



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

2016



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INTRODUCTION

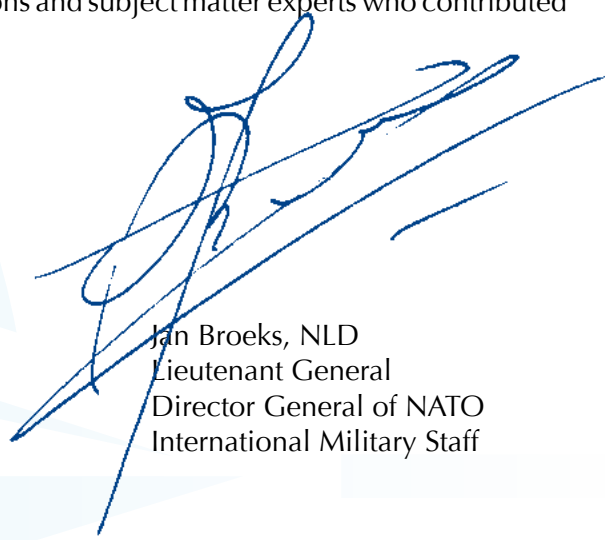
The 2016 Summary of the National Reports of NATO member and partner nations to the NATO Committee on Gender Perspectives (NCGP) on the implementation of the United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security is the third edition of the NATO's comparative study on the integration of gender perspectives in the armed forces.

For NATO as an Alliance, UNSCR 1325, gender mainstreaming and the integration of the gender perspectives into all our efforts and tasks remains a top priority. There can be no lasting peace without inclusion and gender equality which relate back to the fundamental values on which the Alliance was built – democracy, individual liberty, human rights and the rule of law.

This extensive review of national statistics and policies demonstrates the effects and added value of integrating the gender perspective in recruitment, retention, work-life balance and in military operations.

However, the purpose of the Summary is not only to provide transparent reporting on the improvements made on the gender domain, but also to share best practices, experiences and comparison of different approaches. This work, therefore, becomes an exemplar for NATO member and partner nations determined to fulfil NATO's and their commitments.

I would like to thank all the contributing nations and subject matter experts who contributed to this body of work.



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EXECUTIVE SUMMARY

The 2016 Summary of the National Reports of NATO member and partner nations (hereafter referred as 'Summary') to the NATO Committee on Gender Perspectives (NCGP) is a comprehensive compendium of the statistics, policies and programmes related to the implementation of the United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security and related resolutions in the armed forces.

The origins of this work date back to 1998, when the NCGP began to request annual National Reports from all NATO member nations. In 2015, the Office of the Gender Advisor of the International Military Staff at NATO HQ (IMS GENAD), as the secretariat to the NCGP, began to forward a standardised online questionnaire to all NATO member and partner nations. The result was a conclusive report with an analysis of the implementation and mainstreaming of gender perspectives in the armed forces.

The 2016 Summary is the third edition of the report and shows significant progress and commitment of NATO member and partner nations. As the questionnaire has been standardized, the final report provides comparisons with last year's data and shares a review of gender policies and programmes adopted by the Nations. The 2016 Summary collects data from all NATO member and 13 partner nations - Australia, Austria, Finland, Georgia, Ireland, Japan, Moldova, Montenegro, New Zealand, Serbia, Sweden, Switzerland and Ukraine.

The first part of the 2016 Summary comprises the Executive Summary, which is organised in seven Chapters. These are: Representation of Men and Women in the Armed Forces, Applications and Successful Recruitment, Retention Statistics (including Reserves and Work-Life Balance), Services and Ranks, Integration of Gender Perspectives (including Gender in Operations), the 2015 and 2016 NCGP Recommendations to the Military Committee (MC) and Conclusion.

The second part of the 2016 Summary introduces the profiles of all NATO member and partner nations separately and offers a detailed overview of national legislation, programmes and policies related to the advancement of the implementation of UNSCR 1325 and related resolutions in the armed forces. 28 NATO member nations are introduced first, followed by 13 NATO partner nations. Although Montenegro is since 2017 a member nation, for the purpose of this Summary reflecting year 2016, the Montenegrin national report is presented at the second part designated for the partner nations.

The 2016 Summary also builds up on the work and analysis conducted in previous years. The Chapters on the Representation of Men and Women in the Armed Forces, Applications and Successful Recruitment, Retention Statistics, Services and Ranks and Integration of Gender Perspectives in the Armed Forces have been maintained as well as the deliberate use of the same graphs, with updated statistics, which allows comparison between years. However, several innovations were introduced; such as additional graph to further review the statistical data provided on the main areas of employment of men and women in the armed forces and column graphs on the distribution of men and women in the armed forces. Furthermore, new graphs have been added to the Chapter 4 – Ranks and Services to provide detailed overview of the distribution of ranks among men and women and in Chapter 6 - the 2015 and 2016 NCGP Recommendations to the MC is provided overview of actions taken by nations on the implementation of the 2015 and 2016 NCGP Recommendations to MC. Each graph is further described and provided with significant results of 5 member nations and 1 partner nation. All innovations serve to better present the data.

Ultimately, apart from the statistical overview, the 2016 Summary should also serve as a practical guide to NATO nations on how to gender mainstream and how to integrate gender perspectives in their armed forces by best practices provided in tables with selections of national approaches.

All NATO member and partner nations are highly encouraged to continue to submit their reports in the years to come, so that the Summary can become a continuous record that is increasingly effective and useful for all.

Whilst there is commonality in much of the data and its presentation, the written narratives can vary quite considerably. As such, the IMS GENAD has purposely chosen not to amend the content. Nations are encouraged to consider what works best for them in subsequent reports. All Nations are responsible for the information they submitted.



1 Representation of Men and Women in the Armed Forces in 2016

This chapter presents an analysis of the representation of men and women in the armed forces, all active duty military personnel, based on statistical information provided by NATO member and partner nations. The first section provides averages based on the National Reports submitted by NATO member nations. The second section looks at the averages based on the reports from NATO member and partner nations combined.

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

Figure 1 shows that the average percentage of women in the armed forces of NATO member nations was 10.9% in 2016. This includes all active duty military personnel. In 2015, the average percentage of women in the armed forces was 10.8% and in 2014 it was 10.3%. Figure 2 shows the average percentage of female military personnel over the course of the last 18 years. This average has increased by 3.8% since 1999 when women represented 7.1% of the armed forces of NATO member nations.

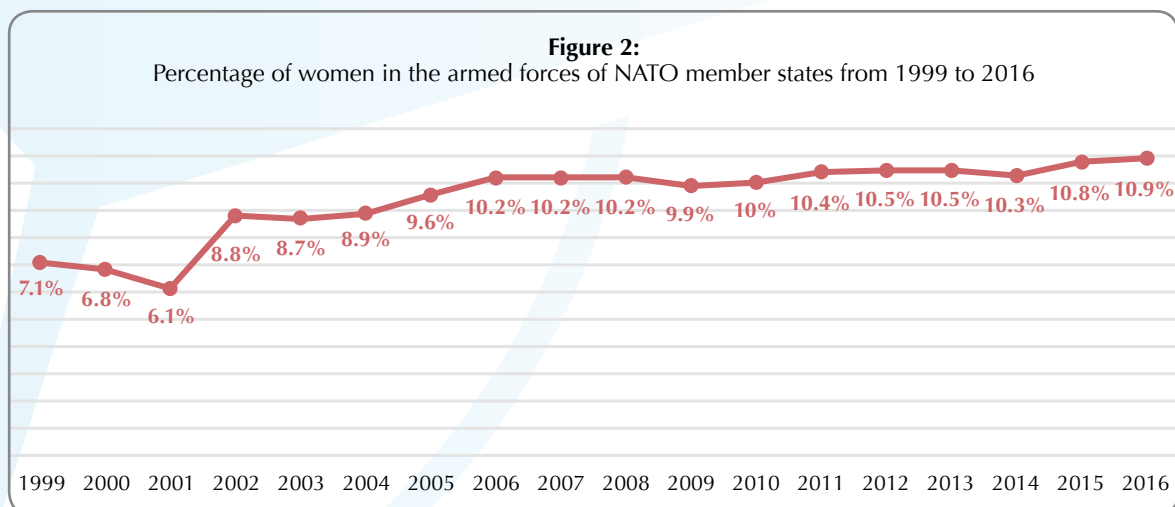
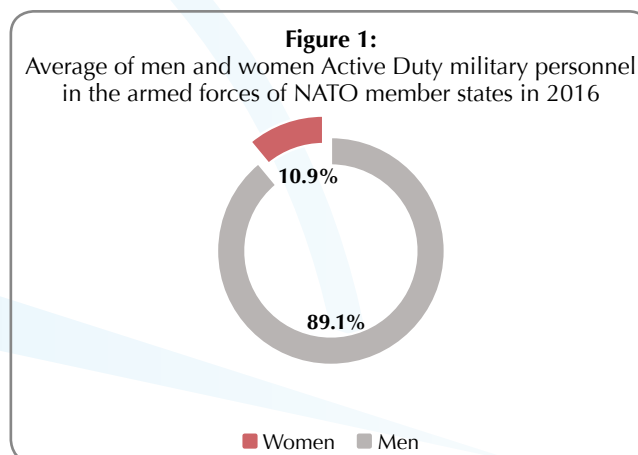


Figure 3 details the average percentage of women in the armed forces of each NATO member nation in 2016. 10.9% is the average percentage of women in the armed forces of all NATO member nations and shows an increase of 0.1% compared to 2015 when it was 10.8%. Compared to 2015, in 2016, 16 nations reported an increase in women's representation in their armed forces, 3 nations reported the same percentage and 8 nations reported a decrease in women's representation.

Hungary (20%), Slovenia (16.1%), Latvia (16%), the United States (15.9%) and Greece (15.4%) are the five nations with the highest percentage of women serving in their armed forces.

Norway (from 9.5% in 2015 to 10.7% in 2016) had the largest increase (1.2%) as regards the percentage of women in the armed forces between 2015 and 2016. Romania (from 5% in 2015 to 5.9% in 2016) had the second largest increase (0.9%), Luxembourg (from 5.9% in 2015 to 6.6% in 2016) and Poland (from 4.3% in 2015 to 5% in 2016) had the third largest increase (0.7%). Germany (from 10.9% in 2015 to 11.3% in 2016), Turkey (from 0.9% in 2015 to 1.3% in 2016) and the United States (from 15.5% in 2015 to 15.9% in 2016) had the fourth largest increase (0.4%). Croatia (from 10.7% in 2015 to 11% in 2016) and Slovakia (from 9.8% in 2015 to 10.1% in 2016) had the fifth largest increase (0.3%).

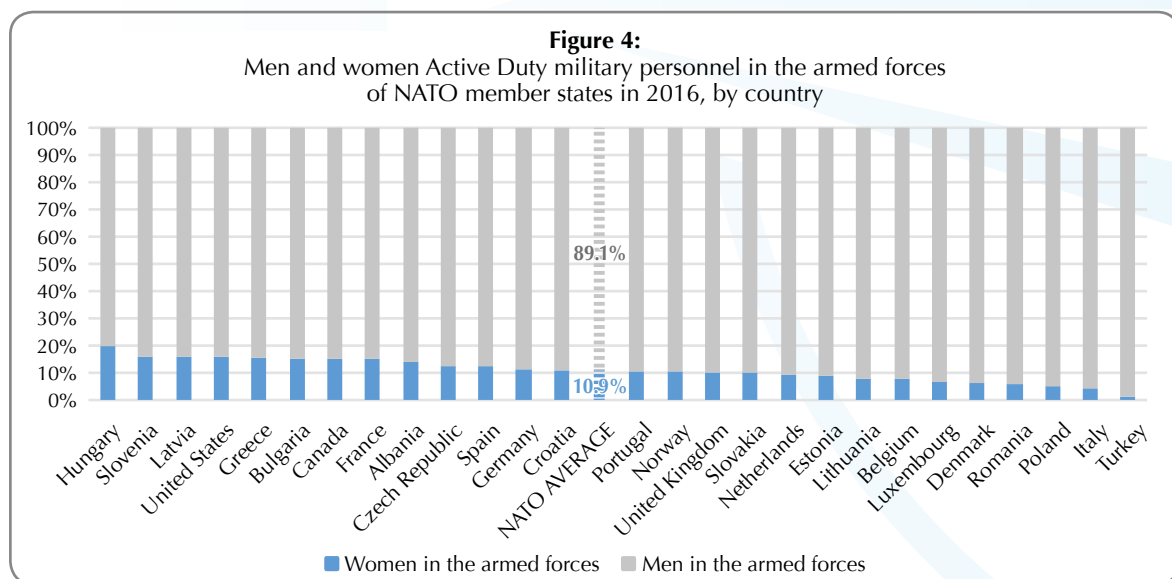
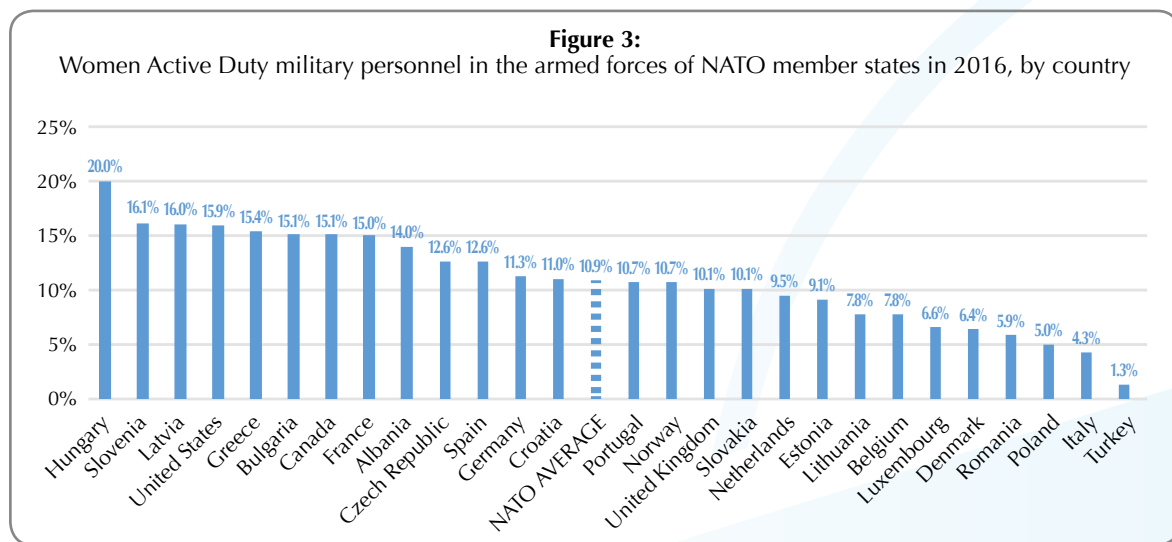
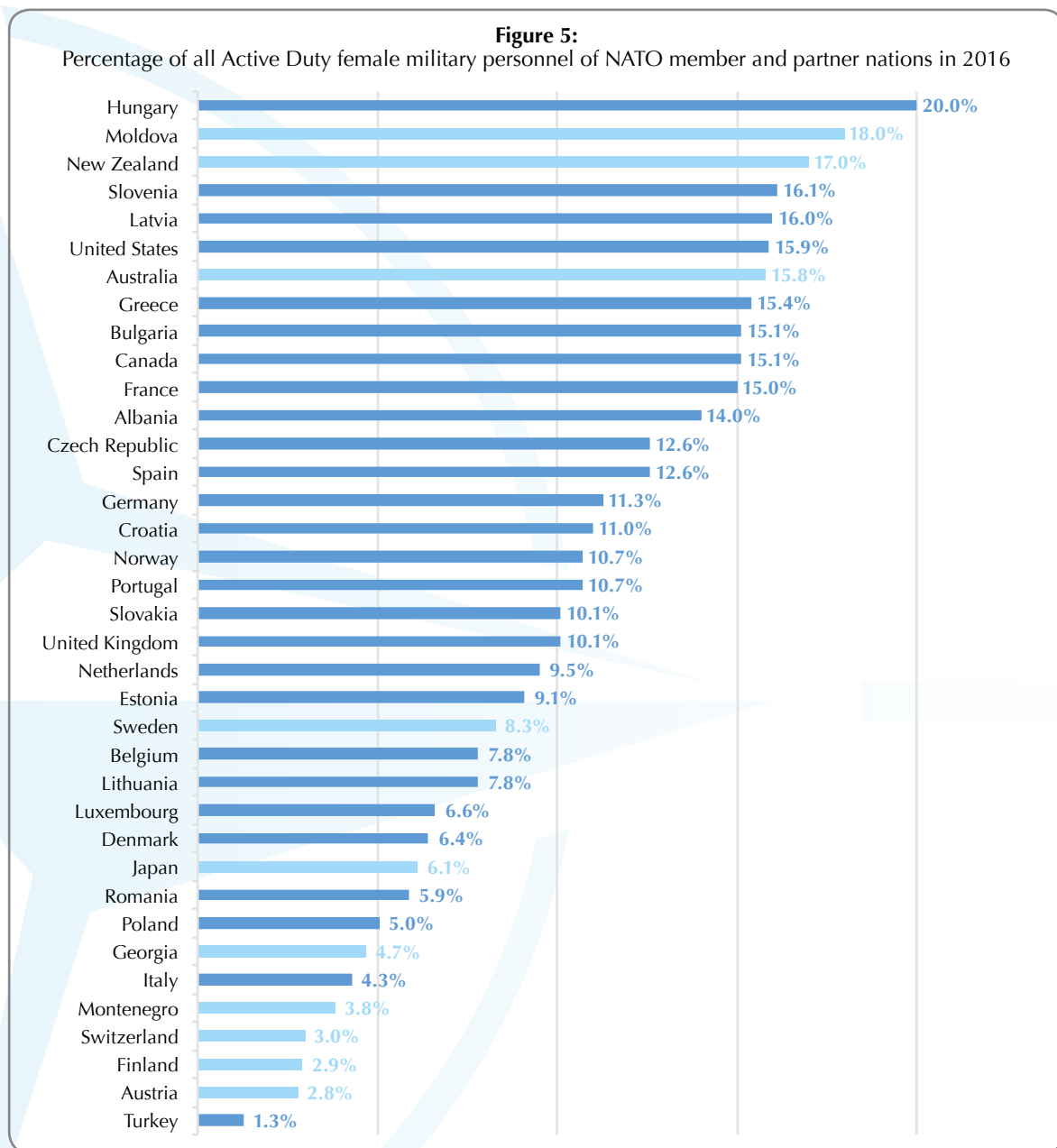


Figure 4 compares the percentage of men and women in the armed forces of NATO member nations in 2016. Albania, Bulgaria, Canada, Croatia, the Czech Republic, France, Germany, Greece, Hungary, Latvia, Slovenia, Spain, and the United States are above the NATO average, which is 10.9% for women and 89.1% for men.

The percentage of all active duty female military personnel in NATO member and partner nations is shown in Figure 5. Information was received from the following partner nations - Australia, Austria, Finland, Georgia, Japan, Montenegro, Switzerland, and also for the first time from Moldova, New Zealand and Sweden.

The partner nations that reported an increase in the percentage of women in the armed forces between 2015 and 2016 are Australia (from 15.4% in 2015 to 15.8% in 2016), Japan (from 5.9% in 2015 to 6.1% in 2016), Finland (from 2.4% in 2015 to 2.9% in 2016) and Austria where the representation of women doubled (from 1.4% in 2015 to 2.8% in 2016).

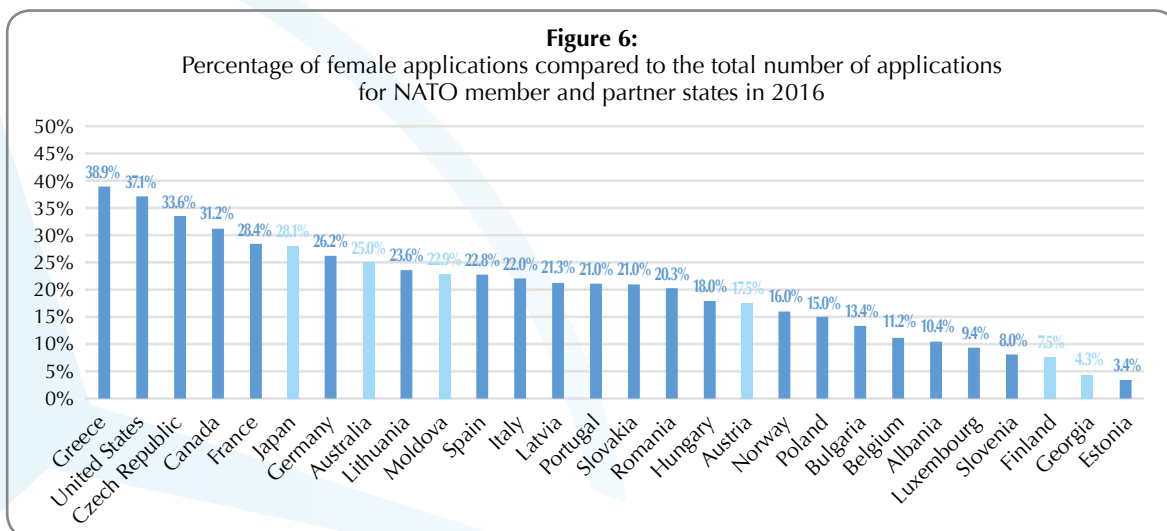




2 Applications and Successful Recruitments in 2016

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

Greece, the United States, the Czech Republic, Canada and France have the highest percentage of female applicants compared to applicants among the NATO member nations that reported. Japan has the highest percentage of female applicants among the partner nations that provided data.

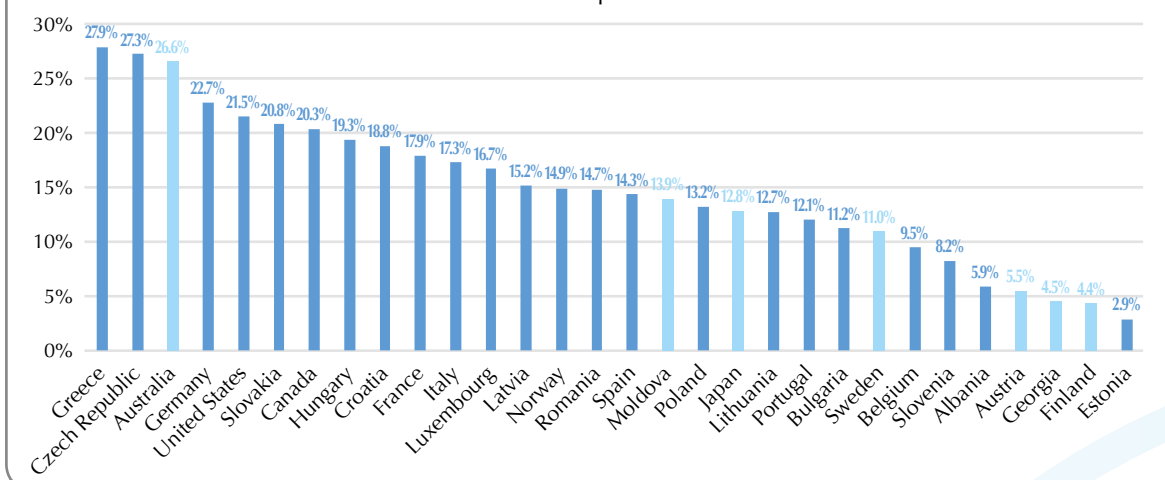


In Greece and the United States more than 35% of the applications received in 2016 were from women. In the Czech Republic and Canada more than 30% of the applications received in 2016 were from women. In France, Japan, Germany and Australia, female applicants accounted for more than 25%.

The United States (from 21.90 in 2015 to 37.13% in 2016) had the largest increase (15.23%) as regards the percentage of female applications between 2015 and 2016. Greece (from 29.10% in 2015 to 38.94% in 2016) had the second largest increase (9.84%), Luxembourg (from 0% in 2015 to 9.38% in 2016) had the third largest increase (9.38%), Albania (from 6.70% in 2015 to 10.41% in 2016) had the fourth largest increase (3.71%) and Norway (from 12.30% in 2015 to 15.96% in 2016) had the fifth largest increase (3.66%). Among the partner nations, Austria had the largest increase in female applications (14.2%) from 3.5% in 2015 to 17.52% in 2016.

Figure 7 shows the percentage of women who were successfully recruited compared to the percentage of recruited personnel in 2016 in NATO member and partner nations. In Greece and the Czech Republic more than 25% of women were successfully recruited compared to the total number of recruits in 2016.

Figure 7:
Percentage of recruited women compared to the total number of recruits for NATO member and partner states in 2016



In Canada, Germany, the United States and Slovakia more than 20% of women were successfully recruited compared to the total number of recruits in 2016. Greece (27.86%), the Czech Republic (27.26%), Germany (22.73%), the United States (21.52%) and Slovakia (20.79%) had the highest percentage of women successfully recruited compared to the total number of recruits in 2016. Among contributing partner nations, Australia had the highest percentage of successfully recruited women compared to the total number of recruits (26.56%) in 2016.

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

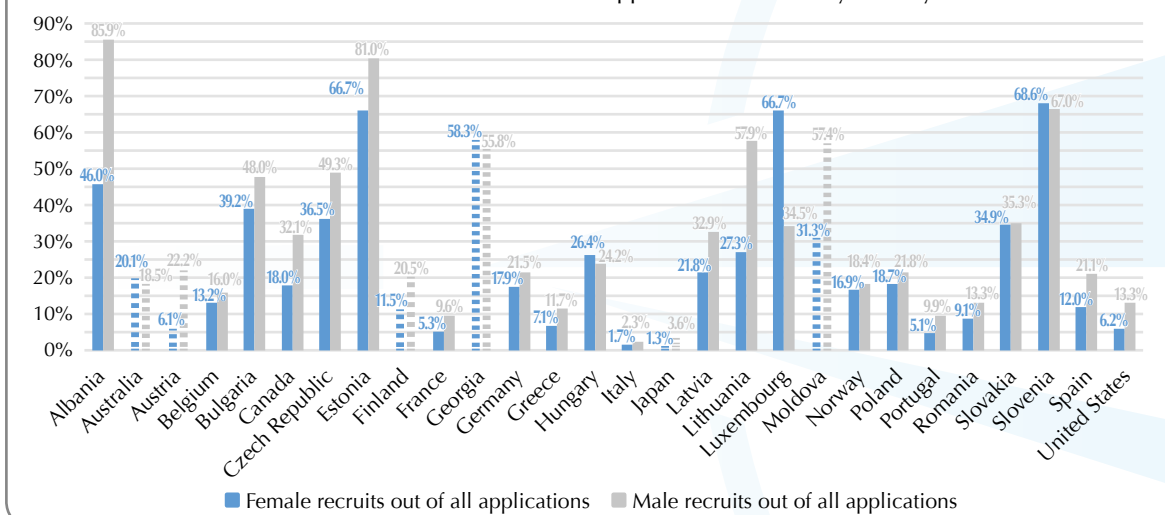


Figure 8 shows the percentage of women recruited compared to the number of female applications and the percentage of men recruited compared to the number of male applications for NATO member and partner nations. Compared to the number of applications, the percentage of successfully recruited women is higher than that of men in Hungary, Luxembourg and Slovenia for member nations, and in Australia and Georgia for partner nations.

Data provided by NATO member and partner nations implies that there is a strong correlation between policies which promote the recruitment of women in the military and female applications received. Compared to 2015, most of the member nations which have policies that promote the recruitment of women in the military experienced a significant increase in the female applications received in 2016.

3 Retention Statistics in 2016

This chapter details available retention statistics from NATO member and partner nations. Subchapters include available data on Reserves and Work-Life Balance in NATO member nations, touching upon parental, maternity and paternity leave.

Figure 9 shows the percentage of women who left the armed forces in 2016. Turkey (1.6%) has the lowest percentage of women leaving the military, followed by Poland (2.1%), Luxembourg (2.4%), Slovakia (4.8%) and Romania (5.1%). As regards partner nations, Finland (2.3%) is among the three nations with the lowest percentage of women who left the armed forces in 2016.

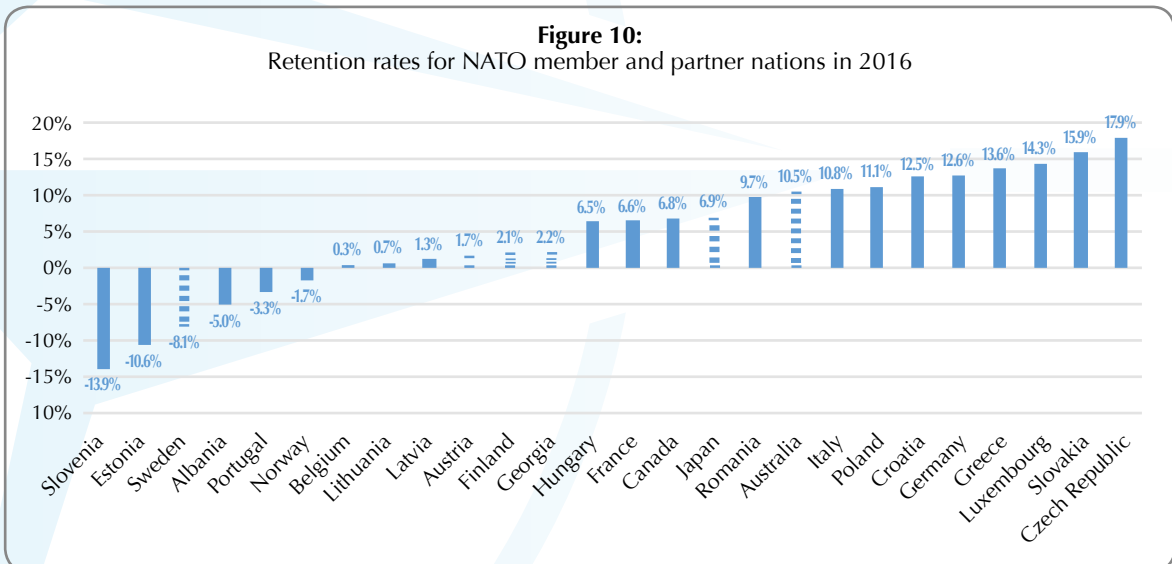
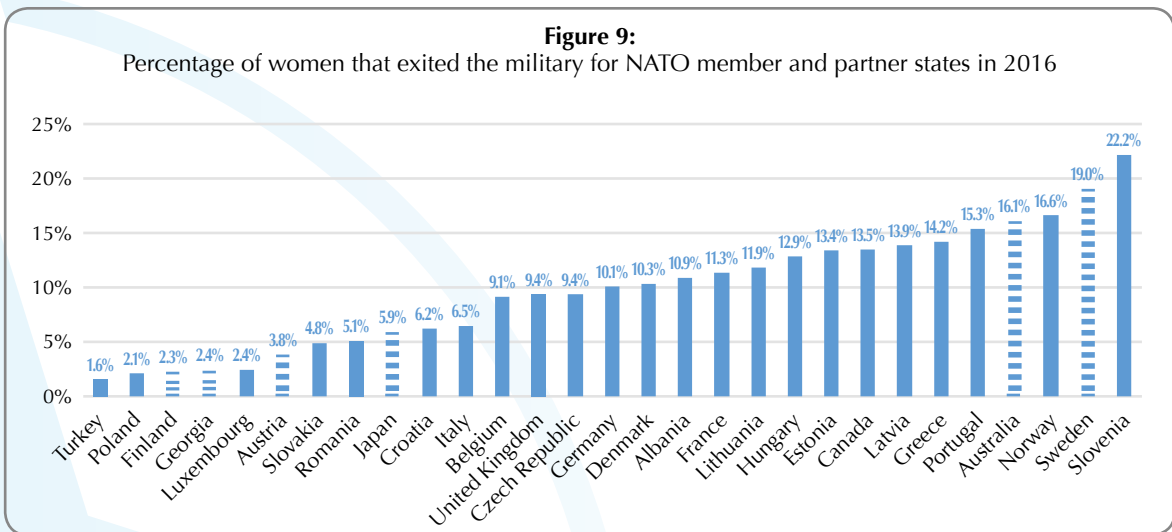


Figure 10 compares the average percentage of women in the military and the number of men and women who left the military in 2016. The data indicate that more men than women tend to leave the military in all NATO member nations. Proportionally the Czech Republic retains 17.88% more women than men. In Slovenia, the percentage of women who left the military in 2016 was proportionally 13.93% greater than men. In Belgium (0.34%), retention rates were almost the same for men and women.

Figure 11 indicates the percentage of NATO member nations that have policies to encourage personnel retention. 21 NATO member nations (excluding Iceland) reported they had retention policies in 2016. Figure 12 shows the percentage of NATO member nations with retention policies that specifically target women. 5 NATO member nations (excluding Iceland) reported in 2016 that they have retention policies for women. While 78% of NATO member nations have retention policies for men and women, 19% of them have specific retention policies for women.

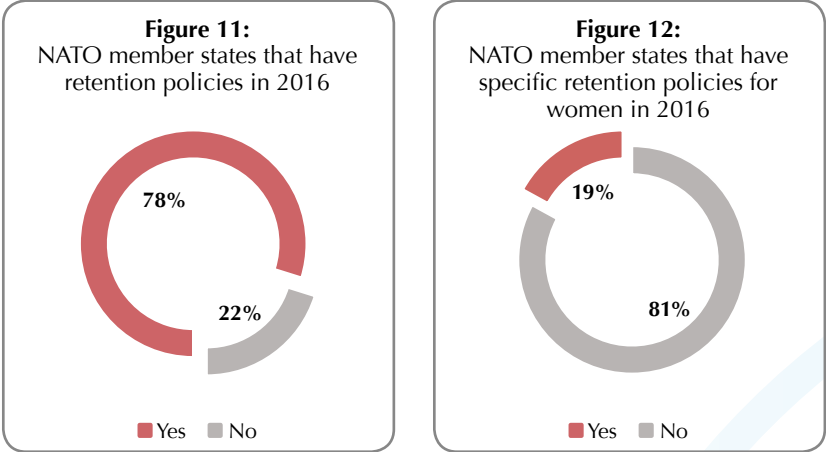


Table 1 provides the examples among NATO member nations as regards the adoption of specific retention policies for women in 2016.

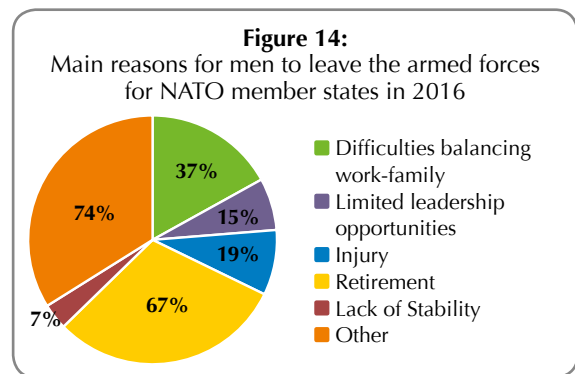
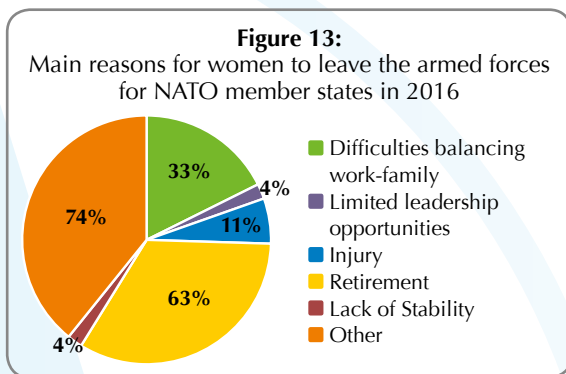
Table 1. SPECIFIC RETENTION POLICIES FOR WOMEN*	
Bulgaria	The Labour Code establishes special protection of female personnel.
Germany	Bundeswehr-wide are in place mentoring programmes, exploitation and analysis of evaluation reports with regard to gender-related proportional representation and different working time models. Also, analysis and monitoring of careers paths in all phases of life, attendance at selection conferences, founding membership of the network ‘Chefsache: Drive the Change – For Men and Women’, equal opportunities awareness-raising activities aimed at leadership personnel, conclusion of agreements on objectives to specifically nurture female potential talent, etc.
Spain	Courses and competitive exams take pregnancy into account, evaluation boards rely on a quota system and female personnel’s salary cannot be cut or reduced if their post is changed due to pregnancy.
Turkey	There is parental leave, part-time employment for women in the armed forces as with other public servants. Female officers and NCOs whose spouse is appointed to foreign countries for permanent duties can take a yearlong leave without pay if they wish so. Female officers and NCOs who married a colleague from a different service are transferred to the service of their spouse in order to protect family unity.
United Kingdom	Whilst they are not labelled as ‘Female-retention’ policies, there are many policies which have been developed in response to observations about why females may depart from the Service. These specific policies include ‘protection from deployment for 18 months post-childbirth’ to allow new mothers and families the time needed to regain fitness and develop a sustainable family life and flexible working where unpaid periods can be used to reduce the days a Service Personnel (SP) is in the workplace.

*More information on specific retention policies for women are explained in the relevant National Reports.

Figures 13 and 14 illustrate the main reasons why men and women tend to leave the armed forces. The data provided by NATO member nations show that men and women leave the military mostly because of retirement. Besides retirement, women mention the difficulties in balancing work and family life as a major reason for leaving the military. More men than women specify that limited leadership opportunities and injuries are the main reasons for leaving the armed forces. Other reasons include transfers, end of contract, illness, dissatisfaction regarding jobs and salary and lack of geographic stability.

In 2016 compared to 2015, for women, there is a significant increase in the percentage of other reasons given as the main reason for leaving the armed forces (67% in 2015 to 74% in 2016) compared to a significant decrease in the percentage of limited leadership opportunities (15% in 2015 to 4% in 2016) and injury (15% in 2015 to 11% in 2016).

In 2016 compared to 2015, for men, there is a significant increase in the percentage of difficulties in balancing work and family life given as the main reason for leaving the armed forces (30% in 2015 to 37% in 2016) compared to a significant decrease in the percentage of retirement (74% in 2015 to 67% in 2016) and limited leadership opportunities (22% in 2015 to 15% in 2016).



The percentage of NATO member nations that have networks to support women in the military is indicated in Figure 15. The data show that 48% of NATO member nations offer supportive systems for women in the armed forces, which is a decrease compared to 60% in 2015.

According to the national reports received, member nations which have networks to support in the military also took necessary measures to establish retention policies specifically for women and policies that promote the recruitment of women in the military.

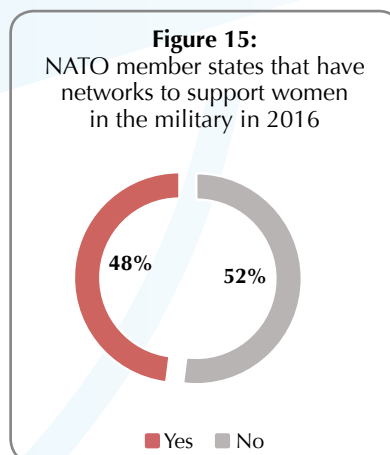
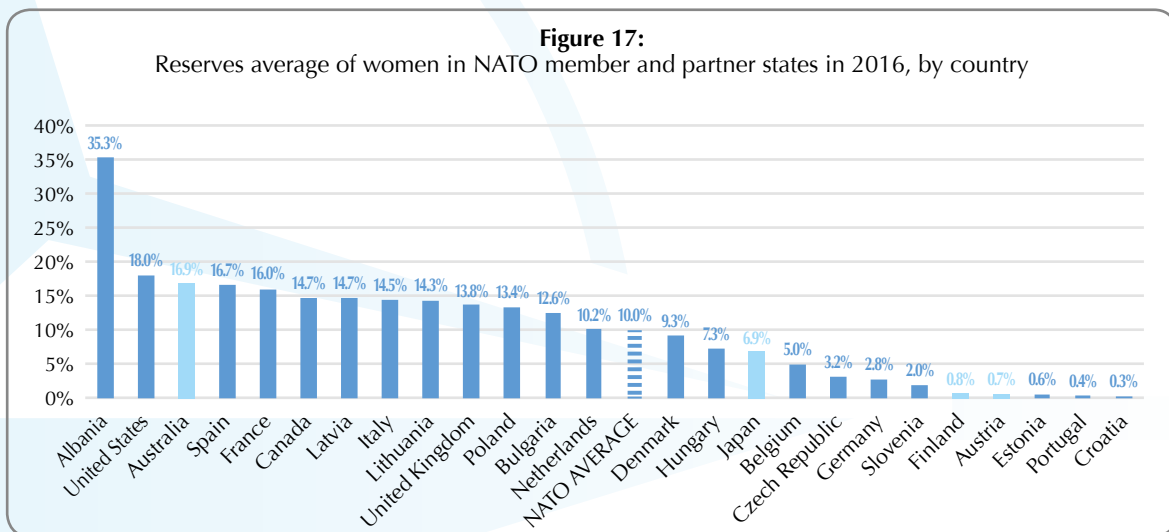
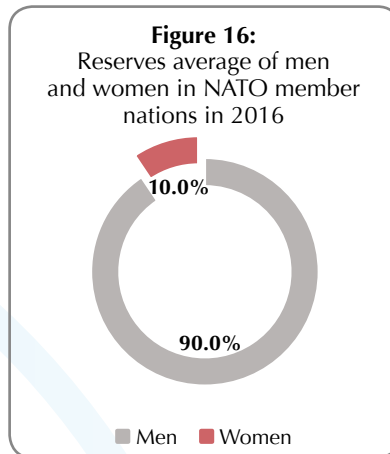


Table 2 contains a list of networks that support women in the military of NATO member nations.

Table 2. NETWORKS TO SUPPORT WOMEN IN THE MILITARY		
Country	Network	Main Activities*
Bulgaria	Bulgarian Armed Forces Women Association	
Canada	Defense Women's Advisory Organization (DWAO)	The DWAO is a voluntary group tied to the requirement of the Employment Equity Act. The DWAO operates nationwide at various levels of the DND/CAF and it is not restricted to women only. The DWAO provides advice and feedback to DND/CAF leadership on policy, process or procedures which can potentially obstruct military and civilian women's employment within the organization.
Czech Republic	Work Group on Equal Opportunities for Men and Women	
Denmark		Initiating and Advisory Body of the Department of Personnel of the Ministry of Defense
France	Women of Defence	The 'Women of Defense' association was established in 2016 and planned as a 'space of solidarity' for large network of civilian and military women.
Hungary	Committee of Military Women	
Norway	Armed Forces Female Association	The Armed Forces Female Association aims at supporting female personnel by raising awareness and addressing equality, social and public perception of the armed forces in society, career opportunities for military women and their importance in international operations to implement UNSCR 1325.
Poland	Council for Women's Affairs	In addition to the Council for Women's Affairs, women are also supported by the Plenipotentiary of the MoD for Women's Military Service.
Portugal	Women network; Air Force Women Network Group	Each Service has its own network. The Portuguese Navy has a permanent advisory and consulting team to the Chief of Naval Personnel within the Bureau of Naval Personnel (Since 2008) that support women in the military in collaboration with the Gender Perspective Office of the Personnel Naval Command. These two entities aim at providing information and support to men and women on issues such as parental leave, working conditions and gender-based discrimination. The Army has networks to support women and Air Force has the 'Air Force Women Network Group', since 1993.
Slovakia	Association of Women in the Military	
Spain	Gender Network	The Gender Network enhances equality of men and women in the armed forces.
United Kingdom	Women's Service Network	Each of the Services has a dedicated Women's Service Network to provide support, direction and to communicate new developments.
United States	Defense Advisory Committee for Women in the Services, Center for Women Veterans, Lean-in Circles	'Defense Advisory Committee for Women in the Services' is composed of civilian women and men who are appointed by the Secretary of Defense to provide advice and recommendations on matters and policies relating to the recruitment and retention, treatment, employment and integration. 'Center for Women Veterans' advocates for cultural transformation to raise awareness about the service and sacrifice of women Veterans. 'Lean-In Circles' meet regularly to help men and women feel more connected to their units.
*More information about the work and activities of the networks are explained in detail in each country's National Report		

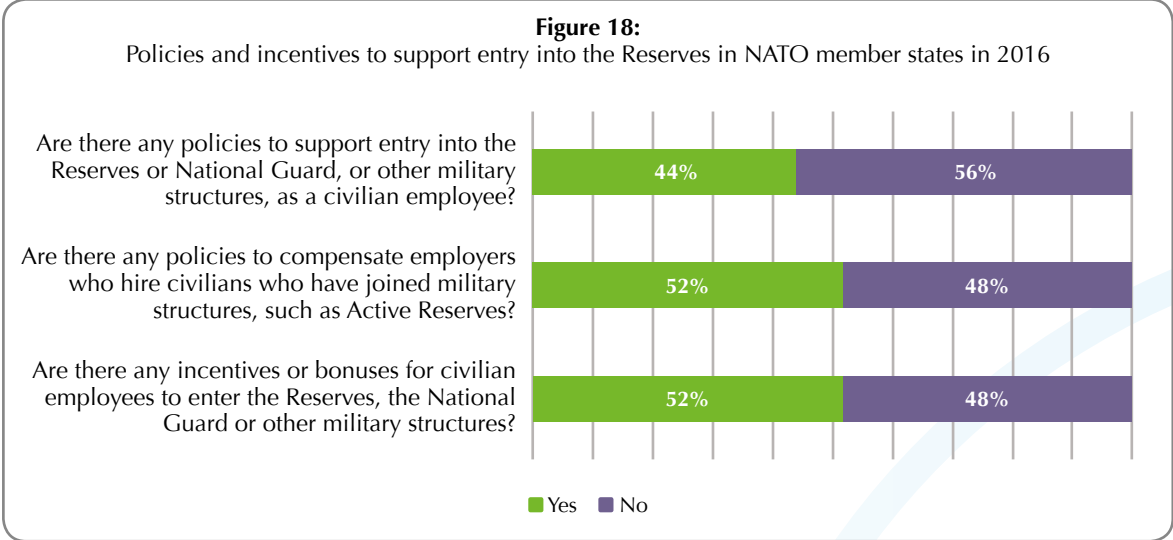
3.1. Reserves⁽¹⁾

This subchapter details available data from NATO member nations in 2016 on statistics for Reserves. The percentage of female and male Reserve personnel for NATO member nations is indicated in Figure 16. On average, female Reservists in NATO member nations amount to 10% of the total Reserve Service. Figure 17 shows the percentage of women who serve as Reservists in NATO member and partner nations. Albania (35.3%), followed by the United States (18%), Spain (16.7%), France (16%) and Canada (14.7%) have the highest percentage of women Reservists compared to total Reserves. As regards partner nations, Australia (16.9%) has the highest percentage of women Reservists out of all Reserves.



