and designed to advance gender equality and the WPS agenda."

At a minimum, gender responsiveness in peacekeeping calls for the meaningful participation of women in peace operations at all levels, and a mission environment which enables men and women to feel that they can contribute to the mission without fear of discrimination, harm, harassment, or other structural limitations. Yet, gender responsiveness also means that missions 1) are responsive to the needs of women and girls in their operational activities using an intersectional approach; 2) protect people of all genders; 3) conduct assessments of how mission activities affect different populations; and 4) ensure practices and policies do not further perpetuate gender inequality but rather enhance gender equality. This Policy Brief is focused on women's meaningful participation, in accordance with the MOWIP assessment.

We claim that the barriers identified in the meta-analysis will continue through the implementation of the models proposed in the Future of Peacekeeping study – or will even be exacerbated – unless efforts are made to address them. This claim is supported by data from MOWIP assessments, which show that there are still significant barriers for women despite the efforts on WPS and gender parity initiatives. To give a more nuanced analysis, we classify the models into three categories in relation to how much pre-deployment support, including political will, resource allocation, and institutional changes are needed for the different models to ensure women's participation.

⁸ UN Department for Peacekeeping, Uniformed Gender Parity Strategy, 2018.

⁹ NA4P - Action 5.

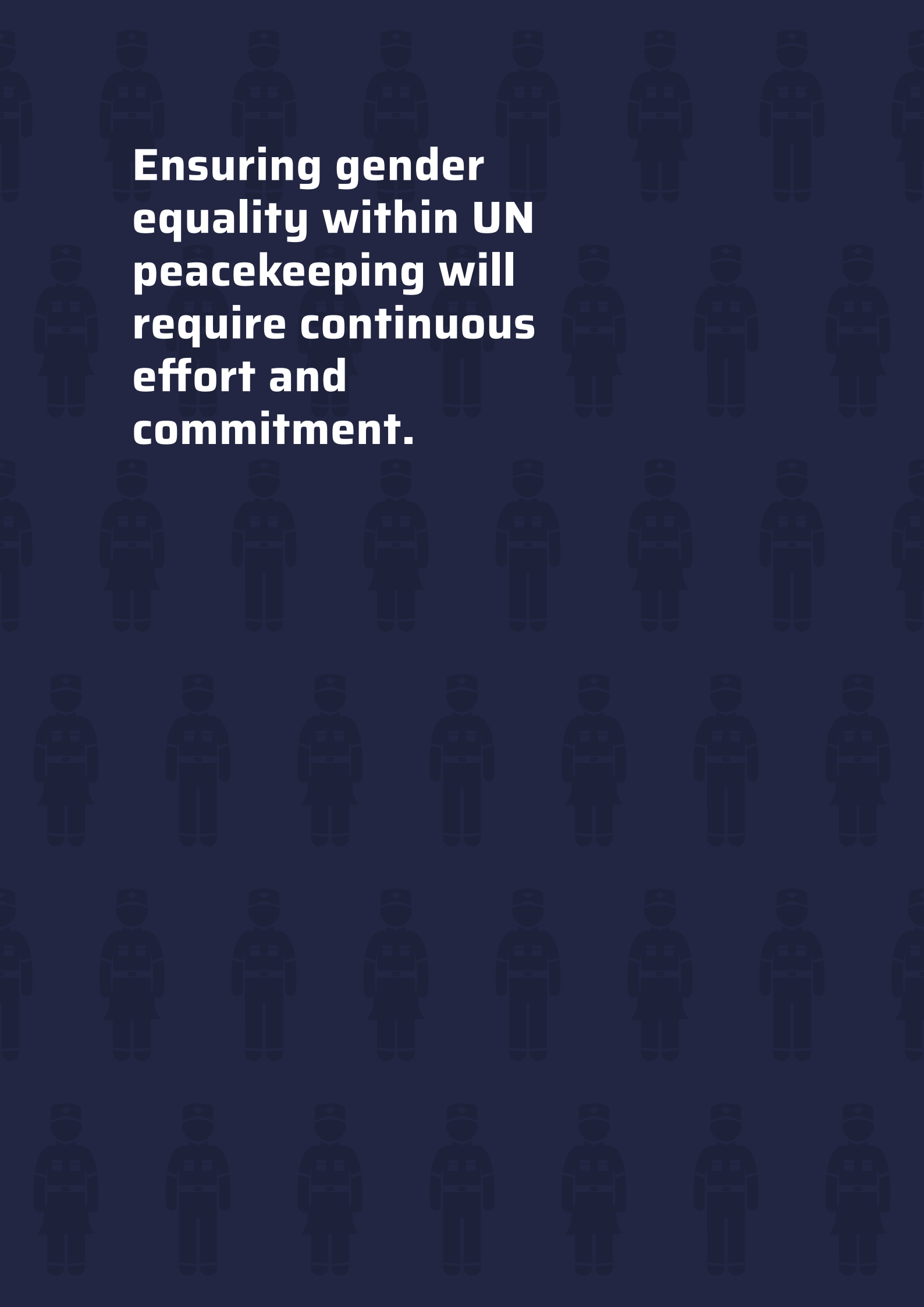
Ensuring gender equality within UN peacekeeping will require continuous efforts and commitment.

This will be even more challenging in the current context of anti-human rights and anti-gender movements.¹⁰ Voices against gender equality efforts have grown louder from the margins, spreading to some Heads of State who have banned gender-initiatives and gendered language.¹¹ In the latest WPS report (Sept 2024) UN's Secretary-General confirms: "Against the backdrop of the backlash against gender equality and women's human rights, the United Nations will stand firm in its commitment to uphold and advance these rights and to realize gender equality..."¹² Addressing gender backsliding will require renewed commitment and innovative approaches within the UN and among Member States. Therefore, this Policy Brief ends with recommendations for ensuring movement forward with respect to women's meaningful participation and thereof effective peacekeeping.

¹⁰ Holmes, R., 2024. Feminist responses to 'norm-spoiling' at the United Nations. ODI Briefing note. London: ODI (odi.org/en/publications/feminist-responses-to-norm-spoiling-unitednations).

¹¹ See eg. Radačić, Ivana & Facio Alda, on behalf of the WGDAGW. (2020) Gender Equality and gender backlash. Office of the United Nations High Commissioner for Human Rights (OHCHR) Working Group on discrimination against women and girls (WGDAGW). Available: [gender-equality-and-gender-backlash.pdf](https://www.ohchr.org/documents/default.aspx?docid=46111) (ohchr.org), A/HRC/56/51; Conny Roggeband and Andrea Krizsan, Democratic Backsliding and the Backlash against Women's Rights: Understanding the Current Challenges for Feminist Politics (New York, UN-Women 2020); and Haley McEwen and Lata Narayanaswamy, "The international anti-gender movement: understanding the rise of anti-gender discourses in the context of development, human rights and social protection", Working Paper, No. 2023-06 (Geneva, United Nations Research Institute for Social Development, 2023). S/2024/671, Women, Peace and Security Report of the Secretary-General (2024) [n2427349.pdf](https://www.un.org/peaceandsecurity/2024/06/24/women-peace-and-security-report-of-the-secretary-general).

¹² S/2024/671, Women, Peace and Security Report of the Secretary-General (Sept. 2024).



Ensuring gender equality within UN peacekeeping will require continuous effort and commitment.

Main findings of the meta-analysis

The findings presented in this report are the result of a comprehensive and comparative review of 18 national MOWIP reports from 14 TPCCs, hereafter referred to as the “meta-analysis.” The objective of the meta-analysis was to identify key commonalities and reinforcing trends across all the MOWIP reports.

Four major thematic trends from the meta-analysis were examined further through statistical analysis of survey responses from 12 MOWIP country institutions. The statistical analysis present results from those security institutions that underwent the MOWIP assessment with the Gender and Security Sector Lab. Therefore, the statistical analysis does not include survey data from all 18 MOWIP reports.

The analysis revealed the following key findings:

- Noticeable underrepresentation of women across the majority of MOWIPs, particularly in tactical and leadership roles.
- Patriarchal values, gender stereotypes and beliefs within the security institutions personnel about what men and women "can" or "should" do are deeply ingrained. The data also demonstrate that personnel often perceive and reinforce these gender divisions within peacekeeping missions.
- There is a frequent perception that women are favored for deployment. This means that personnel sometimes believe that increasing women's meaningful participation in Peace Operations can unfairly disadvantage men despite continued systematic biases against women.
- A lack of systematic policies, incentives and understanding of women's needs (e.g. care responsibilities, facilities and equipment) continue to hinder the creation of an enabling environment for women's meaningful participation across TPCCs assessed.