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

Figure 18 shows the percentage of NATO member nations that have policies to support entry into the Reserves and compensate employers who hire civilians that serve in the military. The data show that NATO member nations have fewer policies to support entry into the Reserves, however more incentives or bonuses for civilian employees to enter the Reserves or National Guards in 2016 than in 2015. The same number of NATO member nations reported that they have policies to compensate employers who hire civilians that serve in the military.



3.2. Parental, Maternity and Paternity Leave

Table 3 provides data on parental, maternity and paternity leave for NATO member nations. Whilst the table gives an overview of parental leave policies in NATO member nations, more detailed and exhaustive information can be found in the respective country's National Report.

Table 3. Parental, Maternal and Paternal Leave expressed in weeks, by country

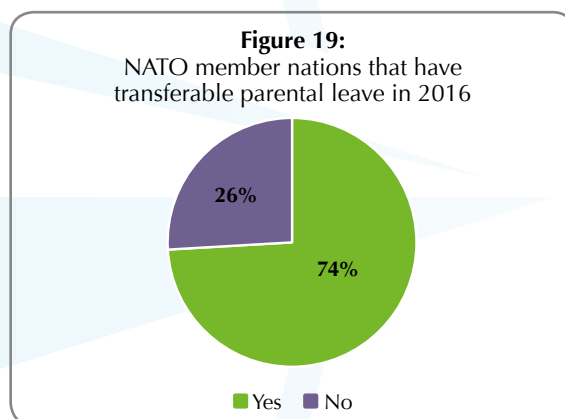
Country	Parental leave	Maternity Leave	Paternity Leave
Albania	52	The mother is entitled to minimum 9 weeks of leave, then from 9 to 52 weeks the leave becomes optional and transferable to the father. If the mother decides to work after the 63-day postpartum period she is entitled to take 2 hours off during the normal working day or work 6 hours for the same salary until the child is 1 year old.	The father is entitled upto maximum 43 weeks of paternity leave only after 9 weeks from the birth of the child.
Belgium	17	15	2
Bulgaria	84 (52+32)	52	32, after 6 months of baby's age
Canada	50	Only the mother is entitled to take 15 weeks of leave.	Both mother and father are entitled to 35 weeks of leave.
Croatia	52	26	
Czech Republic	From 28 to 37 weeks. Can be extended upto 144 weeks.		
Denmark	32	The mother is entitled to paid maternity leave 6 weeks before the birth of the child and 14 weeks after. Afterwards there are up to 32 weeks of parental leave: 12 weeks are paid and 20 weeks are unpaid.	The father is entitled to 2 weeks of leave together with the mother, then up to 32 weeks of parental leave. 13 weeks are paid and 19 weeks are unpaid.
Estonia	146		
France	156	20	
Germany	156		

***More information about the work and activities of the networks can be found in the relevant National Reports**

Table 3. Parental, Maternal and Paternal Leave expressed in weeks, by country			
Country	Parental leave	Maternity Leave	Paternity Leave
Greece	40		
Hungary	24		
Italy	40	Compulsory 20	Compulsory in alternative to maternity leave - 20. Paternity leave is from 24 to 28 weeks.
Latvia	78	68	68
Lithuania	160	156	4
Luxembourg	52	26	26
Netherlands	29	13	13
Norway	49 weeks with 100% salary or 59 weeks with 80% salary	6	10
Poland	28	20	2
Portugal	21	6	3
Romania	96, upto 156 in case of severe health issues of the child	6	3
Slovakia	156	122	122
Slovenia	53 (combined 15 maternity leave and 38 parental leave)	15	4
Spain	20	16	14
Turkey	18	8	1, 1.5
United Kingdom	52		
United States	12		2

*More information about the work and activities of the networks can be found in the relevant National Reports

Figure 19 shows that 74% of NATO member nations allow transferable parental leave. More information can be found in the work-life balance subchapter.



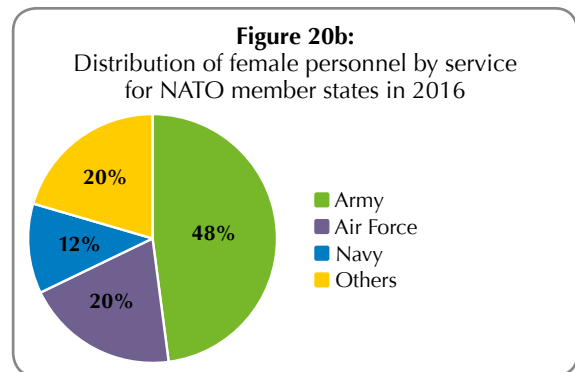
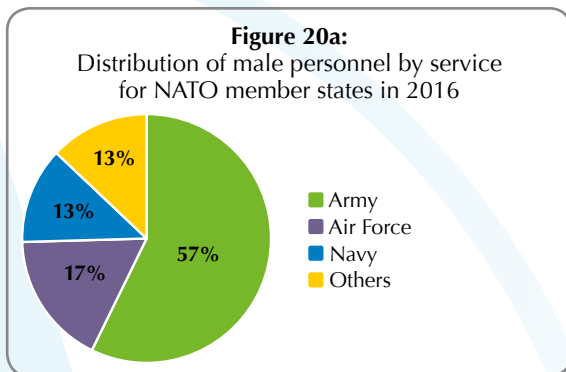


4 Services and Ranks in 2016

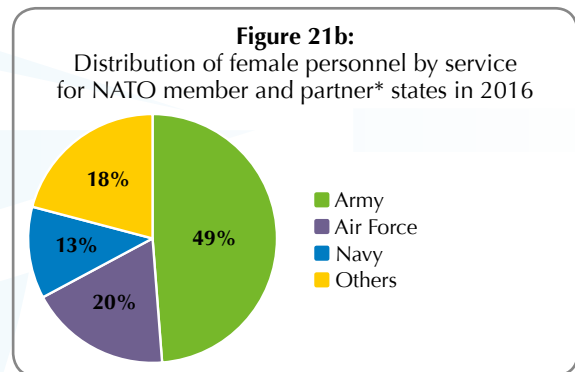
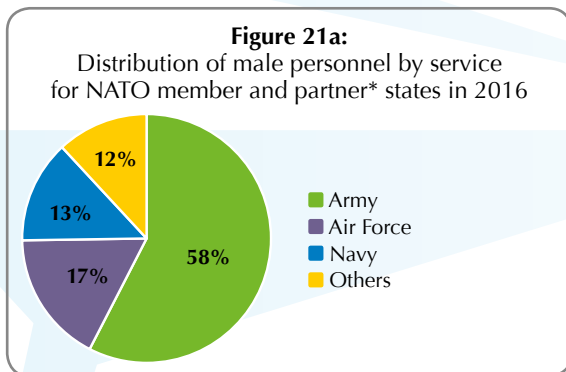
Percentage of Men and Women by Services

The findings shown in Figures 20a and 20b illustrate the distribution of men and women in the armed forces of NATO member nations by Service.

The proportionate distribution of men and women is almost the same in the Navy (13% men to 12% women), however the percentage of men in the Army is higher for NATO member nations (57% men to 48% women) and the percentage of women is higher in 'Others' (13% men to 20% women) and in the Air Force (17% men to 20% women) for NATO member nations. This also applies to graphs of NATO member and partner nations. The category for 'Others' is further explained in the following paragraph of Main Areas of Employment.



Figures 21a and 21b illustrate the distribution of men and women in the armed forces of NATO member and partner nations according to Service. Data are collected from NATO partner nations* - Australia, Austria, Finland, Ireland and Japan.



Main Areas of Employment

Figure 22a shows the main areas of employment where women serve in the armed forces of NATO member nations. The data indicate that the majority of women work in Others, Medical Services, Logistics, Infantry and Communications. The category for Others includes, for example, the Ministry of Defence, General Staff, instructors (Training Units), engineers, technicians, Geo Information Service, general management, operational support, air control, air support, military police, missiles and anti-air artillery, chemical corps, Environmental Protection Units, athletes, land combat and naval combat.

The five main areas of employment for women are the same as those mentioned in 2015. However, in 2016 they are in a different order and the increase in women’s representation can be seen in Others (18.8% in 2015 to 24.7% in 2016) and Medical Services (18.3% in 2015 to 23.5% in 2016) and a decrease in women’s representation is can be seen in Logistics (18.9% in 2015 to 13.7% in 2016), Infantry (12.5% in 2015 to 10.5% in 2016) and Communications (8% in 2015 to 6.5% in 2016).

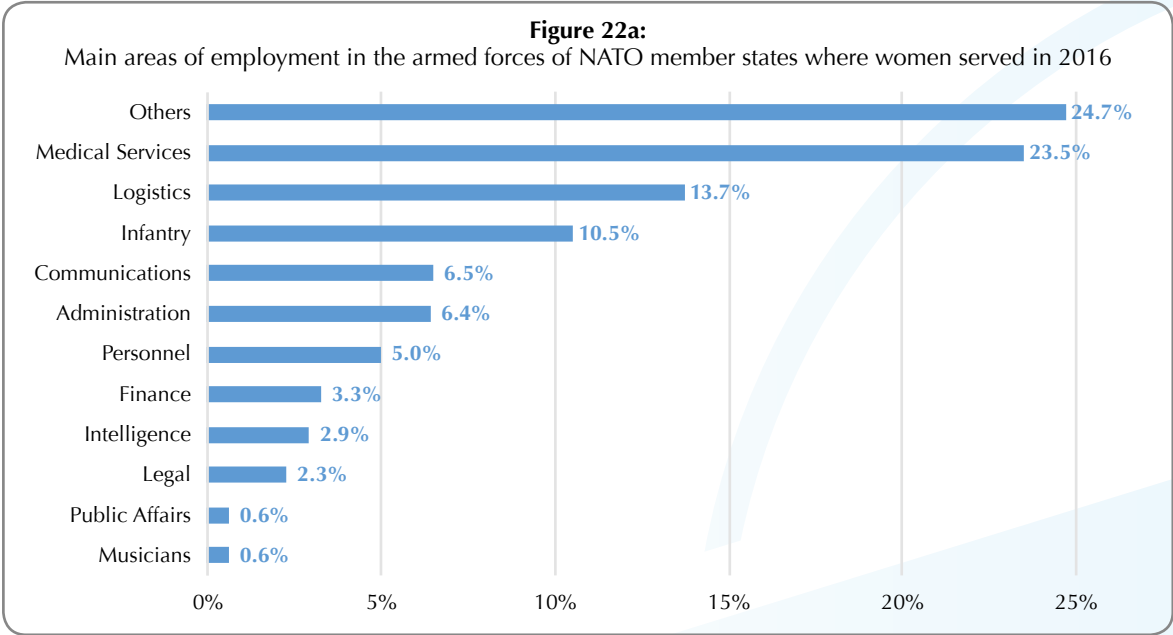
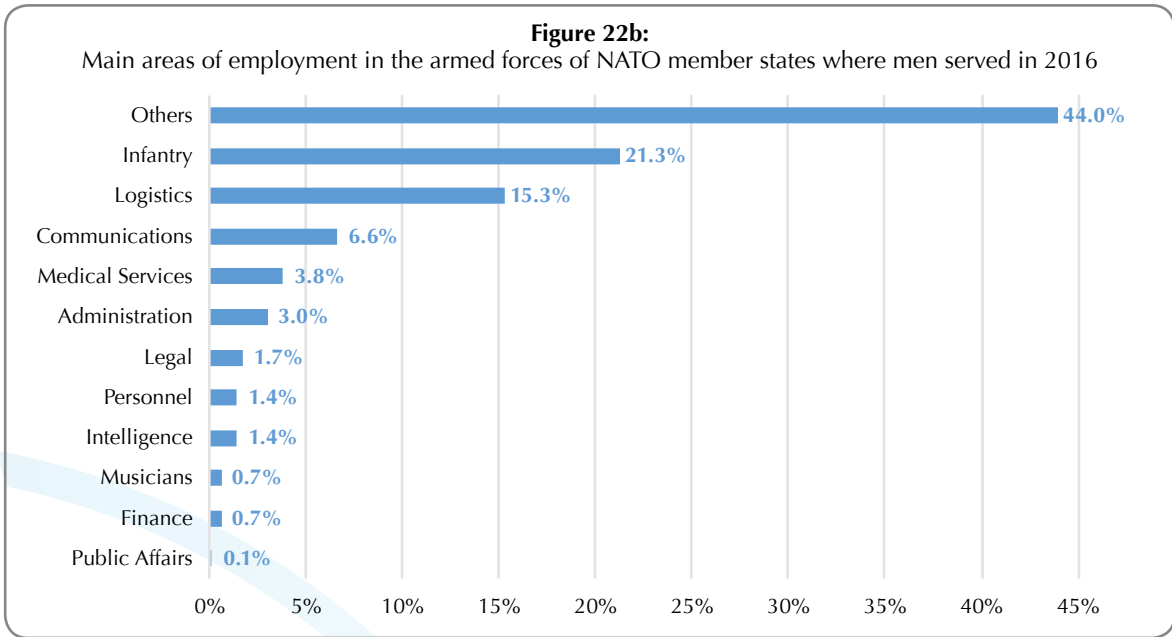


Figure 22b shows the main areas of employment where men serve in the armed forces of NATO member nations. The data indicate that the majority of men work in the same five selected areas of employment as women. However, in a different order - Others, Infantry, Logistics, Communications and Medical Services. The category for Others includes, for example, the Ministry of Defence, General Staff, instructors (Training Units), engineers, technicians, Geo Information Service, general management, operational support, air control, air support, military police, missiles and anti-air artillery, chemical corps, Environmental Protection Units, athletes, land combat and naval combat.



Percentage of Women by Ranks

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

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

The percentage of men and women in the armed forces of NATO member nations, disaggregated by rank, is illustrated in Figure 23a. The graph was created from the inputs provided by 25 countries. The highest percentage of women is 14.7% for OF 1-2, compared to 85.3% for men. The lowest percentage of women is 9.5% for OF-6 and higher, compared to 90.5% for men. In general, the percentage of women in the armed forces of NATO member nations disaggregated by rank, compared to men, decreased for every rank from 2015 to 2016.

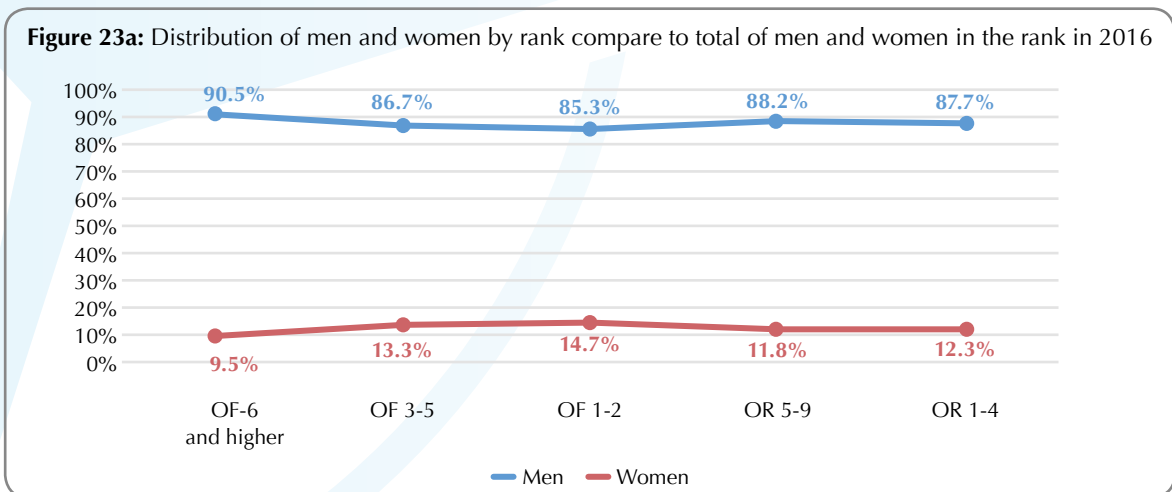


Figure 23b provides the same information as Figure 23a in different graphic rendering.

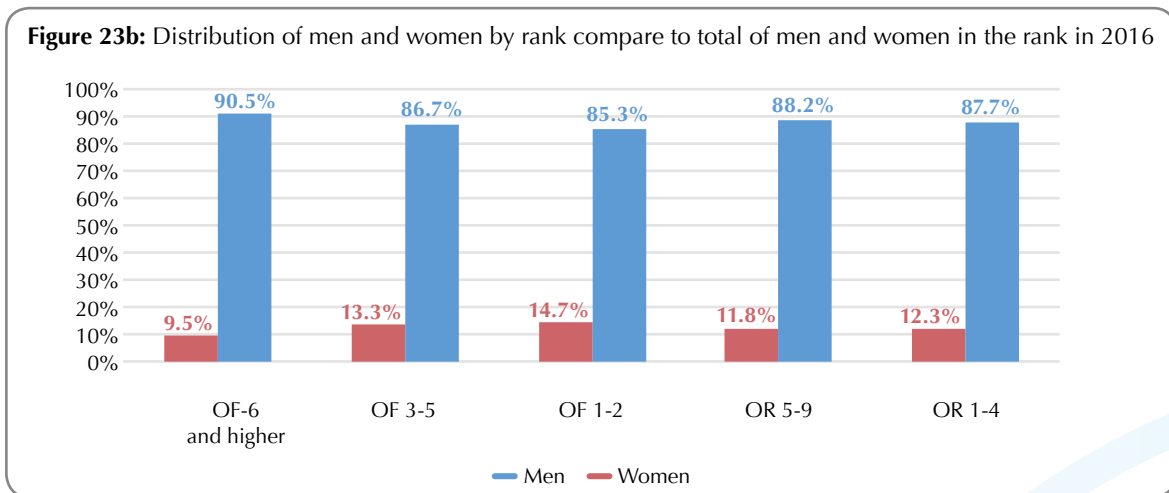


Figure 24a gives a comparison between the distribution of female and male personnel by rank. While Figure 23a counts all men and women who served in a specific rank in 2016, and provides the corresponding percentage for both men and women, Figures 24a, 24b sum up all men and all women in the armed forces of NATO member nations for all ranks and then shows, respectively and as a percentage, how many men and how many women served for each rank out of the total number of female and male personnel. The proportion of OF 3-5 and OR 5-9 female and male personnel is similar. However, men are represented in greater numbers in OR 1-4 and women in OF 1-2. Significant differences remain in ranks OF-6 and above, where men account for 0.25% and women only 0.08%. However, there is a recognized 0.02% increase in female representation compared to 2015. The slight increase in women's representation compared to 2015 can also be seen for OF 3-5 (8.45% in 2015 to 8.99% in 2016) and OF 1-2 (20.28% in 2015 to 20.44% to 2016).

As for men, the increase in men's representation compared to 2015 can be seen in for OF 3-5 (9.38% in 2015 to 9.87% in 2016) and OR 1-4 (41.89% in 2015 to 42.50% to 2016).

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

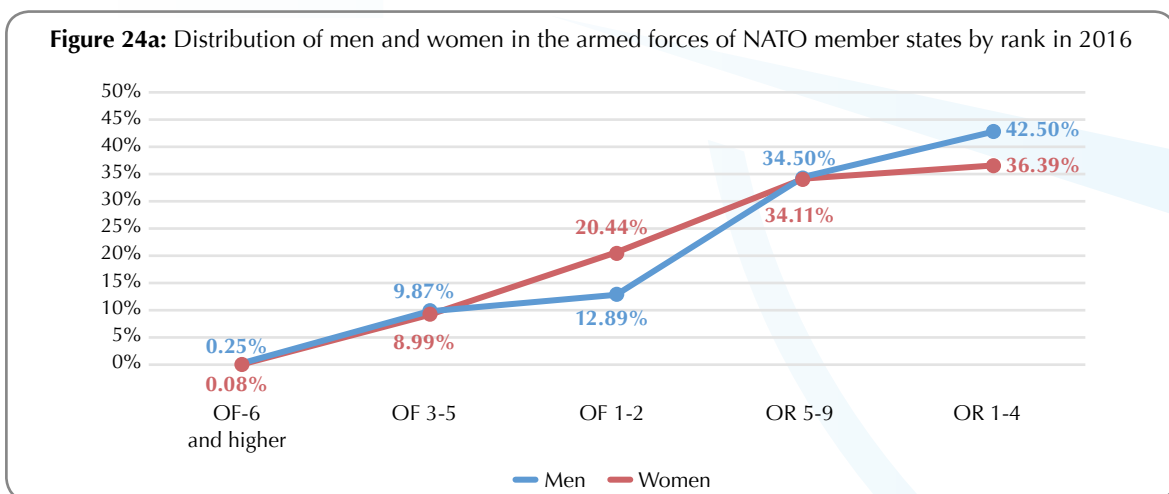


Figure 24b: Distribution of men and women in the armed forces of NATO member states by rank in 2016

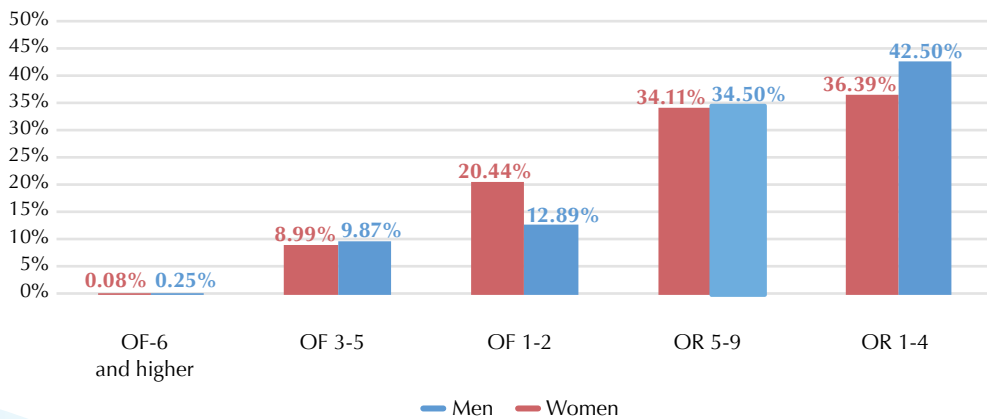
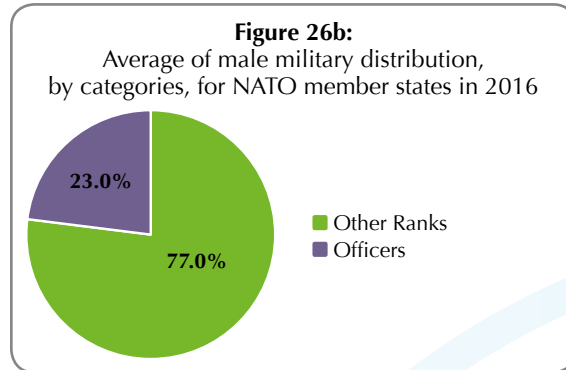
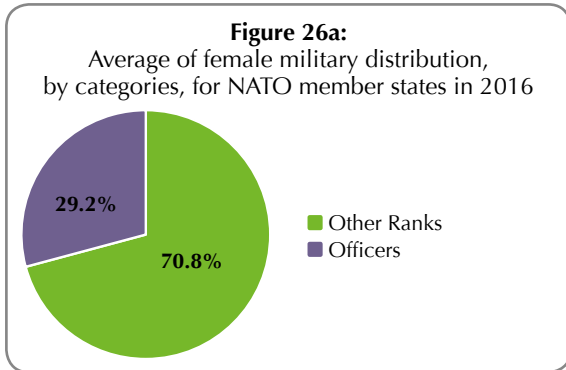


Figure 25 gives a historical analysis that shows the average percentage of women in officer ranks (OF) and other ranks (OR) respectively from 2002 to 2016. In 2016, 29.2% of women were in OF ranks and 70.8% in other ranks. Between 2015 and 2016, the percentage of women in OF ranks increased (28.8% in 2015 to 29.2% in 2016) while it decreased for OR (71.2% in 2015 to 70.8% in 2016).

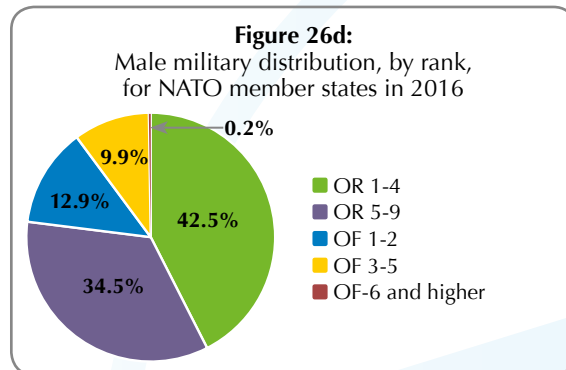
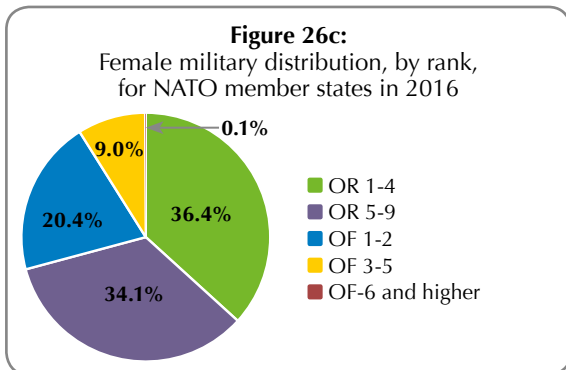
Figure 25: Percentage of women in the armed forces of NATO member states, by rank from 2002 to 2016



Figures 26a and 26b illustrate the percentages of men and women who serve as officers (OF) and other ranks (OR). Data show that in 2016, respectively, 29.2% of women and 23% of men served in OF ranks and 70.8% of women and 77% of men served in OR ranks. Between 2015 and 2016, there was an increase in the number of women serving in OF ranks (28.8% in 2015 to 29.2% in 2016) and a decrease in the number of men serving in OF ranks (23.2% in 2015 to 23% in 2016) in 2016.



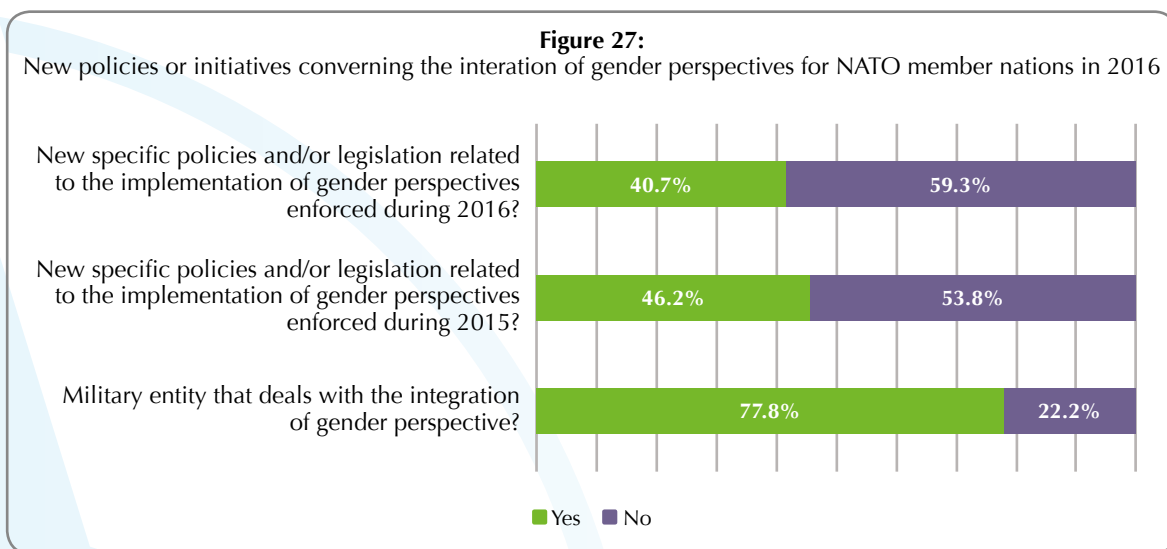
Figures 26c and 26d illustrate the percentages of men's and women's representation by ranks.



5 Integration of Gender Perspectives in 2016

Policies

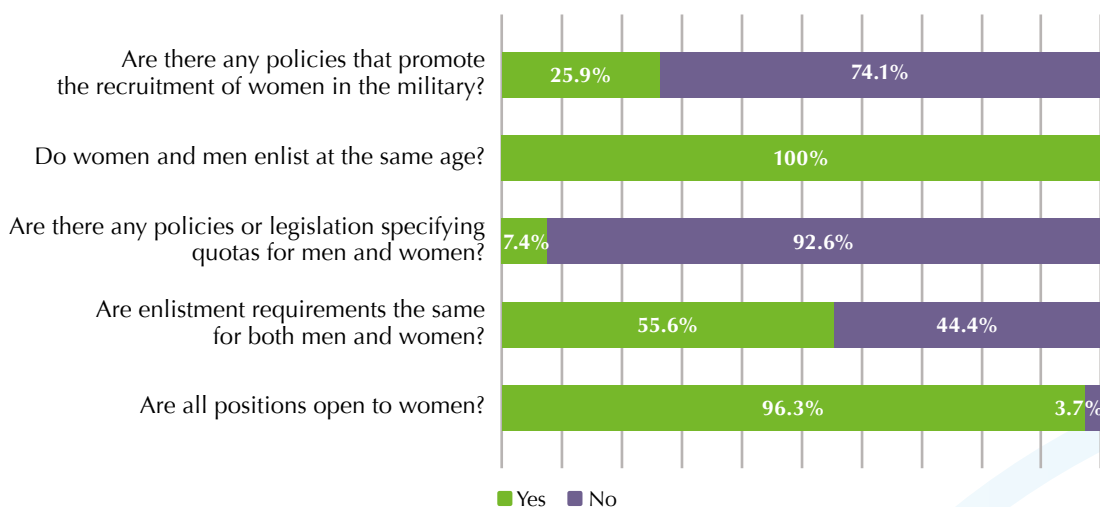
Figure 27 shows that in 2016, 40.74% of NATO member nations introduced new policies or legislation related to the integration of gender perspectives in the armed forces. Furthermore, 77.78% reported having military entities that deal with the gender agenda. This shows an increase of more than 8% compare to 2015. Between 2015 and 2016, fewer nations introduced new policies to integrate gender perspectives in the armed forces.



As seen in Figure 28, 25.93% of NATO member nations have policies to promote entry into the military for women. This shows an increase of more than 5% compared to 2015. In all NATO member nations, men and women enlist at the same age, and 7.41% of the nations have a quota system for women in the armed forces. This also shows an increase compared to 2015 (3.9%).

In 2016, 55.56% of all NATO member nations had the same enlistment requirements for men and women, which is a decrease compared to 2015 (65.4%). In 2016, in 96.3% of all NATO member nations all positions were open to women, which is almost 12% more than 2015 (84.6%).

Figure 28:
Enlistment statistics for NATO member nations in 2016



Figures 29a, 29b and 29c show the annual changes in the percentage of NATO member nations that opened all military positions to women. While in 2014, almost 30% of all NATO member nations had restrictions on women in the military, in 2015 the percentage of nations that had restrictions for women in the military had fallen to 15%, and in 2016 only 3.7% had not opened all military positions to women.

In 2016, more than 96% of NATO member nations had opened all military positions to women.

Figure 29a:
All positions open to women in the armed forces for NATO member nations in 2014

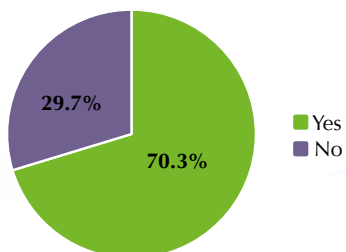


Figure 29b:
All positions open to women in the armed forces for NATO member nations in 2015

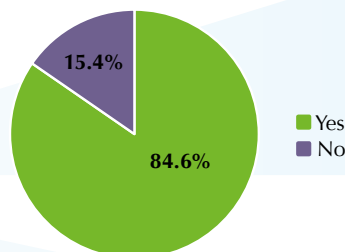
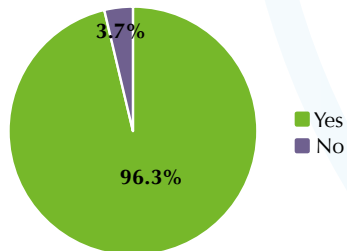


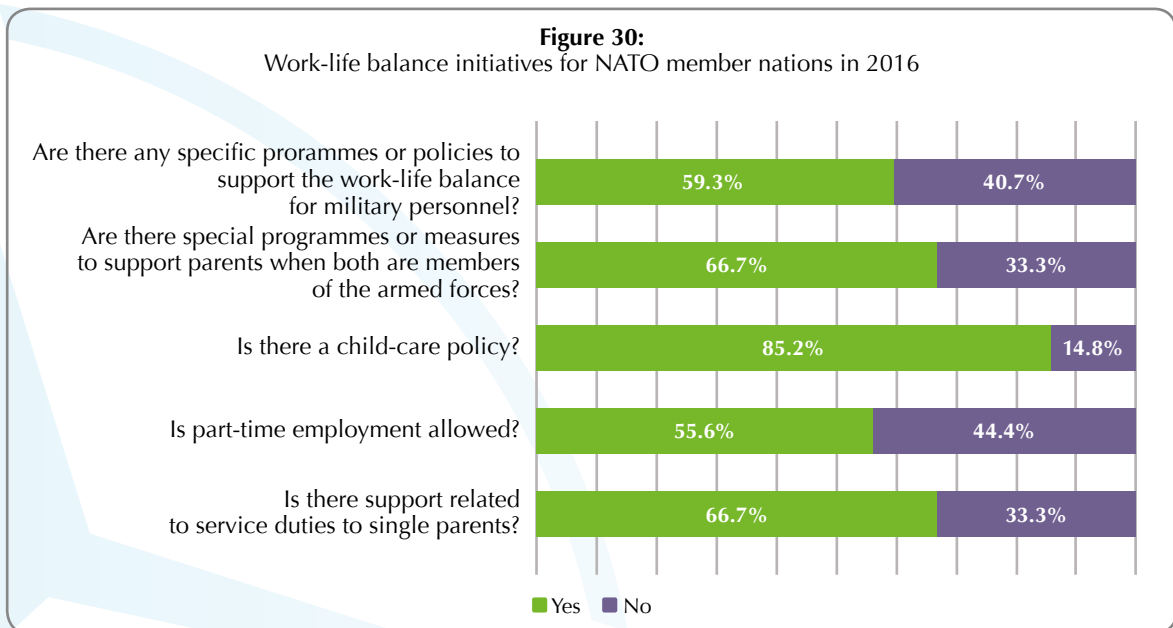
Figure 29c:
All positions open to women in the armed forces for NATO member nations in 2016



Work-life Balance Initiatives

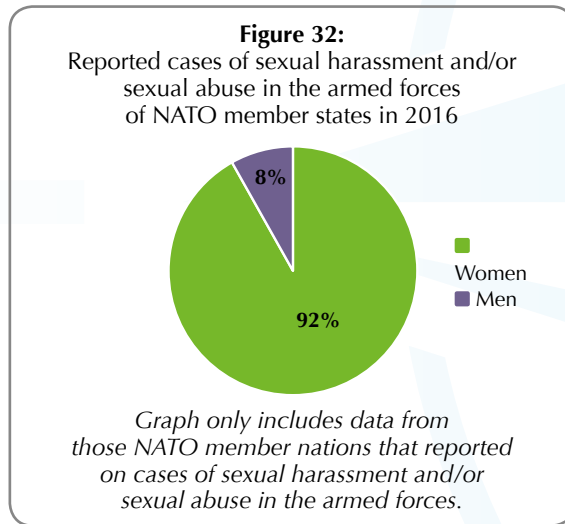
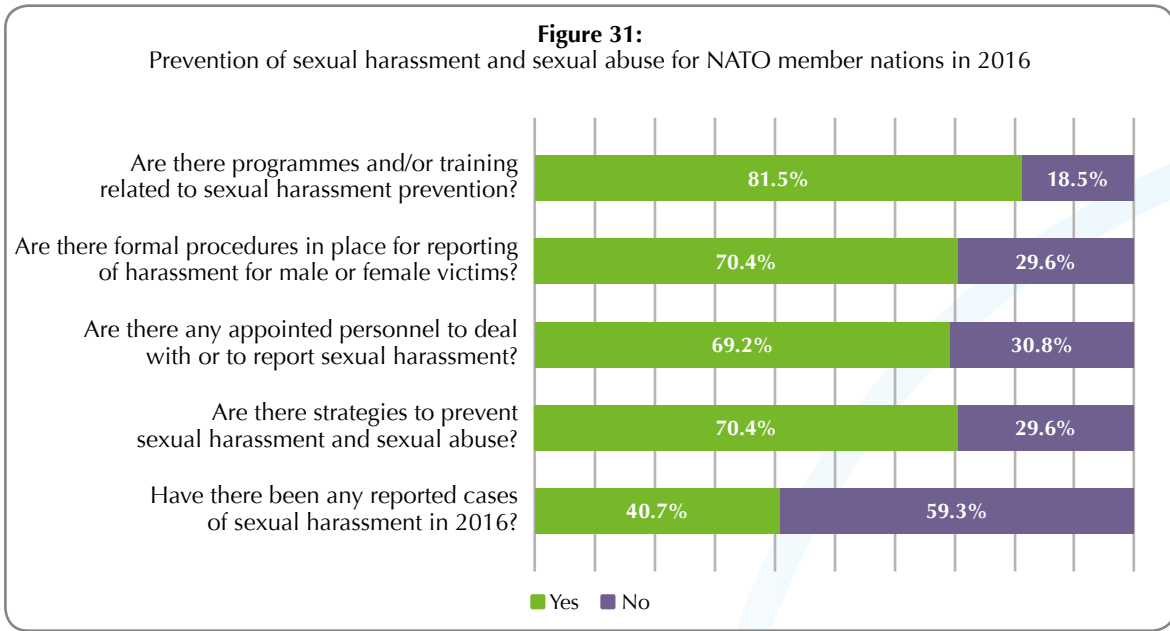
Figure 30 gives an overview of the number of NATO member nations that reported work-life balance initiatives. 59.3% of nations reported that they have specific programmes or policies to maintain the work-life balance. 66.7% have measures to support parents when both are members of the armed forces, such as not deploying them at the same time. 85.2% of nations reported having child-care policies that include day-care facilities for children, breastfeeding breaks or flexible working hours. 55.6% of nations report allowing part-time employment and 66.7% provide support or facilitation for single parents with regard to service duties.

From 2015 to 2016, the percentage of nations that offer special programmes to support military parents increased (from 52% in 2015 to 66.7% in 2016). Also support or facilitation for single parents with regard to service duties increased in 2016 (from 65.4% in 2015 to 66.7% in 2016) while the percentages of all the other indicators decreased.



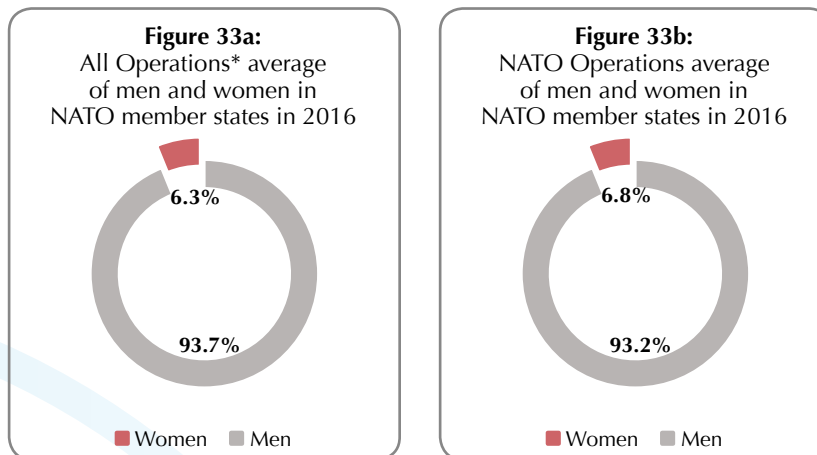
Prevention of Sexual Harassment and Sexual Abuse

As presented in Figure 31, 81.5% of NATO member nations have training and programmes related to the prevention of sexual harassment. About 70% of NATO member nations have strategies, appointed personnel and formal procedures to prevent and report cases of sexual harassment against men and women. Cases of sexual harassment were reported in 40.7% of NATO member nations. Figure 32 shows the percentages of men and women who reported sexual violence and shows that 92% women and 8% of men were affected by sexual abuse. The data are collected from those NATO member nations that provided the numbers of sexual harassment cases.



5.1. Gender in Operations in 2016

As shown in Figure 33a, the average percentage of women in all operations* (AU, EU, NATO, OSCE, UN) for NATO member nations is 6.3%. As regards Figure 33b, the percentage of women in NATO operations for NATO member nations is 6.8%.



As illustrated in Figure 34, more than 96% of NATO member nations include gender in pre-deployment training and exercises, and almost 78% include gender in operational planning. 74% of NATO member nations have trained gender advisors and 42.3% have gender focal points (GFP). Almost 81% of NATO member nations reported providing education and training programmes related to gender. All percentages increased from 2015 to 2016.

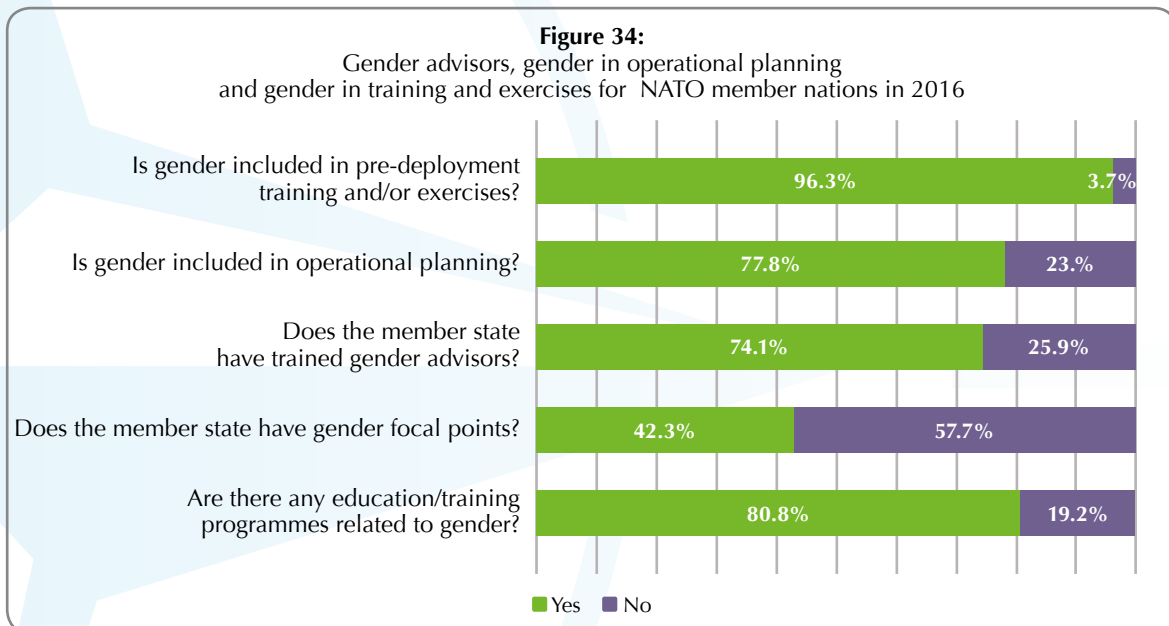


Table 4 indicates the number of trained and deployed gender advisors in 2016 for each NATO member and partner nation; including Australia, Austria, Finland, Georgia, Ireland, Japan, New Zealand, Serbia, Switzerland, Sweden and Ukraine. In 2015, NATO member nations had a total of 440 trained gender advisors, while in 2016 the number reached 553 trained personnel.

NATO members nations	Trained Gender Advisors in the Armed Forces	Gender Advisors deployed in 2016	Gender Advisors deployed so far
Belgium	16	0	0
Bulgaria	4	1	2
Canada	3	0	0
Croatia	6	2	4
Czech Republic	1	0	0
Denmark	5	0	0
France	7	0	0
Hungary	30	0	0
Iceland*	2	2	1
Italy	170	1	4
Lithuania	2	0	0
Luxembourg	2	0	0
Netherlands	12	2	12
Norway	22	0	12
Poland	9	0	0
Portugal	10	0	0
Romania	1	0	0
Slovenia	6	0	0
Spain	230	15	35
Turkey	5	2	5
UK	8	8	8
USA	2	2	2
Total	553	35	85

* Gender advisor in the Resolute Support Mission in Afghanistan

NATO partners nations	Trained Gender Advisors in the Armed Forces	Gender Advisors deployed in 2016	Gender Advisors deployed so far
Australia	13	8	20
Austria	10	1	3
Finland	40	2	8
Georgia	42	not provided	42
Ireland	14	3	6
Japan	0	1	1
New Zealand	1	0	0
Serbia	1	0	0
Switzerland	10	not provided	5
Sweden	12	1	10
Ukraine	0	0	1
Total	143	16	96

33 gender advisors were deployed in 2015 by NATO member nations while 35 gender advisors were deployed in 2016; so far 85 trained gender advisors were deployed.

As regards partner nations, the number of trained gender advisors was 119 in 2015 and 143 in 2016. The number of deployed gender advisors for NATO partner nations decreased from 57 in 2015 to 16 in 2016. So far, NATO partner nations deployed 96 trained gender advisors.

22 out of 28 NATO member nations have gender advisors.

10 out of the 28 NATO member nations reported to have gender focal point positions in place (Belgium, Canada, the Czech Republic, Germany, Italy, Norway, Portugal, Romania, Spain and the United Kingdom).



6 2015 and 2016 NATO Committee on Gender Perspectives (NCGP) Recommendations to the Military Committee (MC)

2015 NCGP Recommendations to the MC

The NCGP noted that gender-balanced armed forces enhance operational capability and readiness (the very thing that the Readiness Action Plan (RAP) has also been looking to strengthen) but that Sexual Harassment and Sexual and Gender-Based Violence (SGBV) degrade operational effectiveness and readiness as well as recruitment and retention. Noting the MC discussion, this led to the following conclusions:

- a. That leaders at all levels should uphold core values and standards of behaviour to demonstrate their commitment to an environment free from harassment and SGBV and perpetrators - essentially, the aim is to make all leaders accountable;
- b. That Nations should create and implement a credible reporting process that collects data and drives appropriate support to victims of harassment and SGBV. Furthermore, Nations should share best practices and lessons-learned as a 'community of interest' through the IMS Office of the Gender Advisor; and
- c. That Nations should seek to develop a gender advisor framework for their armed forces to build capacity in gender perspectives in order to enhance operational effectiveness.

2016 NCGP Recommendations to the MC

NCGP Recommendations. In the context of Conference deliberations, the NCGP noted that NATO and its partners aim to contribute to the full implementation of the UN Security Council Resolutions on Women, Peace and Security through the full integration of gender perspectives at all levels (strategic, operational and tactical) within the three core tasks for the Alliance. Given this and noting the MC/PS discussion, it is recommended that:

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

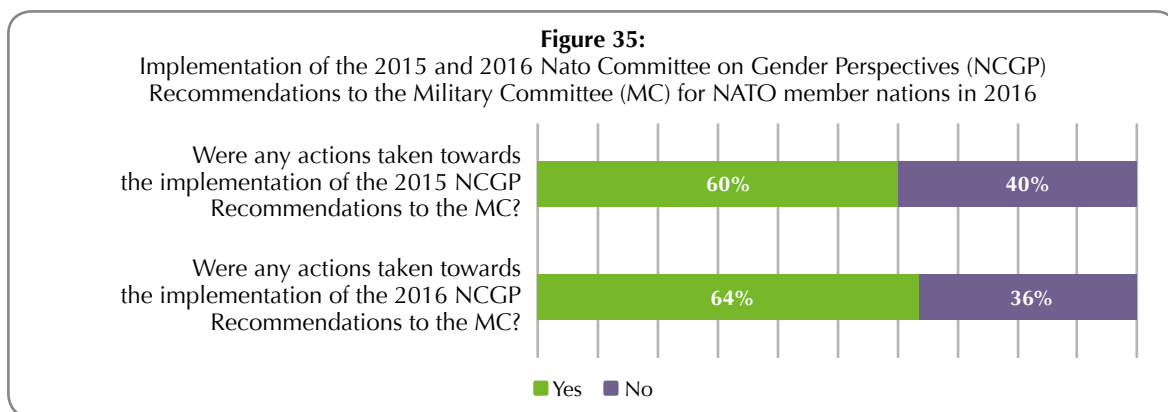


Figure 35 shows that 60% of NATO member nations took steps towards the implementation of the 2015 NCGP Recommendations to the Military Committee (MC). The percentage of nations that took action regarding the implementation of the 2016 NCGP Recommendations to the MC is higher than 64%.

Table 5 presents the actions taken by NATO member and partner nations to implement the 2015 and 2016 NATO Committee on Gender Perspectives Recommendations to the Military Committee.

Table 5: Actions taken by NATO member and partner nations to implement the 2015 and 2016 NATO Committee on Gender Perspectives (NCGP) Recommendations to the Military Committee (MC)		
Country	2015 NCGP Recommendations to MC	2016 NCGP Recommendations to MC
Albania	Albania took actions to enhance female personnel representation in decision-making positions and in diplomatic missions; and to encourage women's presence on various training, education and specialty courses.	Regarding enhancement of female personnel representation in decision-making positions for 2016, there are respectively 7 female civilian personnel and 3 female military personnel in the position of Head of Directorates in the MoD and General Staff. Albanian Armed Forces have one female representative in a leading position as military representative/military attaché in an Albanian diplomatic mission as well as a further 13 female representatives (7 military personnel and 6 civilian personnel) in military representatives' office.
Belgium	The 2015 Recommendations to the MC are being partly integrated in the Defence Action Plan 2017-2021 as part of the National Action Plan 2017-2021.	The 2016 Recommendations to the MC are being partly integrated in the Defence Action Plan 2017-2021 as part of the National Action Plan 2017-2021 which is under development.
Bulgaria	At the end of 2016, the Bulgarian MoD had appointed a full-time gender advisor.	New educational programmes that include gender perspectives were adopted. The BUAFWA is the key factor to assist the progress of the integration of gender perspectives and implementation of UNSCR 1325 principles in the Bulgarian Armed Forces.
Canada	The Chief of Defence Staff (CDS) continues with the ongoing implementation of Op HONOUR that holds all leaders accountable for the elimination of harmful and inappropriate sexual behaviour. As the key to prevent Harmful and Inappropriate Sexual Behaviour (HISB) is through ongoing education and training leading to cultural change, a learning portal has been established and is available to all staff, which includes addressing HISB and bystander intervention. The CDS has established three GENADs, at the strategic and operational levels. In addition, the CDS has appointed a CAF GBA+ Advisor to ensure gender perspectives are being incorporated in all plans, programmes and policies.	The Canadian Armed Forces (CAF) have implemented a Diversity Strategy that focuses on respect for and appreciation of differences in ethnicity, language, gender, age, national origin, disabilities, sexual orientation, education and religion. Through their personal example, leaders will play a central role in creating and fostering a culture of respect and inclusion for all CAF members, including gender perspectives. The CDS has mandated that all CAF personnel take the On-line Introduction to Gender Based Analysis Plus (GBA+) training package. The Department of National Defence and CAF have established a GBA+ Champion at the General Officer level. CAF in conjunction with the Foreign Affairs Department have reached, consulted and maintained a dialogue with partners in civil society through the WPS-Network, some of whom participate as members of the NATO Civil Society Advisory Panel (CSAP).

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

Table 5: Actions taken by NATO member and partner nations to implement the 2015 and 2016 NATO Committee on Gender Perspectives (NCGP) Recommendations to the Military Committee (MC)

Country	2015 NCGP Recommendations to MC	2016 NCGP Recommendations to MC
Croatia	<p>Croatia took action towards the implementation of the 2015 NCGP Recommendations to the MC. Military personnel are provided with the necessary education and training on the prevention of sexual abuse and harassment and code of conduct that must be adhered to. The establishment of the Committee for Gender Equality in the Ministry of Defence and Armed Forces and the Committee for the Protection of Military Personnel's Dignity enabled those who have been feeling that they have been victimised in some manner to report their claims to either of the aforementioned bodies, besides reporting such claims to the Military Police or commanding officer. With these mechanisms in place, responsible authorities from CAF remain ready to process and act on any incident reports of sexual harassment, gender-based violence.</p> <p>There was a continued increase in the pool of CAF military personnel trained and certified as NATO gender advisors and instructors having completed the appropriate NATO accredited courses conducted at the NCGM facility in Sweden and at RACVIAC's facility in Croatia.</p> <p>... (Continued in National Report)</p>	<p>Croatia took action towards the implementation of the 2016 NCGP Recommendations to the Military Committee (MC). Military recruitment campaigns target males and females alike, vacancy announcements for national and international postings are equally open to male and female staff. The CAF Chief of General Staff persistently supports the implementation of UNSCR 1325 and related resolutions on Women, Peace and Security (WPS), particularly in terms of the promotion and establishment of gender equality and integration of a gender perspective in military operations.</p> <p>CAF GS J-1 Directorate established a 'Share Point' intended for certified gender advisors/instructors. The space is intended to serve as a tool for sharing relevant materials/resources/information on gender-related topics of expertise in the MoD and CAF, in order to further the enhancement of quality of work, and development of knowledge and competencies. The official MoD webpage has a section dedicated to information pertaining to the promotion and establishment of gender equality in the MoD and CAF and the protection of the dignity of military personnel in the MoD and CAF. CAF's commitment to applying gender perspectives at all levels is evident in the efforts made for education and training programmes at all levels, incorporating and excerpting material from the NATO Gender Education and Training Package with special emphasis on pre-deployment training for NATO, EU and UN peace operation.</p> <p>... (Continued in National Report)</p>
Czech Republic	<p>The Defence Ministry Action Plan to implement UNSCR 1325 was adopted in 2015 and also covered educational activities with regards to the equal treatment of men and women and enhancement of women in military operations and in commanding positions, balancing work and family life initiatives such as children's groups in MoD and military garrisons.</p>	<p>The Czech Ministries (Ministry of Foreign Affairs in the lead, Ministry of Interior and Ministry of Defence in collaboration with the Bureau of Government) drafted the first National Action Plan (NAP) on the implementation of UNSCR 1325. The first NAP was adopted in January 2017.</p>
Denmark	<p>A Talent Management Programme is open to all talents. Surveys and interviews are made to uncover retention problems regarding women.</p>	<p>The number of special counsellors has increased which makes it even easier for employees locally to get in contact with them. It also gives the counsellors better means to monitor the extent of harassment and abuse. Management focus and specific initiatives have been addressed to gender perspectives during 2016. A specific target is to increase the number of female military personnel. Denmark continues its close cooperation with the NCGM. Participants attend the courses and one person has been stationed at NCGM. A status of the Danish National Action Plan UNSCR 1325 was set out in late 2016 and completed at the beginning of 2017.</p>
Italy	<p>The Italian Navy (ITN) is increasing its work at all levels on the prevention and control of Sexual and Gender-Based Violence. The observation centre for the ITN was recently established to monitor, prevent and repress cases of sexual harassment and sexual abuse. It is important to add that there are few cases of violence in the ITN. In January 2016, the State General Office of Personnel was established as part of the general Command of the Carabinieri. It provides a section specifically focused on gender policies.</p>	<p>The Centre for Defence Higher Studies and the Joint Services Staff College include lessons on gender perspectives and Women, Peace and Security agenda using NATO Gender Education and Training Package online tools. The Chief of Italian Defence is highly committed to accountability of the assessment, development, resourcing and evaluation of the institutionalization and operational integration of gender perspectives. He also supports the Equal Opportunities and Gender Perspective Office.</p>
Lithuania		<p>In accordance with the Action Plan 2015-2017 for the Implementation of the National Programme on Equal Opportunities for Women and Men 2015-2021, topics on equal opportunities for men and women were introduced into the curriculum of the General Jonas Žemaitis Military Academy of Lithuania.</p>

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

Table 5: Actions taken by NATO member and partner nations to implement the 2015 and 2016 NATO Committee on Gender Perspectives (NCGP) Recommendations to the Military Committee (MC)

Country	2015 NCGP Recommendations to MC	2016 NCGP Recommendations to MC
Luxembourg		The Armed Forces of Luxembourg are developing a support package for the family of deployed personnel.
Norway		A civil society representative was promoted to the Civil Society Advisory Panel on UNSCR 1325. The Norwegian Armed Forces were given several new and continued assignments in the Government's long-term plan for the armed forces in December 2016. The work towards implementation will continue with renewed efforts in 2017.
Portugal	There is a designated GFP in each of the Main Bodies of the Army command structure, which connects with and reports to the Army General Staff Gender Advisor. For each contingent deployed abroad, one officer is designated GFP with a dual-hatted function.	Gender-related issues were incorporated into several military training and education curricula. In the Army, all necessary measures to incorporate the NATO "Gender Education and Training Package" are being taken, starting with the translation of the package into Portuguese.
Slovenia	The Slovenian Armed Forces (SAF) have established credible and accountable regulations and procedures that SAF leadership and personnel have to follow. In June 2015, SAF appointed the first full-time gender advisor at SAF General Staff with the intention to focus on the implementation of UNSCR 1325 and related resolutions on Women, Peace and Security agenda. SAF are also building the gender capacity with the gender advisors' network at General Staff, Military Schools Centre and at brigade levels.	Since 2010, SAF have conducted pre-deployment training on UNSCR 1325 and 1820 for SAF personnel prior to peacekeeping missions and operations. In 2015, SAF included gender as a topic at all levels of the military education and training system (including leaders).
Spain	Spain developed a Protocol against sexual harassment within the Armed Forces (December 2015) and the development of eight Harassment Protection Units in April 2016. In 2015, sexual harassment was defined as an independent crime in the Military Justice, so trustable data are being collected from 2016. Specific training for gender advisors is mandatory in the armed forces.	Gender mainstreaming is provided in military education system at all levels (Academies and high-level course on Human Resources management), including gender and International Humanitarian Law. There are monthly reports to assess gender integration in all branches. In 2016, special attention was paid to dialogue with civil society due to the drafting of the second National Action Plan on UNSCR 1325.
Turkey	HQs are developing studies about gender perspective. Additionally, preparations for the National Action Plan (NAP) started in July 2016 under the umbrella of the Ministry of Foreign Affairs. According to the NAP, implementation of gender perspective in the armed forces is going to be more advanced.	National courses were developed based on the Gender Training and Education Package for Nations.
United Kingdom	The recommendation prompted a review of the way that gender perspectives were considered when analysing the details of complaints made by personnel. Additionally, gender advisor trainings were reviewed on a large scale in 2016 as the profile regarding gender increased.	An extensive Training Needs Analysis was undertaken by the British Armed Forces and a comprehensive report has guided the current development. The UK has a WPS Champion and he leads the progress alongside Service focal points and the NCGP national delegate.
Australia	The Sexual Misconduct Prevention and Response Office was created to provide policy; training; data collection and reporting; advice; and a channel for victims to report sexual harassment and SGBV. The Australian Defence Force (ADF) has created a Gender Advisor Network, as part of the implementation of Australia's NAP, which works to build capacity on gender perspective.	The Australian Department of Defence has a longstanding strategic communications plan for 'Pathway to Change' the cultural reform agenda, which deals with gender equality, for military and civilian employees of the department. Integration of a gender perspective is being facilitated through Defence's highest level of leadership. The ADF has developed training packages to support integration of UNSCR 1325 and a gender perspective, that are relevant to the country's specific circumstances, which includes participation in, and thus an understanding of national, NATO, UN and coalition operations. Accountability for integration of a gender perspective in the ADF is held by the Chief of the Defence Force. The Australian Department of Defence maintains close and regular contact with the Australian Civil Society Coalition for WPS.

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

Table 5: Actions taken by NATO member and partner nations to implement the 2015 and 2016 NATO Committee on Gender Perspectives (NCGP) Recommendations to the Military Committee (MC)

Country	2015 NCGP Recommendations to MC	2016 NCGP Recommendations to MC
Austria	Austria pursues a consistent zero-tolerance policy of sexual exploitation and abuse and conducts respective awareness raising and training for military, police and civilian personnel deployed by Austria.	Each Service has its own network. The Portuguese Navy has a permanent advisory and consulting team to the Chief of Naval Personnel within the Bureau of Naval Personnel (Since 2008) that support women in the military in collaboration with the Gender Perspective Office of the Personnel Naval Command. These two entities aim at providing information and support to men and women on issues such as parental leave, working conditions and gender-based discrimination. The Army has networks to support women and Air Force has the "Air Force Women Network Group", since 1993.
Finland	The Finnish Defence Forces (FDF) have worked to implement all three recommendations.	Finland is rewriting Finland's 1325 National Action Plan (NAP). The new NAP is for the period 2017-2021 and recommendations 3 and 4 were taken into account.
Ireland	Gender advisors continue to be appointed to operational HQ in order to build capacity in gender perspectives.	The Defence Forces are implementing a gender mainstreaming approach in order to institutionalize a gender perspective. The Second DF Action Plan on WPS was designed to complement gender perspective training programmes.
Montenegro	The country created new policies to increase the number of courses related to gender, include training about sexual harassment, and has created a pool of certified gender advisors in 2016.	Each of the Services has a dedicated Women's Service Network to provide support, direction and to communicate new developments.
Sweden	The Swedish Armed Forces have two advisors at HQ level (to advise the Commander of Forces Training & Development and Chief of Joint Operations). In addition, Sweden is manning the position as gender advisor to the Commander of the UN mission MINUSMA in Mali.	As Sweden hosts the Nordic Centre for Gender in Military Operations (NCGM), as NATO Department Head, all necessary measures were taken with regard to the education and training provided by NCGM.

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



7 Conclusion

The United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security (WPS) was the first resolution to address the disproportionate and unique impact of armed conflict on women and to highlight the fact that historically women have been left out of peace processes and stabilisation efforts. UNSCR 1325 stresses the importance of the active and meaningful participation of women at all levels ranging from conflict prevention to post-conflict reconstruction, peace and security.

NATO and its partners are committed to support the implementation of UNSCR 1325 and related resolutions 1820, 1888, 1889, 1960, 2106, 2122 and 2422 and are taking actions through the NATO/EAPC⁽¹⁾ Policy on Women, Peace and Security⁽²⁾, to promote the role of women in peace and security, strengthen their participation in the prevention, management and resolution of conflicts and in peace-building, and to reduce the risk of conflict-related sexual and gender-based violence.

The NATO/EAPC Action Plan for the Implementation of the NATO/EAPC Policy on Women, Peace and Security⁽³⁾ (the NATO/EAPC Action Plan) demonstrates the strong commitment of NATO, as the largest global coalition on UNSCR 1325 with joint Policy and Action Plan, and its member and partner nations, to support the implementation of gender perspectives, gender mainstreaming and equal opportunities for men and women in their armed forces.

At the 2014 Wales Summit⁽⁴⁾, Allied leaders also acknowledged that the integration of gender perspectives throughout NATO's three essential core tasks (i.e. collective defence, crisis management and cooperative security) will contribute to a more modern, ready and responsive NATO.

The 2016 Summary of National Reports provides the accountable feedback on where NATO member and partner nations stand in their common endeavour. The questionnaire that nations are asked to submit covers topics in line with the NATO/EAPC Action Plan⁽⁵⁾ indicators and thereby allows the Summary to provide a comprehensive overview of the annual progress on the integration of the principles of UNSCR 1325 and related resolutions in the everyday activities of the NATO member and partner nations.

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

Therefore, all NATO member and partner nations are highly encouraged to track this explicit and sustainably progressing roadmap and keep on collecting data disaggregated by gender and submit the annual questionnaire.

1 Euro-Atlantic Partnership Council

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

3 NATO/EAPC Action Plan for the Implementation of the NATO/EAPC Policy on Women Peace and Security, http://www.nato.int/nato_static_fl2014/assets/pdf/pdf_t2016_07/160718-wps-action-plan.pdf

4 Wales Summit Declaration, para. 90, http://www.nato.int/cps/ic/natohq/official_texts_112964.htm

5 Ibid.



8 2016 National Reports from NATO Member Nations

This chapter presents the annual National Reports on the implementation of the United Nations Security Council Resolution (UNSCR) 1325 and related resolutions from 28 NATO member nations for 2016. The National Reports are submitted annually to the International Military Staff (IMS) Office of the Gender Advisor (GENAD) at NATO HQ.

The 2016 Summary gives detailed information and data for every nation, including policies and legislation related to the implementation of gender perspectives in the armed forces, quota systems, restrictions on the incorporation of women in the armed forces, Reserves, enlistment requirements, retention policies, reasons for leaving the military, adaptation of military equipment, facilities and uniforms, parental rights, prevention of sexual harassment and sexual abuse, gender education and training, gender advisors and lastly implementation of the 2015 and 2016 NATO Committee on Gender Perspectives (NCGP) Recommendations to the Military Committee (MC).





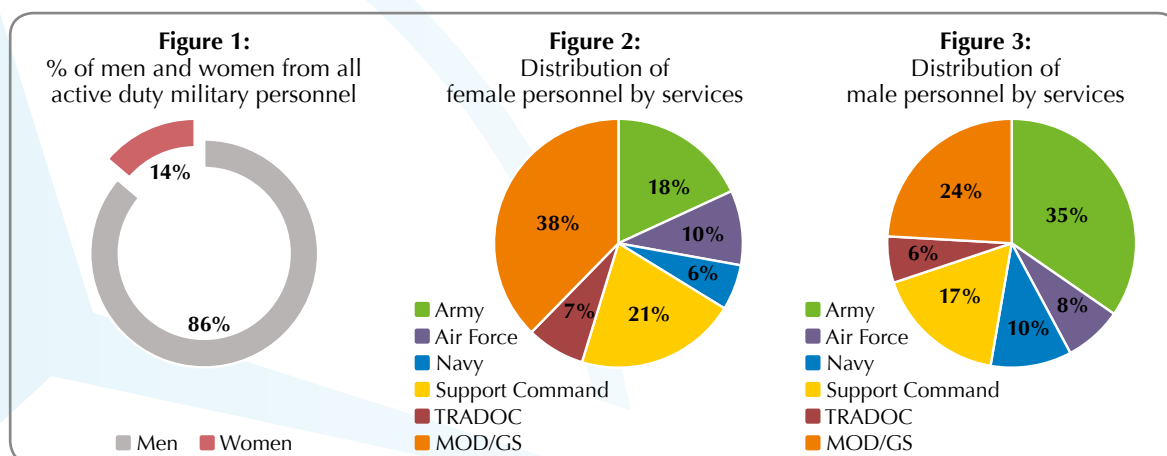
Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2016

The National Strategy and Action Plan on Gender Equality 2016-2020 aims to serve as a guidance to assist the Government of Albania and the society as a whole with regard to gender equality and the reduction of gender-based and domestic violence.

The vision of this document is to achieve a society where gender equality is a prerequisite for sustainable development, zero tolerance towards gender-based and domestic violence.

The National Strategy for Development and Integration 2015-2020 aims to eliminate gender-based discrimination, protect women's rights and involve women in all institutions, including legislative, executive, judicial and other public institutions.

One of the main goals of the Defence Directive for 2016 is to increase women's participation in the Albanian Armed Forces (AAF), their recruitment and promotion processes, and to include gender perspectives in the plans and policies of the Ministry of Defence (MoD)/ General Staff (GS).



Quotas

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

Restrictions on the Incorporation of Women in the Armed Forces

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

Reserves, National Guard and Other Military Services

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

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

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

Enlistment Requirements

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

There are policies to promote the recruitment of women in the military, including the Guidance on Procedures and Criteria for Active NCO Recruitment in the Albanian Armed Forces; Guidance on Procedures and Criteria for Active Soldier Recruitment in the Albanian Armed Forces; and Policies and Procedures for New Officer Recruitment in the Albanian Armed Forces.

In 2016, out of 113 female applicants, 52 were successfully recruited. Out of 972 male applicants, 835 were successfully recruited.

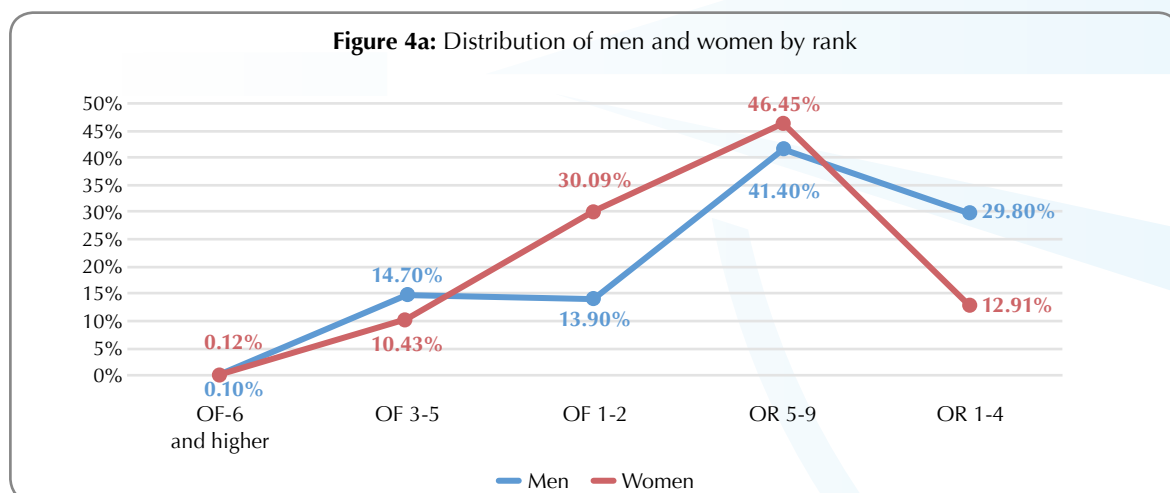
Retention Policies

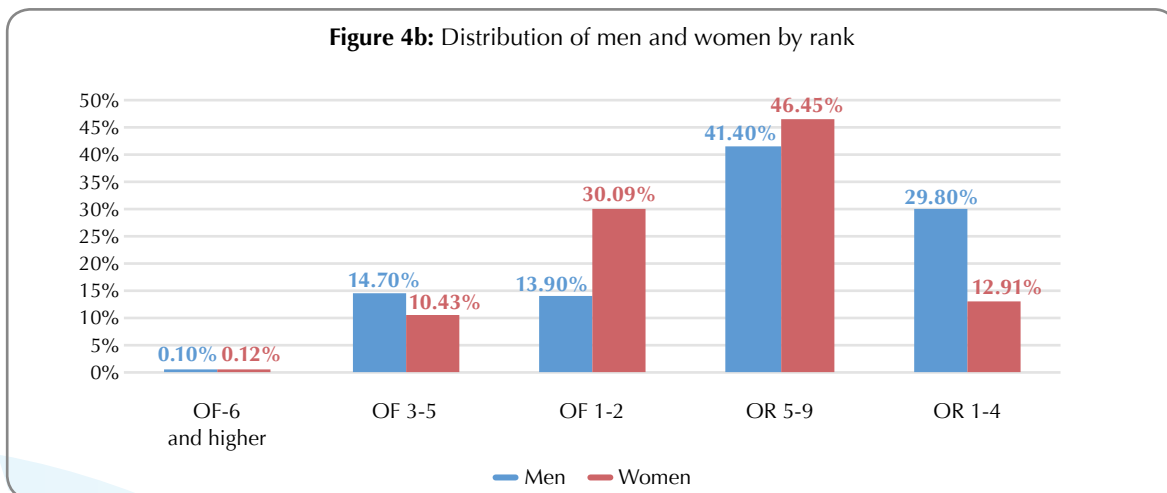
The national armed forces do have retention policies. The Council of Ministers' decision on the legalization of residence solves military personnel's accommodation problem.

Human Resources Management Strategy in the Armed Forces 2015-2019 also includes a retention phase. In 2016, at the initiative of the Minister of Defence, the Centre for Rehabilitation opened for military personnel's children suffering from autism. It is intended to improve the quality of life of autistic children and make it easier for their families to address this issue.

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

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





Reasons for Leaving the Military

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

In 2016, 101 women and 826 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 10.9%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 89.1%.

The main reasons why women tend to leave the armed forces are difficulties in balancing work and family life, retirement and assignment to another institution at their own request, medical reasons and completion of years of military service or reaching the age limit according to the law.

The main reasons why men tend to leave the armed forces are difficulties in balancing work and family life, injury, retirement, assignment to another institution at their own request, medical reasons and completion of years of military service or reaching the age limit according to the law.

Adaptation of Military Equipment, Facilities and Uniforms

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

Parental Rights

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

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

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

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

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

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	29,8%	2,5%
Air Force	6,5%	1,4%
Navy	9,1%	0,8%
Support Command	14,7%	2,9%
TRADOC	5,2%	1,1%
MOD/GS	20,7%	5,3%
Total	86,0%	14,0%
Ranks	Men	Women
OF 6 and above	0,10%	0,12%
OF 3-5	14,70%	10,43%
OF 1-2	13,90%	30,09%
OR 5-9	41,40%	46,45%
OR 1-4	29,80%	12,91%

Table 2: All Operations		
Service	Men	Women
Army	49,7%	1,0%
Air Force	3,6%	0,0%
Navy	5,2%	0,0%
Support Command	20,8%	1,8%
TRADOC	1,6%	0,5%
MOD/GS	14,6%	1,0%
Total	95,6%	4,4%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	16,08%	29,41%
OF 1-2	17,71%	17,65%
OR 5-9	37,87%	17,65%
OR 1-4	28,34%	35,29%

Table 3: NATO Operations		
Service	Men	Women
Army	56,8%	1,6%
Air Force	0,8%	0,0%
Navy	8,0%	0,0%
Support Command	5,2%	0,4%
TRADOC	2,4%	0,8%
MOD/GS	22,4%	1,6%
Total	95,6%	4,4%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	20,08%	45,45%
OF 1-2	21,34%	18,18%
OR 5-9	28,03%	18,18%
OR 1-4	30,54%	18,18%

Table 4: Reserve Force Personnel		
Service	Men	Women
Army	11,8%	5,9%
Air Force	2,0%	0,0%
Navy	0,0%	0,0%
Support Command	19,6%	11,8%
TRADOC	3,9%	2,0%
MOD/GS	27,5%	15,7%
Total	64,7%	35,3%
Ranks	Men	Women
OF 6 and above	9,09%	0,00%
OF 3-5	24,24%	0,00%
OF 1-2	0,00%	0,00%
OR 5-9	66,67%	100%
OR 1-4	0,00%	0,00%

Prevention of Sexual Harassment and Sexual Abuse

Strategies do exist to prevent sexual harassment and sexual abuse. The Law on Military Discipline in the Armed Forces of the Republic of Albania classifies sexual harassment committed by military personnel during and after working hours as cases of serious disciplinary violation. The purpose of this law is to prohibit sexual harassment in order to defend human dignity, freedom and privacy and to promote equality between the sexes.

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

There is no appointed personnel to deal with sexual harassment or to report it to.

There are formal procedures to allow male or female victims to report harassment. The MoD website offers the possibility to complain against discrimination and sexual harassment.

No cases of sexual harassment or sexual abuse in the armed forces were reported in 2016.

Gender Education and Training

The AAF have 7 gender-related training programmes:

1. **Basic/Advanced Individual Training**
It focuses on equal opportunities and gender equality in the armed forces, the role of women in the armed forces and education and training under equal conditions. It targets OR-1 to OR-4. It is a part of the standard national training.
2. **NCO Basic/Advanced Course**
It focuses on Albanian Armed Forces' engagement in humanitarian emergency operations, International Humanitarian Law, equal opportunities and gender equality in the armed forces and Human Rights in areas of armed conflict. It targets OR-5 to OR-9. It is a part of the standard national training.
3. **General Education of New Officers**
It focuses on Albanian Armed Forces' engagements in humanitarian emergency operations, International Humanitarian Law and equal opportunities and gender equality in the armed forces and sexual harassment, prevention and reaction. It targets OR-5 to OR-9, OR-1 to OR-4. It is a part of the standard national training.
4. **Basic/Advanced Officers Course**
It focuses on Peace Support Operations, action to support the civilian population in humanitarian operations taking into consideration gender perspectives and International Humanitarian Law. It targets OF-1 to OF-2. It is a part of the standard national training.
5. **Basic Staff Officers Course**
It focuses on Peace Support Operations and International Humanitarian Law. It targets OF-1 to OF-2. It is a part of the standard national training.
6. **Command and General Staff Course/ Senior Officers Course**
It focuses on Peace Support Operations, International Humanitarian Law and the Law of Armed Conflict and Human Rights. It targets OF-3 to OF-5. It is a part of the standard national training.
7. **Pre-deployment training**
The military troops that Albania deploys in combat missions and on operation are trained in gender issues and cultural awareness, depending on the type and location of the mission. This information is general in a framework of cultural training, Human Rights, the Law of Armed Conflict, ethics and Rules of Engagement. The curriculum is regularly updated, based on experience and lessons learned. It targets OF-3 to OF-5, OF-1 to OF-2, and all NCOs. It is a part of the pre-deployment and standard national training.

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

Gender Advisors

Neither the Albanian MoD nor the AAF have gender advisors and no gender advisor was deployed in 2016.

The armed forces have no gender focal points, and no gender focal points were deployed.

Implementation of the 2015 and 2016 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

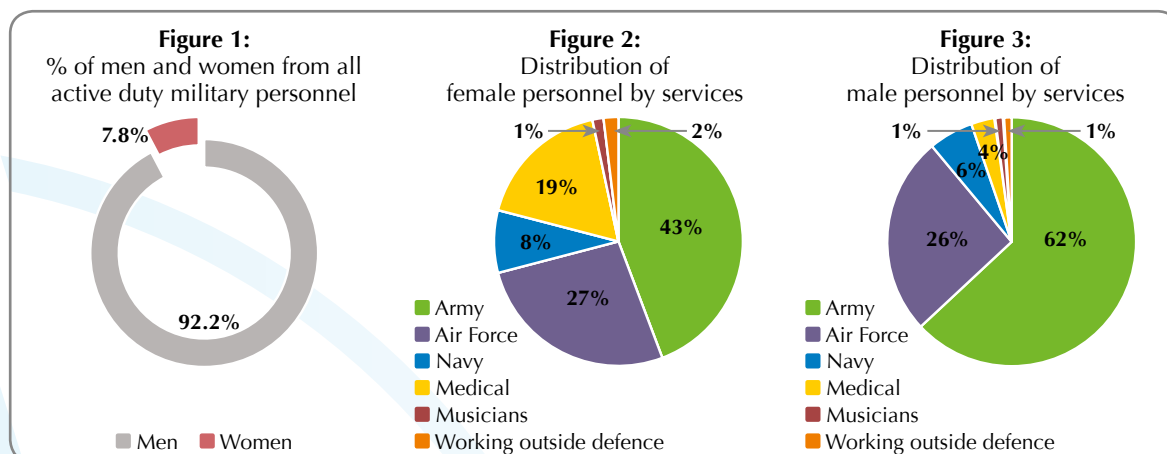
Some measures were taken to implement the 2016 NCGP Recommendations to the Military Committee (MC). Regarding enhancement of female personnel representation in decision-making positions for 2016, there are respectively 7 female civilian personnel and 3 female military personnel in the position of Head of Directorates in the MoD and General Staff. AAF have one female representative in a leading position as military representative/military attaché in an Albanian diplomatic mission as well as 13 other female representatives (7 military personnel and 6 civilian personnel) in military representatives' office.

Some measures were taken to implement the 2015 NCGP Recommendations to the MC; namely enhancement of female personnel representation in decision-making positions; appointment of the armed forces military representative in diplomatic missions; and encouragement of women's presence on various training, education and qualification in all specialty courses.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2016

No specific new policies and/or legislation related to the implementation of gender in the armed forces were enforced in 2016.



Quotas

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

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the Belgian Armed Forces (BAF), nor are there restrictions that only apply to operations.

The Policy Office of the General Directorate for Human Resources (GD HR) is responsible for integrating gender perspectives in the armed forces. The GD HR addressed the Diversity Policy which includes the Gender Policy through Human Resources Management.

Reserves, National Guard and Other Military Services

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

Enlistment Requirements

Enlistment requirements in the armed forces differ for men and women. Physical fitness tests are identical, but the quota tables of some specific tests can be different to ensure gender neutrality.

There are no differences in enlistment requirements related to physical characteristics, or further differences between enlistment requirements for men and women. Men and women enlist at the same age.

There are policies to promote the recruitment of women in the BAF. In 2016, the Belgian Defence had a specific marketing campaign and started with information sessions on physical fitness training for candidates (men and women) in preparation for the physical fitness tests required for recruitment. 50% of registrations for those information sessions are reserved for female candidates as a priority.

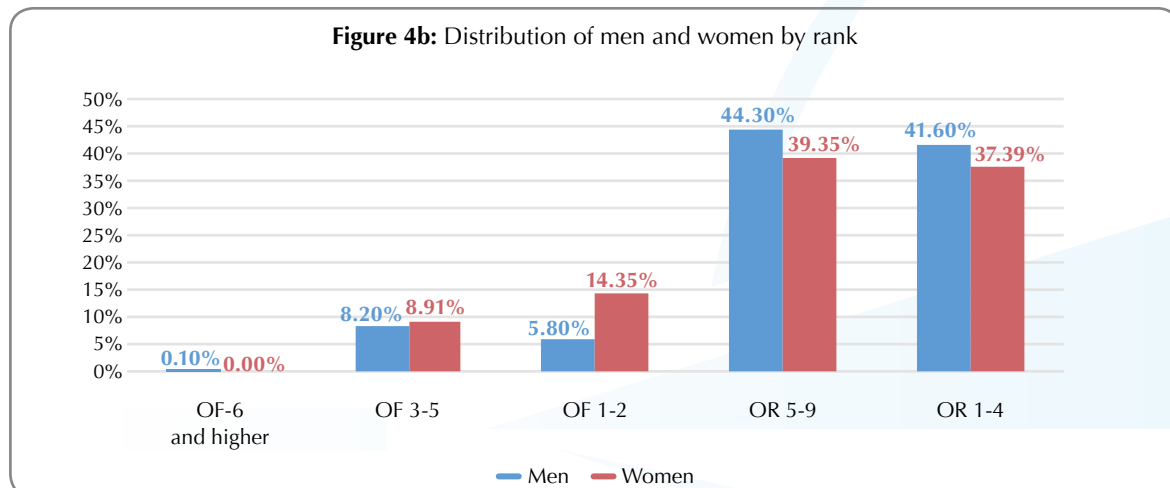
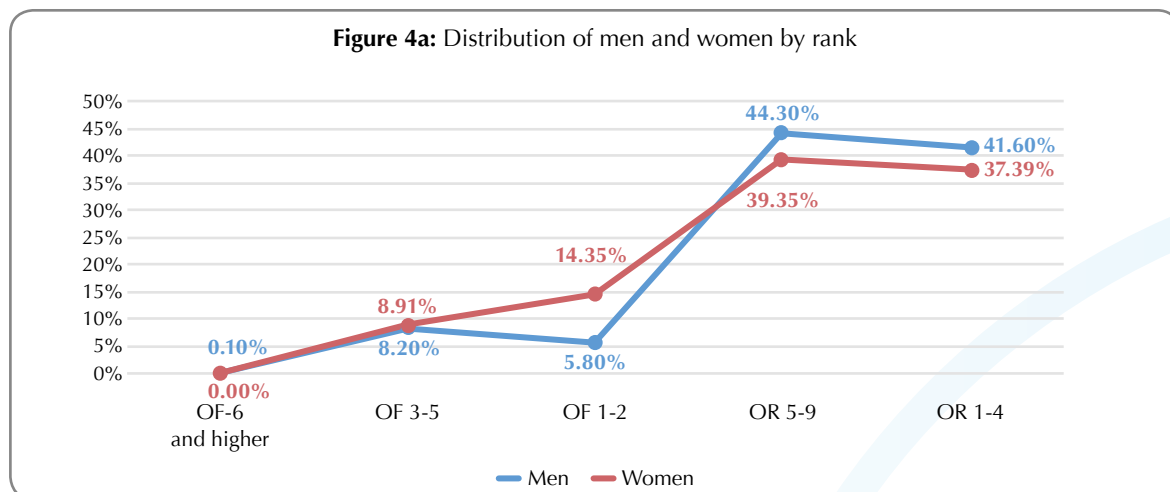
The accuracy of the information provided by national delegates is the responsibility of each nation.

In 2016, out of 674 female applicants, 89 were successfully recruited. Out of 5,341 male applicants, 852 were successfully recruited.

Retention Policies

The national armed forces do not have retention policies. There is no network to support women in the military but the implementation of a gender network is planned for 2017.

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



Reasons for Leaving the Military

The national armed forces carry out exit surveys for men and women who leave the military.

Every person who leaves the service during the first part of her/his career is requested to give her/his reasons during an interview with a psychologist. This is done on a voluntary basis and all students (candidates) are willing to do so. These exit interviews apply to both men and women. Statistics are provided to their units and special investigations sometimes follow if necessary.

The national armed forces do not use any (other) systems or methods to detect reasons why military women leave the armed forces.

In 2016, 224 women and 2,234 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 9.1% and the percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 90.9%.

The main reasons for leaving the military for both men and women are injury, retirement and retirement on demand, external mobility, resignation and compulsory retirement.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment (e.g. tanks, aircraft, and submarines) is adapted for both men and women. There is no specific configuration. Military Equipment is suitable for both men and women. Military facilities are adapted for both men and women. Military installations are adapted in the form of separate sanitary and lodging facilities.

Uniforms are fitted for both men and women. Combat uniforms are unisex, but smaller sizes are now available in order to meet specific female requirements. The combat boots are available in smaller sizes (up to 39 EU size) and are adapted for women. Ballistic protection vests are unisex, but they are available in different sizes and allow precise fitting. These vests were tested and approved by a panel of men and women during trials.

Parental Rights

Parental leave is 17 weeks in total and is not transferable between parents. Maternity leave can last up to 15 weeks and paternity leave up to 2 weeks. There are specific programmes to support the work-life balance for military personnel. Except for certain critical posts, it is possible for military personnel to work part time at a 4/5 rate and to enjoy flexible working hours.

Part-time is allowed 5 years before retirement. Military personnel (except officers) have a 38-hour working week. The week consists of 36 hours per 7 working days and flexi-time enables the working day to start between 7 and 9 a.m. and end between 3 and 6 p.m. The Unit Commander decides what the timeframe will be, but flexibility is granted whenever it does not hamper the operational capacity of the units.

There are special programmes and measures to support parents when both are members of the armed forces. If one of the partners from a military couple is involved in an operation, the partner staying at home can request to work 4 days a week during the mission with loss of pay.

There is no support or facilitation for service duties for single parents, divorced parents or widows/widowers looking after their children.

The extant child-care policy includes provisions to protect parents from deployment, breastfeeding breaks, and policy on duty assignments, night duties and overtime work, day care for children at defence ministries and military installations or child vouchers.

Service	Men	Women
Army	58,1%	3,4%
Air Force	23,9%	2,1%
Navy	5,4%	0,6%
Medical	3,8%	1,5%
Musicians	0,5%	0,1%
Working outside defence	0,5%	0,1%
Total	92,2%	7,8%
Ranks	Men	Women
OF 6 and above	0,10%	0,00%
OF 3-5	8,20%	8,91%
OF 1-2	5,80%	14,35%
OR 5-9	44,30%	39,35%
OR 1-4	41,60%	37,39%

Service	Men	Women
Army	55,0%	1,4%
Air Force	20,7%	1,1%
Navy	15,7%	1,2%
Medical	3,7%	1,3%
Musicians	0,0%	0,0%
Working outside defence	0,0%	0,0%
Total	95,1%	4,9%
Ranks	Men	Women
OF 6 and above	0,03%	0,00%
OF 3-5	8,15%	7,24%
OF 1-2	11,38%	28,95%
OR 5-9	40,10%	46,05%
OR 1-4	40,37%	17,76%

Table 3: NATO Operations		
Service	Men	Women
Army	56,3%	2,1%
Air Force	21,6%	1,8%
Navy	13,4%	0,7%
Medical	3,0%	1,2%
Musicians	0,0%	0,0%
Working outside defence	0,0%	0,0%
Total	94,3%	5,7%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	6,75%	3,85%
OF 1-2	10,24%	30,77%
OR 5-9	40,86%	46,15%
OR 1-4	42,14%	19,23%

Table 4: Reserve Force Personnel		
Service	Men	Women
Army	60,1%	2,6%
Air Force	22,1%	1,1%
Navy	8,4%	0,4%
Medical	4,3%	0,9%
Musicians	0,1%	0,0%
Working outside defence	0,0%	0,0%
Total	95,0%	5,0%
Ranks	Men	Women
OF 6 and above	0,07%	0,00%
OF 3-5	4,80%	0,50%
OF 1-2	16,60%	20,60%
OR 5-9	53,90%	48,10%
OR 1-4	24,60%	30,80%

Prevention of Sexual Harassment and Sexual Abuse

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

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

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

In 2016, 3 women reported cases of sexual harassment (information talk, 1 internal formal procedure, 1 external formal procedure) in the armed forces. In 2016, 3 men reported cases of sexual harassment (1 information talk and 2 internal formal procedure).