2.1 Underrepresentation of Women, Particularly in Operational, Tactical and Leadership Roles

The number of women personnel do not represent a large portion of uniformed personnel overall. Women remain significantly underrepresented in leadership and senior leadership positions across the majority of MOWIPs assessed, despite some exceptions. Although restrictions on women serving in combat roles have been lifted by many of the security institutions, the number of women in tactical and operational units also remains minimal. Taken collectively, the MOWIP reports suggest women are overrepresented in positions that do not get deployed and/or lack the specialized skill sets for a broad range of deployments, even for countries that can demonstrate a large enough eligible pool of women to deploy. Only one TPCC identified the eligible pool of women as a low priority in the MOWIP assessment. This same country attests to having a long history of policewomen serving in tactical and operational roles, resulting in a larger pool of women ready to deploy. A larger pool of women in tactical roles was also shown to positively coincide with a lower prevalence of stereotypes that women cannot perform such roles.

Have you ever served under a female immediate supervisor? (By gender)

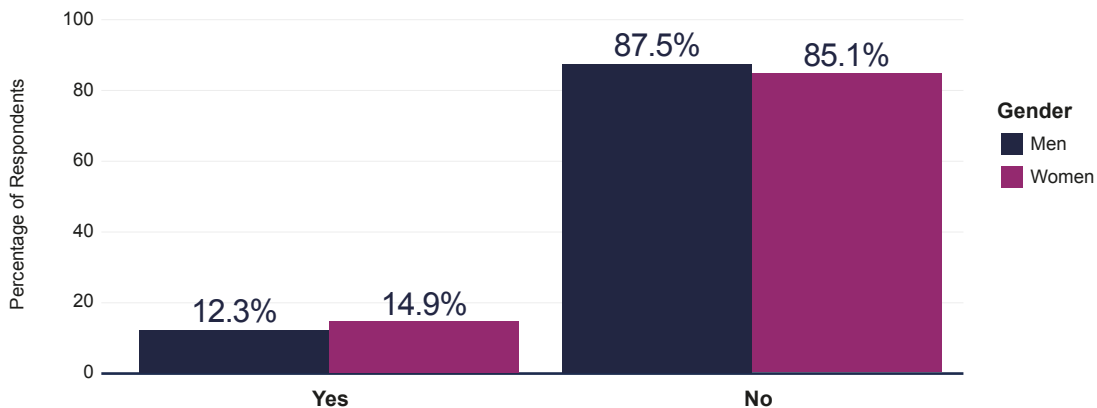


Figure 1: Personnel Who Have Served Under Female Leadership. Countries Included: Uruguay (Police), Senegal, Bangladesh, Jordan, Liberia, Norway, Sierra Leone (Military), Zambia.

Tactical and operational roles are crucial aspects of leadership in both the police and the military. The presence of women in tactical and operational roles can correlate with a reduced prevalence of gender-based stereotypes, suggesting that exposure to women in leadership positions can challenge entrenched biases.

However, the survey results indicate that a significant majority of security personnel – both men and women – have never served under a female immediate supervisor, with only 12.3% of men and 14.9% of women reporting such experience (see Figure 1). This disparity is particularly relevant given that patriarchal values and gender bias are more prevalent among men in security forces. The lack of direct experience working under female leadership may contribute to the persistence of these biases, reinforcing traditional notions about women's capabilities in tactical and operational roles.

Moreover, the slightly higher percentage of women who have served under female supervisors may reflect efforts to place female personnel under female leadership within gender-segregated units rather than integrating them across the force. This underscores the challenge of achieving broader integration within security institutions. If exposure to women in leadership roles contributes to the erosion of gender biases, as suggested by the findings on tactical roles, then increasing opportunities for both male and female personnel to serve under female supervisors could be a key strategy for fostering gender inclusivity within security institutions.

Addressing the underrepresentation of women from senior leadership positions and across ranks and roles clearly matters. In TPCCs where the highest-ranking military women are Majors (mid ranking commissioned rank), this is not a high enough rank to lead a battalion or make important policy or strategic decisions. As one of the MOWIPs highlights, the lack of women in senior leadership roles has serious ramifications for the ability to deploy all-female battalions in the future. The historical underrepresentation of women partly explains why women have not yet risen across ranks to top leadership position. To follow the lead of women who have recently risen to top leadership positions, the coming years will be critical for integration of women worldwide into security-sector leadership.

2.2 Security Personnel Adhering to Traditional Gender Norms

The meta-analysis reveals continued and entrenched patriarchal beliefs among security personnel. Overall, across the value related questions, male personnel held more patriarchal values compared to their female counterparts. We highlight several examples here. First, nearly 60% of men and 41% of women believe “A good wife should obey her husband” (see Figure 2). Agreement is highest among junior personnel (46.5%) and decreases with rank, and strong disagreement with the statement from 11.7% among juniors rising to 25.3% among seniors (see Figure 3). This means that professionalization, training, and experience temper unequal gender attitudes. However, the majority of troop contributions for contingents are of low rank, indicating that many of the personnel in missions may hold unequal beliefs.

A good wife should obey her husband despite disagreeing with him (by gender)

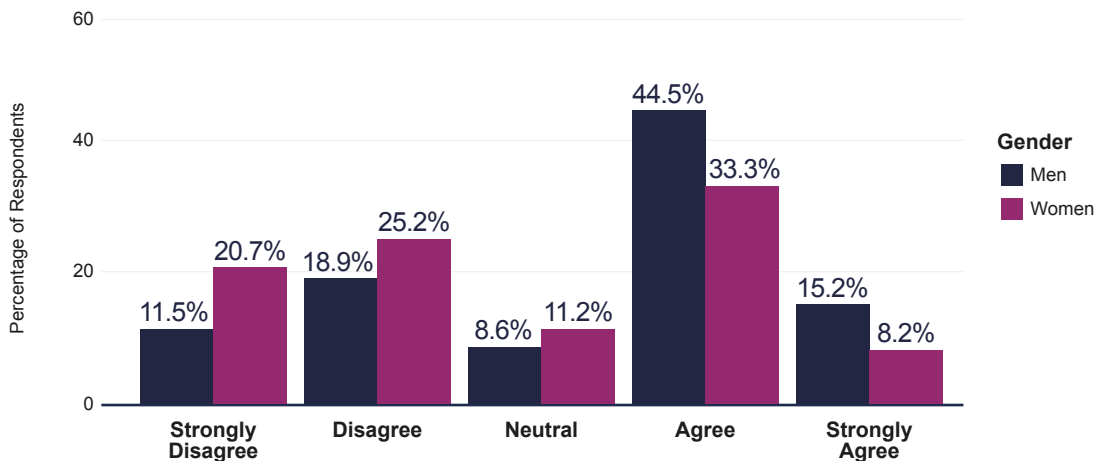


Figure 2: A Good Wife Should Obey Her Husband (by Gender). Countries Included: Uruguay (Police), Senegal, Bangladesh, Jordan, Liberia, Norway, Sierra Leone (Military), Cambodia, Sierra Leone (Police), Zambia.

A good wife should obey her husband despite disagreeing with him (by rank)

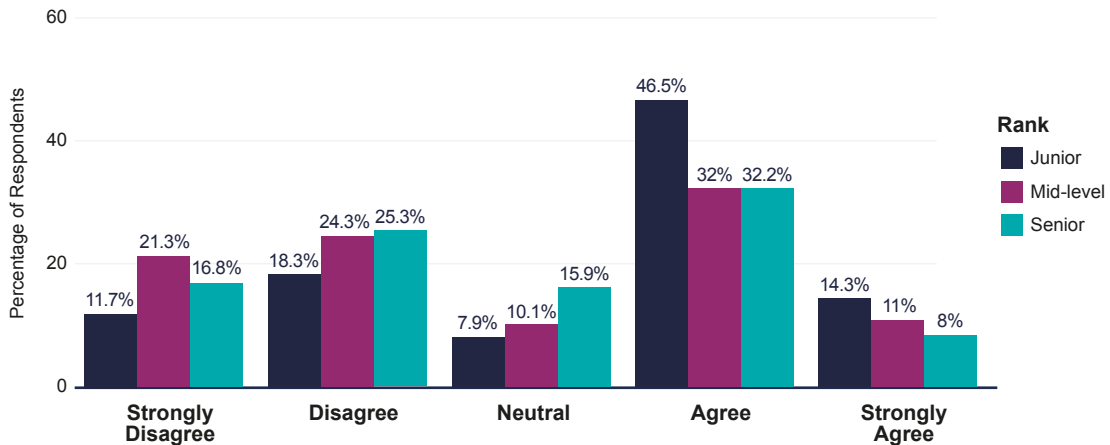


Figure 3: A Good Wife Should Obey Her Husband (by Rank). Countries Included: Uruguay (Police), Senegal, Bangladesh, Jordan, Liberia, Norway, Sierra Leone (Military), Cambodia, Sierra Leone (Police), Zambia.

The majority of respondents either disagree or strongly disagree with a statement: “A woman should tolerate violence to keep her family together.” However, 20% of surveyed men and 12% of women uphold the belief that a woman should tolerate violence (see Figure 4). This is especially concerning given that in many instances, the security forces are supposed to protect populations from sexual and gender-based violence. If many of personnel express support for tolerating intimate partner violence, this can jeopardize mission mandates to protect civilians.

A women should tolerate violence to keep her family together (by gender)

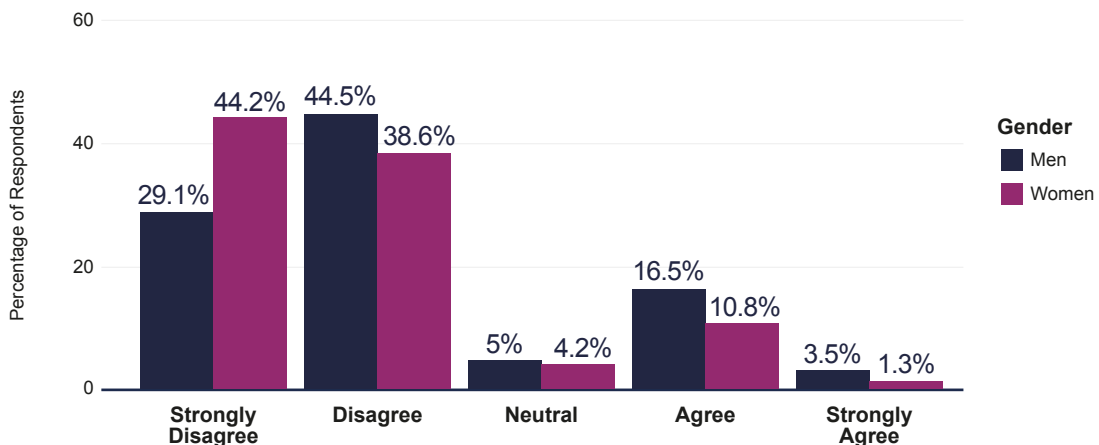


Figure 4: A Woman Should Tolerate Violence. Countries Included: Uruguay (Police), Senegal, Bangladesh, Jordan, Liberia, Norway, Sierra Leone (Military), Cambodia, Sierra Leone (Police), Zambia.

Further, the data reveals widespread acceptance of gendered protection. Meaning, there is a shared norm that women need to be protected – even as members of a security institution. This reinforces traditional gender stereotypes and appears to influence the selection of women for deployment. Most respondents – both men and women – support prioritizing the protection of female soldiers. A significant majority of respondents agreed or strongly agreed with this statement, with 57.7% of men (36% agree and 21.7% strongly agree) and 42% of women (29.1% agree and 12.9% strongly agree) falling into these categories. Conversely, a relatively small minority expressed disagreement, with only 5% of men (3.2% disagree and 1.8% strongly disagree) and 5.1% of women (2.9% disagree and 2.2% strongly disagree) (see Figure 5).

Male soldiers should prioritize protecting female soldiers when they are in danger

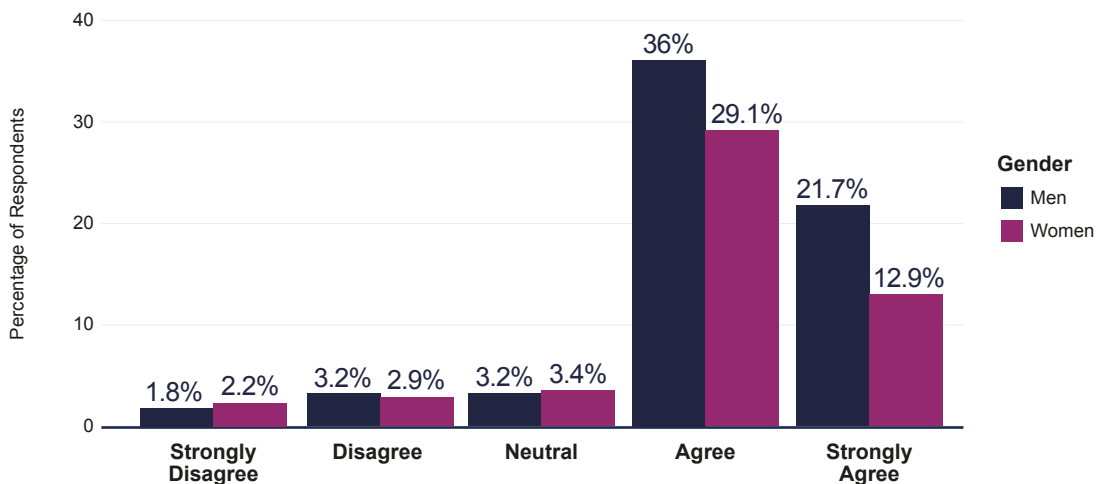


Figure 5: Prioritization of Female Soldiers. Countries Included: Uruguay (Police), Senegal, Bangladesh, Jordan, Liberia, Norway, Sierra Leone (Military), Cambodia, Sierra Leone (Police), Zambia.

The analysis from seven MOWIPs further supports this pattern, showing that men and women are typically not deployed to the same missions. Men are predominantly assigned to higher-risk postings, suggesting that deployment decisions are influenced by perceived security threats and the gender protection norm. There is a gendered application for men too; men receive the more dangerous assignments and are seen as less in need of protection. The available pool of women with tactical experience undoubtedly influences their selection for deployment in higher-risk postings. It is worth noting that a few MOWIPs indicate that when the pool of women in tactical roles grows sufficiently large, the gender protection norm appears to weaken and deployment decisions become more balanced across genders.

Beliefs related to what women and men can and should do are further reflected in the data related to roles and responsibilities within Peace Operations. There is a striking consistency across MOWIPs in perceptions among surveyed personnel (men, women, deployed, non-deployed) that women are more suitable to interact with women and children in conflict zones, whereas men are more suited to responding to typically masculine (more dangerous) tasks (i.e. riot, bomb situations). For example, data indicates a strong preference among both men (38.4%) and women (43.1%) for female peacekeepers to engage specifically with women and children (see Figure 6).

These findings underline a clear gendered division in perceived suitability for Peace Operation roles, reinforcing traditional gender norms while also reflecting a gradual recognition of the value of mixed-gender participation in diverse operational contexts.

But there are outliers, security institutions in which traditional gender roles are challenged: in one of the MOWIPs, survey respondents overwhelmingly concur that female peacekeepers should engage with women and children in a mission but, contrary to traditional gender roles, personnel surveyed also believe women and men perform similarly in typically highly masculine tasks – i.e. bomb disposal.

In another MOWIP, surveyed personnel (men and women) believe that certain occupational roles correspond to certain gender roles. However, responses given by women demonstrate that they are challenging almost all traditional gender expectations. For example, they were more likely to choose female peacekeepers as more suited to responding to riots, refugees and bomb situations. In this example, a relatively high percentage of women (18%) were in tactical roles. As reported in the same MOWIP, both men and women participate in equal proportions in tactical activities and participate almost equally in extra duties during deployment. At no point in the survey did women indicate a preference for 'less dangerous' missions either. It is possible that when more women participate in tactical roles, reaching a critical mass, the visibility of women in such roles can gradually shift attitudes.

As women gain experience in tactical operations and are visible in these roles, they not only feel more capable of performing such tasks but also develop the confidence and skills necessary to deploy to these positions.