Gender Education and Training

The Belgian Armed Forces have 4 gender-related training programmes:

1. The 'Diversity Theatre' has been part of the basic military training of volunteers, NCOs and officers since 2006. Gender topics are well covered in briefings and scenarios offered by the training. It targets all NCOs and OF-1 to OF-2. It is part of the standard national training.
2. The 'Department World Politics: International Humanitarian Law' mainly covers the protection regime for women and children. It targets all officers. It is a pre-deployment phase training.

3. The 'Gender Focal Point (GFP) Education' is a 2-day education programme. Its purpose is to educate and train the Company Sergeant-Major of the military detachment which is about to be deployed on operation. The GFP has an add-on function: s/he advises the Military Commander and reports on the gender dimension and s/he is responsible for the practical integration of the gender dimension in the Area of Operations (AoO). This education and training programme is conducted in Dutch and French and its aim is to have at least one GFP available in each deployed detachment. It targets OR-5 to OR-9. It is part of the standard national training.
4. The 'National Pre-Deployment Training' covers gender issues. Because of close links to the local culture in the AoO, it is integrated into the culture awareness briefings. This is why there is a specific chapter dedicated to gender for each culture awareness briefing and for each specific operational detachment as well for all individual augmentees to different deployed multinational headquarters. This enables all deployed personnel to have an accurate picture of the gender situation in their respective operation zone. The training also presents some 'dos' and 'don'ts' related to interaction with women, men, girls and boys. This integrated approach ensures that the topic is internalized by the military personnel about to be deployed. It targets all officers including general ranks and NCOs preparing to be/and deployed. It is a pre-deployment phase training.

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

Gender Advisors

The Belgian Armed Forces and the Ministry of Defence (MoD) have 16 trained gender advisors. However, the gender advisors are not working in a staff department and are part of the Information Operations Group. So far, none of them were deployed in a purely gender advisor position. In 2016, none of the gender advisors was deployed.

The armed forces have gender focal points. Gender focal points have been deployed since 2012. In 2016, 12 gender focal points were deployed.

Implementation of the 2015 and 2016 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

No actions were taken towards implementation of the 2016 NCGP Recommendations to the Military Committee (MC).

No actions were taken towards implementation of the 2015 NCGP Recommendations to the MC.

Additional Information

The 2015 and 2016 Recommendations to the MC are being partly integrated in the Defence Action Plan (DAP) 2017-2021 as part of the National Action Plan (NAP) 2017-2021 which is under development.



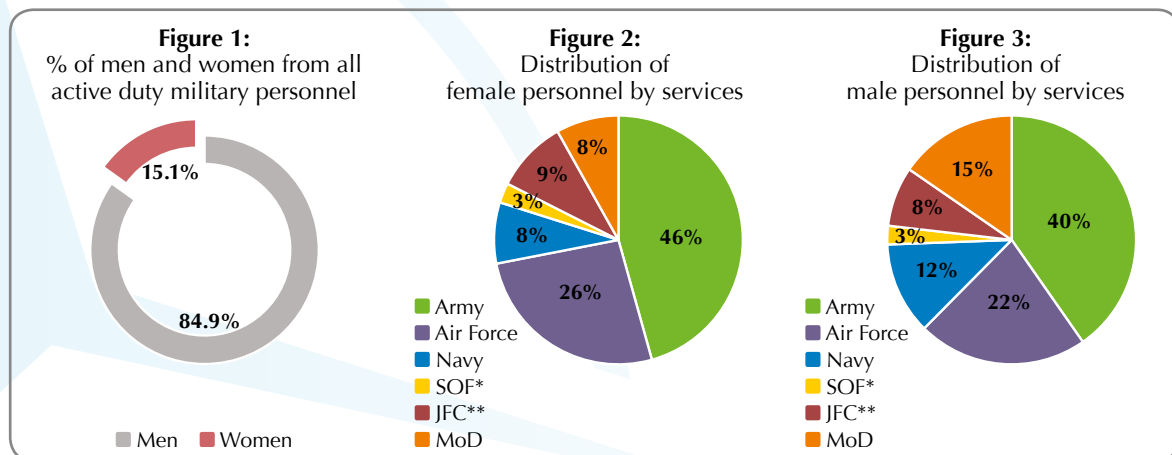


Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2016

In 2016, two working groups from the Ministry of Defence (MoD) Directorates and the Bulgarian Armed Forces (BAF) reviewed existing legislation and acknowledged that there are considerable discrepancies in the Defence Law regarding parental leave for men and women. For example, female military personnel have full use of the rights provided for by the general employment legislation while male military personnel are allowed to use only some types of parental rights (leave).

In general, parental leave is regulated by the Labour Code; and terms and conditions for its use comply fully with the European Union Directive 2010/18/EU. These findings require an amendment to the Defence Law of the Republic of Bulgaria.

The MoD and BAF working groups proposed to the military and political leadership of the MoD to change the Defence Law and provide equal opportunities for female and male military personnel regarding parental leave. The amendment process was ongoing at the end of 2016 and will continue in 2017.



Quotas

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

Restrictions on the Incorporation of Women in the Armed Forces

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

There is a military entity that deals with the integration of gender perspectives in the Bulgarian Armed Forces. According to the Rules of Organization of the Ministry of Defence of the Republic of Bulgaria, the Social Policy Directorate is tasked to assist the Minister in carrying out gender policy, equality, protection of human rights and fundamental freedoms in the armed forces. In 2016, a Lieutenant Colonel was appointed to the position of gender advisor of the MoD in the Social Policy Directorate.

* Special Operations Forces

** Joint Force Command

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

Reserves, National Guard and Other Military Services

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

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

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

Enlistment Requirements

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

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

Men and women enlist at the same age. There are no specific policies that promote the recruitment of women in the military. In 2016, out of 102 female applicants, 40 were successfully recruited. Out of 659 male applicants, 316 were successfully recruited.

Retention Policies

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

The Bulgarian Armed Forces have specific retention policies for women. The Labour Code provides for special protection for women. Additionally, there is a network to support women in the military. The Bulgarian Armed Forces' Women's Association (BUAFWA) is a non-governmental organization, established in 2006. Most of the members are women on active duty and female Reservists. The main goals of BUAFWA are the promotion and endorsement of the prestige and social status of women in the armed forces; and implementation on Women, Peace and Security agenda. Relations between the association and the MoD are regulated by an agreement that follows the main goal of BUAFWA itself - to protect their common interests.

BUAFWA can directly inform the Minister of Defence and the Chief of Defence about cases of discrimination and can participate in the decision-making process within MoD by giving opinions and statements.

Reasons for Leaving the Military

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

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

Adaptation of Military Equipment, Facilities and Uniforms

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

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

Parental Rights

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

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

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

There are special programmes to support parents when both are serving in the armed forces. All Services endeavour not to deploy both serving parents at the same time. The same policy is applied to single parents and those caring for elderly people etc.

Single and divorced parents as well as widowers/widows who are in the military are granted material assistance on a one-off basis to meet seasonal or occasional needs (purchase of textbooks, clothing, etc.).

There is a child-care policy that includes provisions protecting parents from being deployed, breastfeeding breaks, policy on duty assignments, night duty, overtime work, flexible working and service hours or variable start/finish times during the working day.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	34,2%	6,9%
Air Force	18,8%	4,0%
Navy	10,2%	1,2%
SOF	2,1%	0,4%
JFC	6,6%	1,4%
MoD	13,1%	1,2%
Total	84,9%	15,1%
Ranks	Men	Women
OF 6 and above		
OF 3-5		
OF 1-2		
OR 5-9		
OR 1-4		

Table 2: All Operations		
Service	Men	Women
Army	84,6%	11,0%
Air Force	1,5%	0,5%
Navy	1,7%	0,0%
Government employees from National Security State Agency	0,7%	0,0%
Total	88,5%	11,5%
Ranks	Men	Women
OF 6 and above	0,0%	0,0%
OF 3-5	18,2%	8,5%
OF 1-2	14,9%	4,3%
OR 5-9	19,1%	46,8%
OR 1-4	47,0%	40,4%

Table 3: NATO Operations		
Service	Men	Women
Army	86,4%	11,4%
Air Force	1,1%	0,0%
Navy	1,1%	0,0%
Government employees from National Security State Agency	0,0%	0,0%
Total	88,6%	11,4%
Ranks	Men	Women
OF 6 and above	0,0%	0,0%
OF 3-5	14,4%	7,3%
OF 1-2	12,5%	2,4%
OR 5-9	19,8%	43,9%
OR 1-4	53,3%	46,3%

Prevention of Sexual Harassment and Sexual Abuse

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

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

There is no appointed personnel to deal with or to whom to report sexual harassment. There are formal procedures in place for female or male victims to report such incidents. Crimes connected with sexual harassment fall under Chapter 2 of the Criminal Code - 'Crimes against personality'. No cases of sexual harassment in the Bulgarian Armed Forces were reported in 2016.

Gender Education and Training

The Bulgarian Armed Forces have 3 gender-related training programmes:

1. The topic of gender-related United Nations Security Council Resolutions (UNSCRs) are included in the 'Operations in Support of International Peace and Security' module and/or in the 'Legal Regulation in Warfare' discipline at the Military College. It targets OF 1-2 military personnel. It is part of the pre-deployment training and standard national training.
2. The 'Gender Equality' module is part of the leadership training for cadets and sergeants at the National Military University, Naval Academy and Non-Commissioned Officer (NCO) College. The module provides information on the national framework and implementation policies on gender equality in the BAF and the integration of policies on gender equality in planning, implementation and evaluation of military operations and missions - analysis of practices and data. It targets all NCOs and OF 1-2. It is part of the standard national training.
3. The Naval Academy provides additional information and education on UNSCR 1325 for different categories of military personnel. The section on 'The Essence of the Policies on Gender Equality' covers international frameworks and documents about gender equality. The section on 'Discussion on Implementing the Policies of Equality in the Armies of NATO' covers national frameworks and policies about the implementation of gender equality in the BAF. The section on 'The Integration of Policies on Gender Equality in Planning, Implementation and Evaluation of Military Operations and Missions' covers the analysis of practices and data. It targets all NCOs and OF 1-2. It is part of the standard national training.

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

Gender Advisors

The armed forces and the MoD have 4 gender advisors. The gender advisors have received training from the Nordic Centre for Gender in Military Operations (NCGM) and attended the European Security Course 'A Comprehensive Approach to Gender in Operations' at the European Security and Defence College (ESDC).

In total, 2 gender advisors have been deployed so far and 1 was deployed in 2016 (EUROPOL, Afghanistan).

Implementation of the 2015 and 2016 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

Bulgaria took action towards the implementation of the 2016 NCGP Recommendations to the Military Committee (MC). All three recommendations are in the process of being implemented. New educational programmes that include gender perspectives were adopted. The BUAFWA is the key factor to assist the progress of the integration of a gender perspective and implementation of UNSCR 1325 principles in the BAF.

Bulgaria took action towards the implementation of the 2015 NCGP Recommendations to the MC. At the end of 2016, the Bulgarian MoD had a full-time appointed gender advisor.

Additional Information

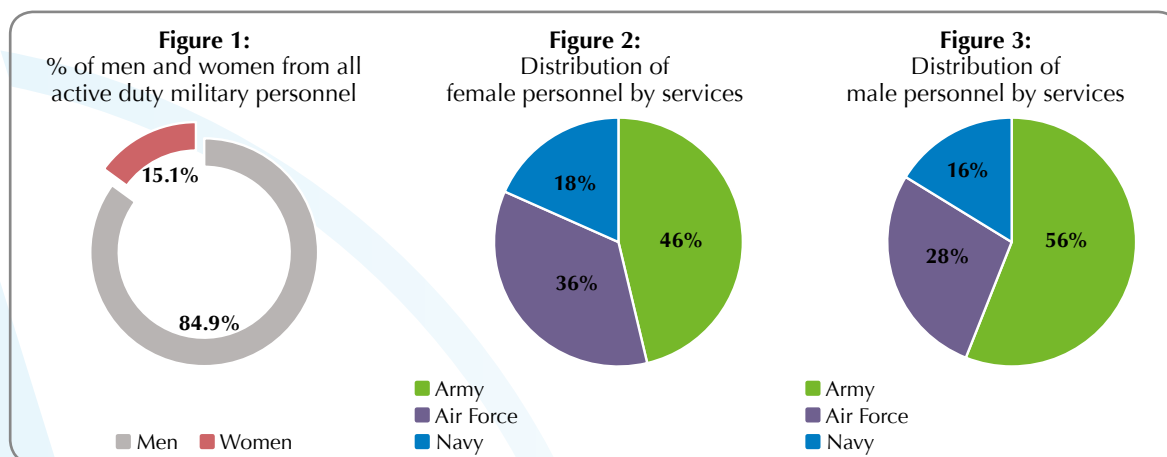
The main problem connected to the implementation of the gender perspective is still the need to gradually overcome prejudices and stereotypes in people's minds. This process requires a targeted policy, systematic work, training, well-educated military personnel and civilian experts.





Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces enforced during 2016

There were specific policies related to the implementation of gender perspectives in the Canadian Armed Forces (CAF) enforced during 2016. The Chief of Defence Staff (CDS) issued a directive on the implementation of United Nations Security Council Resolution (UNSCR) 1325, including the mandatory requirement to take the Status of Women Canada on-line Gender Based Analysis Plus Course (GBA+).



Quotas

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

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the Canadian Armed Forces. There is a military entity that deals with the integration of gender perspectives in the armed forces. The Directorate of Human Rights and Diversity (DHRD) is responsible for ensuring that CAF policies and programmes are implemented in accordance with the Employment Equity Act to achieve the Canadian Armed Forces' representation goals for women, and to provide a better work environment for all of their members. Commander Military Personnel Command is the custodian of these policies and statistics, through DHRD. There is a gender advisor (GENAD) at the strategic level and two GENADs at the operational levels who provide advice and guidance to the Commanders on incorporating gender perspectives in policies, plans and operations.

Reserves, National Guard and Other Military Services

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

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

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

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

Enlistment Requirements

Enlistment requirements in the armed forces, including the physical fitness test, are the same for men and women. Men and women enlist at the same age. There are no policies that promote the recruitment of women in the military.

In 2016, out of 617 female applicants, 111 were successfully recruited. Out of 1360 male applicants, 436 were successfully recruited.

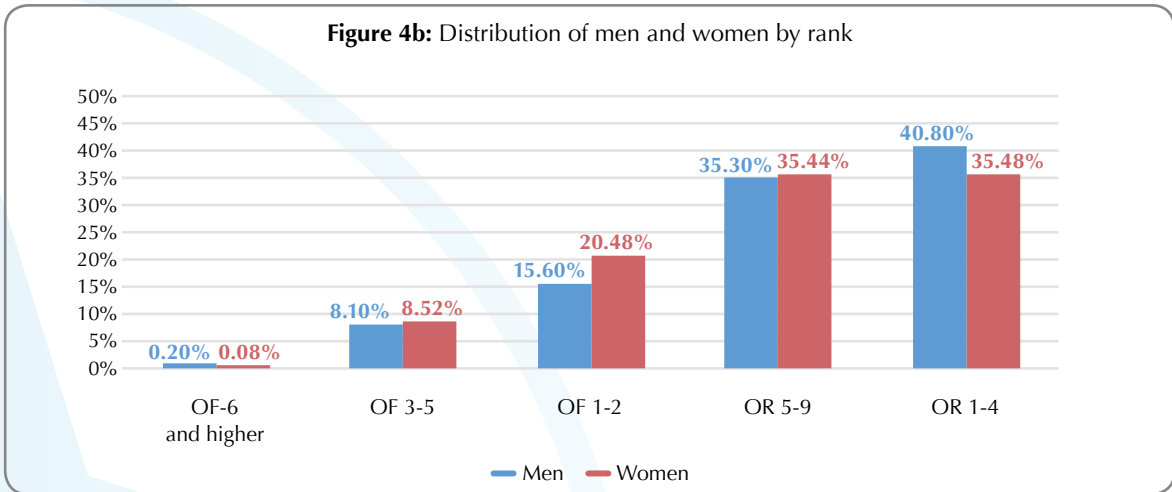
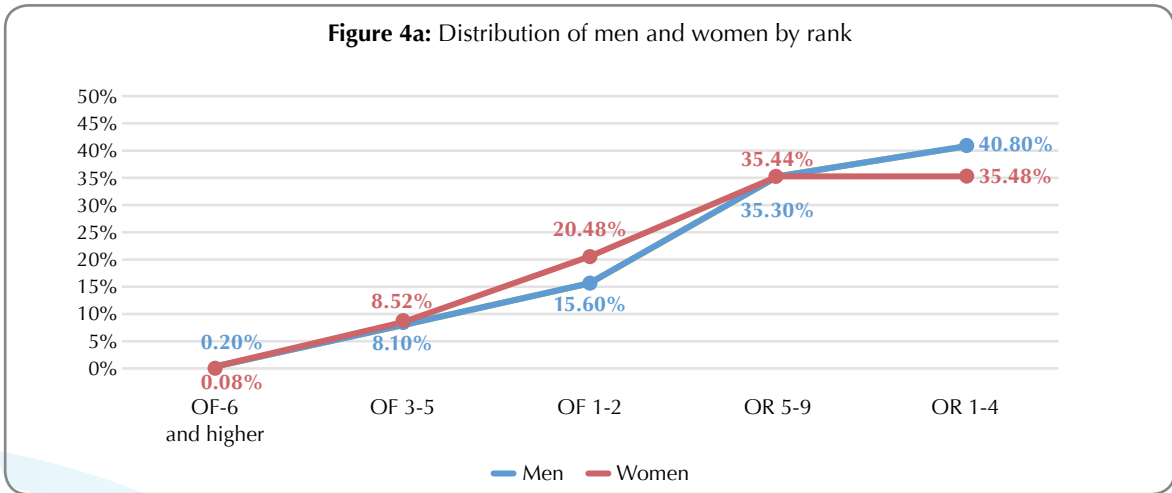
Retention Policies

The Canadian Armed Forces have retention policies; however they do not have specific retention policies for women.

In 2016, the Canadian Armed Forces were developing a Canadian Armed Forces Retention Strategy for the 2017–18 fiscal year that will ensure that retaining qualified, competent, and motivated members in uniform is a fundamental aspect of how the Canadian Armed Forces manage its personnel. While the focus will continue to be the overall personnel requirements using the Annual Military Occupational Requirements process and the Strategic Intake Plan, the Canadian Armed Forces will manage occupational health by implementing tailored retention strategies as required.

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

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



Reasons for Leaving the Military

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

The national armed forces also use other systems or methods to detect reasons why female military personnel leave the armed forces. During the release process, the release type (voluntary, medical, etc.) is captured in the Human Resources Management System. These release types are detailed in Chapter 15 of the Queen's Regulations and Orders. Furthermore, through the Attrition Monitoring Programme, voluntarily releasing members will be asked to indicate the top three reasons (from a list of 35 reasons) motivating their decision to release from the armed forces.

The CAF Regular Force (Reg F) and Primary Reserve (P Res) Retention Surveys are used to provide information regarding work and organizational factors that influence commitment and retention of CAF personnel. In these surveys, CAF members are asked whether they intend to leave the Canadian Armed Forces; those who intend to leave are asked the reasons motivating their intent to release from the Canadian Armed Forces. Analysis of work and organizational factors are also conducted by comparing men and women to identify differences in satisfaction levels.

Additionally, in retention studies for some occupations where gender is known to be a factor, separate focus groups are conducted for men and women.

In 2016, 683 women and 4,384 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women, who left the armed forces, is 13.5%. The percentage of men who left the armed forces, out of the total number of men and women, who left the armed forces, is 86.5%.

In 2016, 339 women and 1,714 men left the Reserves. The percentage of women who left the Reserves, out of the total number of men and women, who left the Reserves, is 16.5%. The percentage of men who left the Reserves, out of the total number of men and women, who left the Reserves, is 83.5%.

During the 2016 calendar year, the most frequent reasons for release for women in the armed forces were medical (366), followed by voluntary (287) and service completion (28); during the same period, the most frequent reasons for release for women in the Reserves were voluntary (211), followed by medical (74) and also service completion (49).

A recent gender comparison of the 2012 CAF Retention Survey data on reasons for intending to leave the Canadian Armed Forces within 5 years, indicated that women most likely reported the following reasons: retirement and eligibility for pension benefits, followed by geographic stability, job dissatisfaction, dissatisfaction with postings, seeking more meaningful and satisfying work, dissatisfaction with career progression, family issues, and seeking a better salary.

During the 2016 calendar year, the most frequent reasons for release for men in the armed forces were voluntary (2,235), followed by medical (1,613) and service completion (467); during the same period, the most frequent reasons for release for men in the Reserves were voluntary (1,145), followed by service completion (347) and medical (168).

The gender comparison analyses of the 2012 CAF Retention Survey data on reasons for intending to leave the Canadian Armed Forces within 5 years indicated that men most likely reported the following reasons: geographic stability, followed by job dissatisfaction, retirement and eligibility for pension benefits, dissatisfaction with postings, seeking more meaningful and satisfying work, seeking a better salary, dissatisfaction with career progression and seeking a better job.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment is adapted for both men and women. The procurement of new CAF capabilities ensures that consideration for both men and women is taken into account in the design, selection, testing and validation phases of the project. Often, projects have assigned positions that are solely responsible for economics and human systems interface consideration and implementation with the assistance of Defence Research and Development Canada (DRDC) as the departmental scientific and technical expertise in this field. As an industry standard, Original Equipment Manufacturers (OEM) often conduct 3-dimensional modelling in Human Factors Engineering as part of the critical design reviews to account for both genders.

For example, the Medium Support Vehicle System (MSVS) project addressed this requirement in the procurement process through the requirements definition phase. *“The Vehicle, Armour Protection System and Trailer shall be configured to accommodate the full range of 5th percentile female characteristics through 95th percentile male characteristics, wearing the Integrated Clothing Ensemble (ICE) fighting order, including winter clothing, to carry out all functions and duties related to operating, maintaining or servicing the Vehicle, Trailer, and Armour Protection System including all installed systems, subsystems and components. The range of all dimensional characteristics shall be IAW DCIEM Report 98-CR-15 for CF personnel (Anthropometric Survey of the Land Forces).”*

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

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

Parental Rights

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

The Canadian Armed Forces have specific Canadian Forces Health Services Group Instructions – 3100-23/Medical Administration of Pregnant Members. For what concerns legal social support given for maternity and parental leave and benefits the Canadian Armed Forces provide maternity benefits for women and parental benefits that assist both female and male members to balance the demands of military service with family responsibilities associated with the birth or adoption of their children. This is done to ensure recruitment, employment and retention of suitably qualified men and women.

The Canadian Armed Forces will provide eligible members with time away from their military duties and compensation to care for their new-born or adopted children free from undue financial or duty-related concerns. Maternity leave is 15 weeks, and it is for the mother only. Parental leave is 35 weeks, and it is for the mother or father. Parental leave is 50 weeks combined, and it is transferable between parents.

There are no specific programmes to support the work-life balance for military personnel. Part-time employment is not allowed. Flexible hours are allowed. Depending upon operational requirements of the unit (note: this does not normally apply in operational units), flexible work hours can be arranged between CAF members and their chain of command. Each CAF member must arrange a starting time with their supervisor, normally between the hours of 07:00 and 09:00 and take between 30 and 90 minutes break for lunch between 11:30 and 13:00 hours. Civilian employees work the number of hours specified in the collective agreement; military members normally serve 7.5 hours a day, contingent upon service requirements, and finish work between 15:00 and 18:00 hours.

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

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

In terms of funding, the member is entitled to be reimbursed for either the daily amount established by the Treasury Board or the difference between the amount paid for dependent care during their absence and the amount normally paid for care, whichever is the lesser amount.

There is a child-care policy. Day care for children at Defence Ministries and military installations or child vouchers. Flexible working and service hours or variable start/finish times during the working day. The CAF Child-Care Policy focuses on the Military Family Resource Centre provision of child care for families because of military lifestyle conditions, particularly through the Military Family Services Programme - Emergency Child-Care Policy. The MFSP provides families with support by facilitating their short-term emergency child-care requirements. The resilience of the CAF family is enriched through support during uniquely challenging conditions of the modern military family life as it relates to child care. In addition, many MFRCs operate local child-care centres based on the needs of their communities. These are not funded by Canadian Armed Forces, rather by user fees, provincial / municipal grants and local fund generation. Because day-care is not mandatory (as per policy above) it may not be available at all locations.

Service	Men	Women
Army	47,5%	7,0%
Air Force	23,6%	5,3%
Navy	13,8%	2,8%
Total	84,9%	15,1%
Ranks	Men	Women
OF 6 and above	0,20%	0,08%
OF 3-5	8,10%	8,52%
OF 1-2	15,60%	20,48%
OR 5-9	35,30%	35,44%
OR 1-4	40,80%	35,48%

Service	Men	Women
Army	52,1%	5,2%
Air Force	20,8%	3,8%
Navy	15,5%	2,7%
Total	88,3%	11,7%
Ranks	Men	Women
OF 6 and above	0,50%	0,00%
OF 3-5	10,03%	13,29%
OF 1-2	13,96%	31,01%
OR 5-9	37,12%	29,75%
OR 1-4	38,38%	25,95%

Table 3: NATO Operations		
Service	Men	Women
Army	57,6%	3,9%
Air Force	6,7%	1,3%
Navy	27,1%	3,4%
Total	91,4%	8,6%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	3,02%	7,55%
OF 1-2	9,95%	20,75%
OR 5-9	37,83%	30,19%
OR 1-4	49,20%	41,51%

Table 4: Reserve Force Personnel		
Service	Men	Women
Army	69,8%	9,5%
Air Force	6,7%	1,5%
Navy	8,9%	3,6%
Total	85,3%	14,7%
Ranks	Men	Women
OF 6 and above	0,04%	0,00%
OF 3-5	4,90%	3,40%
OF 1-2	11,70%	13,70%
OR 5-9	25,50%	21,90%
OR 1-4	57,90%	61,10%

Table 5: Other Personnel in all Operations		
Service	Men	Women
Army	66,7%	7,9%
Air Force	6,1%	3,5%
Navy	9,6%	6,1%
Total	82,5%	17,5%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	20,21%	0,00%
OF 1-2	13,83%	35,00%
OR 5-9	27,66%	30,00%
OR 1-4	38,30%	35,00%

Table 6: Other Personnel in NATO Operations		
Service	Men	Women
Army	65,0%	7,5%
Air Force	0,0%	0,0%
Navy	12,5%	15,0%
Total	77,5%	22,5%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	9,68%	0,00%
OF 1-2	6,45%	33,33%
OR 5-9	19,35%	22,22%
OR 1-4	64,52%	44,44%

Prevention of Sexual Harassment and Sexual Abuse

In August 2015, the Chief of Defence Staff launched Op HONOUR to eliminate harmful and inappropriate sexual behaviour within the Canadian Armed Forces. This is a whole-of-CAF effort that initially uses the CAF Strategic Response Team – Sexual Misconduct (CSRT-SM) to coordinate the development of policies, education, training and additional member support. In March 2016, the Chief of Defence Staff issued an update to Op HONOUR, reinforcing the responsibilities of the chain of command and updating tasks. The update can be found here: <http://www.forces.gc.ca/en/caf-community-support-services/frag-o-001-tocds.page>. An initial progress report, released to internal and external stakeholders on 1 February 2016, and then a second report detailing the progress of the Canadian Armed Forces in eliminating the problem of harmful and inappropriate sexual behaviour was released on 30 August 2016. These reports can be found at <http://forces.gc.ca/en/about-reports-pubs-op-honour/2016/second-progress-report-introduction.page>.

There are programmes and/or training related to the prevention of sexual harassment. The Canadian Armed Forces completed a system-wide Training Needs Analysis of all training and education programmes related to harmful and inappropriate sexual behaviour. As a result, the Operation HONOUR Leadership Toolbox of references, templates and key documents was initially developed to raise awareness of behavioural expectations across the organization. It is updated regularly and now includes two new online training packages – one for sexual misconduct prevention training and the other for bystander intervention training.

Bystander intervention training in the form of small group scenario-based discussions at the unit and sub-unit level, was developed and implemented to assist members in increasing the awareness, skills, and confidence needed to recognize and successfully intervene in situations of harmful and inappropriate sexual behaviour. At the institutional level, training and educational activities covering the spectrum of social and cultural programmes have been enhanced, and are being delivered to all recruits. This provides a stronger message and clear direction on acceptable behaviours from the outset of a military career.

In addition to the institutional training initiatives discussed above, other professionals such as Health Care practitioners, Chaplains, Military Police and Legal Officers are receiving additional training and professional development opportunities. The Canadian Forces Provost Marshal and the Director of Military Prosecutions have undertaken specific training initiatives in relation to the investigation and prosecution of offences of a sexual nature to provide investigators and prosecutors with the necessary skills, enhancing their overall interaction with complainants of an offence of a sexual nature.

There is appointed personnel to deal with or to whom to report sexual harassment. There are formal procedures in place for female or male victims. The Harassment Prevention and Resolution Policy outlines the policy and procedures for reporting harassment as well as training and awareness for all DND employees and CAF members. As well, all information (guidelines, instructions, policies, contacts for victim support) relating to inappropriate sexual behaviour can now be accessed through one webpage (<http://www.forces.gc.ca/en/caf-community-supportservices/sexual-misconduct.page>).

There were cases of inappropriate sexual behaviour reported by women to the Sexual Misconduct Response Centre in 2016. Data are being collected. There were cases of sexual assault (excluding rape), sexual harassment, rape, stalking and others. Other types of sexual harassment were reported as discrimination based on sex, abuse of position or power and sexual interference.

There were cases of inappropriate sexual behaviour reported by men to the Sexual Misconduct Response Centre in 2016. Data are being collected. There were cases of sexual assault (excluding rape), sexual harassment and rape.

Gender Education and Training

Canada has 11 gender-related training programmes:

1. The Peace Support Training Centre (PSTC) and Global Affairs Canada (GAC) have developed 'Country-specific Cultural Programmes and Gender Awareness Training' for a segment of personnel identified to deploy on or deploy in support of operations. The training is meant to raise awareness about gender and cultural differences. Cultural training and the gender consideration sub-set of that training may be taught during pre-deployment training. Although normally addressed as separate issues, they have together allowed elements of the Canadian Armed Forces to prepare selected personnel to effectively deal with cultural and gender aspects of their planned deployments. CAF personnel receive specific training on the Universal Declaration of Human Rights, the Law of Armed Conflict, ethics, individual conduct and responsibilities, and the appropriate Rules of Engagement. UNSCR 1325 and related resolutions are embedded in some CAF training delivered at PSTC. When given, such training focuses on types of human rights violations (including trafficking in persons, child soldiers, sexual violence and abuse of women, children and minorities), the impact of conflict on vulnerable groups (including women, children, the elderly, minorities, refugees and displaced persons), gender and cultural differences, gender and conflict, and how all considerations affect the Canadian Armed Forces both operationally and morally. Individual pre-deployment training given at PSTC provides specific instruction on the protection of women and other vulnerable populations to a portion of the Canadian

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

11. 'Gender-Based Analysis Plus Course' is an analytical tool used to assess the potential impacts of policies, programmes, services, and other initiatives on diverse groups of men and women, taking into account gender and other identity factors. The 'plus' in the name highlights that GBA+ goes beyond gender, and includes the examination of a range of other intersecting identity factors (such as age, education, language, geography, culture and income). Completing this course will make it possible to:
 - a. Recognize how sex, gender, and diversity can influence the outcomes of policies, programmes, and legislation;
 - b. Define the key concepts of GBA+ and begin to identify how they can be used to enhance the responsiveness and effectiveness of your work; and
 - c. Apply some basic GBA+ concepts and processes. It targets military ranks. It is part of the standard national training. (<http://www.swc-cfc.gc.ca/gba-ac/index-en.html>).

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

Gender Advisors

The CAF and the Ministry of Defence (MoD) have gender advisors (GENAD). All employed gender advisors are required to take the NATO on-line series of gender courses and then are selected for the Nordic Defence Cooperation (NORDEFECO) Gender Advisor Course. Selected GENAD staff and staff officers are also selected to take the Gender Training of Trainers (GToT) course and the Commanding Officer Seminar on Gender.

There are at least 3 trained gender advisors. Data are not provided regarding the number of deployed gender advisors. The Canadian Armed Forces have gender focal points.

Implementation of the 2015 and 2016 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

Canada took action towards implementation of the 2016 NCGP Recommendations to the Military Committee (MC). The Canadian Armed Forces have implemented a Diversity Strategy that focuses on respect for and appreciation of differences in ethnicity, language, gender, age, national origin, disabilities, sexual orientation, education, and religion. Through their personal example, leaders will play a central role in creating and fostering a culture of respect and inclusion for all CAF members, including Gender perspectives. The CDS has mandated that all CAF personnel take the On-line Introduction to Gender Based Analysis Plus (GBA+) training package that is an analytical tool used to assess the potential impacts of policies, programmes, services, and other initiatives on diverse groups of men and women, taking into account gender and other identity factors. For more information, see <http://www.swc-cfc.gc.ca/gba-ac/course-cours-en.html>. The Department of National Defence and Canadian Armed Forces has established a GBA + Champion at the General Officer level, who is also reaching out nationally and internationally in order to exchange ideas and share best practices. Canadian Armed Forces in conjunction with the Foreign Affairs Department have reached, consulted and maintained a dialogue with partners in Civil Society through the WPS-Network, some of whom participate as members of the NATO Civil Society Advisory Panel (CSAP).

Canada has also taken actions towards implementation of the 2015 NCGP Recommendations to the MC. The CDS continues with the ongoing implementation of Op HONOUR that holds all leaders accountable for the elimination of harmful and inappropriate sexual behaviour. As the key to prevent Harmful and Inappropriate Sexual Behaviour (HISB) is through ongoing education and training leading to cultural change, a learning portal has been established and is available to all staff, which includes addressing HISB and bystander intervention. The CDS has established three GENADs, one at the strategic level and two at the operational levels. These GENADs have been

duly incorporated into the strategic and operational planning process. In addition, the CDS had appointed a CAF GBA+ Advisor to ensure gender perspectives are being incorporated in all plans, programmes and policies.

Additional Information

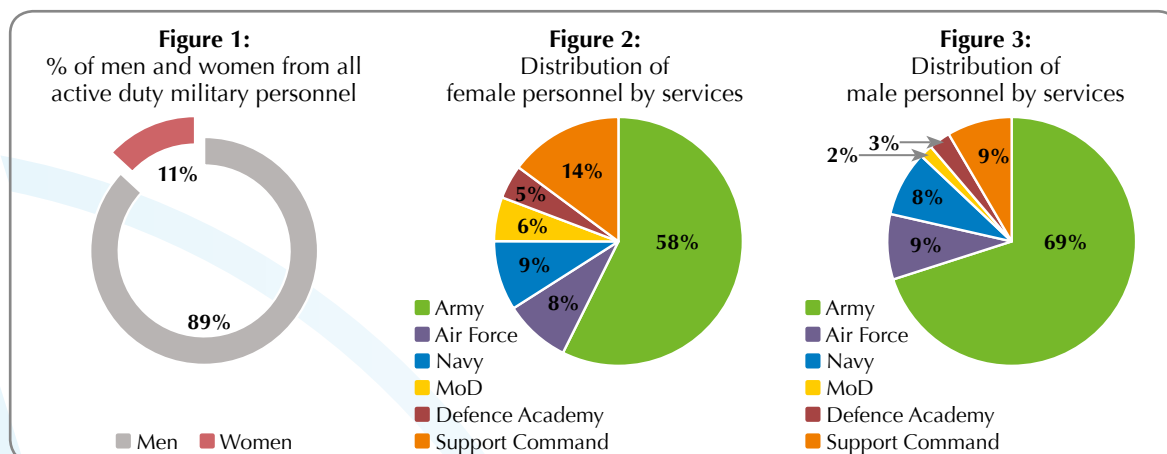
The Department has established a team to study the attraction, recruitment, retention and to provide a stable and rewarding career path for women.





Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2016

No new specific policies or legislation related to the implementation of gender perspectives in the Croatian Armed Forces (CAF) were enforced during 2016.



Quotas

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

Restrictions on the Incorporation of Women in the Armed Forces

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

Reserves, National Guard and Other Military Services

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

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

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

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

Enlistment Requirements

Enlistment requirements in the CAF are different for men and women with regard to the physical fitness test. Standards are somewhat lower for women according to the Procedures and Criteria for Evaluation of Candidates' Physical Readiness.

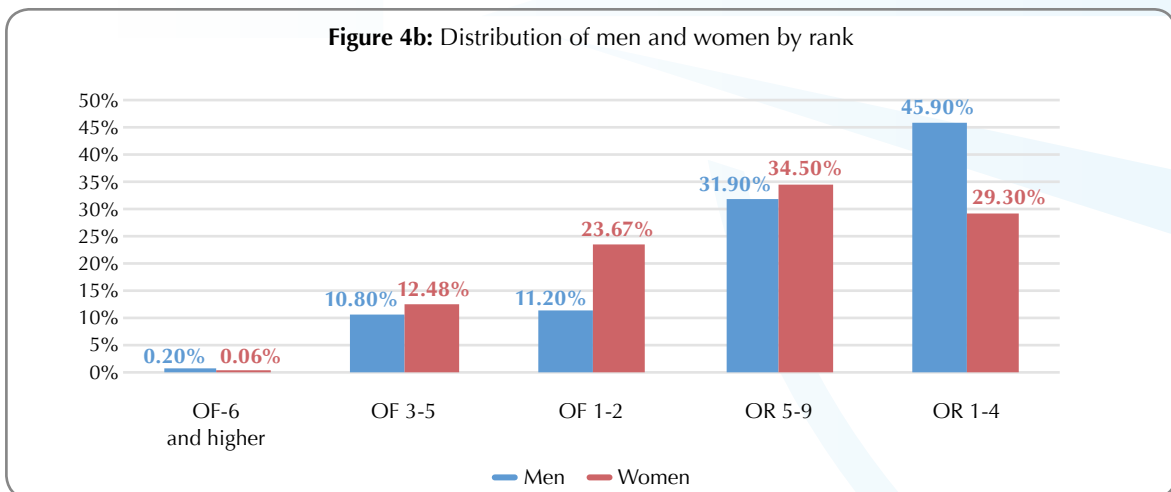
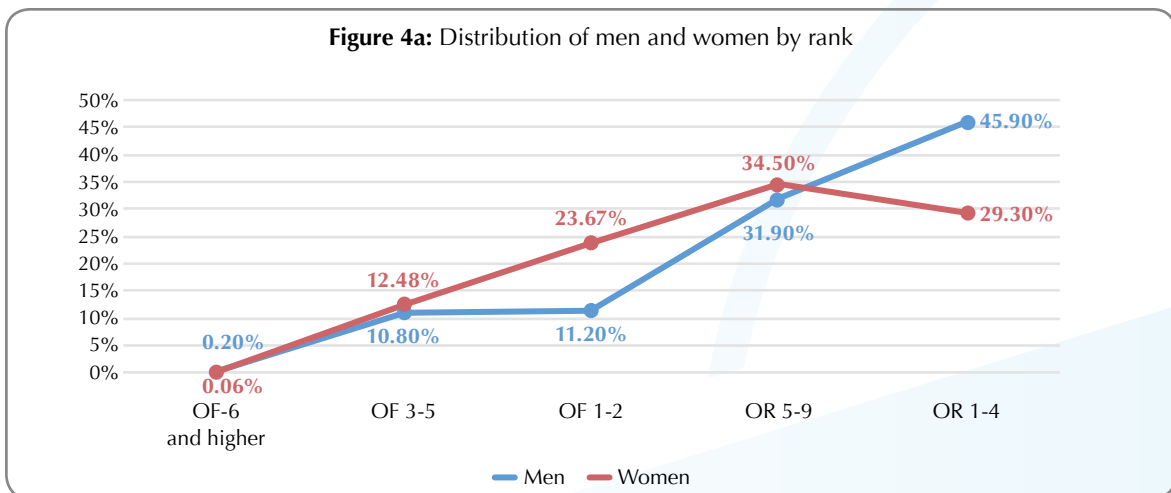
There are no differences in enlistment requirements with regard to physical characteristics. Men and women enlist at the same age. There are no policies that promote the recruitment of women in the military. Data regarding applicants were not provided. 18 female and 78 male applicants were successfully recruited.

Retention Policies

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

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

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



Reasons for Leaving the Military

The Croatian Armed Forces carry out exit surveys for men and women who leave the military. Men and women who are leaving the military undertake exit surveys comprising the following: a personal interview, consultation and exit questionnaire. This enables the MoD/CAF to ascertain the reason(s) personnel leave the military and to help those who need assistance to transition back to civilian life and a civilian career.

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

In 2016, 60 women and 905 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 6.2% and the percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 93.8%. The main reasons why both men and women tend to leave the armed forces are injuries and retirement.

Adaptation of Military Equipment, Facilities and Uniforms

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

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

Parental Rights

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

Parental leave is 52 weeks in total. Mothers are entitled to 26 weeks’ maternity leave (6 months). Out of those 26 weeks, the mother must take maternity leave for a minimum of 70 days following the birth of the child, after which it is possible to transfer her leave to the father.

Mothers must take mandatory maternity leave for a minimum period of 70 continuous days commencing 28 days but no more than 45 days prior to the expected due date until 42 days following birth, after which the mother is entitled to additional maternity leave until the new born is 6 months old; upon written consent, this can be transferred to the baby’s father.

Following maternity leave both parents are entitled to take parental leave, and in accordance with the national demographics policy additional benefits are given to mothers and fathers for each additional child born into their family. Parental leave can be for a period of 6 or up to 30 months depending on the number of children. 6 months are allowed for the first two children and 30 months for twins, the third and every subsequent child. Parental leave can be taken in whole or in part for a minimum of 30 days twice a year, until the child is 8 years old. Special consideration is also given to mothers who give birth to a child prematurely; their maternity leave may be extended for the same amount of days that the child was prematurely born. Provisions are also made with regard to stillborn/deceased/adopted/fostered/children under legal guardianship.

There are no specific programmes to support the work-life balance for military personnel.

Part-time employment is allowed in case of maternity leave. In accordance with the Maternity and Parental Benefits Act, maternity leave provisions allow for the additional benefit

of part-time employment until the child is 9 months old, following the mandatory 70 day maternity leave after the birth of the child.

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

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

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

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

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	61,7%	6,4%
Air Force	7,7%	0,9%
Navy	7,7%	1,0%
MOD	1,5%	0,6%
CRO Defence Academy	2,7%	0,6%
Support Command	7,7%	1,5%
Total	89,0%	11,0%
Ranks	Men	Women
OF 6 and above	0,20%	0,06%
OF 3-5	10,80%	12,48%
OF 1-2	11,20%	23,67%
OR 5-9	31,90%	34,50%
OR 1-4	45,90%	29,30%

Table 2: All Operations		
Service	Men	Women
Army	61,8%	4,6%
Air Force	18,4%	0,7%
Navy	3,9%	0,5%
MOD	0,7%	0,0%
CRO Defence Academy	6,8%	1,2%
Support Command	1,2%	0,2%
Total	92,8%	7,2%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	15,63%	6,67%
OF 1-2	22,66%	30,00%
OR 5-9	42,19%	46,67%
OR 1-4	19,53%	16,67%

Table 3: NATO Operations		
Service	Men	Women
Army	62,9%	4,5%
Air Force	20,3%	0,5%
Navy	0,8%	0,3%
MOD	0,5%	0,0%
CRO Defence Academy	7,2%	1,3%
Support Command	1,3%	0,3%
Total	93,1%	6,9%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	14,04%	0,00%
OF 1-2	20,34%	26,92%
OR 5-9	44,13%	53,85%
OR 1-4	21,49%	19,23%

Table 4: Reserve Force Personnel		
Service	Men	Women
Army	99,7%	0,3%
Air Force	0,0%	0,0%
Navy	0,0%	0,0%
Total	99,7%	0,3%
Ranks	Men	Women
OF 6 and above	0,17%	0,00%
OF 3-5	4,40%	18,80%
OF 1-2	4,00%	0,00%
OR 5-9	20,00%	81,30%
OR 1-4	71,40%	0,00%

Prevention of Sexual Harassment and Sexual Abuse

There are no specific strategies to prevent sexual harassment and sexual abuse.