Finally, we looked at whether the gender of a peacekeeper influenced the tasks assigned. The data indicate that while the majority of all respondents (men: 42%, women: 27.6%) felt their roles in Peace Operations matched their skills, a notable disparity between the two groups exists – suggesting that women may face challenges in having their skills fully utilized (see Figure 7). This difference hints at potential gender bias in task assignments, where women might be assigned roles that do not align with their expertise, underscoring the need for more equitable role allocation practices in mission planning. Gender bias not only prevents women from taking on a full range of responsibilities, but can reduce the overall efficiency of missions, if tasks are not assigned based on skills but based on beliefs about what abilities women and men have.

In a peace operation, given limited personnel, who should engage with women/children?

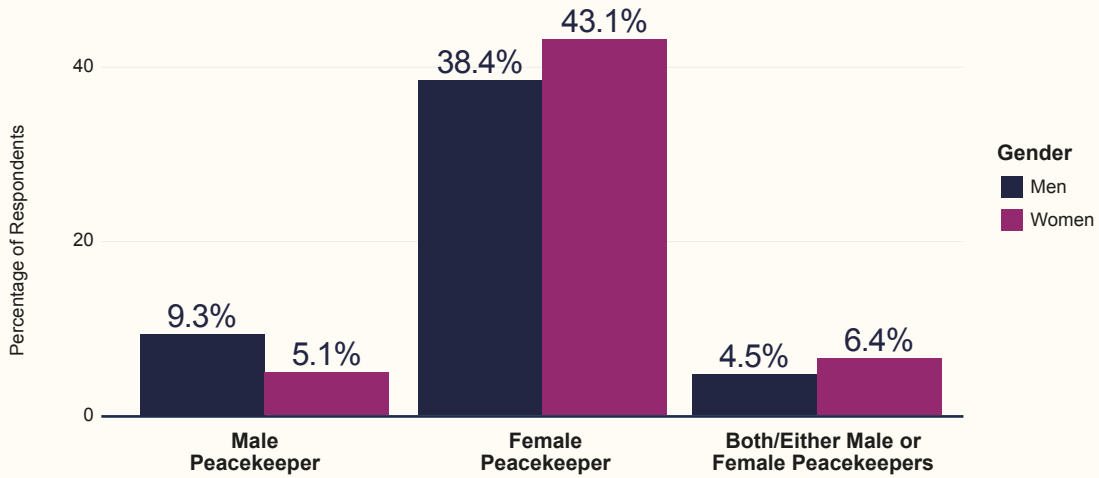


Figure 6: Type of Personnel to Engage with Women and Children. Countries Included: Uruguay (Police), Senegal, Bangladesh, Jordan, Liberia, Norway, Sierra Leone (Military), Cambodia, Sierra Leone (Police), Zambia.

Did your role in the peace operation match your skills?

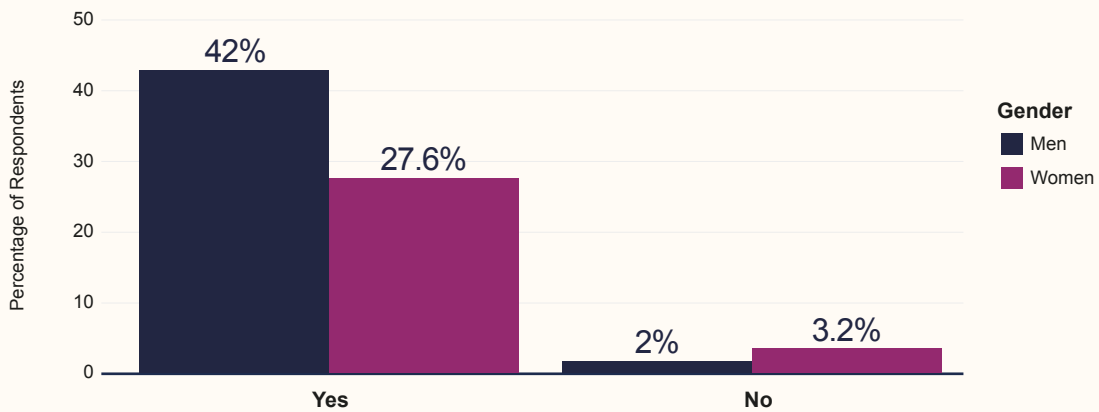


Figure 7: Skill Matches to Role. Countries Included: Uruguay (Police), Senegal, Bangladesh, Jordan, Liberia, Norway, Sierra Leone (Military), Cambodia, Sierra Leone (Police), Zambia.

2.3 Perceptions that Women Are Favored for Deployment

Multiple MOWIP reports suggest a perception that women benefit from favoritism for deployment. This perception, which is held more widely by men than women, may in part be informed by a belief that women's participation in Peace Operations can unfairly disadvantage men.

Despite persistent systematic biases against women, as identified throughout this report, this finding points to how gender-inclusive policies may generate backlash.

A few MOWIPs illustrate this point. In a TPCC where women deploy at much lower rates than men, women are five times less likely to hear about UN positions. Even so, almost a quarter (24%) of survey respondents, the majority men (men: 49%; women: 37%) still believed women to be favored for deployment and 58% felt affirmative action disadvantages men. In another MOWIP, although the majority (71%) of personnel surveyed do not consider that women are favored for certain opportunities, 28% of men surveyed still consider there is favoritism towards women, 22% of whom believe this unfairly affects them.

Findings suggest that pressures at the institutional level to maintain UN gender parity targets can feed into perceptions of female favoritism. In one example, a TPCC did not have enough women to fill the quota for maintaining the country's peacekeeping slots. In cases like this, an environment is created in which women must redeploy more often than men not due to favoritism, but due to institutional demands. It also creates a situation where women (and men) with specific skills needed in the mission deploy before their place in a rotational system of deployment. Worryingly, in this example, the report flags a real risk of backlash – especially in the form of harassment against women.

This perception of favoritism is primarily one-sided. The majority of female respondents do not perceive women to be favored for opportunities (66.6%). Despite predominantly male perceptions that women are favored, female responses on the fairness of recruitment do not corroborate this perception. Instead, women's perception of fairness points to the likelihood that these processes are still biased against women (see Figure 8).

Although there are outliers, the perception of favoritism is an observed trend across at least eight (8) MOWIPs, and an important area to explore further, especially given the risk of backlash as an unintended consequence of UN Gender Parity targets. This is even more worrying in the context of the global anti-gender sentiments, where any parity or quota initiatives might face resistance if they are seen as favoritism.

Do you think women are sometimes favored for oportunities, such as jobs and promotions?

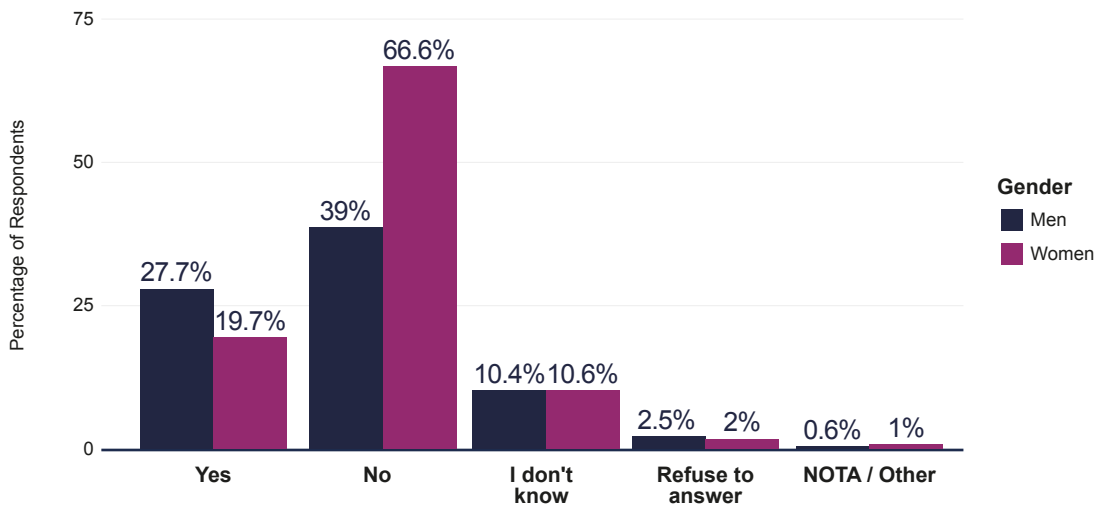


Figure 8: Favoritism of Women for Jobs and Promotions. Countries Included: Uruguay (Police), Senegal, Bangladesh, Jordan, Liberia, Norway, Sierra Leone (Military), Cambodia, Sierra Leone (Police), Zambia.

2.4 Structural Lack of Consideration for Women's Needs in Security Institutions

Due to historically being male-dominant, hyper-masculine institutions, security institutions' policies, structures and practices are predominantly designed for men. This manifests in different ways, from security institutions' infrastructure and equipment catering to the male body, to inflexible working arrangements that fail to take account of gendered care burdens. In turn, these precedents limit women's advancement in their careers in security institutions.

As the majority of female respondents report that home and family obligations are a major barrier to participating in UN Peace Operations, ensuring that security institutions are accommodating of care-responsibilities is key to encouraging women's participation.

Despite various institutionalized mechanisms highlighted across MOWIPs for the promotion of equal opportunities for men and women in security institutions, which range from gender mainstreaming strategies (a policy or strategy in place or under development in every institution assessed), to the establishment of Gender Offices and Gender Focal Points, translating gender policy into practice appears a persistent challenge. This includes limited knowledge of gender mainstreaming policy across more than half of the personnel surveyed, as well as among senior or mid-career personnel. Based on the sample analyzed, personnel are also mostly unaware of UNSCR Resolution 1325, and there seems to be little correlation of increased awareness among those countries that have a WPS National Action Plan. Lack of budgetary allocation for gender mainstreaming and lack of purposeful implementation of policy are among the reasons mentioned.

As is evident across the majority of MOWIPs, household constraints on women remain significant, and poorly addressed by institutional policies and practices. Data indicate that childcare is infrequently provided by the security institution, leaving personnel to use private childcare services or, more commonly, no childcare services at all. Another apparent pattern across MOWIPs includes low awareness of and/or uptake of paternity leave, even in those security institutions that have paternity leave policies. There are also apparent gendered differences in leave-taking. Lack of childcare resources and

awareness of paternity leave point to unfavorable institutional cultures for women, who are more likely to shoulder the burden of caregiving. These findings reflect institutional policies that fail to normalize shared caregiving responsibilities.

Does the (Country) Armed/Police forces provide adequate breastfeeding/pumping arrangements for women?

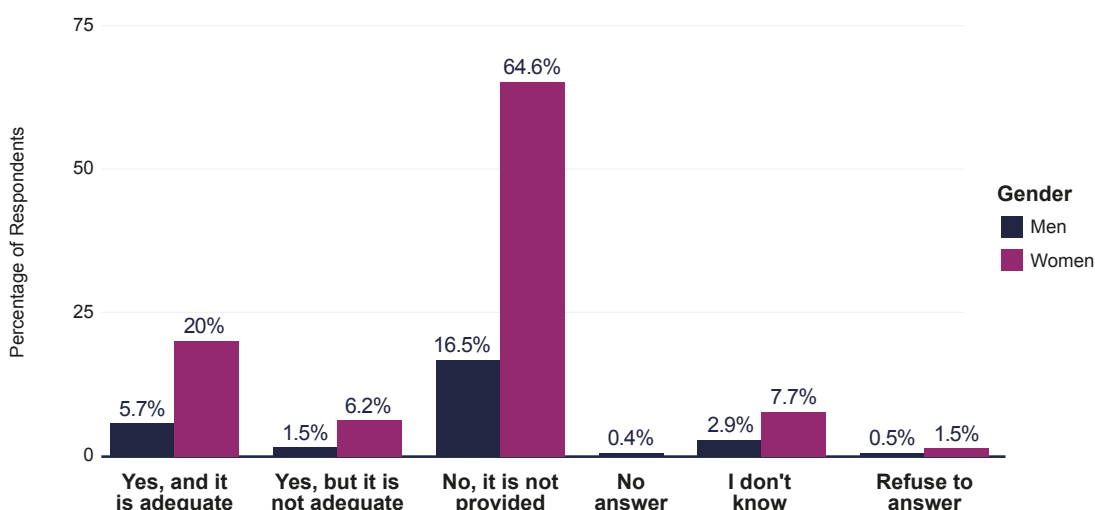


Figure 9: Adequate Breastfeeding Arrangements. Countries Included: Uruguay (Police), Senegal, Cambodia, Sierra Leone (Police), Zambia.

Nonetheless, there are MOWIP country reports that demonstrate stand-out institutional policies and practices that allow for the meaningful participation of women. Policies that support work-life balance (e.g. flexible working hours, family-friendly practices, elderly care and sick leave policies) and encourage a balanced distribution of caregiving activities between men and women (e.g. through paid and mandatory paternity leave) show that thoughtful implementation of gender-related policies is indeed possible.

Another recurring issue in the MOWIPs is the lack of infrastructure that would give women equal opportunities to participate. Overall, the MOWIP data show a gender gap in satisfaction with service provision – with male personnel reporting higher satisfaction than their female counterparts. The data show satisfaction amongst women on basic facilities such as dormitories and wash-facilities, but women more frequently report inaccessibility to gender-related resources. Breastfeeding arrangements are not widely provided within the security institutions, reported widely by both male and female respondents (see Figure 9). The large majority of women (73.4%) report that sanitary products were not provided while on mission (see Figure 10). Additionally, a disproportionately high percentage of female survey participants report ill-fitting uniforms.

Were you provided sanitary products while on mission?

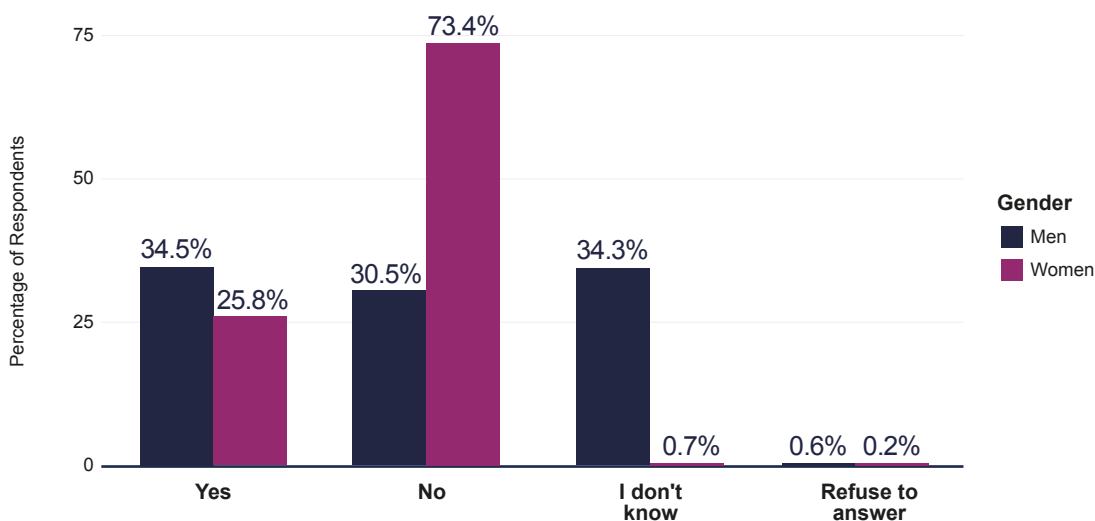


Figure 10: Provision of Sanitary Products. Countries Included: Ghana, Uruguay (Police), Uruguay (Military), Senegal, Bangladesh, Jordan, Liberia, Sierra Leone (Military), Cambodia, Sierra Leone (Police), Zambia.

These examples demonstrate both the needs of women's personnel, and how these needs are poorly met and understood by national-level institutions. Ill-fitting uniforms and equipment may indicate that women do not systematically and meaningfully participate in strategic decision-making processes – such as the selection and acquisition of equipment or the design of services and infrastructure.

Only two MOWIPs explicitly referenced having conducted a Gender Needs Assessment for Peace Operations, to mixed results. To take seriously the participation of women in Peace Operations, security institutions must commit to accommodating the physical and familial needs of female officers.

Finally, the meta-analysis revealed that gender training is often seen as a women's issue and delegated to female staff, creating an overrepresentation of women in gender training and in Gender Focal Point roles, which is paradoxical, given women's overall reduced access to training and professional development opportunities, compared to men. This suggests that gender training is seen as something that women should do or should have experience in, rather than a standard competency for all security personnel. Furthermore, several MOWIPs indicate that gender training is either not part of the core training curriculum, and not all of those deployed receive gender-specific training prior to deployment. There are a few exceptions to this with TPCCs who, based on the MOWIPs, train almost everyone of their deployed personnel.