Croatia has programmes and trainings related to the prevention of sexual harassment. Training is included during pre-deployment courses and military education programmes of officers and NCOs. It covers sexual abuse and exploitation and the Code of Conduct (CoC).

In 2016, CAF held an experts seminar with high ranking officers and SMEs addressing the topic of domestic violence among military families, with follow-on training activities.

There are appointed personnel to deal with or to report sexual harassment to. Formal procedures to report harassment of female or male victims are contained in the Standard Operational Procedures of CAF Military Police. Furthermore, personnel may also report claims of harassment by directly addressing their commanding officer or the Committee for Gender Equality in the Ministry of Defence and Armed Forces and/or the Committee for the Protection of Military Persons' Dignity.

In 2016, 1 case of sexual harassment (improper behaviour) in the armed forces was reported. No men reported cases of sexual harassment or sexual abuse in the armed forces in 2016.

Gender Education and Training

The CAF have 7 gender-related training programmes:

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

- Gender Terms and Definitions;
- Gender in Military Operations;
- Bi-SC Directive 40-1 Rev 1 Requirements;
- Learning Objectives and Target Audience Analysis;
- Lesson Plan/Training Module;
- International Humanitarian Law and human rights;
- Framework and United Nations Security Council Resolutions on Women, Peace and Security (WPS);
- International Humanitarian Law and Human Rights;
- Gender at Different Levels;
- Identifying Training Requirements and Learning Objectives for Different Target Audiences;
- Including of Gender in existing training;
- Film: The Greatest Silence (included since 2015);
- Conflict-Related Sexual Violence;
- Gender Perspectives in Security Sector Reform;
- Culture, Religion and Gender.

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

2. The 'Implementation of UNSCR 1325' training is conducted by the Croatian Defence Academy in Zagreb. In terms of the CAF education and training system, gender perspective related topics with special emphasis on UNSCR 1325 (2000) and related Resolutions have been integrated into the programmes at all levels of military education conducted at the Croatian Defence Academy for officers and NCOs.

Learning objectives:

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

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

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

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

Learning objectives:

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

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

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

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

Learning objectives:

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

It targets military personnel in ranks OF-3 to OF-5 and OF-1 to OF-2 and civilian employees of the MOD and other governmental ministries/institutions. It is a part of the pre-deployment training.

5. 'UNSCR 1325 (2000) on Women, Peace and Security' training is conducted by CAF International Military Operations Centre, Rakitje.

Gender-related topics are included in the pre-deployment training of units and individuals for NATO, EU and UN PSOs and are thus incorporated in the 'KFOR Liaison and Monitoring Teams Pre-deployment Training Course' programme.

Learning objectives:

- NATO gender perspective;
- UNSCR 1325 (2000) and related resolutions in NATO-led operation KFOR;

- Lessons learned.

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

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

Learning objectives:

- NATO gender perspective;
- UNSCR 1325 (2000) and related resolutions in NATO-led operations;
- Bi-SC Directive 40-1 Rev 1.

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

7. 'Introduction to UNSCR 1325 (2000)' training is conducted by the CAF International Military Operations Centre, Rakitje. Gender-related topics are included in all pre-deployment training of units and individuals for NATO, EU and UN PSOs and are thus incorporated in the 'Fundamentals of Peace Support Operations Course' programme, whose target audience are primarily civil servants in the MOD and other governmental ministries/institutions.

Learning objectives:

- UNSCR 1325 and related resolutions; and
- Legal aspects.

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

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

Gender Advisors

The CAF and the MoD have 6 trained gender advisors. 4 in total have been deployed so far and 2 were deployed in 2016.

The gender advisors received the following training: 'Gender Advisor Course – GENAD' (SWEDINT/NCGM, Kungsängen, Sweden), 'Gender Field Advisor Course – GFA' (SWEDINT/NCGM, Kungsängen, Sweden), 'Gender Advising Trainers Training Course' (SWEDINT/NCGM, Kungsängen, Sweden) and 'Gender Training of Trainers Course – GToT' (NCGM/RACVIAC/CAF GS, Rakitje, Croatia).

The armed forces do not have gender focal points.

Implementation of the 2015 and 2016 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

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

CAF GS J-1 Directorate established a 'Share Point' intended for certified gender advisors/instructors. The space is intended to serve as a tool for sharing relevant materials/resources/information on gender-related topics of expertise in the MoD and CAF, in order to further the enhancement of quality of work, and development of knowledge and competencies. The official MoD webpage has a section dedicated to information pertaining to the promotion and establishment of gender equality in the MoD and CAF and the protection of the dignity of military personnel in the MoD and CAF. CAF's commitment to applying gender perspectives at all levels is evident in the efforts made for education and training programmes at all levels, incorporating and excerpting material from the NATO Gender Education and Training Package with special emphasis on pre-deployment training for NATO, EU and UN peace operation. A new pre-deployment training programme has been specifically tailored in order to prepare female CAF personnel being deployed as advisors for the training of female members of the Afghan Special Police. A post which is embedded within the Croatian Contingent's Special Operations Advisory Team (SOAT) operating at the Special Police Training Centre (SPTC) as part of the Resolute Support Mission (RSM) in Afghanistan.

Trainings such as the 'Key Leaders' Seminar on Integrating a Gender Perspective for Operational Effectiveness' (first held in October 2015) will be continued to be provided and tailored in accordance with target audience requirements. CAF remain committed to the NATO accredited concept of the Gender Training of Trainers (GToT) programme (held annually in May, RACVIAC) in order to meet the requirements for mainstreaming and incorporation of gender perspectives in military operations and national armed forces. The Course Director and majority of certified gender instructors/lecturers were CAF military personnel, while RACVIAC member countries also provided a number of certified gender instructors/lecturers, with the support of UNDP SEESAC, while NCGM assumed a mentoring role. Participants were predominantly instructors and lecturers from military academies or training centres, staff officers GS directorates as well as other military and civil persons with placements in various NATO environments and governmental institutions, representing a total of 12 NATO member and partnership countries.

Croatia took action towards the implementation of the 2015 NCGP Recommendations to the MC. Military personnel are provided with the necessary education and training on the prevention of sexual abuse and harassment and code of conduct that must be adhered to. The establishment of the Committee for Gender Equality in the Ministry of Defence and Armed Forces and the Committee for the Protection of Military Persons' Dignity enabled those who have been feeling that they have been victimised in some manner to report their claims to either of the aforementioned bodies, besides reporting such claims to the Military Police or commanding officer. With these mechanisms in place, responsible authorities from CAF remain ready to process and act on any incident reports of sexual harassment, gender-based violence.

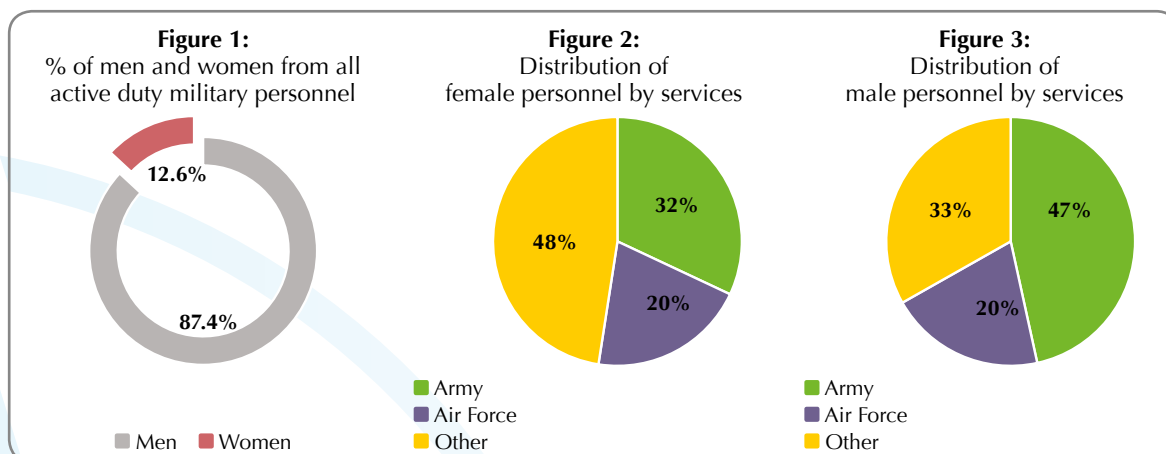
There was a continued increase in the pool of CAF military personnel trained and certified as NATO gender advisors and instructors having completed the appropriate NATO accredited courses conducted at the NCGM facility in Sweden and at RACVIAC's facility in Croatia.

CAF have taken a different approach and will increase the number of certified gender instructors among CAF personnel in key areas and integrate a gender perspective by incorporating gender-related topics into all education. These efforts aim for the subject matter to reach the greatest number of CAF personnel, and also aim to enable personnel to routinely apply a gender perspective in the execution of tasks and missions. Additionally, as a prerequisite to deployment to an AOO it is mandatory for personnel to complete the NATO on-line course - ADL Module 169 'Improving Operational Effectiveness by Integrating Gender Perspective' as part of their pre-deployment training.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2016

No specific policies or legislation related to the implementation of gender perspectives in the Czech Armed Forces were enforced during 2016.



Quotas

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

Restrictions on the Incorporation of Women in the Armed Forces

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

Reserves, National Guard and Other Military Services

There are policies to support entry into the Reserves or National Guard, or other military structures, as a civilian employee, which can be seen on the recruitment websites (<https://kariera.army.cz/cz/>) of the armed forces and their Public Relations (PR).

There are policies to compensate employers who hire civilians who have joined military structures, such as Active Reserves. Employers of Reservists receive a special fee.

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

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

Enlistment Requirements

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

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

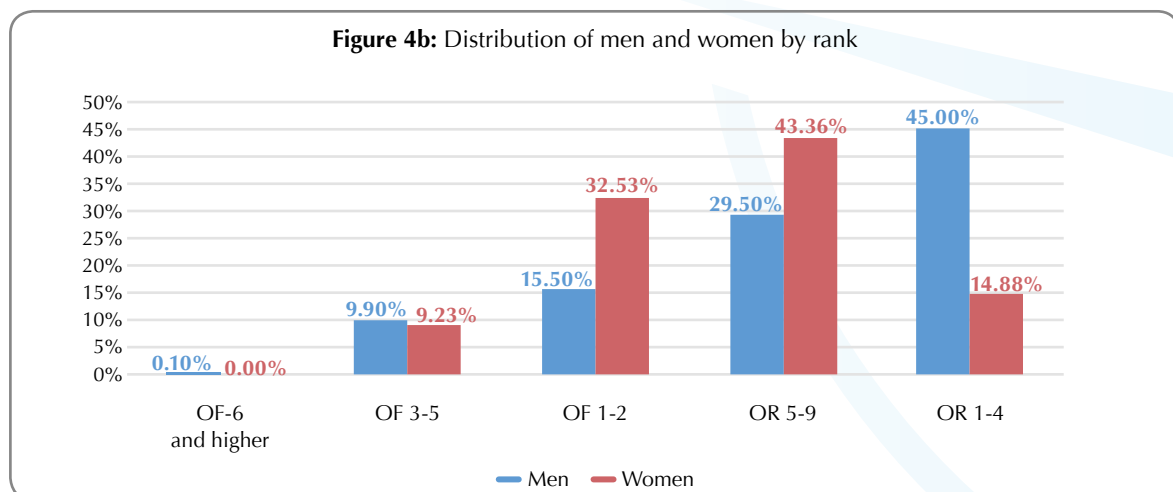
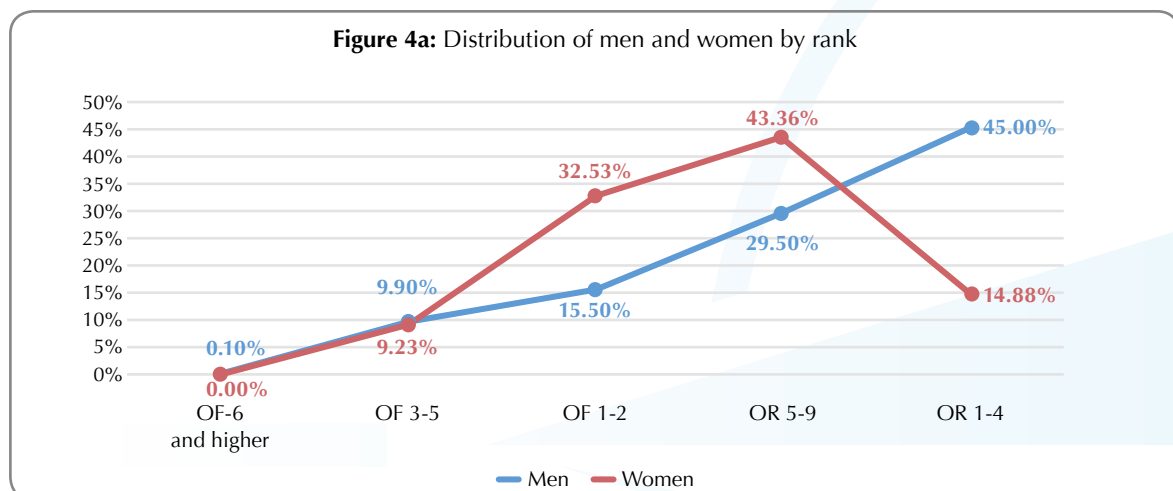
There are policies that promote and focus specifically on the recruitment of women in the military, such as tabloids, PR policy (i.e. interviews with female soldiers in newspapers...).

In 2016, out of 967 female applicants, 353 were successfully recruited. Out of 1,912 male applicants, 942 were successfully recruited.

Retention Policies

The Czech Armed Forces have retention policies including military benefits, further education opportunities and requalification. There are no specific retention policies for women. The Czech Republic has networks to support women in the military, in particular a Working Group on Equal Opportunities and Equal Treatment for Men and Women (more information available: <http://www.mocr.army.cz/informacni-servis/povinne-informace/1-rovne-prilezitosti/rovne-prilezitosti-muzu-a-zen-54018/>).

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



Reasons for Leaving the Military

The Czech Armed Forces do not carry out exit surveys for men and women who leave the military, but use other systems to find out the reasons why female and male military leave the armed forces, through the human resources department system.

In 2016, 79 women and 763 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 9.4% and the percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 90.6%.

The main reasons why women tend to leave the armed forces are end of contract and health issues. The main reasons why men tend to leave the armed forces are limited leadership opportunities, end of contract and health issues.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment is not adapted for men and women. Military facilities are adjusted according to common standards: toilets, dressing rooms and separate tents during military exercises. Uniforms are adapted for both men and women: combat uniforms are the same for both but in large scale of sizes, but service uniforms allow women to wear skirts and a different hat.

Parental Rights

Legal social support is given to mothers during pregnancy and both parents of a new-born child in the form of financial compensation instead of part of their salary and a financial bonus after childbirth. Parental leave is from 28 to 37 weeks and it is transferable between parents. Parents have the option of taking parental leave until the child reaches the age of 4.

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

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

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

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	40,7%	4,0%
Air Force	17,7%	2,6%
Other*	29,0%	6,0%
Total	87,4%	12,6%
Ranks	Men	Women
OF 6 and above	0,10%	0,00%
OF 3-5	9,90%	9,23%
OF 1-2	15,50%	32,53%
OR 5-9	29,50%	43,36%
OR 1-4	45,00%	14,88%

Table 2: All Operations		
Service	Men	Women
Army	42,4%	1,2%
Air Force	17,9%	0,5%
Other**	34,3%	3,6%
Total	94,6%	5,4%
Ranks	Men	Women
OF 6 and above	0,50%	0,00%
OF 3-5	18,33%	22,78%
OF 1-2	18,40%	30,38%
OR 5-9	27,97%	44,30%
OR 1-4	34,80%	2,53%

Table 3: NATO Operations		
Service	Men	Women
Army	41,4%	0,9%
Air Force	21,2%	0,8%
Other**	31,3%	4,4%
Total	93,9%	6,1%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	18,46%	17,89%
OF 1-2	17,56%	35,79%
OR 5-9	29,48%	44,21%
OR 1-4	34,50%	2,11%

Table 4: Reserve Force Personnel		
Service	Men	Women
Army	13,1%	0,3%
Air Force	0,2%	0,0%
Other**	83,5%	2,9%
Total	96,8%	3,2%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	1,10%	0,00%
OF 1-2	7,50%	2,10%
OR 5-9	14,40%	4,20%
OR 1-4	77,00%	93,80%

Prevention of Sexual Harassment and Sexual Abuse

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

Appointed personnel deal with sexual harassment and reports of such behaviour. There are no formal procedures in place for female or male victims to report harassment.

In 2016, there were no reported cases of sexual harassment or sexual abuse in the armed forces for either men or women.

Gender Education and Training

The Czech Armed Forces have 9 gender-related training programmes:

1. The 'Human Rights and Law of Armed Conflicts' training is open to all recruits, all NCOs and all officers and covers basic notions of national and international law (i.e. human rights, Law of Armed Conflict), including gender aspects. It targets all military personnel. It is a part of the standard national training.
2. The annual 'Training for Instructors on the Prevention of Undesirable Social Phenomena' (prevention of undesirable behaviour) includes 'train-the-trainer' seminars on the latest methods of prevention of undesirable social phenomena. It targets OF-1 to OF-5 and all NCOs. It is a part of the standard national and pre-deployment training.

* Other - Military Police, Medical, logistics, Agencies and Military University

** Other - Military Police and Medical

3. The 'Pre-Deployment Training' covers the Code of Conduct and behaviour as members of the armed forces, the way to approach the civilian population (all including gender aspects), cultural awareness with respect to historical, religious, social and traditional differences and basics of psychology. It targets OF-1 to OF-5 and all NCOs.
4. The Seminars on 'Equal Opportunities and Non-Discrimination of Female and Male Service Personnel' covers protection against sexual harassment, compatibility of family and work life, a non-discriminatory environment for men and women in the workplace. The seminar further covers lectures on bullying, stalking and psychological aspects of conflict communication. The seminar is conducted by the MoD Gender Focal Point, external Subject Matter Experts, the NATO Committee on Gender Perspective (NCGP) national delegate and military lecturers. It targets all officers and NCOs. It is a part of the standard national training.
5. The Military Leadership courses on 'Equal Treatment and Non-Discrimination between Female and Male Service Personnel' focuses on equal treatment of military and civilian personnel and non-discrimination between men and women in the workplace. It targets all officers including generals and OR-5 to OR-9. It is a part of the standard national training.
6. The international 'NATO Civilian Pre-deployment Course' cover lectures gender perspectives, cultural awareness, negotiations and field training for international NATO and Partner for Peace (PfP) civilian employees. It is held 5 times a year, depending on requests. It is a part of the pre-deployment training.
7. The annual 'Seminars for Civilian and Military Personnel in the Educational System' cover lectures on protection against sexual harassment, balancing work and family life, a non-discriminatory environment in the workplace, bullying, stalking and psychological aspects of conflict communication. Seminars are attended by all civilian and military attendees of military high school and the University of Defence. These seminars are part of the standard national training.
8. The 'Advanced Course of the General Staff' targets OF-6 and higher and provides lectures on equal opportunities, progress reports on prevention of sexual harassment and balancing work and family life, a non-discriminatory environment for men and women, how to deal with bullying, stalking and other possible social problems within the military community. It is a part of the standard national training.
9. The annual 'Seminar on the Laws of Equal Treatment and Non-Discrimination of Female and Male Service Personnel' provides lectures on protection against sexual harassment, balancing work and family life, a non-discriminatory environment for men and women, how to deal with bullying, stalking and other possible social problems within the military community. It targets all military ranks. It is a part of the standard national training.

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

Gender Advisors

The Czech Armed Forces and MoD have one gender advisor currently working at NATO HQ and gender focal points.

Implementation of the 2015 and 2016 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

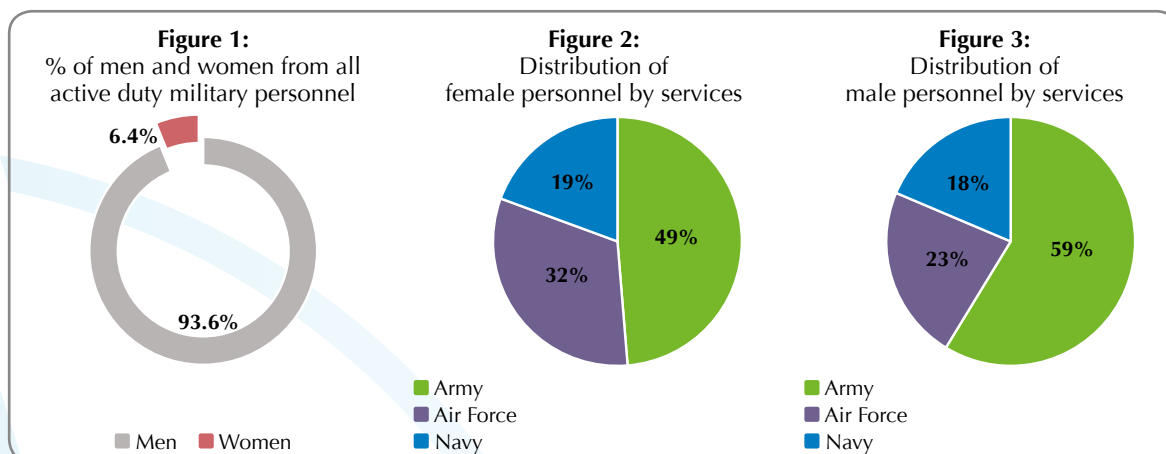
The Czech Republic took action towards the implementation of the 2016 NCGP Recommendations to the Military Committee (MC). The Czech Ministries (Ministry of Foreign Affairs in the lead, Ministry of Interior and Ministry of Defence in collaboration with the Bureau of Government) drafted the first National Action Plan (NAP) on the implementation of UNSCR 1325. The first NAP was adopted in January 2017.

The Czech Republic took action towards the implementation of the 2015 NCGP Recommendations to the MC. The Defence Ministry Action Plan to implement UNSCR 1325 was adopted in 2015 and also covered educational activities with regards to the equal treatment of men and women and enhancement of women in military operations and in commanding positions, balancing work and family life initiatives such as children's groups in MoD and military garrisons.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2016

No specific policies or legislation related to the implementation of gender perspectives in the Danish Armed Forces were enforced during 2016.



Quotas

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

Restrictions on the Incorporation of Women in the Armed Forces

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

Reserves, National Guard and Other Military Services

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

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

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

Enlistment Requirements

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

Policies do exist to promote the recruitment of women in the military. All 18 year old women are invited to participate in 'Defence Day', where they are informed about the Danish Armed Forces, basic military training and education and career opportunities in the Danish Armed Forces. Before participating in 'Defence Day', the young women have the opportunity to participate in 'Inspirational Day for Women', where they are introduced to women in service, who talk in their own words about being a woman in uniform.

When a woman decides to join the Military by entering basic military training, she is considered to be 'particularly motivated', because conscription is not compulsory for women. This gives her the right to join basic military training in the armed forces on short notice. In general, the time between signing a contract for basic military training up to the start of the actual service is about 1 year. Between implementation of the 'particularly motivated' programme in 2011 and the present time the number of women on a contract comparable to conscripts almost doubled.

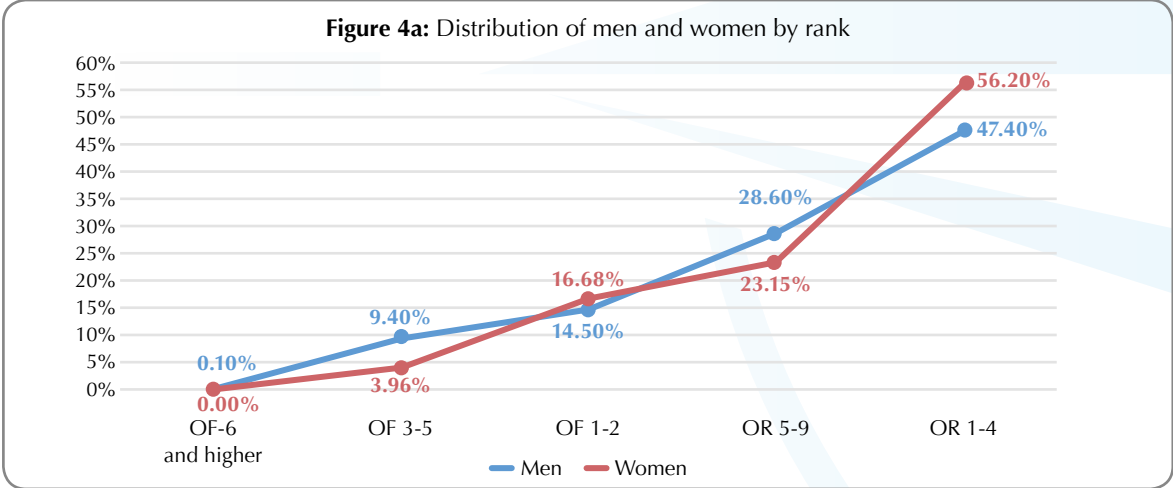
No data was provided for female, male and total applicants.

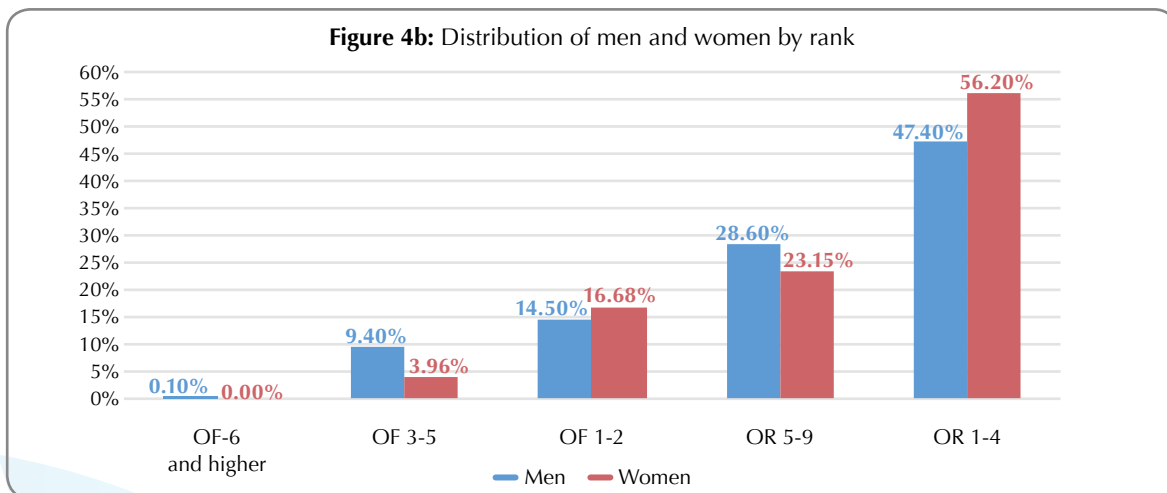
Retention Policies

The Danish Armed Forces do have retention policies. In Danish Defence the following initiatives that can support retention should be mentioned: Talent Management Programme, good career opportunities and good job mobility across the entire organization. Initiatives can be taken towards special groups of employees that are very important for the tasks of the armed forces. Satisfaction surveys are regularly carried out and critical abnormalities in the answers are followed up.

The national armed forces do not have specific retention policies for women. Mentors for both men and women are available. Networks for women have been tried albeit unsuccessfully. The feedback from women was that they wanted to participate in activities on equal terms with men.

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





Reasons for Leaving the Military

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

The Danish Armed Forces use other systems or methods to detect reasons why military women leave the armed forces. Military service for women is purely voluntary in Denmark. Female personnel (as well as male personnel) who decide to terminate their permanent contract prematurely are asked to complete a questionnaire on their reasons for leaving the military.

In 2016, 103 women and 895 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 10.3%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 89.7%. The main reason why women tend to leave the armed forces is retirement, while men leave the armed forces mostly because of difficulties in balancing work and family life, limited leadership opportunities and retirement. The other reasons for men are termination of their contract with the armed forces before it expires. Available records show that the perception of higher wages in the private sector and lack of confidence in political decisions also count as the main reasons for leaving the military.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment is adapted for both men and women and there are no special designs. Military facilities are adapted for both men and women in the form of single rooms with a private bathroom and separate dormitories with separate bathrooms. The conscripts and women who volunteer for Danish Defence are provided with joint dormitories and bathrooms in coordination with their own wishes. Both sizes and cuts of uniforms are adapted for men and women.

Parental Rights

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

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

Paternity leave is 2 weeks in which the father stays home with the child together with the mother. Paternity leave is up to 32 weeks, including 13 weeks with salary and 19 weeks without.

The Danish Defence Personnel Policy and Strategic and Ethical Guidelines for Management are specific programmes to support the work-life balance for military personnel. Part-time employment is allowed in the case of parental leave, and it can be allowed in individual cases. Flexible hours are allowed and agreements can be entered into with the local union to accommodate a specific workplace.

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

There is a child-care policy of extra weeks of subsidized maternity/paternity leave and flexible working and service hours or variable start/finish times during the working day. Every year, every parent is given 2 extra days off work with salary for each child under the age of 7. This can be used as days off whenever possible.

Parents of children under the age of 14 years that are admitted to hospital are given time off with pay. Parents of children who suddenly fall ill can send them to their own home with pay on the first and second day of sickness.

Service	Men	Women
Army	55,0%	3,2%
Air Force	21,2%	2,0%
Navy	17,4%	1,2%
Total	93,6%	6,4%
Ranks	Men	Women
OF 6 and above	0,10%	0,00%
OF 3-5	9,40%	3,96%
OF 1-2	14,50%	16,68%
OR 5-9	28,60%	23,15%
OR 1-4	47,40%	56,20%

Service	Men	Women
Army	71,6%	5,0%
Air Force	13,2%	1,1%
Navy	4,4%	0,0%
Other*	3,1%	1,7%
Total	92,3%	7,7%
Ranks	Men	Women
OF 6 and above	0,30%	0,00%
OF 3-5	11,34%	3,57%
OF 1-2	22,09%	32,14%
OR 5-9	27,16%	25,00%
OR 1-4	39,10%	39,29%

* Other - Advisors, Medical, Interpreters, Finances

Table 3: All Operations		
Service	Men	Women
Army	74,4%	5,3%
Air Force	9,0%	0,8%
Navy	4,5%	0,0%
Other*	4,5%	1,6%
Total	92,5%	7,5%
Ranks	Men	Women
OF 6 and above	0,81%	0,00%
OF 3-5	8,13%	10,00%
OF 1-2	17,89%	30,00%
OR 5-9	21,95%	30,00%
OR 1-4	51,22%	30,00%

Table 4: NATO Operations		
Service	Men	Women
Army	65,9%	7,6%
Air Force	19,2%	1,2%
Navy	5,7%	0,5%
Total	90,7%	9,3%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	14,90%	2,40%
OF 1-2	46,20%	78,00%
OR 5-9	27,90%	9,10%
OR 1-4	10,90%	10,40%

Prevention of Sexual Harassment and Sexual Abuse

There are strategies to prevent sexual harassment and sexual abuse. The Danish Defence Personnel Policy and the Danish Defence Diversity Policy specify that employees and management must behave in a respectful manner.

An organization of special counsellors was established in 2004. Employees and management can contact these counsellors at all times over any kind of issue. The number of sexual harassment incidents and abuses has diminished considerably since 2004.

Specific initiatives are taken to make it possible to talk and reflect about diversity, like an upcoming 'diversity game'.

Appointed personnel deal with and report sexual harassment. Formal procedures exist to report harassment. Female and male victims can contact an organization of special counsellors or the Judge Advocate Generals' Office.

In 2016, 13 women reported cases of sexual harassment in the armed forces. One man reported a case of harassment. The reported number (13) is based on input from the Danish Defence Occupational Health Centre and the Legal Department. However, there most likely is an overlap between the two departments' reported cases. Due to anonymity in the Danish Defence Occupational Health Centre's reports, it is not possible to know exactly how much of an overlap. Therefore, the reported number is simply the two numbers put together. However, the Danish Defence Occupational Health Centre estimates that the correct number is closer to 10 based on a comparison of the cases.

In 2016, no men reported cases of sexual harassment or sexual abuse in the armed forces.

Gender Education and Training

The Danish Armed Forces have 4 gender-related training programmes:

1. The Nordic Centre for Gender in Military Operations (NCGM) offers courses that deal with the integration of gender perspectives into peace support operations. These are Gender Advisor Course, Gender Train the Trainer Course and Commanders' Seminar. It targets OF-6 and higher, OF-3 to OF-5. These courses are part of the standard national training or the pre-deployment training.
2. Cultural understanding and cultural definition of harassment are part of the general education at the three Officers' Academies (Army, Navy and Air Force). It targets OF-1 to OF-2. This is a part of the standard national training.
3. Cultural understanding and cultural definition of harassment are part of the education at the Institute for Language and Culture. It targets OF-1 to OF-2. This is a part of the standard national training.

* Other - Advisors, Medical, Interpreters, Finances

4. Pre-deployment training covers notions of specific national cultural and ethnic understanding of the mission country. It targets all military ranks. It is a part of the pre-deployment training.

Gender is included in pre-deployment training and exercises.

Gender Advisors

The Danish Armed Forces and the Ministry of Defence (MoD) have 3 gender field advisors and 2 gender advisors. Defence Command Denmark has one trained gender advisor at the Plans, Coordination and Policy Staff and one at the NCGM staff. Individual employees have received specialized education in order to teach/instruct gender during deployment alongside ordinary work functions. So far, no gender advisor has been deployed.

Denmark does not have gender focal points.

Implementation of the 2015 and 2016 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

Denmark took action towards the implementation of the 2016 NCGP Recommendations to the Military Committee (MC). The number of special counsellors has increased which makes it even easier for employees locally to get in contact with them. It also gives the counsellors better means to monitor the extent of harassment and abuse.

Denmark took action towards the implementation of the 2015 NCGP Recommendations to the MC. A Talent Management Programme is open to all talents. Surveys and interviews are made to uncover retention problems regarding women.

Additional Information

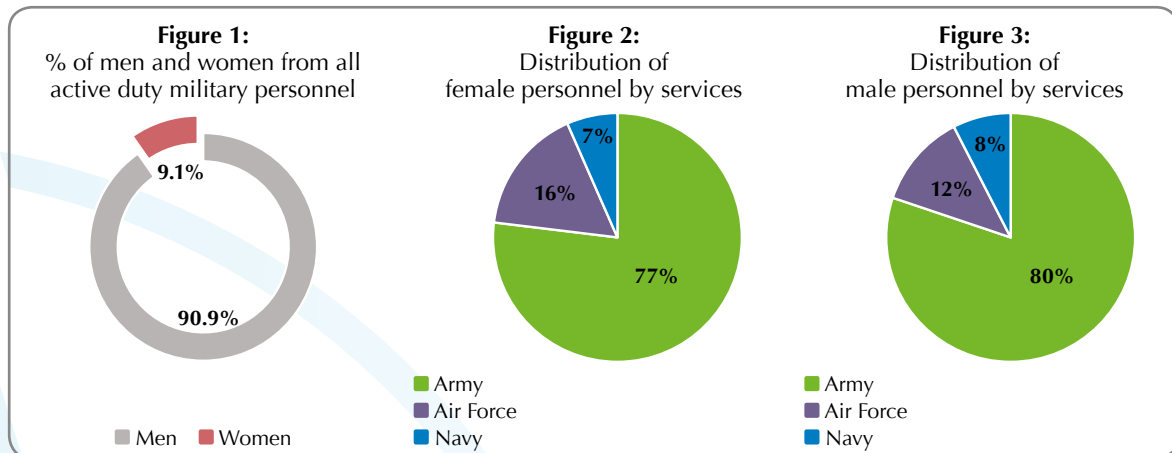
Management focus and specific initiatives have been addressed to gender perspectives during 2016. A specific target is to increase the number of female military personnel. Denmark continues its close corporation with the NCGM. Participants attend the courses and one person has been stationed at NCGM.

A status of the Danish National Action Plan UNSCR 1325 was set out in late 2016 and completed at the beginning of 2017. The action plan involves many initiatives placed at many different units in the Danish Defence.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2016

No specific policies or legislation related to the implementation of gender perspectives in the Estonian Defence Forces (EDF) were enforced during 2016.



Quotas

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

Restrictions on the Incorporation of Women in the Armed Forces

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

Reserves, National Guard and Other Military Services

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

Enlistment Requirements

Enlistment requirements, including those relating to physical characteristics (e.g. height, weight) are the same for men and women. Enlistment requirements for the physical fitness test, which consists of a 3,200 m race, sit-ups and push-ups, differ according to the gender and age of the applicants. Men and women enlist at the same age. There are no policies that promote the recruitment of women in the military.

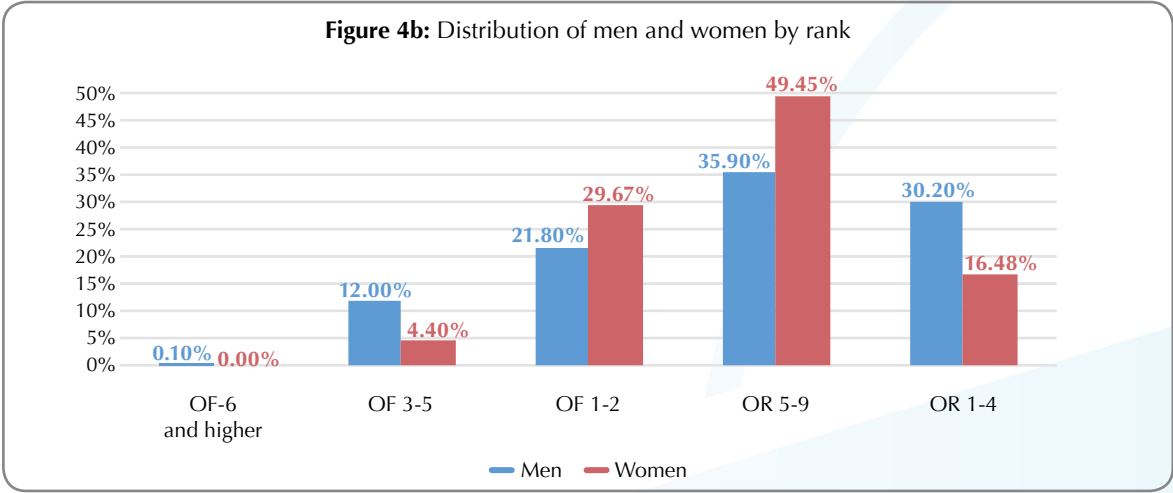
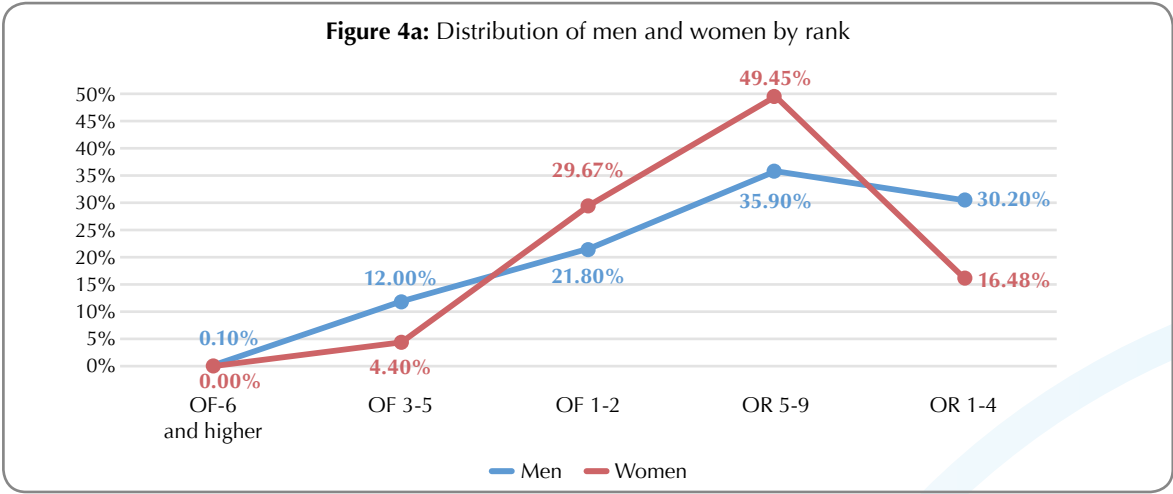
In 2016, out of 3 female applicants, 2 were successfully recruited. Out of 84 male applicants, 68 were successfully recruited.

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

Retention Policies

The EDF do not have retention policies, nor are there specific retention policies for women. Estonia has no networks to support women in the military.

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



Reasons for Leaving the Military

The EDF carry out exit surveys for men and women who leave the military to understand their reasons. The EDF do not use any other system or method to detect the reasons why military women leave the armed forces.

In 2016, 36 women and 232 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 13.4%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 86.5%. The main reasons why men and women leave the armed forces are difficulties in balancing work and family and other.

Adaptation of Military Equipment, Facilities and Uniforms

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

Parental Rights

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

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

Service	Men	Women
Army	72,8%	7,0%
Air Force	11,2%	1,5%
Navy	6,9%	0,6%
Total	90,9%	9,1%
Ranks	Men	Women
OF 6 and above	0,1%	0,0%
OF 3-5	12,0%	4,4%
OF 1-2	21,8%	29,7%
OR 5-9	35,9%	49,5%
OR 1-4	30,2%	16,5%

Service	Men	Women
Army	96,6%	1,7%
Air Force	0,0%	0,0%
Navy	1,7%	0,0%
Total	98,3%	1,7%
Ranks	Men	Women
OF 6 and above	0,0%	0,0%
OF 3-5	12,3%	0,0%
OF 1-2	11,1%	33,3%
OR 5-9	35,7%	33,3%
OR 1-4	40,9%	33,3%

Service	Men	Women
Army	94,4%	5,6%
Air Force	0,0%	0,0%
Navy	0,0%	0,0%
Total	94,4%	5,6%
Ranks	Men	Women
OF 6 and above	0,0%	0,0%
OF 3-5	11,8%	0,0%
OF 1-2	17,7%	0,0%
OR 5-9	70,6%	100%
OR 1-4	0,0%	0,0%

Prevention of Sexual Harassment and Sexual Abuse

There are no strategies to prevent sexual harassment and sexual abuse, nor are there programmes or training related to the prevention of sexual harassment. There is appointed personnel to deal with and to whom to report sexual harassment. There are no formal procedures for male or female victims to report cases of harassment. No cases of sexual harassment in the EDF were reported in 2016.

Gender Education and Training

Estonia does not have education or training programmes related to gender. Gender is a topic in operational planning, and is included in pre-deployment training and exercises.

Gender Advisors

There are no trained gender advisors or gender focal points in the EDF or Ministry of Defence.

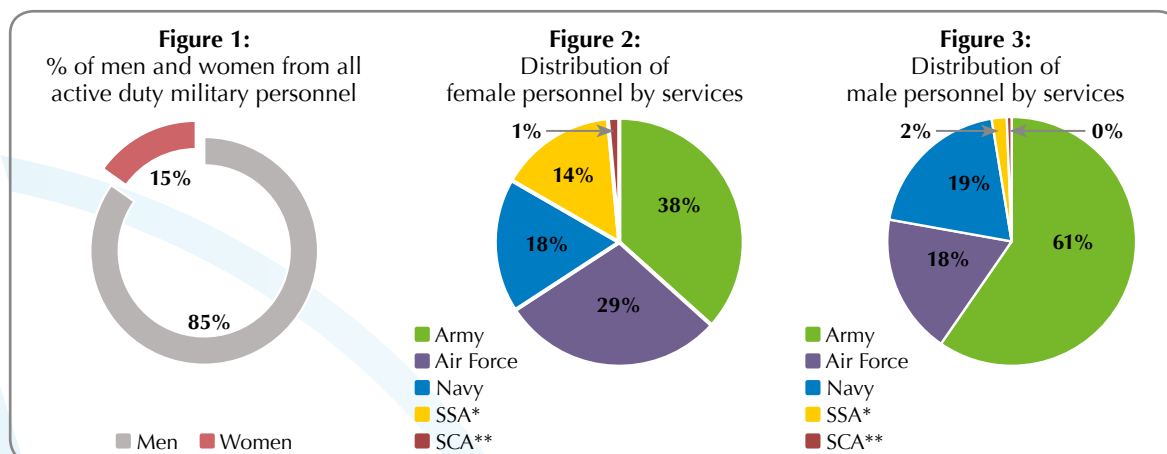
Implementation of the 2015 and 2016 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

Estonia did not take action towards the implementation of the 2016 and 2015 NCGP Recommendations to the Military Committee.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2016

No specific policies or legislation related to the implementation of gender perspectives in the French Armed Forces were enforced during 2016.



Quotas

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

Restrictions on the Incorporation of Women in the Armed Forces

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

Reserves, National Guard and Other Military Services

There are policies to support entry into the Reserves or National Guard, or other military structures, as a civilian employee. The Ministry of Defence (MoD) has set new and optimistic targets for the recruitment of Reservists in the armed forces and has planned to use Reserves on French national territory. Due to the recent terrorist attacks, this intention was further enhanced and on October 13, 2016 the French President established the Operational Reserves to function under the National Guard, comprised of Gendarmerie and Police.