Finally, gender training does not appear to be a requirement for advancement or promotion, nor a consistent requirement for senior leadership across MOWIP reports. Gender training has a largely unused potential to address peacekeepers' gender biases and views. Even if the main goal is to equip participants with knowledge and skills, it is difficult to conduct gender training without somehow confronting participants' attitudes towards gender.¹³

Gender training could be used more strategically as a tool to challenge gender norms and values in security institutions, and to change institutional cultures.

¹³ Karin Carlsson, Mia Schöb: DCAF Issue Paper: “More Than a Mandate? Making Gender Training in Security Institutions Matter” forthcoming June 2025.

3

Application of Findings to the Future of Peacekeeping

The global landscape for UN Peace Operations has changed over the past decade. There are fewer Peace Operations in the world today despite the rising number of global conflicts. The UN Security Council is often in deadlock with respect to authorizing new missions. Peace Operations have become increasingly dangerous for peacekeepers with peacekeepers being targeted by armed groups and state forces.¹⁴ Existing missions are closing, with host countries sometimes requesting that UN missions leave.

These changes are occurring alongside a backdrop of geopolitical competition, where multilateralism is on the decline, and where the world is facing numerous international threats. These threats include: rising authoritarianism and conflict, the weaponization of new and emerging technology, uncertainty and lack of global governance around Artificial Intelligence, transnational organized crime, the climate crisis, and public health emergencies.

It is within the current global context that the UN report, “The Future of Peacekeeping, New Models, and Related Capabilities” was published in October 2024. While not the only

¹⁴ Fjelde, Hanne, Lisa Hultman, and Sara Lindberg Bromley. "Offsetting losses: Bargaining power and rebel attacks on peacekeepers." *International Studies Quarterly* 60.4 (2016): 611-623; Henke, Marina E. *Has UN Peacekeeping Become More Deadly?: Analyzing Trends in UN Fatalities*. New York: International Peace Institute, 2016.

report or review to explore the Future of Peacekeeping,¹⁵ it is the most recent document that provides guidance to the UN and Member States. The report highlights how, despite the aforementioned challenges, the UN retains a comparative advantage in addressing global problems. It has the authority and legitimacy to convene stakeholders when crisis occurs; it has the flexibility to mandate Peace Operations; and UN Peace Operations happen within the context of accountability and compliance. Specifically, the report outlines how UN peacekeeping remains one of the most effective multilateral tools for preventing and mitigating armed conflict and sustaining longer term peace.

To prepare for the future and to ensure UN Peace Operations continued effectiveness, The Future of Peacekeeping study offers 30 models, coupled with proposals on key capabilities, to inform future UN missions (see Figure 1). “Each model represents a package of a desired strategic goal, a cluster of potential mandated tasks, and a brief list of related capabilities to enable its successful deployment.” The models represent activities that UN Peace Operations have previously undertaken but also include UN responses to emerging threats.

¹⁵ El-Ghassim Wane, Paul D. Williams, and Ai Kihara-Hunt, *The Future of Peacekeeping, New Models, and Related Capabilities* (Independent Study commissioned by the United Nations Department of Peace Operations, October 2024). A Secretary General Report is due sometime in 2025/2026.

	1. Preventive Deployments		11. Election Security and Assistance		21. Natural Disaster Response
	2. Atrocity Prevention		12. Disarmament, Demobilization, Reintegration		22. Humanitarian Accompaniment / Protection
	3. Protection of Civilians		13. Security Sector Reform and Governance		23. Cultural Heritage Protection
	4. Ceasefire Monitoring and Observation		14. Rule of Law / Law Enforcement Support		24. Natural Resource Protection
	5. Monitoring, Observation, and Reporting		15. Police Assistance		25. Border Management
	6. Verification		16. Support to Accountability Mechanisms		26. Infrastructure Security
	7. Support of Peace Agreements		17. Counter-Organized Crime		27. Cybersecurity
	8. New State Support		18. Mine Action / Explosive Ordnance Removal		28. Regional Security
	9. Transition Assistance		19. Emergency Humanitarian Response		29. City Security
	10. Transitional Administration		20. Public Health Support		30. Maritime Security

Figure 11: Models for Future UN Peacekeeping. From the report *The Future of Peacekeeping, New Models, and Related Capabilities* p. 21.

Yet with this more specialized approach to UN peacekeeping, there is a risk that missions will forgo gender equality. While the study recognizes that, “all models must be gender-responsive and designed to advance gender equality and the women, peace and security agenda as political and strategic imperatives for sustainable peace,”¹⁶ the report compartmentalizes gender. For example, the report outlines specific capabilities necessary for each model but often ignores the needs for women’s meaningful participation in Peace Operations in many of the models. This effectively silos the importance of gender into certain models and not others.

¹⁶ El-Ghassim Wane, Paul D. Williams, and Ai Kihara-Hunt, *The Future of Peacekeeping, New Models, and Related Capabilities* (Independent Study commissioned by the United Nations Department of Peace Operations, October 2024), 22.

In reality, women’s meaningful participation is needed in all mission models, but by not mandating it in each mission, it becomes easier for mission mandates to exclude gender considerations.

Furthermore, the report does not define what gender-responsive, gender, or participation of women means, or what these capabilities look like in practice. The capabilities mentioned include a variety of skills, but many capabilities still privilege traditionally masculine skill sets (e.g. relevant military and police units, protected mobility, combat convoy company) over more “feminine” or “softer” skill sets, such as communication, conflict resolution, peace-making, and addressing sexual and gender-based violence. The prioritization of these skill sets can be exclusionary to women and jeopardize mission effectiveness. As we have seen, the variety of skill sets are necessary for mission effectiveness. Women can excel in all skills, if given the opportunity, but discriminatory practices mean that they are often less likely to be trained in operational areas. Moreover, as we see in the meta-analysis, a pervasive gender protection norm and gender stereotypes about women prevent women from being considered for these positions and training.

In addition to specific capabilities, the report also highlights key capabilities for the UN, including planning, personnel, leadership, support capabilities, data and information management, strategic communications, information integrity, standby and rapid deployments, and security and welfare of peacekeepers. Gender-responsiveness and women’s participation are mentioned in the sections on leadership and personnel.¹⁷ The reference to the link between leadership and gender responsiveness is a positive step as research has noted the importance of leadership in advancing gender-responsiveness in security institutions.¹⁸ Leaders set the vision and priorities of an organization, put policies into practice and act as role models. “Organizational culture is created, reproduced, and

¹⁷ The report states: “As part of this effort, UN leaders should ensure enabling environments for women peacekeepers and Member States should remove systemic barriers to building national pipelines to enable “the full, equal and meaningful participation of women” peacekeepers at all levels. Member States should identify, nurture, train, and retain women for peacekeeping deployments, place them in important positions, and maintain databases of uniformed women who have served in missions” (pg. 40). And “those teams should be diverse and complementary in talents, experience, and skills, closely reflecting the needs on the ground; gender-responsive and include more women; and held accountable via effective and meaningful performance management mechanisms that inform considerations for renewal.”

¹⁸ DCAF Elsie Programme, mid-term evaluation report.

reinforced by those with leadership responsibility,"¹⁹ and a gender-responsive leader uses their leadership position to actively work toward achieving equality, both in the organization and in the organization's external activities.²⁰

However, other key capabilities mentioned might make it difficult to comply with goals set to advance gender-responsiveness in peacekeeping operations. For example, the capability of standby and rapid deployments on face value are helpful for responding to crises in a more timely fashion. At the same time, rapid deployments could present greater barriers for women's participation unless structural barriers are addressed. As mentioned above, there are simply more men than women in terms of sheer numbers, especially with respect to leadership positions. Women are not trained in different skill sets, also mentioned above. Women also face household constraints that make rapid deployment more difficult. Institutional practices such as a lack of childcare facilities make it more difficult for women to deploy. Addressing these barriers is essential to enable women to deploy (rapidly).

Gender stereotypes related to types of roles and tasks assigned to men and women, and gender protection, as noted in the meta-analysis, might prevent the rapid selection of women for many types of missions. Moreover, the section on security and welfare of peacekeepers demonstrates that peacekeepers are deploying to increasingly hostile, non-permissive mission settings, where there are an increasing number of armed attacks on deployed personnel. The sections specifically mentioned the need to focus on Improvised Explosive Devices (IED) training to counter these security-challenging environments. However, as the meta-analysis data findings suggest, service women are less likely to have these skills and be trained in these skills, as far fewer women are in operational and tactical roles than men. Safety is also limited to traditional forms of violence and not necessarily gender-based violence, harassment both from locals and within the peacekeeping operation itself.