There are no policies to compensate employers who hire civilians who have joined military structures, nor incentives for civilian employees to enter the Reserves, National Guard or other military structures. Civilian Operational Reservists enjoy military status; thus they can have promotion, medals, etc. for activities conducted in the Operational Reserve. Pay from activities conducted in the operational Reserve is tax-free.

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

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

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

Enlistment Requirements

Enlistment requirements in the armed forces are the same for men and women. Enlistment requirements for the physical fitness test are different for men and women: in some specialised areas, fitness assessments are different for men and for women in terms of length, intensity, number of repetitions, etc. There are differences in enlistment requirements related to physical characteristics. For the Army, there is no difference in enlistment requirements. However, for the Air Force and Navy there are different medical standards for height. Weight does not constitute one of the different standards in question; only the Body Mass Index (BMI) is taken into consideration. Men and women enlist at the same age. There are no policies that promote the recruitment of women in the military.

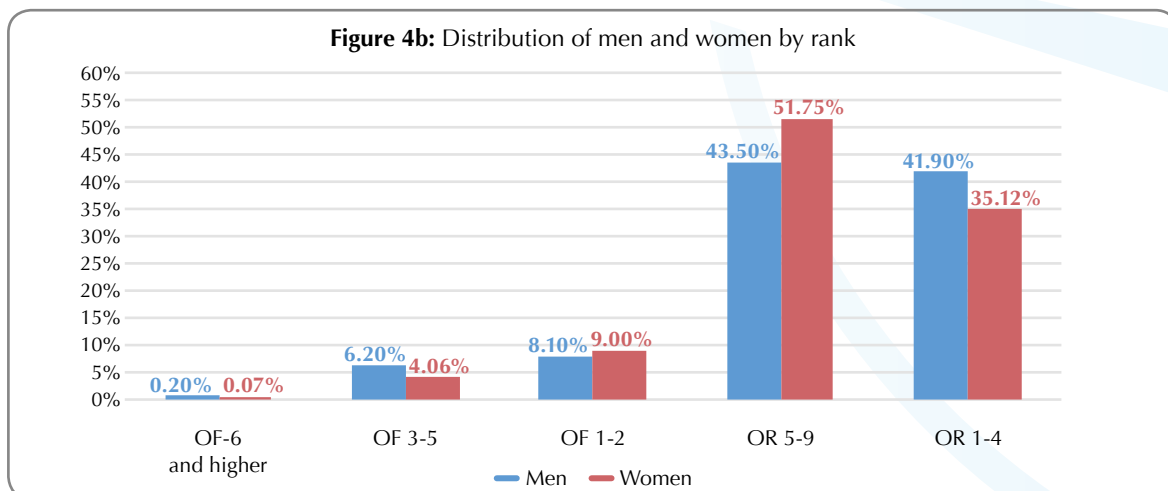
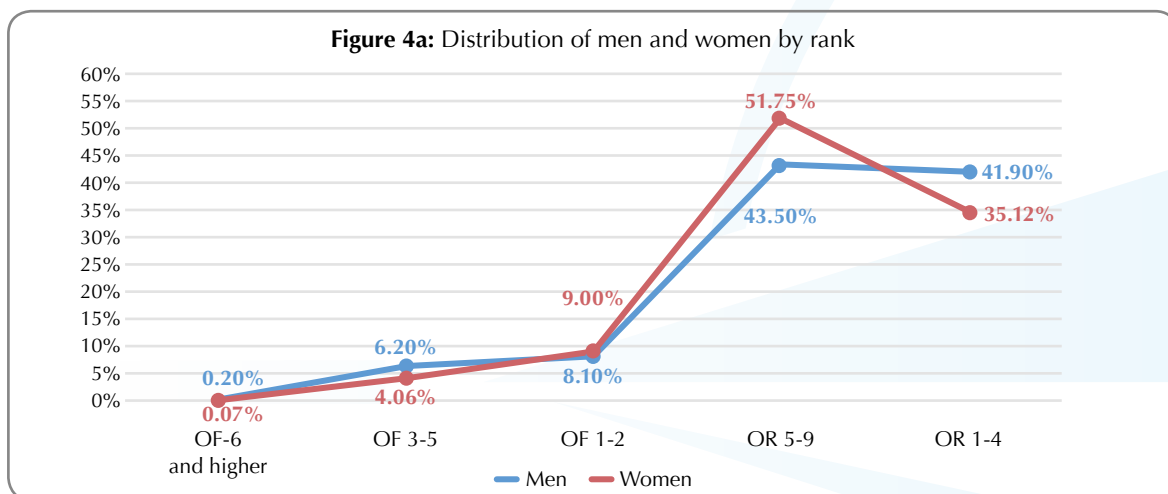
In 2016, out of 3,067 female applicants, 162 were successfully recruited by military academies and colleges. Out of 7,746 male applicants, 743 were successfully recruited by military academies and colleges.

Retention Policies

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

The MoD took action to set up an association called 'Women of Defence' as a forum of solidarity for civilian and military women.

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



Reasons for Leaving the Military

The French Armed Forces in general do not carry out exit surveys for men and women who leave the military. However, the Army recruiting service performs exit surveys for soldiers without distinction of gender who leave the military. The only figure that is studied is the number of males and females breaking their contract before 6 months of service; and this figure shows insignificant gender-related differences.

In 2016, 1,855 women and 14,516 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 11.3%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 88.77%. The main reasons why men and women leave the armed forces are voluntary departure, assisted departure, involuntary departure, incapacity, retirement or end of the contract and death.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment is adapted for both men and women. On French submarines, facilities are not tailored to diversity and to the necessary separation of female/male living quarters. An experiment involving individual cabins has been carried out for female officers alone on board of Sub-Surface Ballistic Nuclear Submarines (SSBNs). There are separate female/male facilities for rooms, showers, toilets, etc. The French Armed Forces use the same combat uniforms for men and women.

Parental Rights

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

Maternity leave is 16 weeks for the 1st or 2nd children, then 26 weeks for the third and subsequent children. The total parental leave is 156 weeks (child's third birthday), and it is transferable between parents. Social welfare policies for early childhood and training policies contribute to fostering a work-life balance for military personnel. The training policy is to digitalise trainings in order to be accurate to the personnel as much as possible.

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

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

A child-care policy does exist: provision protecting parent from deployment, breastfeeding breaks, policy on duty assignments, night duty, overtime work, day-care for children at defence ministries and military installations or child vouchers, flexible working and service hours or variable start/finish times of working day.

Service	Men	Women
Army	51,5%	5,7%
Air Force	15,5%	4,4%
Navy	16,2%	2,6%
SSA*	1,4%	2,0%
SCA**	0,4%	0,3%
Total	85,0%	15,0%
Ranks	Men	Women
OF 6 and above	0,20%	0,07%
OF 3-5	6,20%	4,06%
OF 1-2	8,10%	9,00%
OR 5-9	43,50%	51,75%
OR 1-4	41,90%	35,12%

Service	Men	Women
Army	63,1%	3,4%
Air Force	29,0%	3,0%
Navy	1,3%	0,1%
Total	93,4%	6,6%
Ranks	Men	Women
OF 6 and above	0,05%	0,00%
OF 3-5	3,44%	1,58%
OF 1-2	10,33%	13,91%
OR 5-9	35,91%	45,13%
OR 1-4	50,26%	39,38%

Service	Men	Women
Army	100%	0,0%
Air Force	0,0%	0,0%
Navy	0,0%	0,0%
Total	100%	0,0%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	0,00%	0,00%
OF 1-2	100,00%	0,00%
OR 5-9	0,00%	0,00%
OR 1-4	0,00%	0,00%

Service	Men	Women
Army	56,8%	9,8%
Air Force	11,9%	3,3%
Navy	15,2%	3,0%
Total	84,0%	16,0%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	13,50%	2,30%
OF 1-2	13,00%	9,90%
OR 5-9	33,00%	24,00%
OR 1-4	40,60%	63,80%

Prevention of Sexual Harassment and Sexual Abuse

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

As far as prevention is concerned, the Thémis Cell was involved over thirty times addressing various audiences such as current and future Air Force Base Commanders, the technical women advisers for the Ministry's social action, the regional officials of the army gender balance network and officer schools, as well as the management of the three new voluntary military service centres. Thémis Cell developed a prevention kit comprising three cartoon films, together with an educational booklet and a diorama for use as of 2016 by

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

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

instructors in the tri-service basic training centres and in the voluntary military service centres. It is also working on a handbook of good practices to advise command and a guide to help manage sexual identity change files.

Appointed personnel deal with and report sexual harassment. Formal procedures exist to report harassment of female or male victims: The victim can directly approach the Thémis Cell. Moreover, since the Ministerial Action Plan against Sexual Harassment, Discrimination and Violence (SHDV), new category of serious events, category 18, has been set up. The category in question includes SHDV committed or suffered in a work environment, on duty and off duty when incidents occur on MoD premises (including on military aircraft, any facility on foreign operation (OPEX), public defence establishments), independently of the concomitant penal risk.

In 2016, 66 women reported cases of sexual harassment, sexual assault, rape and stalking in the armed forces. 7 men reported cases of sexual harassment and sexual abuse.

Gender Education and Training

The French Armed Forces have 4 gender-related training programmes:

1. The training programme 'Education on Issues of Gender Balance and Harassment' is part of a broader programme of training in military behaviour. It consists of 9 hours of which are taught in basic training organisations. It targets OR-1 to OR-4, and it is part of the standard national training.
2. The training programme 'Education on Issues of Gender Balance and Harassment' is a part of a broader programme of training in military behaviour. It consists of 15 hours are given in Non Commissioned Officers Schools (ENSOA), during basic training (FG1) and as part of the syllabus (FG2). It targets OR-5 to OR-9, and it is part of the standard national training.
3. The training programme 'Education on Issues of Gender Balance and Harassment' is part of a broader programme of training in military behaviour. It consists of 60 hours given during basic training (ESCC) broken down according to the recruitment of direct, semi-direct, career or contract officers (ESM, EMIA, EMCTA, OSCE, OSC/S). It targets OF-1 to OF-2, and it is a part of the standard national training.
4. The training programme 'Education on Issues of Gender Balance and Harassment' is part of a broader programme of training in military behaviour. It consists of 3 hours given during officer training programme: training of Section Leaders (DA), Unit Commanders' training (CFCU), Staff Officers' training (EEM). It targets OF-3 to OF-5, and it is a part of the standard national training.

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

Gender Advisors

The French Armed Forces have no gender focal points. The armed forces have 7 trained gender advisors; however, so far no gender advisor has been deployed.

Implementation of the 2015 and 2016 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

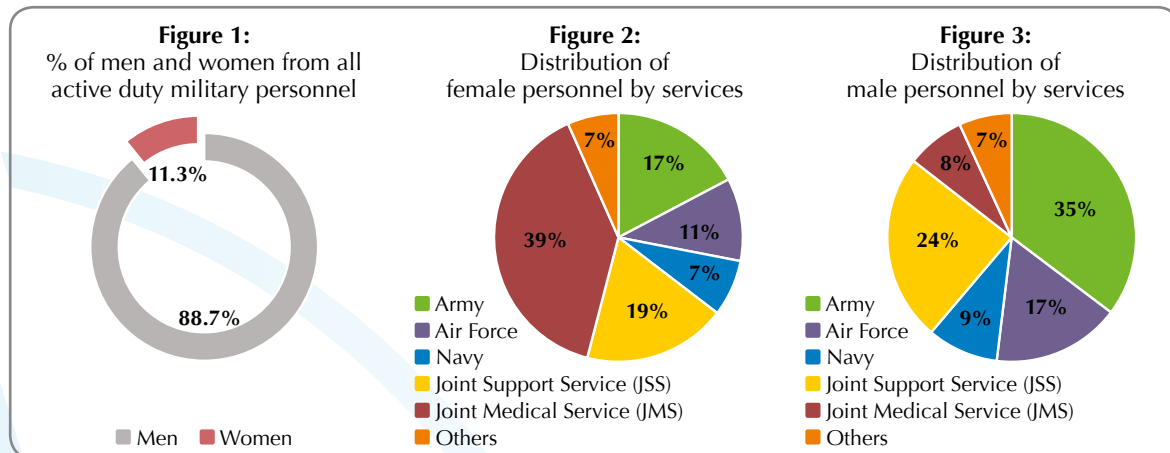
France did not take action towards the implementation of the 2016 and 2015 NCGP Recommendations to the Military Committee.





Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2016

No specific policies or legislation related to the implementation of gender perspectives in the German Armed Forces (Bundeswehr) were enforced during 2016.



Quotas

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

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the armed forces, nor are there any restrictions that apply only to operations. There is a military entity that deals with integration of gender perspectives in the armed forces. The staff element 'Equal opportunities, Diversity and Inclusion' is assigned directly to the Director-General for Personnel at the German Ministry of Defence (MoD). This staff element has an interagency function, and its concrete mission is to prepare an armed forces-wide analysis on the current status of equal opportunities between the genders. This analysis will be further used to develop concrete courses of action in order to improve the situation, which are to be implemented in the different Services of the German Armed Forces and for the different status and career categories.

Reserves, National Guard and Other Military Services

There are no policies to support entry into the Reserves or National Guard, or other military structures, as a civilian employee. There are policies to compensate employers who hire civilians who have joined military structures. The German Armed Forces reimburse the employer for wage and non-wage labour costs paid while the employee is absent on Reserve duty.

There are incentives for civilian employees to enter the Reserves, National Guard or other military structures. Reserve duty personnel receive a service bonus per day, the amount of which is determined by their rank. Reserve duty personnel who agree, before their first day of service in a given calendar year, to perform at least 19 days or at least 33 days of Reserve duty, will receive an additional bonus of €25/day or €35/day respectively upon completing their Reserve duty service.

As a result of the regulations detailed in the Conscripts and Dependents Maintenance Act, the Reserve duty personnel are not disadvantaged in terms of income.

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

Enlistment Requirements

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

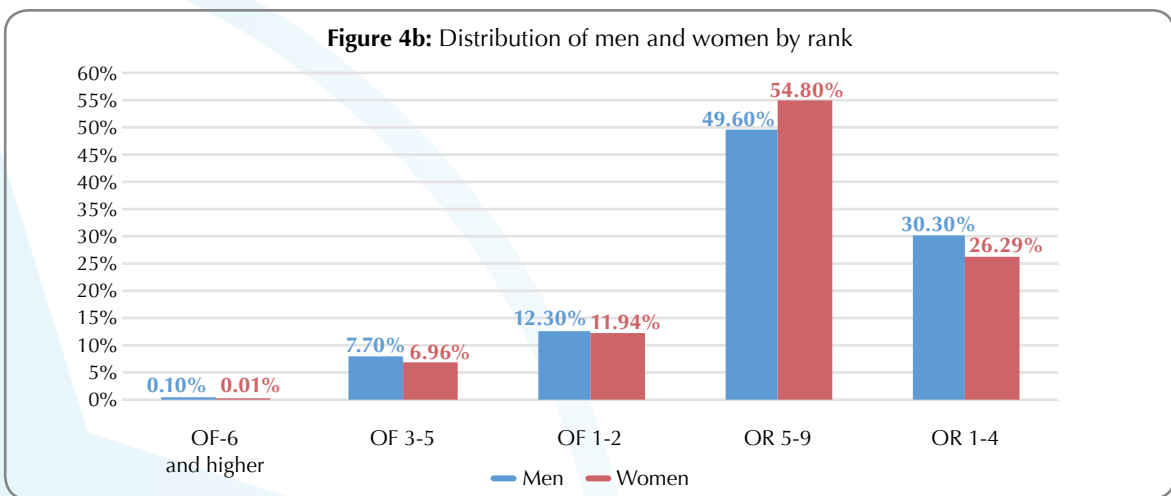
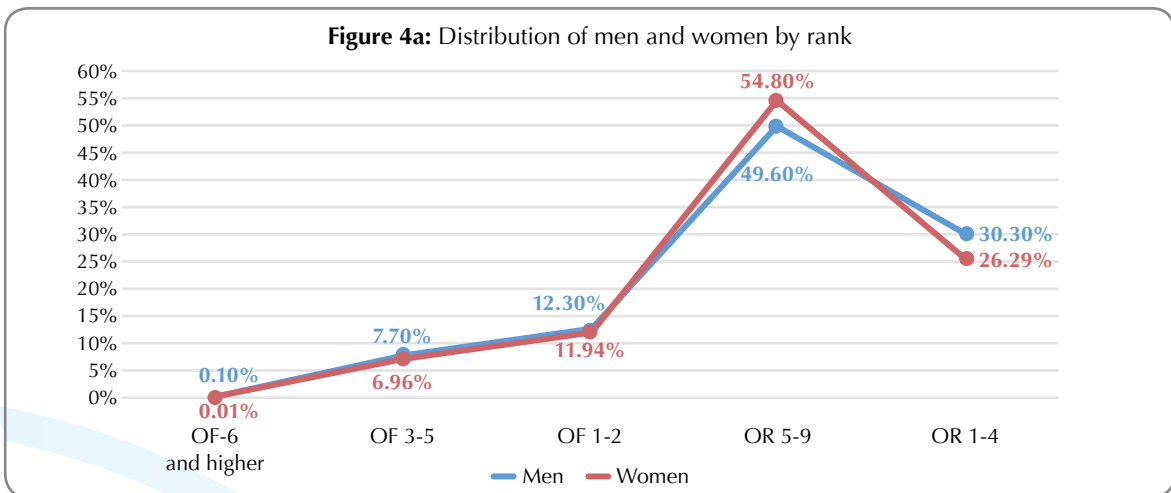
There are policies that promote the recruitment of women in the military. Women apply mainly for those speciality areas and academic disciplines in the German Armed Forces that appeal to women, which means that they compete not only with men but especially amongst themselves. They find the alternative, i.e. moving into alleged male dominated domains, difficult. This makes it harder for the German Armed Forces to convince women to opt for other speciality areas that they had not considered as a viable alternative until then. Various recruitment-related measures have been initiated to achieve this and increase the number of women across the German Armed Forces. For example, the personnel recruitment organisation participates in fairs that are mainly attended by women. The German Armed Forces also try to steadily increase the number of female career advisors in order to provide women who are interested in the German Armed Forces as an employer with a point of contact who can give first-hand answers to questions concerning the topic of women in the armed forces as necessary. These provisions are accompanied by measures that raise awareness of the German Armed Forces as an employer (employer branding). This also includes boosting the image of female service personnel in the German Armed Forces in the public's perception. In addition, there are further measures that might have indirect positive effects on the recruitment of women for the armed forces. The measures included in the programme 'The Bundeswehr Leads the Way - An Active, Attractive Alternative', for example, hone the profile of the German Armed Forces as one of the most attractive employers. This also includes topics that women consider especially relevant (new working time models, better compatibility of family and work, provision of child care).

In 2016, out of 2,800 female applicants, 500 were successfully recruited. Out of 7,900 male applicants, 1,700 were successfully recruited.

Retention Policies

The German Armed Forces do have retention policies. Existing sub-strategies are currently being translated into an armed forces-wide retention concept. The German Armed Forces do have specific retention policies for women such as an armed forces-wide mentoring programme, exploitation and analysis of evaluation reports with regard to gender-related proportional representation and different working time models. Furthermore, analysis and monitoring of career paths in all phases of life, attendance at selection conferences, founding membership of the network 'Chefsache: Drive the Change – For Men and Women', equal opportunity awareness-raising activities aimed at leadership personnel, conclusion of agreements on objectives to specifically nurture female potential talent, etc. There is no network to support women in the military.

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



Reasons for Leaving the Military

The German Armed Forces carry out exit surveys for men and women who leave the military before completing their term of service. The German Armed Forces also carry out exit surveys of military service volunteers when they complete their term of enlistment to find out their reasons for leaving.

In 2016, 2,466 women and 21,996 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 10.1%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 89.9%.

The main reason why men and women leave the armed forces is retirement. Other important reasons why men and women leave the armed forces are difficulties in balancing work and family life and end of term of enlistment.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment is adapted for both men and women. It is the responsibility of user agencies to define the operator characteristics – including female and male percentile ranges – for their weapon systems. From an ergonomic point of view and based on its handbook, the responsible authority of the supplying agency at the Federal Office of Bundeswehr Equipment, Information Technology and In-Service Support (BAAINBw) recommends that weapon systems should be designed for the range between small German females and large German males, i.e. for the range between the 5th percentile (female) and the 95th percentile (male). Following the opening of all military careers to female soldiers, this recommendation was taken into account for all new weapon systems developed in cooperation with the BAAINBw. The implementation of the percentile range can be subject to limitations, however, if other system requirements (e.g. armour protection, air transportability) are more important. Weapons systems have long in-service periods; some of the systems still in use today were developed long before the German Armed Forces was opened to female service personnel. Examples of this are the CH-53 helicopter and the Leopard II main battle tank. These systems were not designed to be used by female operators when they were developed in the 20th century (especially with regard to body size and body strength). These older systems have not been retrofitted to specifically improve their suitability for female users after the German Armed Forces started to recruit female service personnel, which means that restrictions are possible from an ergonomic point of view.

Military facilities are adapted for both men and women. The accommodation standard introduced in 2014 involves billeting in single rooms with en-suite bathrooms (shower, WC, washbasin), thereby ensuring separation of the sexes. Currently all regulations prescribe separate billeting and bathroom facilities by sex. Where this has not yet been implemented in terms of construction work, senior officers at the garrison must make organisational arrangements.

Uniforms are adapted for both men and women. Female and male service personnel are given clothing with a sex-specific cut for each operational area. Additional improvements to the cut and shape are being implemented that take the needs of pregnant service personnel into consideration.

Parental Rights

Legal social support is given to both parents of a new-born child. Section 5 of the Maternity Protection Ordinance specifies that female service personnel must not be required to perform duties in the last six weeks before childbirth and in the first eight weeks after childbirth. The period after childbirth is extended to 12 weeks in the case of premature or multiple births, and in the case of other early births, it is further extended by the period that was not used prior to childbirth.

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

There are specific programmes or policies to support the work-life balance for military personnel. In the course of the programme 'The Bundeswehr Leads the Way – An Active, Attractive Alternative', 29 measures were identified that are meant to improve the attractiveness of the German Armed Forces as an employer. That includes the activity called 'Closing Gaps in Child Care', which is meant to extend child-care capabilities throughout Germany to cover the needs of the armed forces personnel. Regardless of their status or career category, service personnel may opt to telecommute under certain circumstances (e.g. a suitable type of work) in order to have more control over the choice of workplace and working times and thus

become more flexible. It is not required to state special reasons when applying to telecommute. Furthermore, it is possible to be temporarily given a laptop to facilitate mobile work and cope with sudden or short-term family emergencies.

Part-time employment is allowed in case of parental leave, care for elderly (or sick people), studies and other circumstances. Flexible hours are allowed in general in case of telework and location-independent working. All personnel who take part in the 'flexitime' working time model at their agency may enjoy flexible working hours without further preconditions.

There are no special programmes to support parents when both are members of the armed forces. There are a number of support options for service duties for single parents, divorced parents, or widows/widowers looking after their children such as privileged provision of childcare in day-care centres close to German Armed Forces sites. In addition, financial support may be granted by the Bundeswehr Foundation for Cases of Hardship in an emergency. The Bundeswehr Social Services provide support and counselling in individual cases.

There is a child-care policy which includes a provision protecting parents from deployment, extra weeks of subsidized maternity/paternity leave, policy on duty assignments, night duty, overtime work, day-care for children at the MoD and military installations or child vouchers and flexible working and service hours or variable start/finish times during the working day.

Service	Men	Women
Army	32,0%	2,0%
Air Force	14,7%	1,2%
Navy	8,2%	0,9%
JSS	21,0%	2,1%
JMS	6,6%	4,4%
Other	6,2%	0,7%
Total	88,7%	11,3%
Ranks	Men	Women
OF 6 and above	0,10%	0,01%
OF 3-5	7,70%	6,96%
OF 1-2	12,30%	11,94%
OR 5-9	49,60%	54,80%
OR 1-4	30,30%	26,29%

Service	Men	Women
Army	29,3%	0,7%
Air Force	18,2%	0,3%
Navy	13,8%	0,9%
JSS	22,1%	1,4%
JMS	8,2%	2,1%
Other	2,8%	0,2%
Total	94,4%	5,6%
Ranks	Men	Women
OF 6 and above	0,20%	0,00%
OF 3-5	8,91%	10,14%
OF 1-2	14,07%	14,86%
OR 5-9	53,92%	60,81%
OR 1-4	22,90%	14,19%

Service	Men	Women
Army	27,6%	1,2%
Air Force	9,8%	0,5%
Navy	12,9%	1,6%
JSS	28,7%	2,4%
JMS	8,0%	3,8%
Other	3,2%	0,3%
Total	90,2%	9,8%
Ranks	Men	Women
OF 6 and above	0,37%	0,00%
OF 3-5	9,21%	9,59%
OF 1-2	13,81%	14,38%
OR 5-9	55,90%	61,64%
OR 1-4	20,71%	14,38%

Service	Men	Women
Army	22,0%	0,3%
Air Force	12,0%	0,3%
Navy	3,6%	0,1%
JSS	44,1%	0,8%
JMS	10,3%	1,1%
Other	5,2%	0,2%
Total	97,2%	2,8%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	22,60%	19,70%
OF 1-2	21,10%	14,70%
OR 5-9	37,70%	40,80%
OR 1-4	18,60%	24,80%

Service	Men	Women
Army	10,4%	0,0%
Air Force	1,5%	1,5%
Navy	1,5%	0,0%
JSS	14,9%	0,7%
JMS	0,0%	0,0%
Other	52,2%	17,2%
Total	80,6%	19,4%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	14,81%	15,38%
OF 1-2	20,37%	19,23%
OR 5-9	54,63%	65,38%
OR 1-4	10,19%	0,00%

Service	Men	Women
Army	10,7%	0,0%
Air Force	1,7%	0,0%
Navy	1,7%	0,0%
JSS	15,7%	0,8%
JMS	0,0%	0,0%
Other	55,4%	14,0%
Total	85,1%	14,9%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	10,68%	11,11%
OF 1-2	21,36%	22,22%
OR 5-9	57,28%	66,67%
OR 1-4	10,68%	0,00%

Prevention of Sexual Harassment and Sexual Abuse

There are no strategies to prevent sexual harassment and sexual abuse. There are programmes related to the prevention of sexual harassment. In the German Armed Forces, prevention of sexual harassment is a topic in training and education modules. The target group of these modules consists mainly of senior officers at company and battalion level, the personnel employed in the training centres of the German Armed Forces, the equal opportunities officers and equal opportunities spokesperson. Furthermore, the topic of 'dealing with sexuality on deployment' has been integrated into the pre-deployment training.

There is appointed personnel to deal with and to whom to report sexual harassment and formal procedures exist to allow female and male victims to report harassment. Victims of sexual harassment can always contact their superiors. Additionally, they have the option to contact their equal opportunities officer in charge or the Parliamentary Commissioner for the Armed Forces (body for parliamentary control over the German Armed Forces). Cases of sexual harassment will also be reported by the respective senior officer to the German Ministry of Defence via a formalised reporting procedure.

In 2016, 105 cases of sexual harassment were reported by women and 9 cases were reported by men. The cases reported by women were sexual assault (excluding rape), sexual harassment, rape and stalking. Cases reported by men were sexual assault (excluding rape) and sexual harassment.

Gender Education and Training

The German Armed Forces have 12 gender-related training programmes:

1. The 'Human Rights and Law of Armed Conflicts' course includes gender aspects. Every recruit receives basic lessons in national and international law (i.e. human rights, law of armed conflicts) during basic training. It targets OR-1 to OR-4. It is a part of the standard national training.
2. 'Cross-Cultural Competence' is provided by the Leadership Development and Civic Education Centre. The course includes cultural awareness, cultural understanding and cultural competence. It targets OF-1 to OF-2 and OR-5 to OR-9. It is a part of the standard national training.

3. 'Human Rights and Law of Armed Conflicts' is a course at officer school and includes gender aspects. During the training every officer candidate is given advanced lessons in national and international law (i.e. human rights, Law of Armed Conflicts). It targets OF-1 to OF-2. It is a part of the standard national training.
4. 'Diversity Management' is conducted once a year. The gender topic is partially covered in a symposium organised by the Leadership Development and Civic Education Centre. It targets OF-3 to OF-5. It is a part of the standard national training.
5. 'Human Rights and Law of Armed Conflicts' is an extensive course on national and international law, Law of Armed Conflicts and human rights, which includes awareness of anti-discrimination law and protection against sexual harassment. It targets OF-1 to OF-2. It is a part of the standard national training.
6. "Compulsory Military Courses on Leadership Development and Civic Education" involve 30 courses a year. These courses teach a broad range of aspects of leadership development and civic education. This includes a two-hour course on the laws on equal treatment and non-discrimination between female and male service personnel. It targets OF-3 to OF-5, OF-1 to OF-2 and OR-5 to OR-9. It is a part of the standard national training.
7. The 'Human Rights and Law of Armed Conflicts, Cultural Awareness' course includes legal basics, the code of conduct and behaviour expected of the armed forces personnel, how to treat the civilian population (all include gender aspects). It targets all officers and all NCOs. It is a part of the pre-deployment training and the standard national training.
8. The Basic Course on 'The Laws of Equal Treatment and Non-Discrimination of Female and Male Service Personnel' is conducted twice and four times a year depending on the group of participants (officers, NCOs). In accordance with European legislation, since 2001 women have been allowed to join all military careers the German armed forces offers and are no longer confined to the medical service and military music. In 2005 and 2006, the laws on 'equal treatment and non-discrimination between female and male service personnel' were enacted. The main aims of these new laws are to ensure protection against sexual harassment, compatibility of family and work and a non-discriminating environment for both female and male service personnel. In order to help fulfil these aims, the Leadership Development and Civic Education Centre provides legal courses on these topics. In addition to these topics, there are lectures on bullying and stalking and an introduction to the psychological aspects of daily conflict communication. It targets all officers and all NCOs. It is a part of the standard national training.
9. The Advanced Course on 'The Laws of Equal Treatment and Non-Discrimination of Female and Male Service Personnel' is conducted twice a year. This course is designed to inform participants about the progress made with regard to the above-mentioned topics and refresh and consolidate their knowledge of the Basic Course. Furthermore, the participants are given the opportunity to do practical case studies on anonymised real-life cases under the guidance of trained legal staff. These cases are also designed to consolidate the participants' knowledge and skills. It targets all officers and all NCOs. It is a part of the standard national training.

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

Gender Advisors

The armed forces and the Ministry of Defence (MoD) do not have gender advisors.

Data about the deployment of gender advisors since the beginning of mandated missions abroad (1992 UNTAC Cambodia) have not been collected and is therefore not available.

However, the German Armed Forces have 24 cultural advisors who were qualified for and fulfilled the function of gender focal point and were deployed on the armed forces missions abroad in 2016.

Implementation of the 2015 and 2016 NATO Committee on Gender Perspectives (NCGP) Recommendations to the Military Committee

No action was taken towards the implementation of the 2016 and 2015 NCGP recommendations to the Military Committee.

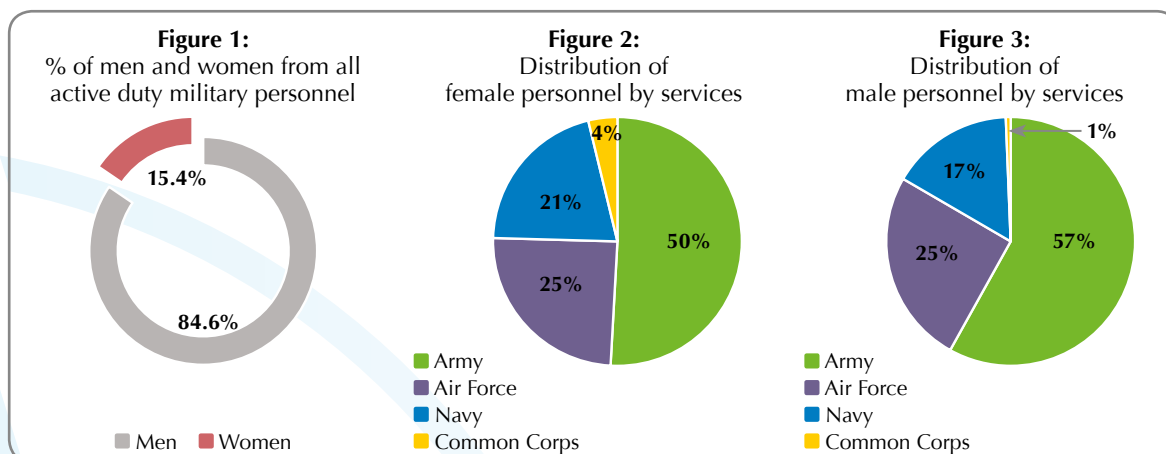
Additional Information

The staff element 'Equal Opportunities in the Area of Responsibility of the Federal Ministry of Defence', created in April 2015 to increase the attractiveness of the German Armed Forces and address the under-representation of women, was expanded in 2016 to include diversity and inclusion elements. In addition, a pilot project for mentoring started in August 2016 and is planned to run for three years for the time being. The first rotation (each rotation takes one year) was available to women (civilian/military) only.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2016

No specific policies or legislation related to the implementation of gender perspectives in the Greek Armed Forces were enforced during 2016.



Quotas

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

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the Greek Armed Forces, nor are there any restrictions that apply to operations. The Gender Equality Office is responsible for the integration of gender perspectives in the armed forces. The Emergency Department (ED) of the Gender Equality Office addresses all the problems the armed forces may face and all the issues related to gender equality. The Gender Equality Office's objectives are: to collect, to manage and to process data and information about gender equality issues in the Greek Armed Forces and in the EU, NATO and other international organizations, to formulate institutional proposals and to promote the necessary measures in order to implement the principle of gender equality in the armed forces, encourage the participation of both sexes in the General Secretariat for Equality, the General Staffs and other Ministry of Defence (MoD) agencies.

Reserves, National Guard and Other Military Services

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

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

Enlistment Requirements

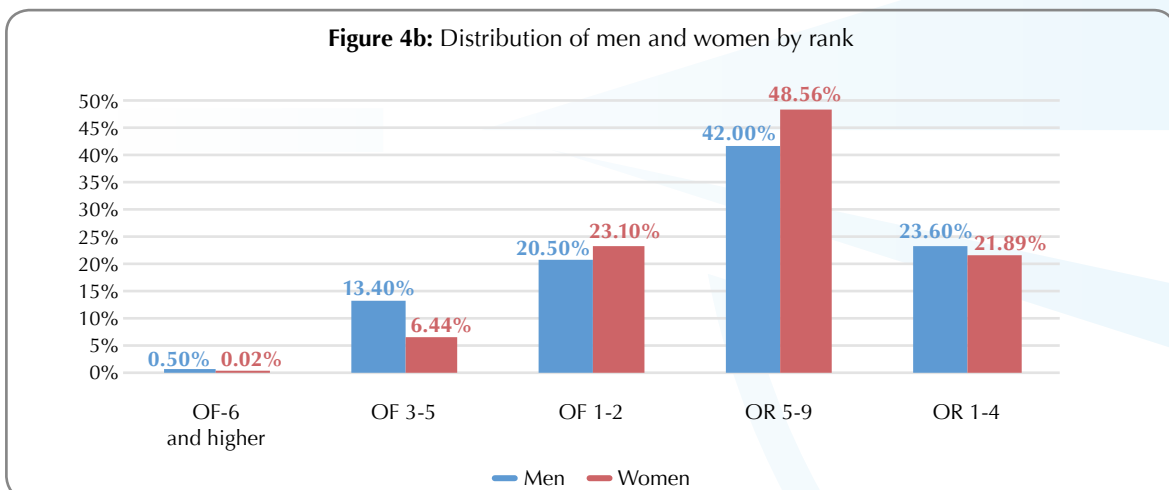
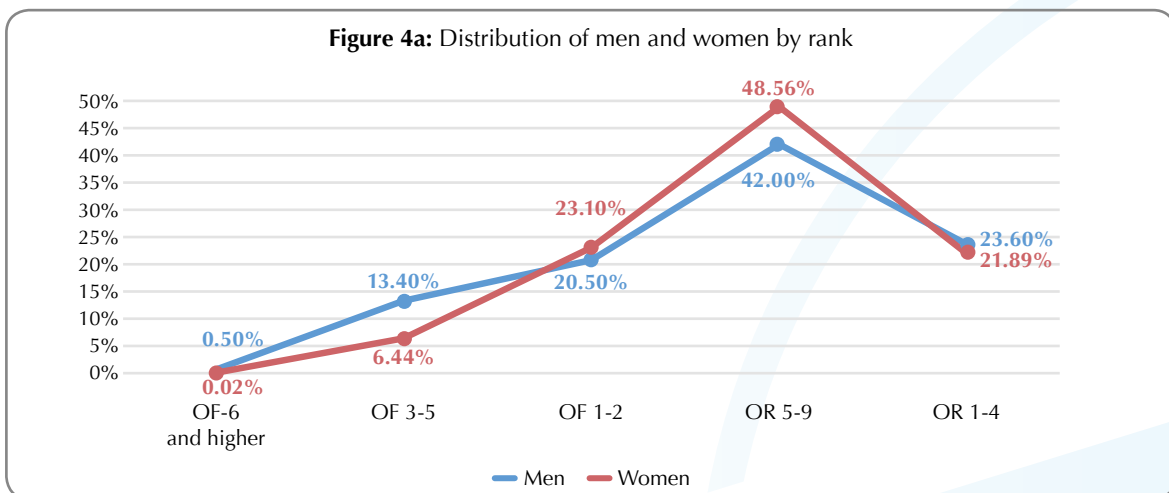
Enlistment requirements in the armed forces are the same for men and women. Enlistment requirements for the physical fitness tests are different for men and women: different athletic activities have different time limits. Enlistment requirements with regard to physical characteristics are different for men and women. Male candidates have to be taller than females, and the Body Mass Index (BMI) ranges are different of values for men and women. Men and women enlist at the same age.

There are no policies that promote the recruitment of women in the military. In 2016, out of 3,256 female applicants, 231 were successfully recruited. Out of 5,105 male applicants, 598 were successfully recruited.

Retention Policies

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

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



Reasons for Leaving the Military

The armed forces do not carry out exit surveys for men and women who leave the military, nor do they use any other system or method to detect reasons why military women leave the armed forces. In 2016, 145 women and 875 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 14.22%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 85.78%.

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

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment is not specifically adapted for both men and women. Military facilities and uniforms are adapted for both genders. There are separate facilities for men and women, i.e. dorms and lavatories. Only combat uniforms are unisex, service uniforms are adapted for men and women.

Parental Rights

Legal social support is given to mothers during pregnancy in the form of five months (20 weeks) leave and to both parents of a new-born child. Parental leave is equally available to mothers and fathers and can last up to nine continuous months after the birth of the child. In total, parental leave is 40 weeks, and it is not transferable between parents.

There are no specific programmes to support the work-life balance for military personnel. Part-time employment is not allowed. Flexible hours are allowed in cases where they have to care for elderly, sick or physically challenged people, and where they are single or divorced and widowed parents looking after their children; or parents with 4 or more children. There are special programmes to support parents when both are members of the armed forces, such as not deploying both serving parents at the same time; parents can serve in the same place; parental leave (1 day every 2 months) is provided to either female or male personnel; and both parents have the right to be exempted from military training duties.

There is service duty support for single parents, divorced parents, or widows/widowers looking after their children in the form of exemption from night duty, military training, overtime work and priority with regard to spending their holidays at the armed forces' summer resorts. Military parents are entitled to priority treatment if they wish their children to enter military kindergartens, where start time is 6:45 every morning, finishing at 15:30 in the afternoon (except weekends).

There is a child-care policy that includes policy on duty assignments, night duty, overtime work, day-care for children at defence ministries and military installations or child vouchers, flexible working and service hours or variable start/finish times during the working day.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	48,3%	7,8%
Air Force	21,0%	3,8%
Navy	14,8%	3,2%
Common Corps	0,5%	0,6%
Total	84,6%	15,4%
Ranks	Men	Women
OF 6 and above	0,50%	0,02%
OF 3-5	13,40%	6,44%
OF 1-2	20,50%	23,10%
OR 5-9	42,00%	48,56%
OR 1-4	23,60%	21,89%

Table 2: All Operations		
Service	Men	Women
Army	64,5%	2,3%
Air Force	1,7%	0,0%
Navy	24,8%	6,7%
Common Corps	0,0%	0,0%
Total	91,0%	9,0%
Ranks	Men	Women
OF 6 and above	2,57%	0,00%
OF 3-5	24,26%	0,00%
OF 1-2	7,72%	7,41%
OR 5-9	63,24%	74,07%
OR 1-4	2,21%	18,52%

Table 3: NATO Operations		
Service	Men	Women
Army	43,4%	2,2%
Air Force	2,7%	0,0%
Navy	40,7%	11,0%
Common Corps	0,0%	0,0%
Total	86,8%	13,2%
Ranks	Men	Women
OF 6 and above	2,53%	0,00%
OF 3-5	39,87%	8,33%
OF 1-2	7,59%	8,33%
OR 5-9	46,20%	62,50%
OR 1-4	3,80%	20,83%

Prevention of Sexual Harassment and Sexual Abuse

There are no strategies to prevent sexual harassment and sexual abuse. However, there are programmes related to the prevention of sexual harassment. A couple of modules about sexual harassment are being taught during basic training at military academies, training centres and specialized centres. Since 2007, the General Staff has established Gender Equality Offices and all commanders in peace and support operations have issued guidelines to train and sensitize staff to this topic. There is appointed personnel to deal with and to whom to report sexual harassment. There are no formal procedures for female or male victims to report harassment. No cases of sexual harassment in the Greek Armed Forces were reported in 2016.

Gender Education and Training

The Greek Armed Forces have 4 gender-related training programmes:

1. 'Improving Operational Effectiveness by Integrating Gender Perspective' is a basic course for those who are about to be promoted from Second Lieutenant to Lieutenant. The course provides the trainee with the basic concepts and tools needed to apply gender perspectives in NATO Operations. Throughout interactive scenario-based exercises the trainee gains an understanding of how the different needs and roles of men, women, girls and boys impact military tasks and functions. Focusing on the examples of checkpoints, patrolling and engagement with the local population, the trainees learn practical lessons on how the application of gender perspectives contributes to operational effectiveness. It is a general military academic course. It is related to conscription legislation. It targets OF-1 to OF-2 and all NCOs. It is a part of the pre-deployment, in-theatre and standard national training.
2. 'A basic course' for those who are about to be promoted from Captain to Major addresses general military academic education, education related to conscription legislation and training of staff officers. It targets OF-1 to OF-2. It is a part of the pre-deployment and standard national training.
3. The 'Basic Seminar for Legal Advisors' provides reviews and updates on current issues in several areas of law, including Civil, International and Public Law. It targets OF-3 to OF-5 and OF-1 to OF-2. It is a part of the standard national training.
4. The 'Basic School of Non-Commissioned Offices' (NCOs) covers familiarization with administrative procedures. It targets OR-5 to OR-9. It is a part of the standard national training.

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

Gender Advisors

The armed forces and the MoD do not have gender advisors, and so far no gender advisor has been deployed, nor has any gender focal points.

Implementation of the 2015 and 2016 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

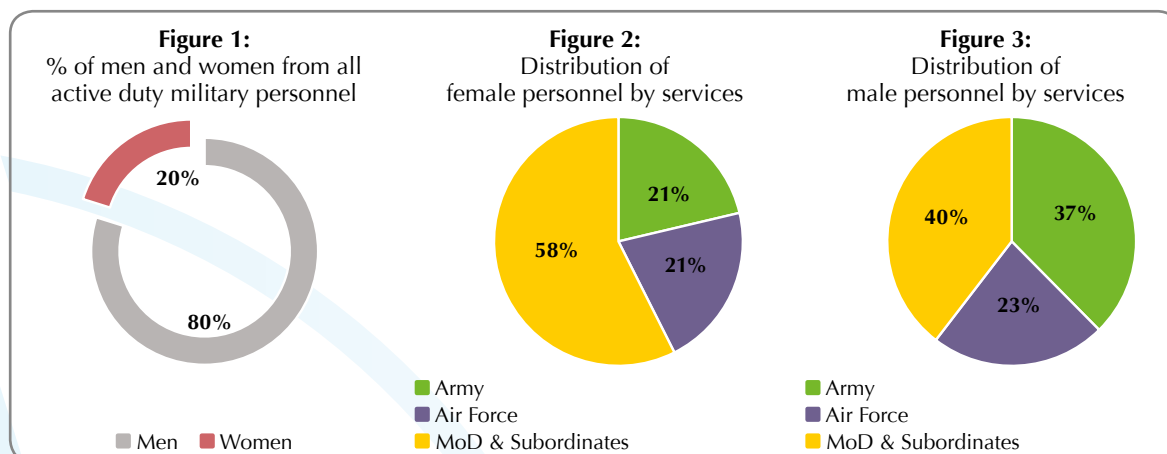
No action was taken towards implementation of the 2016 and 2015 NCGP Recommendations to the Military Committee.





Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2016

No specific policies or legislation related to the implementation of gender perspectives in the Hungarian Armed Forces (HDF) were enforced during 2016.



Quotas

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

Restrictions on the Incorporation of Women in the Armed Forces

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

Reserves, National Guard and Other Military Services

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

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

Enlistment Requirements

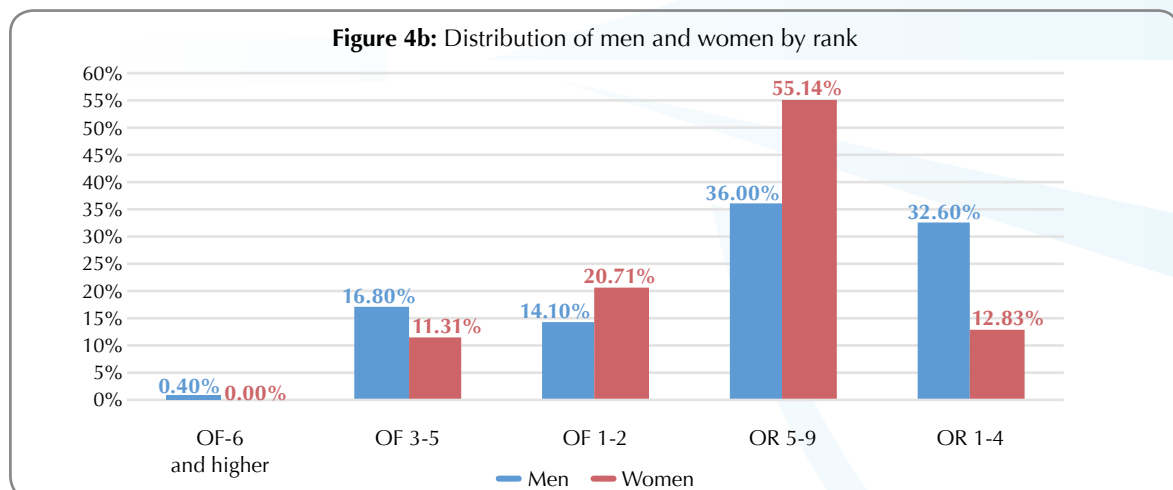
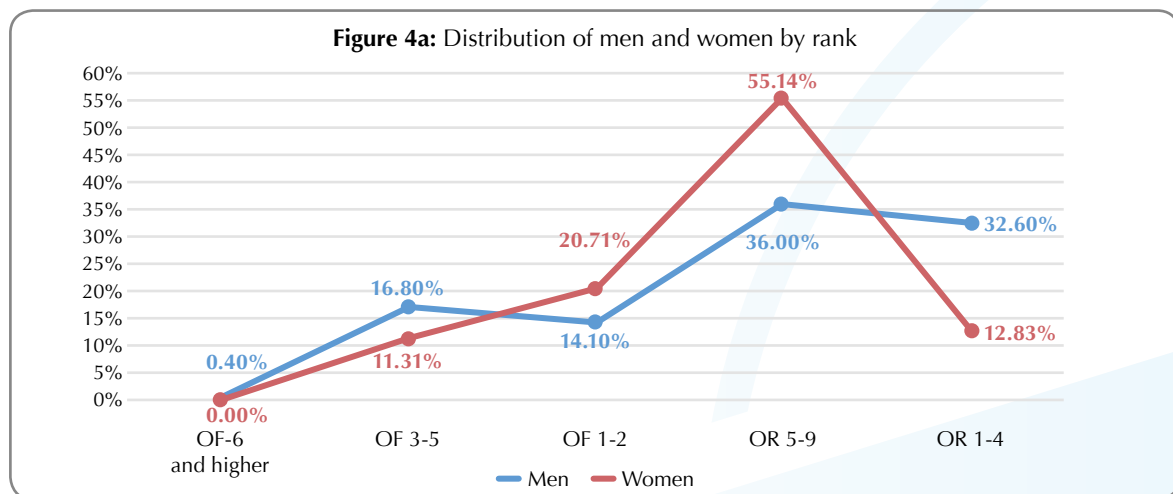
Enlistment requirements in the armed forces are the same for men and women. Enlistment requirements for the physical fitness tests are different for men and women. The three Physical Fitness Tests consist of two minutes of push-ups, two minutes of sit-ups and a 3.2 km run. Age, gender and the amount of repetitions or time elapsed for each test determines her/his score. There are no differences in enlistment requirements related to physical characteristics. Men and women enlist at the same age.

There are no policies that promote the recruitment of women in the military. In 2016, out of 87 female applicants, 23 were successfully recruited. Out of 397 male applicants, 96 were successfully recruited.

Retention Policies

The Hungarian Armed Forces have retention policies that consist of a 5-year military pay rise programme, development of a progress system and social and fringe benefits. There are no specific retention policies for women. The Committee of Military Women is a network that supports women in the military.

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



Reasons for Leaving the Military

The Hungarian Armed Forces carry out exit surveys for men and women who leave the military on a voluntary basis. The questionnaire is anonymous and results are assessed on a quarterly basis. There is no other method or system to detect the reasons why military women leave the armed forces.

In 2016, 176 women and 1,191 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 12.87%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 87.13%. The main reasons why both men and women tend to leave the armed forces are difficulties in balancing work and family life and other personal reasons. Men also gave unpredictable working hours, high workload and low salary as other reasons for leaving.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment and facilities are the same for men and women. Combat uniforms are unisex and service uniforms are adapted to men and women.

Parental Rights

Legal social support is given to mothers during pregnancy and both parents of a new-born child in the form of maternity leave and a subsidy. Paternal leave is 24 weeks in total and is not transferable between parents. Cultural programmes and family days are organised to support the work-life balance for military personnel. Part-time employment is allowed in case of parental leave. Flexible hours are not allowed. There are special programmes to support parents when both are members of the armed forces. Although there is no actual law, parents' requests are taken into consideration for reasonable care of small children/of a small child. There is some support for service duties for single parents, divorced parents, or widows/widowers looking after their children. There is a child-care policy on duty assignments, night duty and overtime work.

Service	Men	Women
Army	29,6%	4,3%
Air Force	18,4%	4,2%
Navy	0,0%	0,0%
MoD & Subordinates	32,0%	11,5%
Total	80,0%	20,0%
Ranks	Men	Women
OF 6 and above	0,40%	0,00%
OF 3-5	16,80%	11,31%
OF 1-2	14,10%	20,71%
OR 5-9	36,00%	55,14%
OR 1-4	32,60%	12,83%

Service	Men	Women
Army	88,8%	9,6%
Air Force	1,7%	0,0%
Navy	0,0%	0,0%
MoD & Subordinates	0,0%	0,0%
Total	90,4%	9,6%
Ranks	Men	Women
OF 6 and above	0,14%	0,00%
OF 3-5	10,99%	5,33%
OF 1-2	17,32%	18,67%
OR 5-9	31,97%	58,67%
OR 1-4	39,58%	17,33%

Table 3: NATO Operations		
Service	Men	Women
Army	88,4%	11,6%
Air Force	0,0%	0,0%
Navy	0,0%	0,0%
MoD & Subordinates	0,0%	0,0%
Total	88,4%	11,6%
Ranks	Men	Women
OF 6 and above	0,23%	0,00%
OF 3-5	8,51%	5,26%
OF 1-2	16,32%	17,54%
OR 5-9	31,49%	59,65%
OR 1-4	43,45%	17,54%

Table 4: Reserve Force Personnel		
Service	Men	Women
Army	10,9%	0,7%
Air Force	5,9%	0,4%
Navy	0,0%	0,0%
MoD & Subordinates	76,0%	6,2%
Total	92,7%	7,3%
Ranks	Men	Women
OF 6 and above	0,02%	0,00%
OF 3-5	14,70%	9,00%
OF 1-2	19,50%	16,70%
OR 5-9	28,80%	45,50%
OR 1-4	37,00%	28,80%

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

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

Prevention of Sexual Harassment and Sexual Abuse

There are no specific strategies to prevent sexual harassment and sexual abuse, nor are there programmes related to the prevention of sexual harassment. There is appointed personnel to deal with or to whom to report sexual harassment. There are no formal procedures to report harassment of female or male victims. No cases of sexual harassment in the Hungarian Armed Forces were reported in 2016.

Gender Education and Training

The Hungarian Armed Forces have no gender-related training programme. Gender is not a topic in operational planning, nor is it included in pre-deployment training or exercises.

Gender Advisors

The armed forces and the Ministry of Defence (MoD) have 30 trained gender advisors. None of them have been deployed so far. The MoD and all military entities have equal opportunity advisors who are not gender advisors, but manage all kinds of equal opportunity and human resources issues. The armed forces do not have gender focal points.

Implementation of the 2015 and 2016 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

Hungary did not take any action towards the implementation of the 2016 and 2015 NCGP Recommendations to the Military Committee.

ICELAND



Iceland has no armed forces.

The Icelandic Crisis Response Unit provides civilian Icelandic personnel and gender advisors for NATO Operations and other International Operations.

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

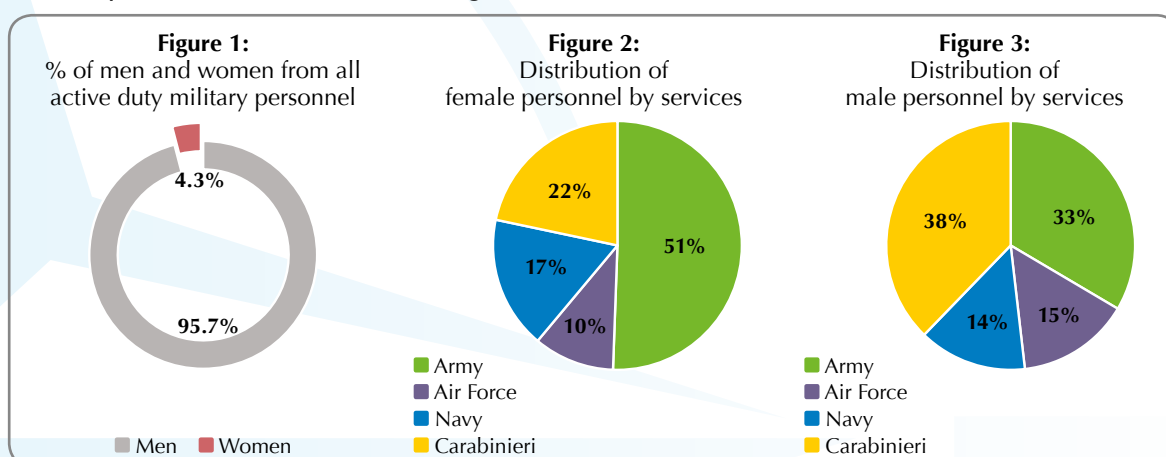
In 2016, Iceland deployed a gender advisor to the Resolute Support Mission in Afghanistan, as well as a gender advisor seconded to the Office of the Secretary General's Special Representative on Women, Peace and Security.





Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2016

In 2016, Italy enforced new policies and legislation related to the implementation of gender perspectives in the Italian Armed Forces. Ministry of Defence (MoD) commitments are defined in Italy's third National Action Plan on the implementation of United Nations Security Council Resolution (UNSCR) 1325 for the period 2016-2019. They are intended to further enhance women's presence in the national armed forces; increase the number of gender advisors, gender field advisor and gender focal points; strengthen the professionalism of domestic security force, law enforcement and justice institutions by dedicated human rights training regarding, inter alia, the prohibition of incitement to hatred, counter violent extremism and terrorism; and more broadly, non-discrimination related issues. Furthermore, to continue to organise Gender Advisor Courses, with the support of qualified civilian experts at the Italian Defence Institute of Higher Studies (Centro Alti Studi per la Difesa - CASD); to train personnel at accredited training institutes; to encourage the active and meaningful participation of women in decision-making and in deployments on peace operations. That includes identifying and addressing barriers to full participation; increasing female military personnel and female staff deployment; and continuing to deploy Italian female military and civilian personnel to international organizations.



Quotas

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

Restrictions on the Incorporation of Women in the Armed Forces

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

The Equal Opportunities and Gender Perspectives Unit is the focal point for the development of gender policies within the Office of the Chief of Staff at the MoD. The unit comprises of both female and male personnel. It manages information and training courses on UNSCRs and NATO Directives for all armed forces and Carabinieri Corps personnel, in close cooperation with the Alliance and the NATO Committee on Gender Perspectives (NCGP). The Unit also conducts statistics gathering, organises events and runs media channels to spread the gender culture. The Unit is responsible for the implementation of UNSCR 1325 in the armed forces, and it is also the national focal point for NATO-related activities and for other national

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and international organizations dealing with gender topics.

The Joint Council on Gender Perspectives has been established by law to advise the Chief of Defence (CHoD) on adoption of the best initiatives to enhance the adoption of gender perspectives in all military activities and implementation of UNSCR 1325 and related resolutions in the Italian Armed Forces. Out of the 7 members of the Council, 3 must be women and 3 must be men to guarantee gender balance, while the Chair Person can be alternatively a man or a woman. The Defence General Staff-Personnel Division is the entry point for all education and training about gender and is the institutional reference point for the analysis of issues related to equal opportunities and gender perspectives.

Reserves, National Guard and Other Military Services

There are policies to support entry into the Reserves or National Guard, or other military structures, as a civilian employee. Civilian employees with valuable skills required by the Italian Armed Forces can enter the Reserves by submitting an application.

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

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

Enlistment Requirements

Enlistment requirements, including those related to physical fitness tests and physical characteristics, are different for men and women. The physical fitness test is the same but there are different parameters for men and women. The Body Mass Index (BMI) required for the Army is also different for men and women. Body-composition: percentage of body fat (P.B.F.) not lower than 12% and not higher than 30% in women (between 7% and 22% in male candidates); Body Cell Mass: percentage of 'body cell mass' (B.C.M.) not lower than 28% in women (not lower than 40% for men); Muscle strength: 'hand grip strength' not lower than 20 kg for women (not lower than 40 kg for men); Overall body-morphology: BMI between 18 and 28 for women (between 20 and 30 for men); Haematology: limit in Haemoglobin value not lower than 10,5 gr/dl¹ in women (12 gr/dl for men). Men and women enlist at the same age. There are no policies that promote the recruitment of women in the military.

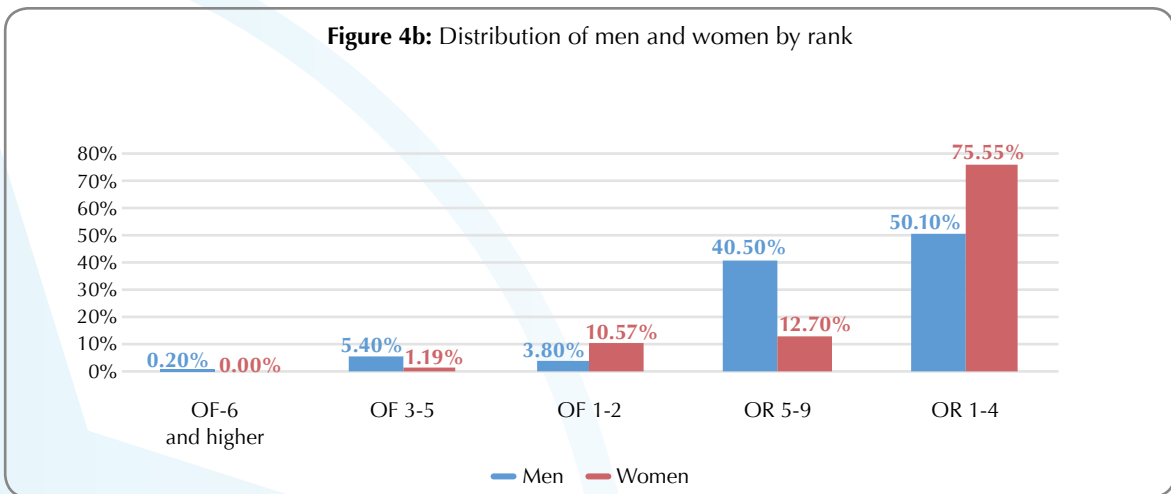
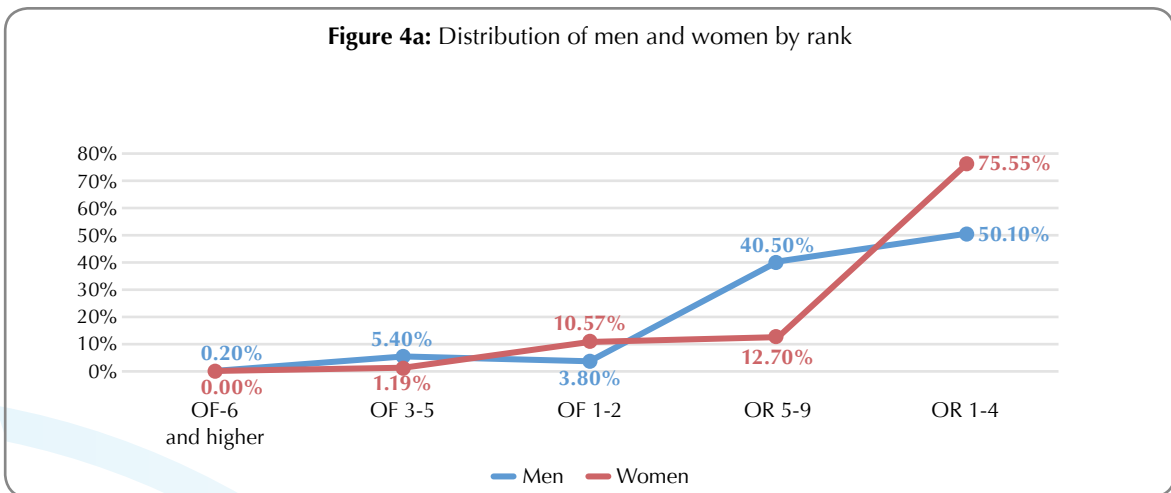
In 2016, out of 11,686 female applicants, 203 were successfully recruited. Out of 41,424 male applicants, 973 were successfully recruited.

Retention Policies

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

¹ Gram/Deciliter

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



Reasons for Leaving the Military

The armed forces carry out exit surveys for men and women who leave the military in order to monitor the reasons why they exit military. The Italian Army provides an electronic questionnaire to all personnel who have requested to leave active duty to carry out the survey. Carabinieri submits an online questionnaire, concerning retirement-related reasons upon request, to be filled out anonymously.

In 2016, 809 women and 11,720 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 6.5%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 93.5%. The main reasons why women tend to leave the armed forces differ in each Service. In the Army, it is expiration of current contract, discharge caused by illness, transfer to other armed forces, layoff, and death. In the Air Force, there are no particular reasons why women decide to leave the organization, especially considering their very low number. In the Carabinieri, the reasons why women tend to leave the military service were due to personal specific requests (3 cases), and in one case was released due to health reasons.

The main reasons why men tend to leave the armed forces also differ in each Service; in most cases retirement, expiration of current contract, illness, transfer to other armed forces, layoff, and death are the reasons given.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment and facilities are adapted for both men and women. Ships and submarines can accommodate women. Most personal protective equipment is unisex.

As regards infrastructure, each unit has already made minor adjustments to sanitary facilities, changing rooms and medical facilities since 2000, when women joined the armed forces. Uniforms and equipment are the same for female and male personnel. Nonetheless, some adjustments have been made with regard to size to accommodate women's different body structure and some accessories have been introduced to service dress uniforms (different shoes, bags, and skirts).

Parental Rights

Legal social support is given to mothers during pregnancy and both parents of a newborn child. Support includes pregnancy and parental leave, breastfeeding breaks, breaks to nurse sick children, exemption from assignment to specific duties and deployment and the possibility to apply for temporary deployment in the area where the child lives.

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

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

There are special programmes/measures to support parents when both are members of the armed forces. When both parents are members of the armed forces, their applications for family reunification are decided as a priority, even if they belong to different armed forces.

There is support or facilitation for service duties for single parents, divorced parents, or widows/widowers caring for a child. For single parents there is exemption from night work or service duty until the child is twelve years old. Single, divorced and widowed parents can be excused from night shifts. Male single parents can benefit from leave and breaks which are usually assigned to mothers, such as breastfeeding breaks. In 2016, the Carabinieri General Headquarters launched a project to increase the availability of rooms for divorced/separated Carabinieri personnel who need to look after their children on weekends.

Child-care policies do exist; such as the provision protecting parents from deployment, breastfeeding breaks, policy on duty assignments, night duties, overtime, day-care for children at MoD facilities and military installations or child vouchers. It is expected that kindergarten fees may be refunded in part.

Service	Men	Women
Army	32,0%	2,2%
Air Force	14,0%	0,4%
Navy	13,4%	0,7%
Carabinieri	36,3%	0,9%
Total	95,7%	4,3%
Ranks	Men	Women
OF 6 and above	0,20%	0,00%
OF 3-5	5,40%	1,19%
OF 1-2	3,80%	10,57%
OR 5-9	40,50%	12,70%
OR 1-4	50,10%	75,55%

Service	Men	Women
Army	64,5%	3,0%
Air Force	3,5%	0,1%
Navy	20,4%	1,4%
Carabinieri	7,1%	0,1%
Total	95,5%	4,5%
Ranks	Men	Women
OF 6 and above	0,28%	0,00%
OF 3-5	6,62%	0,40%
OF 1-2	11,11%	13,89%
OR 5-9	31,59%	18,65%
OR 1-4	50,40%	67,06%

Service	Men	Women
Army	79,8%	3,1%
Air Force	3,9%	0,3%
Navy	0,0%	0,0%
Carabinieri	13,0%	0,0%
Total	96,6%	3,4%
Ranks	Men	Women
OF 6 and above	0,32%	0,00%
OF 3-5	7,19%	1,82%
OF 1-2	10,11%	9,09%
OR 5-9	34,10%	12,73%
OR 1-4	48,28%	76,36%

Service	Men	Women
Army	84,0%	13,6%
Air Force	0,0%	0,0%
Navy	1,5%	0,8%
Carabinieri	0,0%	0,1%
Total	85,5%	14,5%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	2,20%	3,70%
OF 1-2	31,8%	24,40%
OR 5-9	0,80%	0,00%
OR 1-4	65,30%	71,80%

Service	Men	Women
Army	37,5%	62,5%
Air Force	0,0%	0,0%
Navy	0,0%	0,0%
Carabinieri	0,0%	0,0%
Total	37,5%	62,5%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	66,67%	80,00%
OF 1-2	33,33%	20,00%
OR 5-9	0,00%	0,00%
OR 1-4	0,00%	0,00%

Prevention of Sexual Harassment and Sexual Abuse

There are strategies and controls to prevent sexual harassment and sexual abuse at all levels. This topic is also included in lessons on Human Rights conducted at Carabinieri School and two-week courses organised at the Advanced Institute for Investigation Techniques (Istituto Superiore di Tecniche Investigative - ISTI) lessons on human rights where students can learn the legal countermeasures and the correct behaviour to adopt to address crimes against women like stalking and sexual harassment. There are programmes related to the prevention of sexual harassment. The Navy has a monitoring system to prevent and repress

cases of sexual harassment and sexual abuse.

Personnel has been appointed to deal with and report sexual harassment to the higher authorities. There are formal procedures to enable female or male victims to report harassment. Commanders at all levels will report all complaints lodged by staff and will initiate subsequent penal and/or disciplinary actions. There are other formal procedures. In particular, when a case of sexual harassment or abuse occurs, Command must inform the judicial authorities and senior Command as soon as possible. Within 30 days the Command must send a report on what happened.

In 2016, 2 cases of sexual harassment were reported by female Carabinieri and 10 by female military. The reported cases were of sexual harassment and stalking.

Gender Education and Training

The Italian Armed Forces have 20 gender-related training programmes. In the Army, several courses cover topics such as civilian protection, war crimes, the Geneva Conventions and additional Protocols, The Hague Convention, International Humanitarian Law, the Law of Armed Conflict, Military Operations Law, UNSCR 1325 and related resolutions, the threat to military prisoners and the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and additional Protocols.

For all Service branches:

1. The International Humanitarian Law (IHL) and the Law of Armed Conflict training comprises the main aspects of International Humanitarian Law (IHL) and targets mainly Army OR-1 to OR-4 and OR-5 to OR-9 (Sergeants). It is also attended by Warrant Officers during the national standard training, focusing additionally on the Geneva and The Hague Conventions.
2. The International Law, International Humanitarian Law and Law of the Armed Conflicts, Gender Awareness and Implementation of UNSCR 1325 and Related Resolutions training targets cadet officers and deals mainly with general knowledge of the main aspects of the IHL and Law of the Armed Conflicts and the implementation of the UNSCR 1325 and related resolutions. It targets OF-1 to OF-2, OR-5 to OR-9 and OR-1 to OR-4. It is a part of the standard national training.
3. The International Humanitarian Law and Law of the Armed Conflicts in Military Operations training covers essential aspects such as the Protection of Civilians (PoC), definitions of legal responsibilities, war crimes, the Geneva Conventions and additional Protocol, The Hague Convention. It also addresses how to treat military prisoners, those wounded, protected targets, etc. Gender-related resolutions (UNSCR 1325, 1820, 1888, 1889, 1960, 2106, 2122, 2242) are also covered. Activities of the International Criminal Court with regard to arrest warrants for war crimes against humanity, sexual and inhumane acts are addressed. It targets OF-1 to OF-2. It is a part of the standard national training.
4. The Awareness about Implementation of UNSCR 1325 and Related Resolutions, and NATO Bi-Strategic Commands Directive (Bi-SC D) 40-1 focuses on awareness and discussions about UNSCR 1325 and related resolutions, implementation of a gender perspective in military operations, training and education, the gender advisors' and gender field advisors' role. It targets OF-6 and higher and OF-3 to OF-5. It is a part of the standard national training.

For the Army:

5. The IHL, Law of the Armed Conflicts, Gender Awareness and UNSCR 1325 and Related Resolutions, CEDAW and Additional Protocols training is designed for military legal advisors. It targets OF-3 to OF-5 and OF-1 to OF-2. It is a part of the standard national training.

6. The Gender Awareness, Gender Perspective, International Cooperation, and UNSCR 1325 and Related Resolutions class aims at developing knowledge of gender awareness, international cooperation and the implementation of UNSCR 1325, CEDAW, additional protocols and the Italian National Action Plan on the implementation of UNSCR 1325. It targets OF-3 to OF-5 and OF-1 to OF-2. It is a part of the standard national training.
7. The Interpersonal Relationships in the Military, Mobbing and Sexual Harassment training provides information about the main problems in military life or about deviant behaviour. It targets all officers and all NCOs. It is a part of the standard national training.
8. The Female Engagement Team Course (FETC) trains appointed FETC operating at tactical level in military operations or in the homeland to support the Commander's staff in the planning and conduct of national and NATO-led Training & Exercises. It informs and trains civilians with analogous interests, focusing specifically on the comprehensive engagement strategy of the local population, primarily women and children. It targets OF-1 to OF-2 and all NCOs. It is a part of the pre-deployment training.
9. The NATO Engagement in Gender Perspective course develops the ability to understand social situations and women's role in society (with specific reference to the Muslim world) and to approach them in an effective way by using communication techniques. It targets OF-3 to OF-5, OF-1 to OF-2 and OR-5 to OR-9. It is a part of the standard national training.
10. Lectures/seminars on UNSCR 1325 and related resolutions, and the implementation of a gender perspective in military operations provide knowledge about the contents of the most important gender-related resolutions on these matters and the importance of a gender perspective. It targets all officers and all NCOs. It is a part of the standard national training.

For the Navy:

11. The International Humanitarian Law training for officers covers the 1st Protocol additional to the Geneva Conventions (artt.76-77-782), the 2nd Protocol additional to the Geneva Conventions (art. 4, para. 2), UNSCRs 1325 and 2810, the activity of the International Criminal Court with regard to arrest warrants for war crimes and crimes against humanity, sexual and inhumane acts. It targets OF-3 to OF-5 and OF-1 to OF-2. It is a part of the standard national training.
12. The International Humanitarian Law for NCOs course covers the principal international organizations, the principal sources of IHL rules and laws and references to the Code of Military Regulations and to the Consolidation Act concerning Military Regulations. Furthermore, it explains the Geneva Conventions, the Aja Convention and Supplementary Protocols, the status of the rightful combatant and the regime for the defence and protection of prisoners of war, humanitarian assistance and the right of interference, introduces multinational peace forces, management of hostilities, protection of civilians and cultural properties, jurisdiction of the International Criminal Court and repression of serious transgressions in International Law. It targets OR-5 to OR-9. It is a part of the standard national training.
13. The Strategy Studies and International Relations training aims at providing information on humanitarian interventions, the defence of human rights and actions supporting peace. It targets OR-5 to OR-9. It is a part of the standard national training.
14. The Elements of IHL training gives information on the principal international organizations, the principal normative sources of IHL and the references to the Code of Military Regulations and to the Consolidation Act concerning Military Regulations, the Geneva Conventions, the Aja Convention and Supplementary Protocols, the status of the

rightful combatant and the regime for the defence and protection of prisoners of war. Furthermore, it covers humanitarian assistance and the right of interference, multinational peace forces, management of hostilities, the protection of people and cultural properties, jurisdiction of the International Criminal Court and repression of serious transgressions in International Law. It targets OR-5 to OR-9. It is a part of the standard national training.

For the Air Force:

15. The Gender Awareness Course offers a brief outline and explanation of the key aspects of gender perspective milestones (UNSCR 1325 and Bi-SC Dir 40-1, but also touches upon national publications), understanding key terms and definitions (e.g.: what is gender, gender perspective, gender mainstreaming, etc.) and how gender is structured within the Alliance. Particular emphasis is placed on the relevance of the issue in Out-of-Area Operations by explaining how gender perspective contributes to better operational effectiveness and how it must be applied both within the force and out in the field. The programme concludes with an explanation of NATO's Code of Conduct, why it must be followed and the reasons behind its development. It targets all officers and all NCOs. It is a part of the pre-deployment training.

For the Carabinieri:

16. The Human Rights and International Humanitarian Law module introduces to human rights, international monitoring mechanisms of human rights, extraterritorial application of human rights, interaction between IHL and human rights in armed conflicts, police activities, such as firearms use, arrest, detection, maintenance of public order; introduction to IHL and its application in international and local armed conflicts and multilateral missions, IHL conventions (focusing on repression of international and national crime), legitimacy of the use of drones and targeted killings, management of dead bodies in disaster situations, coordination between police forces and armed forces, the importance of communication, the meaning of 'psychological crowd', problem solving, the employment of interpreters, applicable law and jurisdiction, checkpoints, activities limiting personal freedom, management of public order in extraterritorial areas, and discovering a mass grave (forensics and safety measures). It targets OF-1 to OF-2. It is part of the standard national training.
17. The Gender-based Violence Course is intended to help Carabinieri students study legal countermeasures and the correct behaviour to be adopted in order to counter crimes against women (stalking, sexual harassment, etc.). It targets OR-5 to OR-9. It is a part of the pre-deployment training.
18. International seminars focused on strategy against discrimination are organised by the Observatory for Security against Discriminatory Acts (Osservatorio per la Sicurezza contro gli Atti Discriminatori, OSCAD), in order to foster exchanges of information about hate crimes and hate speech. It targets OR-5 to OR-9. It is a part of the standard national training.
19. Seminars to Prevent and Fight Hate Crimes and Hate Speech are organised by the Observatory for Security against Discriminatory Acts (Osservatorio per la Sicurezza contro gli Atti Discriminatori, OSCAD), in order to improve the skills of policemen in preventing hate crimes and hate speech. It targets OF-1 to OF-2. It is a part of the standard national training.
20. Courses on the Protection of Lesbian, Gay, Bisexual and Transgender (LGBT) are organised by the Security Office Dealing with Racial Discriminations (Ufficio Nazionale Antidiscriminazioni Razziali, UNAR), together with the Rete RE.A.DY of Torino municipality, to enhance strategies to prevent and tackle discrimination against LGBT people. It targets OF-1 to OF-2. It is a part of the standard national training.

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

Gender Advisors

There are 170 trained gender advisors in the Italian Armed Forces. They attended courses and received training on UNSCR 1325 and related resolutions, Bi-SC Dir 40-1, UNSCR 1325 and Gender Perspectives in the NATO Command Structure, basic gender knowledge, human rights, International Humanitarian Law, gender-based violence, child protection, Disarmament, Demobilization and Reintegration (DDR) and about how to integrate gender perspectives at the tactical, strategic and operational levels. The Italian Defence Force has been running the Gender Advisor Course since 2014 targeting about 120 Italian officers by 2016. Since 2012, Italian Armed Forces have sent 4 officers every year to attend the Swedish Gender Advisor (GENAD)/Gender Field Advisor (GFA) Course and another 4 officers to participate in the ESDC Course 'A Comprehensive Approach to Gender in Military Operations' (in Madrid and Amsterdam). Moreover, Italian gender advisors receive specific training during pre-deployment exercises/activities. For example, they take part in Command Post Exercises, actively engaging the Staff and the Commander with gender-related issues and filling planning documents such as Gender Annex "WW".

So far, 4 gender advisors have been deployed in Lebanon (2) and in Afghanistan (2) as Gender Focal Points (GFP) in dual-hatted positions. In 2016, one gender advisor was deployed to Afghanistan as part of the Resolute Support Mission.

The armed forces have 6 gender focal points.

Implementation of the 2016 and 2015 NATO Committee on Gender Perspectives (NCGP) Recommendations

Italy took action towards the implementation of the 2016 NCGP Recommendations to the Military Committee (MC). The CASD (for OF-5 to OF-6) and the Joint Services Staff College include lessons on gender perspectives and Women, Peace and Security agenda using NATO Gender Education and Training Package online tools. The Chief of Italian Defence is highly committed to accountability of the assessment, development, resourcing and evaluation of the institutionalization and operational integration of gender perspectives. He also supports the Equal Opportunities and Gender Perspective Office that oversees relevant national training programmes aiming at integrating gender perspectives. The office also conducts statistical studies, organises training on special topics and media-related events in order to spread the gender equality culture.

Italy took action towards the implementation of the 2015 NCGP Recommendations to the MC. The Italian Navy (ITN) is increasing its work on the prevention and control at all levels of Sexual and Gender-Based Violence. The observation centre for ITN was recently established to monitor, prevent and repress cases of sexual harassment and sexual abuse. It is important to add that there are few cases of violence in ITN.

Since 2014, in each Service, a section was established, focusing on gender policies. In January 2016, the Carabinieri has also established a section specifically focused on gender policies as a part of the general command.

Additional Information

For the Army:

Training of military personnel encompasses:

- IHL, at all levels (focusing on the protection of women in situations of armed conflict) as part of pre-deployment training;
- Gender training for personnel to be employed as staff members in international missions or international organizations;

- Gender awareness sessions within leadership courses (Battalion, Regiment and Brigade Commanders Courses); and
- Gender experimental awareness sessions in military schools (for officers, NCOs and graduates).
- Furthermore, in order to meet specific gender-related training needs (pre-deployment training), at Brigade/Division HQ level, qualified GENAD - on duty on the General Army Staff - perform 'on-call door to door'.

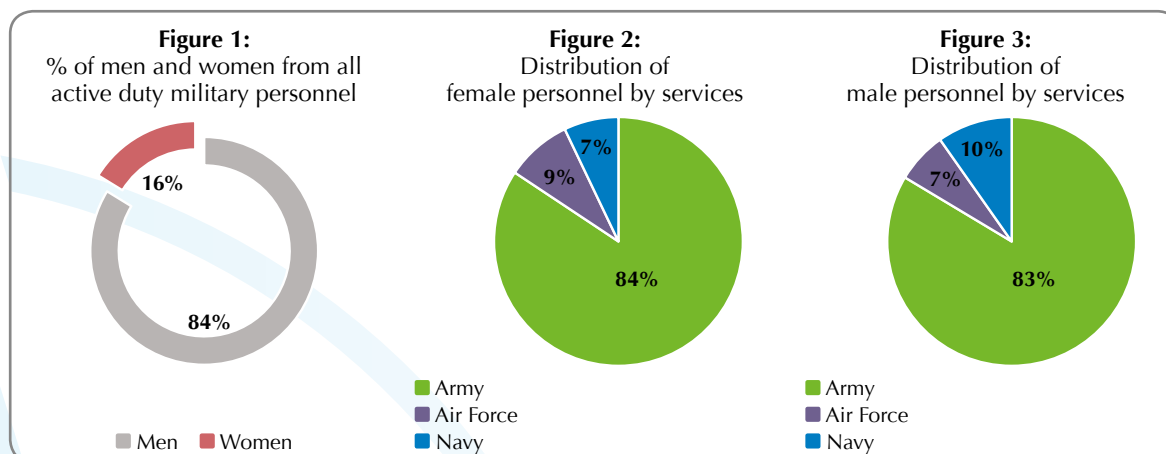
For the Carabinieri:

At the Carabinieri Unit for Scientific Investigations (Raggruppamento Carabinieri Investigazioni Scientifiche, RaCIS) a special Unit has been created for the repression and prevention of stalking. At the Vicenza Centre of Excellence for Stability Police Units (CoESPU) courses are organised for policemen who are to be deployed on peacekeeping operations. In 2014, a new course was established at CoESPU on Gender Protection in Peace Support Operations, focused on the contents of UNSCR 1325.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2016

No new specific policies or legislation related to the implementation of gender perspectives in the Latvian Armed Forces were enforced during 2016.



Quotas

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

Restrictions on the Incorporation of Women in the Armed Forces

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

Reserves, National Guard and Other Military Services

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

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

Enlistment Requirements

Enlistment requirements, including those related to physical characteristics (e.g. height, weight) are the same for men and women. The physical fitness test requirements are different. They are lower for women than for men (e.g. a 1.5 km run for women and a 3 km run for men).

Men and women enlist at the same age.

There are no policies that promote the recruitment of women in the military.

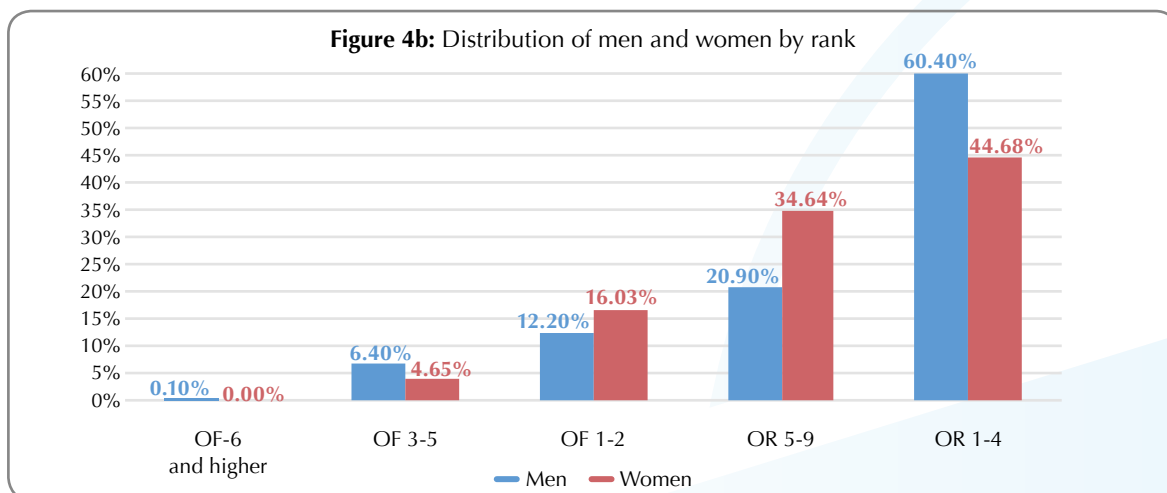
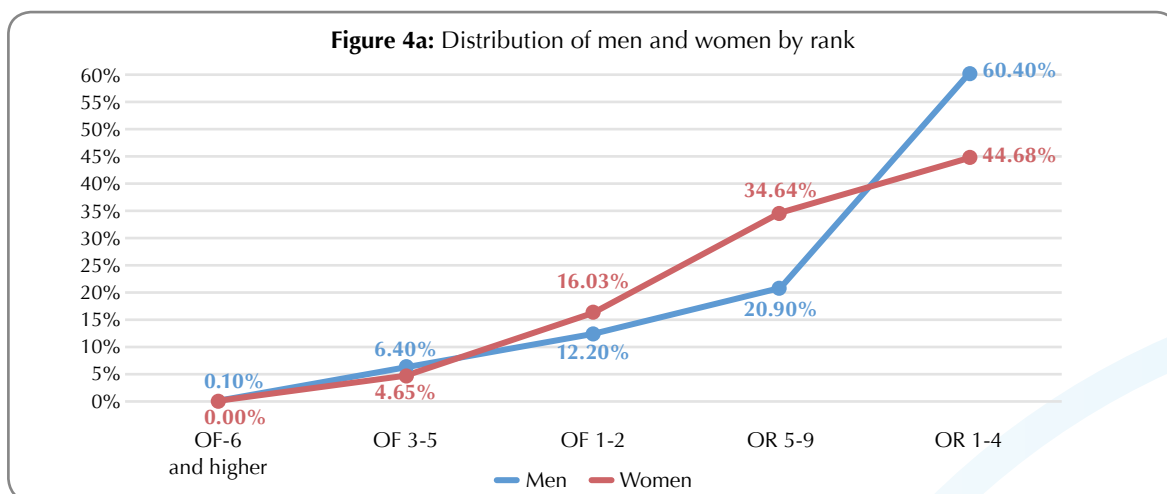
In 2016, out of 78 female applicants, 17 were successfully recruited. Out of 289 male applicants, 95 were successfully recruited.

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

Retention Policies

The Latvian Armed Forces have no retention policies. There are no specific retention policies for women. There are no networks to support women in the military.

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



Reasons for Leaving the Military

The Latvian Armed Forces do not carry out exit surveys for men and women who leave the military.

In 2016, 31 women and 192 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 13.9%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 86.1%.

The main reasons why men and women leave the armed forces are retirement and salary.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment, facilities and uniforms are not adapted for both sexes.

Parental Rights

Legal social support is given to mothers during pregnancy and both parents of a new-born child. Parental leave is 78 weeks and is transferable between parents. Maternity and paternity leave is 68 weeks. There are no specific programmes to support the work-life balance for military personnel, nor are there programmes to support parents when both are members of the armed forces. Part-time employment and flexible hours are not allowed. There is no support for service duties for single parents, divorced parents, or widows/widowers looking after their children. Childcare policies include breast-feeding breaks.

Service	Men	Women
Army	70,2%	13,5%
Air Force	5,6%	1,4%
Navy	8,2%	1,1%
Total	84,0%	16,0%
Ranks	Men	Women
OF 6 and above	0,10%	0,00%
OF 3-5	6,40%	4,65%
OF 1-2	12,20%	16,03%
OR 5-9	20,90%	34,64%
OR 1-4	60,40%	44,68%

Service	Men	Women
Army	91,5%	8,5%
Air Force	0,0%	0,0%
Navy	0,0%	0,0%
Total	91,5%	8,5%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	7,69%	0,00%
OF 1-2	23,08%	16,67%
OR 5-9	35,38%	66,67%
OR 1-4	33,85%	16,67%

Service	Men	Women
Army	89,3%	10,7%
Air Force	0,0%	0,0%
Navy	0,0%	0,0%
Total	89,3%	10,7%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	8,00%	0,00%
OF 1-2	22,00%	16,67%
OR 5-9	34,00%	66,67%
OR 1-4	36,00%	16,67%

Service	Men	Women
Army	85,3%	14,7%
Air Force	0,0%	0,0%
Navy	0,0%	0,0%
Total	85,3%	14,7%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	0,40%	0,00%
OF 1-2	2,00%	0,60%
OR 5-9	5,70%	1,90%
OR 1-4	91,90%	97,50%

Prevention of Sexual Harassment and Sexual Abuse

There are no strategies or programmes to prevent sexual harassment and sexual abuse, nor are there formal procedures in place for reporting harassment of female or male victims. There are no appointed personnel to deal with or to whom to report sexual harassment. No cases of sexual harassment were reported in the Latvian Armed Forces in 2016.

Gender Education and Training

The Latvian Armed Forces have no gender-related training programmes. Gender is a topic in operational planning and is included in pre-deployment training.

Gender Advisors

The armed forces and the Ministry of Defence (MoD) do not have gender advisors, nor are there gender focal points.