When coupled with meta-analysis findings that highlight persistent gender protection norms, ongoing barriers to the deployment of women to non-permissive mission settings are likely to persist.

¹⁹ "Advancing Women Leadership in UN Policing - Organisational Culture Reboot", Cristina Finch, Heather Huhtanen and Tarryn Bannister, in the Ideas Notes 2030: Strategic Reflections on the Future of UN Policing, GCSP, May 2024. and OPPORTUNITIES FOR WOMEN IN PEACEKEEPING: POLICY SERIES POLICY BRIEF 3 | OCTOBER 2021 Organizational Culture Reboot BY HEATHER HUHTANEN.

²⁰ Leslie Groves-Williams, *The Gender-Responsive Leader's Handbook* (Sandö: Folke Bernadotte Academy, 2024).

The implication is that challenges to increase women’s meaningful participation in Peace Operations highlighted in our meta-analysis will continue through these new models or even be exacerbated with their implementation.

The Importance of Women’s Meaningful Participation in All Mission Models

To improve on the above-mentioned shortcomings, we build on the independent study’s work and address the importance of women’s meaningful participation in Peace Operations. Women’s meaningful participation in peace operations is integral to enhance effectiveness of all the models. In the annex, we highlight at least one benefit of women’s meaningful participation in the peace operation that would help to ensure that the goals of each model are met. The list is not comprehensive, and we do not go into detail in this Brief, but rather, the exercise is meant to show how important women’s meaningful participation and larger processes of gender-responsiveness are to all mission models. We urge more research to understand how gender-responsiveness, not just women’s meaningful participation, and larger WPS objectives strengthen the models.

Some mission modes are more conducive to women’s meaningful participation, while others are more susceptible to exclusion.

Despite the benefits highlighted in Annex 1 of women’s meaningful participation in peace operations and gender-responsiveness in each mission, some models are more likely to need extra support at the pre-deployment stage to ensure that women are included and able to fully participate.

By support, we refer to interventions such as reforms, programs, policies, and practices to help mitigate the barriers highlighted in the meta-analysis. These interventions should happen at the TPCC level and/or UN/regional actor level.²¹ Support also means there must be more attention to, political will for, resources for, and specific mission mandate language on women’s meaningful participation in each mission. It also means implementing reforms, programs, policies, and practices that mitigate the challenges highlighted in the meta-analysis.

²¹ Below we make recommendations about different types of interventions to TPCCs and UN.

In general, interventions to ensure women's meaningful participation in all the models should address the findings from our meta-analysis. First, interventions to address the underrepresentation of women in the security forces and ensure that there are women in all different types of positions, especially in tactical, operational and leadership roles, will enable women to deploy in missions that have more of a security-oriented mandate. More women will also be able to lead in all different types of missions. Second, interventions that help change patriarchal values, gender stereotypes, and the gender protection norm will ensure that discriminatory practices that might inhibit women from being chosen for different types of mission models and that inhibit women from being trained in different skill sets, are eliminated. These types of interventions go hand in hand with interventions aimed at sensitization of male personnel who might see targeted programs for women as evidence of women being favored for deployment. Finally, interventions that improve the needs of women (e.g. care responsibilities, facilities and equipment) will ensure that the security and welfare of all peacekeepers are met in all different types of missions.

While interventions to mitigate the barriers specified in the meta-analysis will improve women's meaningful participation in all mission models, there must also be more attention to political will for, resources for, and specific mission mandate language on women's meaningful participation for each mission. **First and foremost, all mission mandates should include specific reference to gender responsiveness.**

As mentioned, some models may need extra support to ensure that women's meaningful participation occurs in the mission. These are the missions where the specific capabilities mentioned are more oriented toward the use of force, more masculine traits, and require more specialization (specific training that women might be excluded from). The personnel specified are uniformed personnel. There are also models that do not specify the need for gender-responsive capabilities in missions. These models are also more susceptible to personnel being influenced by protection norms and gender stereotypes because these missions are oriented towards traditional forms of security. We classify these missions as those which need "high" amounts of support to ensure women's meaningful participation (See Annex 1).

Specific interventions to mitigate some of the challenges highlighted in the meta-analysis for missions that require “high support” include:

Recommendations for TPCCs	Recommendations for DPO	Recommendation for both DPO and TPCCs
<ul style="list-style-type: none"> • Promotion of women to leadership positions based on diverse set of skills. • Recruitment campaigns targeting women for all model types of missions. • Sensitization campaigns and training on gender stereotypes to all personnel. • Needs assessments of both men and women when a certain mission model is operationalized. • Adequate facilities, policies and institutions that allow men and women to deploy rapidly (e.g. childcare centers). • Adequate infrastructure for women and men in all different types of mission settings in line with the Elsie Initiative for Field Missions Guidance. • Implementation of policies that enable sharing household obligations (e.g. parental leave policies). • Adequate provision of services for women and men to have access to mental health, reproductive health, to ensure their physical wellbeing in all types of mission settings. 	<ul style="list-style-type: none"> • Work with TPCCs to track women’s inclusion in military and police forces over time, especially across different roles. • Develop goals for TPCCs that move beyond parity to indicators of gender-responsiveness. • Document and develop criteria for skills required to succeed in current and future security contexts, such as interpersonal communication, trust building, and negotiation. 	<ul style="list-style-type: none"> • Create rosters of women who have the skill sets needed to deploy to all models. • Provide specialized training to women on different skill sets to ensure women have the capabilities needed for all mission models. • Provide training on gender protection norms, gender stereotypes, and gender backlash for personnel of all ranks, including senior leadership. • Screen for personnel who have any misconduct violations.

Missions that need “medium support” (See Annex 1) to ensure women’s meaningful participation are ones where there is a more mixed set of specific skill sets required; the capabilities mentioned include both traditional traits related to security and defence but also skills required to succeed in current and future security contexts – such as interpersonal communication, trust-building, de-escalation, and negotiation. These modalities do not specifically mention gender-related capabilities, but they do emphasize civilian components.

In addition to the interventions above, specific interventions for these types of missions might include:

Recommendations for TPCCs	Recommendation for both DPO and TPCCs
<ul style="list-style-type: none"> • Joint training between civilian and uniformed personnel to create ready-to-deploy mixed (civilian/uniformed) units. 	<ul style="list-style-type: none"> • Reconceptualize pre-deployment training so that it integrates different skill sets (use of force and protection-oriented, and skills such as interpersonal communication, trust-building, de-escalation and negotiation).

There are some models that might need less support to ensure women’s meaningful participation, which we classify as “lower support” (See Annex 1). These are models where gender-responsiveness is specifically mentioned as a capability. These missions also emphasize civilian capacity more than militarized skill sets. The capabilities mentioned provide a wider range of skill sets necessary for deployment, possibly providing more opportunities for women. The mission objective is also less securitized, making them less susceptible to the gender protections norm, and include capabilities, such as mediation, community engagement, attention to SGBV, gender conflict assessment etc.

Importantly, we do not suggest that there is no support or effort needed to ensure women’s meaningful participation in these modalities, but rather that the description of the modality could open more doors for women.

Of course, the interventions mentioned above will improve women’s meaningful participation and more importantly improve gender responsiveness in these models as well. It is important to note again that there must still be political will, resources, awareness, and mission mandate language to ensure that women are included in these models.

In addition to the interventions above, specific interventions for these missions might include:

Recommendations for TPCCs	Recommendations for DPO	Recommendation for both DPO and TPCCs
<ul style="list-style-type: none"> • Training all personnel, especially those in more militarized units, on skills required to succeed in current and future security contexts – such as interpersonal communication, trust-building, de-escalation, and negotiation. 	<ul style="list-style-type: none"> • Document and develop criteria for skills required to succeed in current and future security contexts, such as interpersonal communication, trust building, and negotiation. 	<ul style="list-style-type: none"> • Circulate sensitization campaigns which clarify that men and women should prioritize different skill sets, including skills required to succeed in current and future security contexts – such as interpersonal communication, trust-building, de-escalation, and negotiation.

Both UN and TPCCs have a role to play in the efforts to ensure that the future peacekeeping models will enable women’s meaningful participation and more gender-responsive missions. The UN will continue to play an important role in setting targets for women's meaningful participation. They should also provide guidelines, training, and organizational awareness about the importance of gender responsiveness. The UN can ensure that mission mandates are gender-responsive and that accountability mechanisms are in place both for ensuring management's accountability to reach gender parity targets as well as accountability related to any misconduct. The TPCCs and their security institutions play a key role in ensuring that they recruit, train (with the necessary skill sets) and retain women and provide conducive environments for female leadership. They should also create institutional cultures that do not hold on to traditional gender stereotypes. Finally, we encourage more TPCCs to complete the MOWIP assessment to identify, and thereafter, address the specific barriers to women's meaningful participation in their security institutions, as this provides a baseline for improvement.

We encourage more TPCCs to complete the MOWIP assessment to identify, and thereafter address the specific barriers in their security institutions, as this provides a baseline for improvements.

Annex

Annex 1. Mission Models, benefits of gender-responsiveness and level of effort needed to ensure women’s meaningful participation, and gender responsiveness more broadly:

Mission Model	How women’s meaningful participation - and gender responsiveness more broadly - strengthens the Model	Level of effort
1. Preventative Deployments	<p>Early warning systems that include women and women’s knowledge networks via communication with peacekeepers, have improved knowledge about violence escalation and can better prevent conflict.</p>	<p>High</p>
2. Atrocity Prevention	<p>Atrocities affect men and women in different ways, with men more likely to die and women more likely to experience SGBV. Women’s meaningful participation in the mission and gender-responsiveness ensures different protection strategies.</p>	<p>High</p>

Mission Model	How women’s meaningful participation – and gender responsiveness more broadly – strengthens the Model	Level of effort
3. Protection of Civilians	Women’s meaningful participation in the mission and gender-responsiveness enables better detection of violence and a wider range of strategies for the protection of different populations.	Lower
4. Ceasefire Monitoring and Observation	Women’s meaningful participation in the mission and gender-responsiveness ensure that more intelligence is gathered about violations of ceasefires.	Medium
5. Monitoring, Observation, and Reporting	Women’s meaningful participation in the mission and gender-responsiveness enables a full monitoring of the range of provisions in a peace agreement. Supporting / ensuring women’s participation in peace agreements.	Medium
6. Verification	Women’s meaningful participation in the mission and gender-responsiveness create more opportunities to gather intelligence on violations to arms control agreements.	High

Mission Model	How women’s meaningful participation – and gender responsiveness more broadly – strengthens the Model	Level of effort
7. Support of Peace Agreements	Peace agreements vary in provisions; women’s meaningful participation in the mission and gender-responsiveness ensures that all parts of a peace agreement receive support from the mission. It also ensures that implementation benefits all parts of the population. Support for women’s participation in the peace agreements.	Lower
8. New State Support	The creation of new institutions is an opportunity to structure them in equitable ways. Women’s meaningful participation in the mission, and gender responsiveness, ensure that new institutions in states are equitable.	Lower
9. Transition Assistance	Transitions provide opportunities to create new government institutions in more equitable ways. Women’s meaningful participation in the mission and gender-responsiveness ensures that new institutions in states are equitable.	Medium

Mission Model	How women's meaningful participation - and gender responsiveness more broadly - strengthens the Model	Level of effort
10. Transitional Administration	When missions assume governance responsibilities, they set an example for future state leaders. Women's meaningful participation in the mission and gender-responsiveness in the mission sets an example for state governance going forward.	Medium
11. Election Security and Assistance	Female candidates often face more harassment (including online) than male candidates. Election security thus means understanding the gendered ways that different candidates experience violence and intimidation. Women's meaningful participation in the mission and gender-responsiveness ensures that civic education and knowledge sharing include women.	Medium

Mission Model	How women's meaningful participation - and gender responsiveness more broadly - strengthens the Model	Level of effort
12. Disarmament, Demobilization, and Reintegration	Female combatants are often left out of DDR processes and gender is often a recruitment tool for insurgents (e.g. whether promises of marriage or references to masculinity). Without a gendered understanding of these dynamics, comprehensive DDR is not possible.	Medium
13. Security Sector Reform and Governance	Creating security forces that serve all people means that specialized knowledge about gender inclusiveness is required. Women's meaningful participation in the mission and gender-responsiveness ensures that expertise is included in security sector reform.	Lower

Mission Model	How women's meaningful participation - and gender responsiveness more broadly - strengthens the Model	Level of effort
14. Rule of Law/ Law Enforcement Support	Laws pertaining to women's rights are often less likely to be enforced. Women's meaningful participation in the mission and gender-responsiveness peacekeeping help ensure that women's rights are enforced.	Lower
15. Police Assistance	Professionalized police forces that ensure civilian protection require gender-responsiveness in domestic security sectors as security needs are gendered. Women's meaningful participation in the mission helps motivate local women to become involved in police forces and encourages reporting.	Medium
16. Support to Accountability Mechanisms	Transitional justice mechanisms must ensure that all crimes are investigated, including ones related to SGBV. Additionally, the rape of men is often coded as torture and not SGBV. As such, gendered understanding of war crimes are necessary for full accountability.	Medium

Mission Model	How women's meaningful participation - and gender responsiveness more broadly - strengthens the Model	Level of effort
17. Counter Organized Crime	Criminal organizations often include women in their operations, and many criminal groups operate human trafficking rings. Expertise on how criminal groups use gender is necessary to counter organized crime.	High
18. Mine Action and Explosive Ordinance Removal	Women often have different knowledge networks about the locations of mines. Without fully engaging all parts of the population, mine clearing is not possible.	High
19. Emergency Humanitarian Response	Women and men experience displacement in different ways, especially when considering female-headed households. Humanitarian and refugee response is not possible without understanding these differential needs.	Medium

Mission Model	How women’s meaningful participation – and gender responsiveness more broadly – strengthens the Model	Level of effort
20. Public Health Support	Containing disease requires trust in medical authorities, which means strong community outreach and diversity in healthcare providers. Women’s meaningful participation in the mission and gender-responsiveness is necessary for understanding how best to approach different populations and immunizations and healthcare.	Lower
21. Natural Disaster Response	Women are more likely to be affected by climate change and also more likely to take active steps towards minimizing harms from climate change, suggesting that they must be incorporated into disaster prevention and response.	Medium

Mission Model	How women's meaningful participation - and gender responsiveness more broadly - strengthens the Model	Level of effort
22. Humanitarian Accompaniment/ Protection	Civilian protection, including accompaniment, requires understanding the different ways that men and women are impacted by war.	High
23. Cultural Heritage Protection	Caretaking responsibility of cultural heritage sites are often gendered, which means that women have insight into how best to protect such sites and which parts of them are sacred.	High
24. Natural Resource Protection	Natural resource extraction often employs male labor, creating disproportionate numbers of men in certain spaces and are thus sometimes accompanied by human trafficking or increases in sex work. A complete understanding of natural resource economies would include these factors and is not possible without gender analysis. Furthermore, women are actively involved in the protection of natural resources and should be included in protection efforts given their knowledge and networks.	High

Mission Model	How women's meaningful participation - and gender responsiveness more broadly - strengthens the Model	Level of effort
25. Border Management	SGBV can be pervasive at border crossings, especially as illicit trafficking occurs. Women's meaningful participation in peace operations and gender-responsiveness ensures that protection of all civilians is incorporated into border management.	High
26. Infrastructure Security	Key infrastructure is often understood to be military targets, however women's meaningful participation in peace operations and gender-responsiveness ensures that key infrastructure that is crucial for survival such as farmlands, markets etc are also protected.	High

Mission Model	How women's meaningful participation - and gender responsiveness more broadly - strengthens the Model	Level of effort
27. Cybersecurity	Different groups of people might be more susceptible to data breaches, disinformation, and (phishing) scams, meaning that public awareness and education campaigns are necessary, especially among women who may have less information.	High
28. Regional Security	There are existing networks of transnational cooperation and partnerships. Women's meaningful participation in peace operations and gender-responsive approach could help tap into existing regional networks.	High
29. City Security	Women and men navigate city spaces in different ways and cities are often designed to privilege men. Women's perspectives in city security would look vastly different than men's perspectives.	High

Mission Model	How women’s meaningful participation - and gender responsiveness more broadly - strengthens the Model	Level of effort
30. Maritime Security	Piracy, and other maritime security threats, depend on women, who sometimes help service illicit trade and are involved in recruitment activities. Maritime security is heavily male-dominated, which means that there are gendered consequences related to sex economies and human trafficking that must be taken into consideration.	High



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