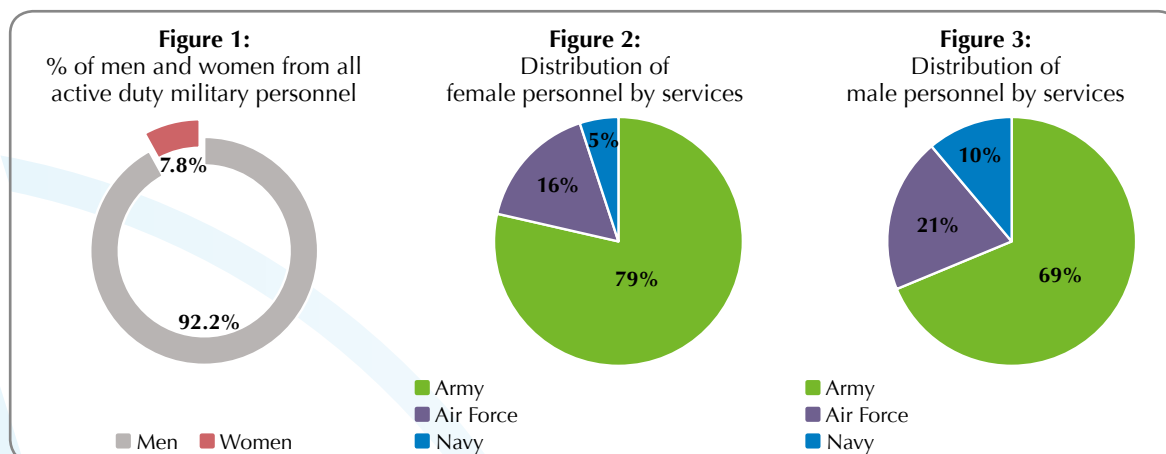
Implementation of the 2015 and 2016 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

Latvia has not taken any action towards the implementation of the 2016 and 2015 NCGP Recommendations to the Military Committee.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2016

No new specific policies or legislation related to the implementation of gender perspectives in the Lithuanian Armed Forces were enforced during 2016.



Quotas

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

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the armed forces, nor are there restrictions that apply only to operations.

There is a military entity that deals with the integration of gender perspectives in the armed forces. There is no specially assigned military entity that deals with the integration of gender perspectives in the armed forces. However, there is an officer (male) in the Joint Staff Headquarters of the Lithuanian Armed Forces with the additional function of a gender advisor.

Reserves, National Guard and Other Military Services

There are no policies to support entry into the Reserves or National Guard, or other military structures, as a civilian employee. There are no policies to compensate employers who hire civilians who have joined military structures.

There are incentives for civilian employees to enter the Reserves, National Guard or other military structures. Volunteer servicemen and conscripts in the Active Reserve drafted for exercises, training or to perform service assignments shall be paid the salary of a reserve serviceman for the days of service from the appropriations allocated in the budget of the National Defence Ministry for those purposes.

In accordance with a contract signed with a military volunteer or Active Reserve serviceman, military volunteers and other Active Reserve servicemen receive a one-off payment for the first four years of uninterrupted service, unless their service is deemed to be unsatisfactory.

Military volunteers and Active Reserve service members who extend their voluntary or Active Reserve service contract by four more years can get financial support to cover their tuition fees or part-payment of their studies.

Individuals who complete the Permanent Compulsory Basic Military Service (PCBMS)

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

are given financial incentives, the amount of which depends on the results of their service (performance) assessment. Those who complete the PCBMS on a voluntary basis, receive payments that are 15% or 30% higher.

In addition, employers who employ personnel that have fulfilled PCBMS obligations, receive subsidies for wages paid to the above-mentioned personnel for a period of up to six months.

Enlistment Requirements

Enlistment requirements, including those related to physical characteristics and physical fitness tests, are different for men and women.

Requirements for the physical fitness test are less stringent for women and there is a gender-specific standard set for height and weight measurements. Men and women enlist at the same age.

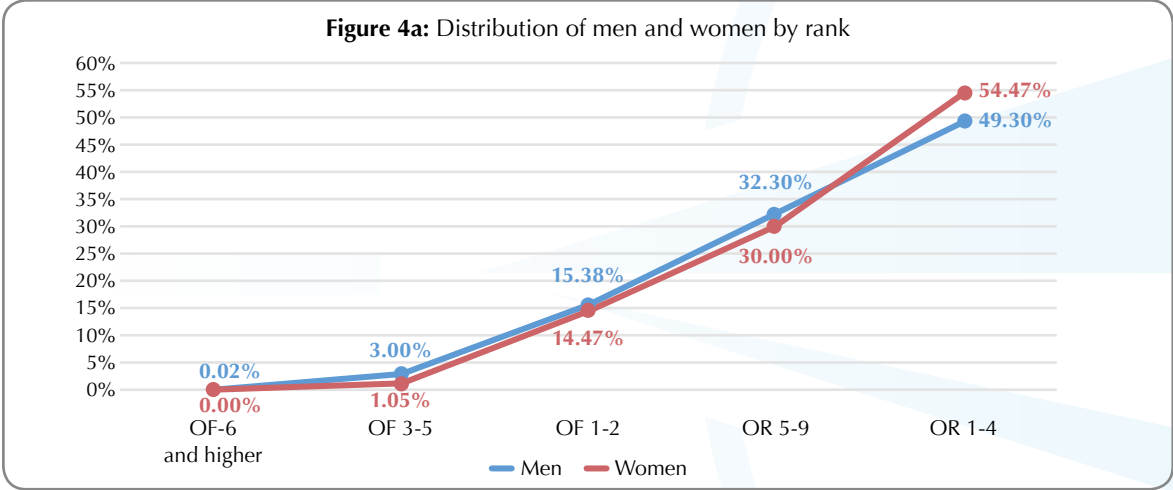
There are no policies that promote the recruitment of women in the military. In 2016, out of 33 female applicants, 9 were successfully recruited. Out of 107 male applicants, 62 were successfully recruited.

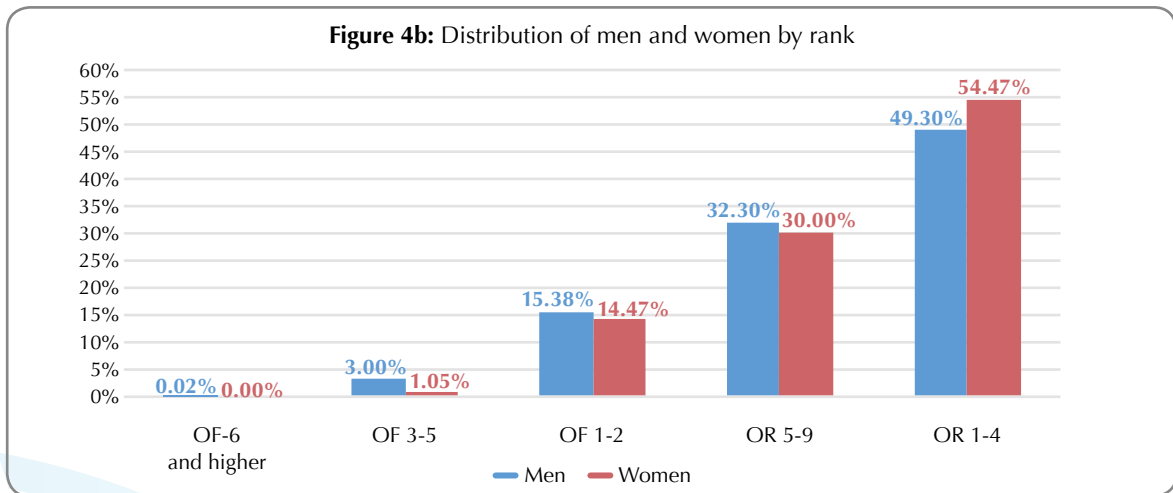
Retention Policies

The armed forces do have retention policies. There is a separate health assessment index established for injured soldiers and soldiers who are disabled as a result of their service that allows them to work as professional soldiers in specifically adapted conditions.

There are no specific retention policies for women, nor are there networks to support women in the military.

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





Reasons for Leaving the Military

The Lithuanian Armed Forces carry out exit surveys for men and women who leave the military. The General Jonas Žemaitis Military Academy of Lithuania carried out surveys related to service personnel's retirement and integration into civilian life in 2005-2006 and 2012-2013. Studies show high demand for military personnel to have additional qualifications in other areas of occupation. There is no particular focus on gender-based differences.

In 2016, 53 women and 394 men left the armed forces. The percentage of women who left the armed forces, out of the total number of women and men who left the armed forces, is 11.9%. The percentage of men who left the armed forces, out of the total number of women and men who left the armed forces, is 88.1%.

Most military staff leave the armed forces for personal reasons that are not disclosed. One of the main reasons is related to the end of their service contract. Other reasons include health issues, disciplinary offences, etc.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment and facilities are adapted for both men and women and there are no gender-specific restrictions regarding their use. Premises have been set up for women in military facilities (barracks), as well as separate premises in warships and other facilities for international operations. Uniforms are adapted for both men and women. Women can wear skirts and military dress shoes.

Parental Rights

Legal social support is given to mothers during pregnancy and both parents of a newborn child. Both parents enjoy leave and benefits. Parental leave is 160 weeks in total and is transferable between parents. Maternity leave is 160 weeks, paternity leave is 4 weeks. There are no specific programmes to support the work-life balance for military personnel. Part-time employment is not allowed, nor are flexible hours. There are no special programmes to support parents when both are members of the armed forces. There is no support for service duties for single parents, divorced parents, or widows/widowers looking after their children. There is no childcare policy.

Service	Men	Women
Army	63,3%	6,1%
Air Force	19,1%	1,3%
Navy	9,8%	0,4%
Total	92,2%	7,8%
Ranks	Men	Women
OF 6 and above	0,02%	0,00%
OF 3-5	3,00%	1,05%
OF 1-2	15,40%	14,47%
OR 5-9	32,30%	30,00%
OR 1-4	49,32%	54,47%

Service	Men	Women
Army	84,4%	0,0%
Air Force	0,0%	0,0%
Navy	15,6%	0,0%
Total	100,0%	0,0%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	5,21%	0,00%
OF 1-2	51,04%	0,00%
OR 5-9	26,04%	0,00%
OR 1-4	17,71%	0,00%

Service	Men	Women
Army	100%	0,0%
Air Force	0,0%	0,0%
Navy	0,0%	0,0%
Total	100%	0,0%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	5,66%	0,00%
OF 1-2	62,26%	0,00%
OR 5-9	30,19%	0,00%
OR 1-4	1,89%	0,00%

Service	Men	Women
Army	85,4%	14,1%
Air Force	0,0%	0,0%
Navy	0,0%	0,0%
Other	0,3%	0,2%
Total	85,7%	14,3%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	0,20%	0,00%
OF 1-2	4,00%	2,40%
OR 5-9	3,80%	1,20%
OR 1-4	92,10%	96,40%

Prevention of Sexual Harassment and Sexual Abuse

There are no specific strategies to prevent sexual harassment and sexual abuse, nor are there programmes related to the prevention of sexual harassment. However, under the Statute of Military Discipline sexual harassment is considered a gross violation of military discipline and is punished by disciplinary measures.

There are formal procedures in place for female or male victims to report harassment. Under the Statute of Military Discipline, all military staff can always contact the General Inspectorate of the National Defence Ministry which, in turn, acts in accordance with its own established procedures.

There are no programmes and/or training related to the prevention of sexual harassment, nor are there any appointed personnel to deal with or to whom to report sexual harassment.

No cases of sexual harassment were reported in the Lithuanian Armed Forces in 2016.

Gender Education and Training

The Lithuanian Armed Forces have 6 study programmes at the General Jonas Žemaitis Military Academy of Lithuania that include topics related to the implementation of the issues detailed in the United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security. The course and programmes are as follows:

1. The 'International Organizations and International Operations' Course
Students are introduced to the structure, activities and major documents of the United Nations, the content of UNSCR 1325 on Women, Peace and Security and implementing measures applied during international operations. It is a part of the standard national training.
2. The 'Fundamentals of Political Science' Course
Lecturers give information about feminism and women's movement for equal rights, and international policy measures, which help ensure women's rights and their protection (including UNSCR 1325 on Women, Peace and Security). It is a part of the standard national training.
3. The 'International Conflicts and their Management' Course
It is included in Bachelor's and Master's Degree programmes. It focuses on analysing the way UNSCRs, and in particular UNSCR 1325 on Women, Peace and Security, are applied in conflict zones. It is a part of the standard national training.
4. The 'Defence Technology Management' Bachelor study programme has been complemented with the Humanitarian Law topic which introduces the United Nations, its structure, activities, key documents, the content of UNSCR 1325 on Women, Peace and Security, and measures of its implementation. It is a part of the standard national training.
5. The Department of Foreign Languages has included a topic related to equal opportunities for women and men into the 'English Language Curriculum'. It is a part of the standard national training.
6. The 'Upgrade of Individual Skills' Course has included a 1-hour lecture on UNSCR 1325 on Women, Peace and Security and related resolutions and implementation measures in its Curriculum.

In 2016, representatives of the Joint Headquarters of the Lithuanian Armed Forces delivered 7 lectures (1 hour each) on UNSCR 1325 and related resolutions and implementation measures to the soldiers on official missions/international operations in the General Adolfas Ramanauskas Warfare Training Centre of the Lithuanian Armed Forces. The lectures focused on regional differences in cultural, social and economic requirements for men and women, boys and girls, and the possible outcomes of different situations were discussed. The participants learned about the importance of gender aspects in international operations, the main terms and definitions, the situation of women and children in areas of military conflicts and in the district of a specific operation, the activities of peacekeepers which could change the situation. Lectures were given to military personnel as part of their pre-deployment training for international operations (missions) in Afghanistan, Mali, Somalia, Kosovo, Turkey, and the Mediterranean Region. The total number of attendees was 141 soldiers (123 men and 18 women). It targets OF-6 and higher, OF-3 to OF-5, OF-1 to OF-2 and OR-5 to OR-9. It is a part of the pre-deployment training.

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

Gender Advisors

The armed forces and the MoD have 2 trained gender advisors. The gender advisors attended the Gender Field Advisor Course (GFA) at the Swedish Armed Forces International Centre (SWEDINT) and the Gender Training of Trainers' Course (GToT) at the Swedish Armed Forces International Centre (SWEDINT) in 2016.

So far, no gender advisor has been deployed. The Lithuanian Armed Forces do not have gender focal points.

Implementation of the 2015 and 2016 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

Actions were taken on the implementation of the 2016 NCGP Recommendations to the Military Committee (MC). According to the Action Plan 2015-2017 for the Implementation of the National Programme on Equal Opportunities for Women and Men 2015-2021, the following topics on equal opportunities for men and women were introduced into the curriculum of the General Jonas Žemaitis Military Academy of Lithuania:

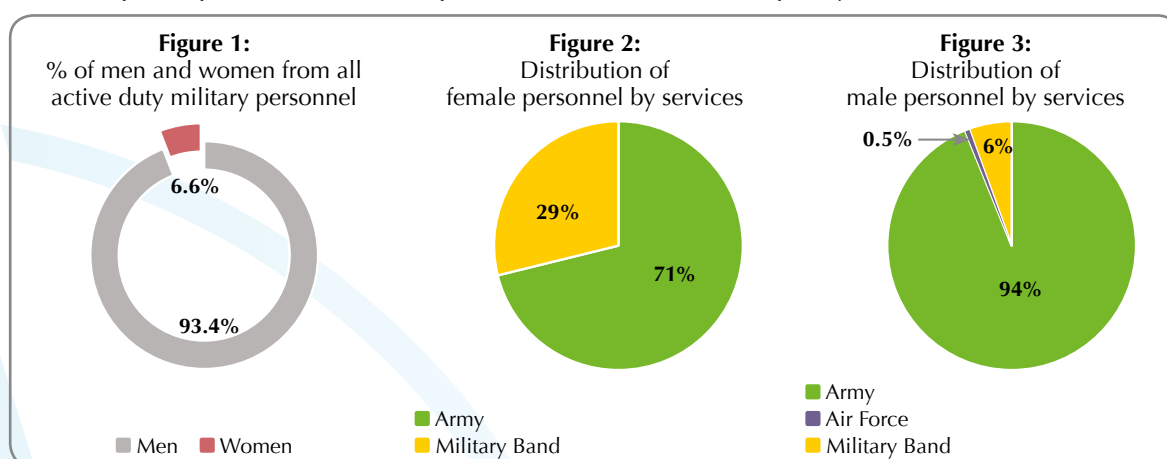
- The Defence Technology Management Bachelor study programme was complemented with the 'Humanitarian Law' topic which introduces the United Nations, its structure, activities, key documents, the content of UNSCR 1325 on Women, Peace and Security and measures of its implementation;
- The Department of Foreign Languages included a topic related to equal opportunities for men and women in the English Language Curriculum.

Lithuania did not take any action on the implementation of the 2015 NCGP Recommendations to the MC.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2016

In 2016, a specific policy related to the implementation of gender perspectives in the Armed Forces of Luxembourg was enforced. At the initiative of the Luxembourg Government, this policy included participation in the Interdepartmental Committee on Equality between Men and Women.



Quotas

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

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the armed forces, nor are there restrictions that apply only to operations.

Reserves, National Guard and Other Military Services

There are no policies to support entry into the Reserves or National Guard, or other military structures, as a civilian employee. There are no policies to compensate employers who hire civilians who have joined military structures, such as Active Reserves. There are no incentives for civilian employees to enter the Reserves, National Guard or other military structures.

Enlistment Requirements

Enlistment requirements are the same for both genders. The physical fitness test is the same for men and women, but the evaluation criteria are lower for women. There are no differences in enlistment requirements related to physical characteristics (e.g. height, weight).

Men and women enlist at the same age. There are no policies that promote the recruitment of women in the military.

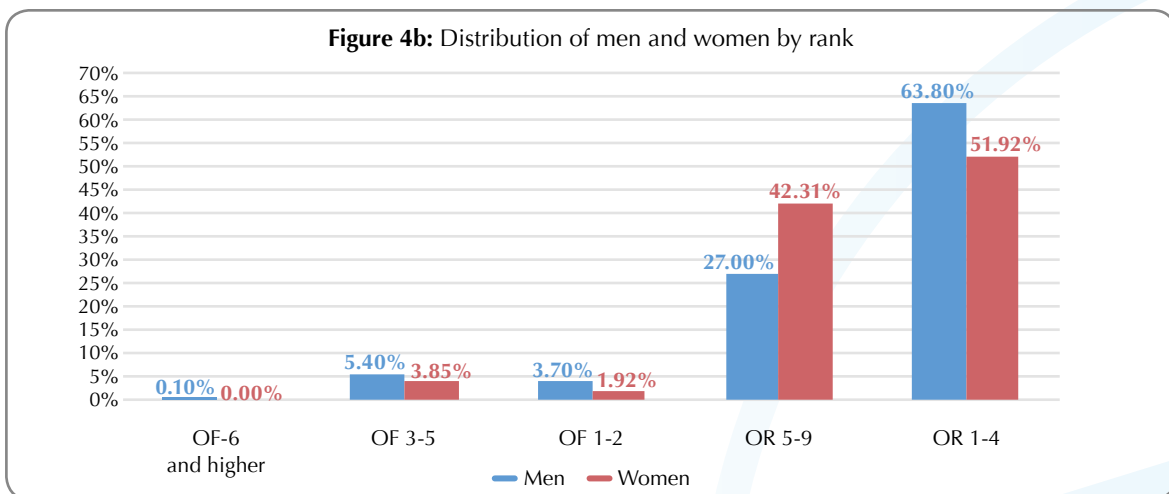
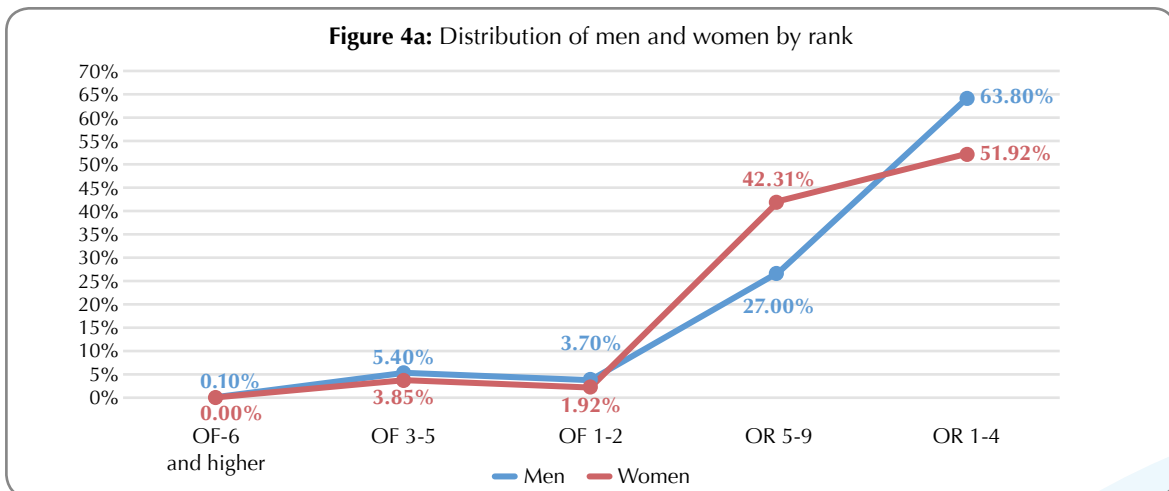
In 2016, out of 3 female applicants, 2 were successfully recruited into the armed forces. Out of 29 male applicants, 10 were successfully recruited.

Retention Policies

The Armed Forces of Luxembourg do not have retention policies, nor are there specific retention policies for women. There are no networks to support women in the military.

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

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



Reasons for Leaving the Military

The armed forces do not carry out exit surveys for men and women who leave the military. In 2016, 5 women and 204 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 2.4%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 97.6%. Men and women tend to leave the armed forces mainly because of retirement and professional retraining of temporary voluntary soldiers.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment, facilities and uniforms are adapted for both men and women.

Parental Rights

Legal social support is given to mothers during pregnancy and both parents of a new-born child in the form of maternity and parental leave. Maternity leave is a maximum of 16 weeks (8 weeks before and 8 weeks after birth). Parental leave is 6 months (26 weeks) for each parent to be taken separately (maximum 52 weeks in total).

There are no specific programmes or policies to support the work-life balance of military personnel. Part-time employment is allowed in case of parental leave and it has to be coordinated between the parents and the employer on a case-by-case basis. Part-time employment can also be allowed for reasons other than parental leave. The law allows flexible

hours, however the working schedule is not specifically adapted to parental leave. There is a special programme to support parents when both are members of the armed forces. The Armed Forces of Luxembourg do make an effort in order to not deploy both parents at the same time.

There is no support for service duties to single and divorced parents or widows/widowers looking after their children. There is no child-care policy.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	87,7%	4,7%
Air Force	0,5%	0,0%
Navy	0,0%	0,0%
Military Band	5,2%	1,9%
Total	93,4%	6,6%
Ranks	Men	Women
OF 6 and above	0,10%	0,00%
OF 3-5	5,40%	3,85%
OF 1-2	3,70%	1,92%
OR 5-9	27,00%	42,31%
OR 1-4	63,80%	51,92%

Table 2: All Operations		
Service	Men	Women
Army	98,2%	1,8%
Air Force	0,0%	0,0%
Navy	0,0%	0,0%
Military Band	0,0%	0,0%
Total	98,2%	1,8%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	1,79%	0,00%
OF 1-2	5,36%	0,00%
OR 5-9	19,64%	0,00%
OR 1-4	73,21%	100%

Table 3: NATO Operations		
Service	Men	Women
Army	98,1%	1,9%
Air Force	0,0%	0,0%
Navy	0,0%	0,0%
Military Band	0,0%	0,0%
Total	98,1%	1,9%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	0,00%	0,00%
OF 1-2	4,95%	0,00%
OR 5-9	17,82%	0,00%
OR 1-4	77,23%	100%

Prevention of Sexual Harassment and Sexual Abuse

The strategies to prevent sexual harassment and sexual abuse include a point of contact and education during pre-deployment training. There are no formal procedures for female or male victims to report harassment. No cases of sexual harassment were reported in the Armed Forces of Luxembourg in 2016.

Gender Education and Training

The Armed Forces of Luxembourg have no gender-related training programmes. Gender is not a topic in operational planning. Gender is included in pre-deployment training and exercises.

Gender Advisors

The armed forces and the Ministry of Defence (MoD) have 2 trained gender advisors. The Luxembourg Ministry of Equal Opportunities provides the gender advisors with appropriate training. So far, no gender advisor has been deployed. There are no gender focal points.

Implementation of the 2015 and 2016 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

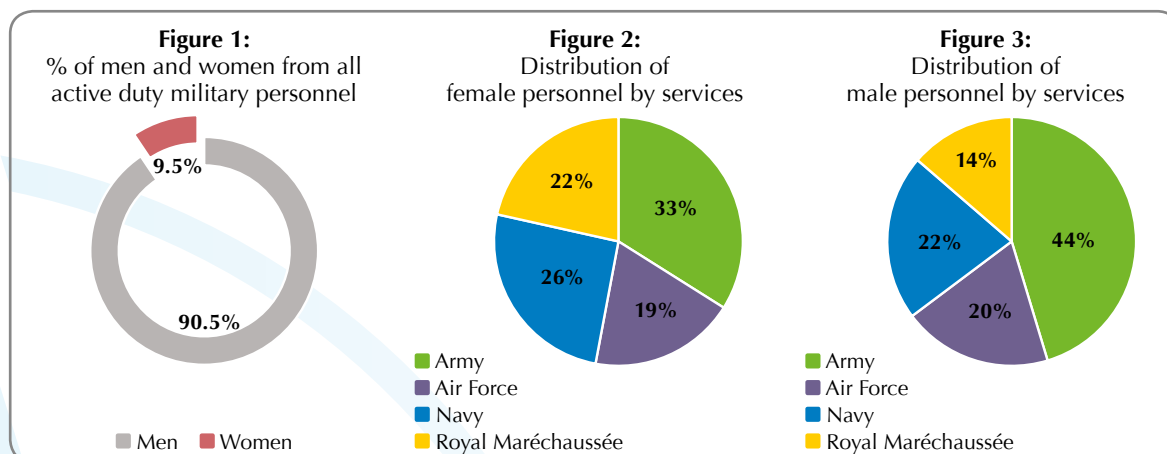
Luxembourg has taken action towards implementation of the 2016 NCGP Recommendations to the Military Committee (MC). The Armed Forces of Luxembourg are developing a support package for the family of deployed personnel.

Luxembourg has not taken any action towards implementation of the 2015 NCGP Recommendations to the MC.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2016

No specific policies or legislation related to the implementation of gender perspectives in the Dutch Armed Forces were enforced during 2016.



Quotas

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

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the armed forces and the Ministry of Defence (MoD).

There is no military entity that deals with the integration of gender perspectives in the armed forces.

Reserves, National Guard and Other Military Services

The policies supporting entry into the Reserves or National Guard, or other military structures, as a civilian employee follow the 2014 Memorandum on Reserves which addresses policies that support the entry into the Reserves. The MoD is working on enhancing existing policies to increase the interest of experienced and well-educated personnel; such as former military and civilian specialists (doctors, musicians, etc.) to enter Reserves. The intended enhancement has not yet resulted in a significant increase in the number of Reservists.⁽¹⁾

There are policies to compensate employers who hire civilians who have joined military structures. The civilian employer is subsidised when his/her employee is hired as a Reserve for over 3 months.

There are incentives for civilian employees to enter the Reserves, National Guard or other military structures: training, education and the experience gained through the military. No financial incentives other than a salary exist.

¹ More information on the 2014 Memorandum on Reserves can be found in the 2015 Summary of National Reports of NATO Member and Partner Nations to the NCGP, page 123.

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

Enlistment Requirements

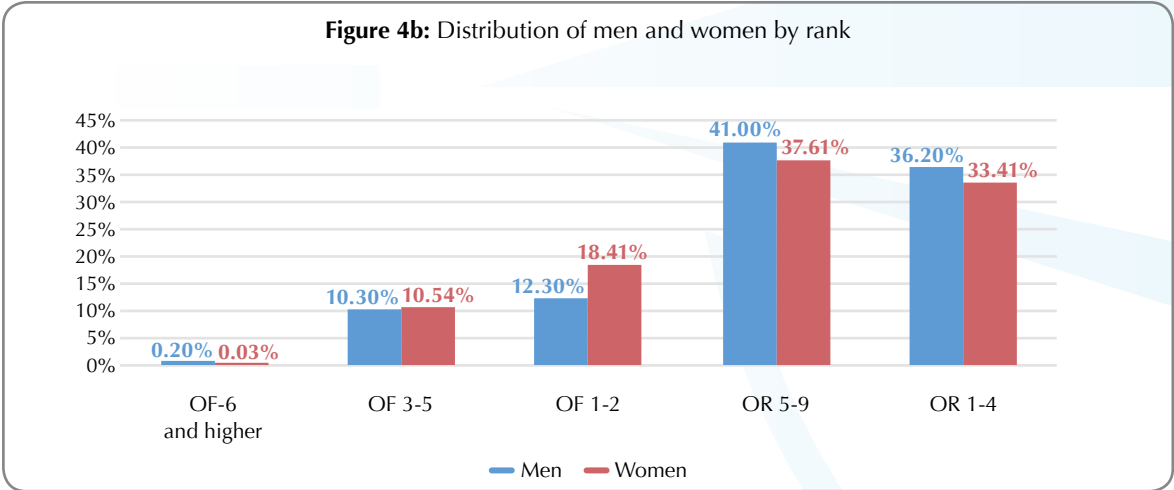
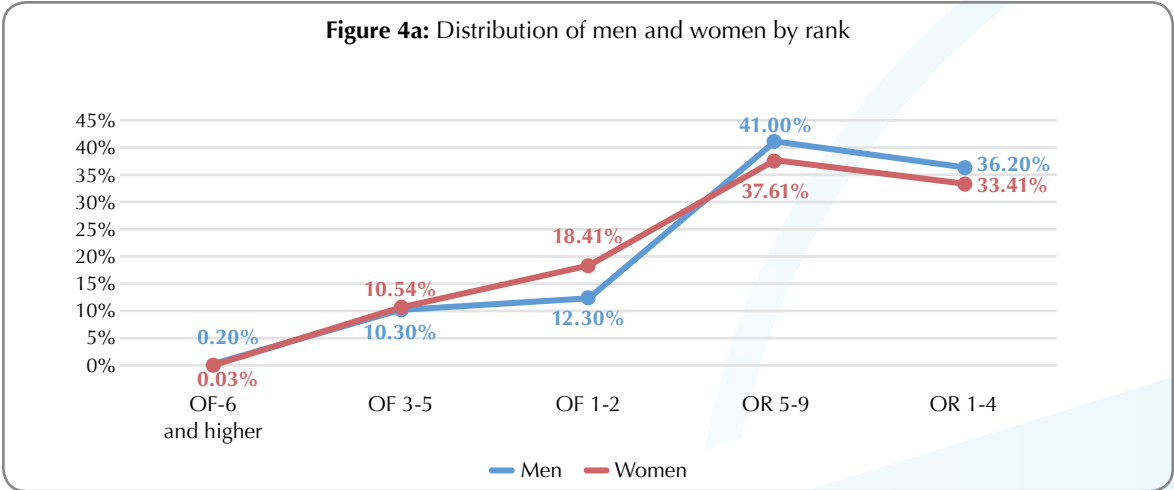
Enlistment requirements, including those for the physical fitness test and those related to physical characteristics (e.g. height, weight), are the same for men and women. The annual fitness test includes different requirements for men and women. Men and women enlist at the same age.

There are no policies that promote the recruitment of women in the military. However, in May 2016 a campaign started, encouraging women to join the armed forces. Effects are yet to be measured.

Retention Policies

The Dutch Armed Forces have no retention policies, nor is there a specific retention policy for women. The existing networks for LGBT, employees with a bi-cultural background or women’s groups, organise activities for their party members or at the MoD level. However, it is difficult to determine whether these networks or their activities significantly add to retention of their members.

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



Reasons for Leaving the Military

The armed forces carry out exit surveys for men and women who leave the military. Exit surveys are filled out three months after leaving the armed forces. The surveys are given to people who voluntarily leave the armed forces and they voluntarily fill in the survey. The survey has not been filled in consistently by those employees that left the organisation, therefore the

2015 and 2016 data are not measurable for comparison.

The national armed forces also use other systems or methods to detect the reasons why military women leave the armed forces. Most women gave the lack of career opportunities as the reason for leaving the national armed forces, which is also often mentioned by men.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment (weapons, armour plates or backpacks) is not adapted for both women and men. Although, service dress is fitted differently for men and women, combat uniforms are unisex.

Military facilities on board large naval vessels have been organised to accommodate men and women separately. There are separate sleeping areas and toilets.

Parental Rights

Legal social support is given to mothers during pregnancy and both parents of a new-born child. Legal social support is given in several forms: pregnancy leave (6 weeks before the birth of the child), maternity leave (10 weeks after the birth of the child), paternity leave (2 days), parental leave (13 weeks for either parent to be taken before the child is 8 years old). Paternal leave is 29 weeks in total and it is not transferable between parents.

There are no specific programmes or policies to support a work-life balance for military personnel or single parents. There is a child-care policy, which includes a provision to protect parents from deployment, extra weeks of subsidized maternity/paternity leave, breastfeeding breaks, flexible working and service hours or variable start/finish times during the working day. Day-care for children at MoD and military installations has nearly disappeared since it has become more of a national responsibility (Councils).

There is an option to have flexible working hours, part-time employment and special programmes/measures to support parents when both are members of the armed forces. When both parents are members of the armed forces, the aim is to avoid deploying both employees at the same time when childcare is still required.

Part-time employment and flexible hours are allowed in case of parental leave, caring for elderly or sick people and studies. When a single parent has a child under the age of 5, s/he can request to be exempted from deployments.

Service	Men	Women
Army	40,3%	3,1%
Air Force	17,7%	1,8%
Navy	19,9%	2,5%
Royal Maréchaussée	12,6%	2,1%
Total	90,5%	9,5%
Ranks	Men	Women
OF 6 and above	0,20%	0,03%
OF 3-5	10,30%	10,54%
OF 1-2	12,30%	18,41%
OR 5-9	41,00%	37,61%
OR 1-4	36,20%	33,41%

Service	Men	Women
Army	62,5%	3,6%
Air Force	18,0%	1,8%
Navy	6,2%	1,0%
Royal Maréchaussée	6,2%	0,8%
Total	92,9%	7,1%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	10,37%	5,00%
OF 1-2	15,75%	36,67%
OR 5-9	39,05%	38,33%
OR 1-4	34,83%	20,00%

Table 3: NATO Operations		
Service	Men	Women
Army	71,6%	11,8%
Air Force	4,2%	1,0%
Navy	4,2%	0,4%
Royal Maréchaussée	6,1%	0,7%
Total	86,1%	13,9%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	10,40%	2,30%
OF 1-2	16,30%	5,70%
OR 5-9	32,30%	3,60%
OR 1-4	27,00%	2,30%

Table 4: Reserve Force Personnel		
Service	Men	Women
Army	70,1%	7,3%
Air Force	8,3%	1,2%
Navy	8,8%	1,1%
Royal Maréchaussée	2,7%	0,6%
Total	89,8%	10,2%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	13,10%	8,40%
OF 1-2	16,10%	22,90%
OR 5-9	16,20%	16,10%
OR 1-4	54,60%	52,60%

Prevention of Sexual Harassment and Sexual Abuse

There are no new strategies and programmes to prevent sexual harassment and sexual abuse than the ones mentioned in the 2015 National Report⁽¹⁾. There is awareness training related to the prevention of sexual harassment. The armed forces provide training and workshops for leaders and victims in how to deal with such situations. There is appointed personnel to deal with and to whom to report sexual harassment. Formal procedures exist for female or male victims to report harassment. Employees are able to report harassment anonymously and via an electronic system.

There have been reported cases of sexual harassment or sexual abuse in the armed forces in 2016.

Gender Education and Training

The Dutch Armed Forces have 1 gender-related training programme:

1. The 'Comprehensive Approach to Gender in Military Operations' is a joint venture between Spain and the Netherlands (MoD and Ministry of Foreign Affairs (MoFA)). The programme addresses key gender concepts, comprehensive approach in international missions, legal framework on gender for missions and operations, gender in Security Sector Reform (SSR) and Disarmament, Demobilization and Reintegration (DDR) processes, gender in the planning process, conflict-related sexual violence and comprehensive approach to gender in operations. It targets officers. It is a pre-deployment phase training.

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

Gender Advisors

The armed forces and the MoD have 12 trained gender advisors. Most of them received the Gender Field Advisor training at the Nordic Centre for Gender in Military Operations (NCGM) and/or attended the Comprehensive Approach of Gender in Military Operations. So far, 12 gender advisors have been deployed, 2 in 2016. The Dutch Armed Forces do not have gender focal points.

¹ 2015 Summary of National Reports of NATO Member and Partner Nations to the NCGP, page 123.



Implementation of the 2015 and 2016 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

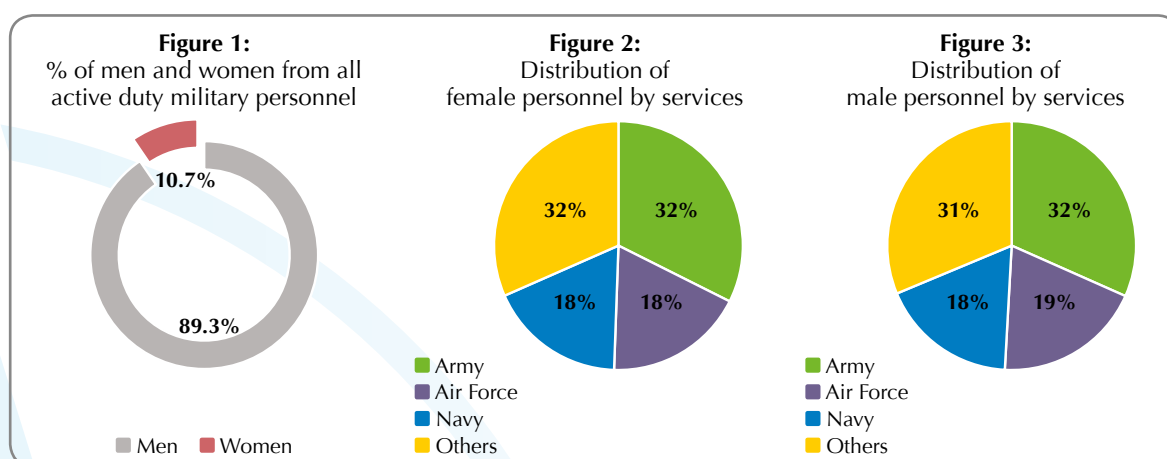
The Netherlands took action towards the implementation of the 2016 and 2015 NCGP Recommendations to the Military Committee. All recommendations were taken into account. Formal documents have not yet been distributed.





Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2016

In 2016, Norway enforced new policies and legislation related to the implementation of gender perspectives in the Norwegian Armed Forces. Norway implemented universal conscript service in mid-2016.



Quotas

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

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the armed forces, nor are there restrictions that apply only to operations. Military entities that deal with the integration of gender perspectives in the armed forces include the Defence Staff (one position), the Norwegian Defence University College (two temporary positions) and the Nordic Centre for Gender in Military Operations ((NCGM), two positions).

Reserves, National Guard and Other Military Services

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

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

Enlistment Requirements

Enlistment requirements in the armed forces are the same for men and women. Enlistment requirements for the physical fitness test are different and include horizontal pull-ups for female soldiers and vertical pull-ups for male soldiers, and different standards apply for the 3 km run. There are no differences in enlistment requirements with regard to physical characteristics. Men and women enlist at the same age.

There are policies that promote the recruitment of women in the military: Compulsory Conscription (law), Government White Papers and annual budget proposal, yearly Implementation Plan for the armed forces, recruitment campaigns, research and surveys to understand future military demands and fact-finding.

In 2016, out of 213 female applicants, 36 were successfully recruited. Out of 1,122 male applicants, 206 were successfully recruited.

Retention Policies

The armed forces do have retention policies. The level of pay can be used as an incentive to recruit and retain personnel that have special skills or demonstrate extraordinary effort. Pay level can also be used as an incentive if the duties for a certain job change significantly. There are no specific retention policies for women.

The Armed Forces Female Association is a network to support women in the military. The association aims to strengthen the armed forces and individual female personnel, by creating awareness of career opportunities for women and the importance of their participation in international operations to fulfil obligations with regard to United Nations Security Council Resolution (UNSCR) 1325. However, it also contributes to the work on equality, recruitment and career opportunities for women in the armed forces, and also increase understanding of the armed forces in society.

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

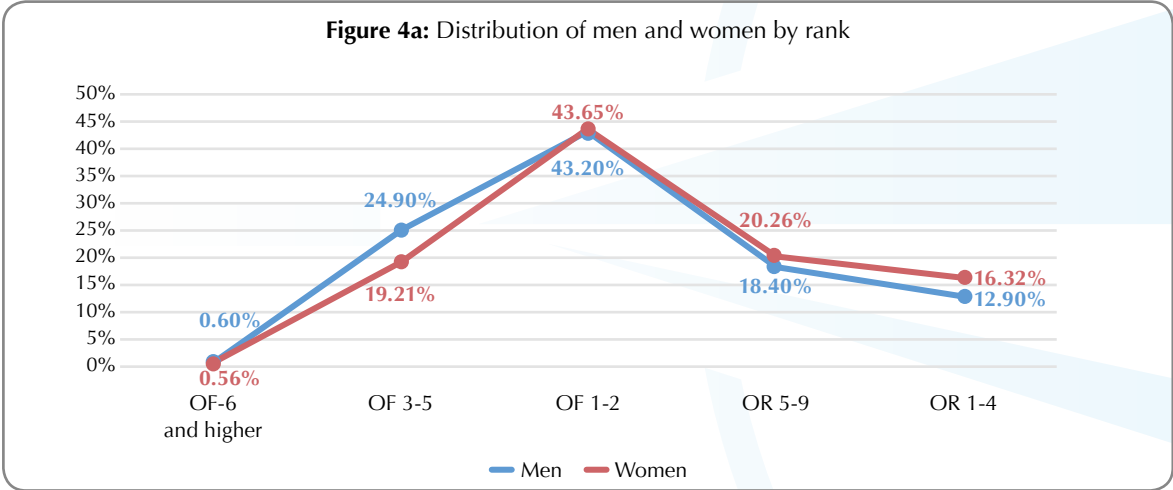
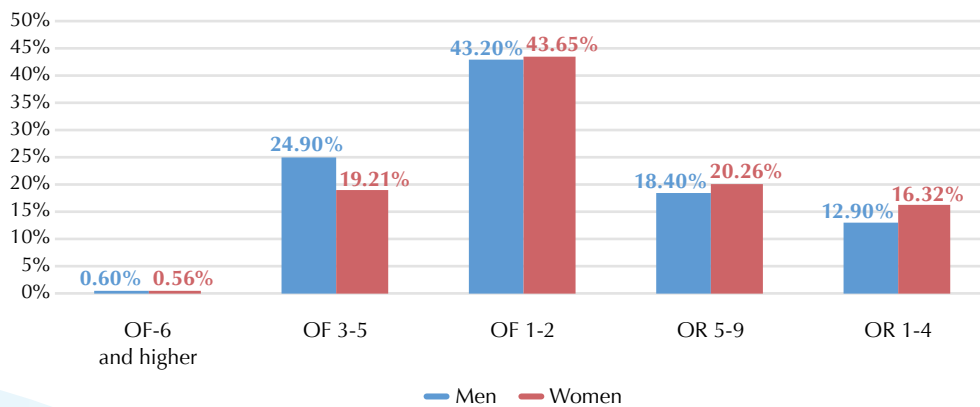


Figure 4b: Distribution of men and women by rank



Reasons for Leaving the Military

The armed forces do not carry out exit surveys for men and women who leave the military, although occasional questionnaires touched upon the reasons why personnel leave. The armed forces use research and random, non-systematic surveys to detect why military women leave the armed forces.

In 2016, 191 women and 959 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 16.6%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 83.4%. In general, both men and women tend to leave the military because of retirement and end of contract. Research on why military women tend to leave the armed forces suggests that they use the military as a stepping stone to another career, find the military culture challenging and have other personal reasons to leave.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment is not adapted for men and women. Female and male soldiers enjoy separate sanitary facilities and can choose between same-sex or mixed living quarters. Uniforms are adapted for both men and women to some degree. Women can wear skirts and shirts, but not all combat gear is adapted for women.

Parental Rights

Legal social support is given to both parents of a new-born child. Maternity leave is exclusively six weeks after childbirth. Paternity leave is exclusively 10 weeks including the first two weeks after the birth of the child alongside the mother. Mothers and fathers are entitled to a total of 49 weeks leave on 100% pay, or 59 weeks in total on 80% pay. Parental leave is transferable between parents. There are specific programmes to support the work-life balance for military personnel: seminars for couples (prep courses), career change programmes, retirement courses, annual visits to the place of birth, commuter programmes and housing programmes. Part-time employment and flexible hours are allowed for temporary needs in case of parental leave, caring for elderly or sick people and studies. The Norwegian Armed Forces try to accommodate personal needs, however restrictions apply to some units and positions. Employers make a general and individual assessment of the couples' personal needs and career moves to support parents when both are members of the armed forces. There is support for service duties for single parents, divorced parents, or widows/widowers looking after their children in the form of travel subsidies for care givers. The child-care policy includes breastfeeding breaks, policy on duty assignments, night duty, overtime work, flexible working and service hours or variable start/finish times during the working day.

Service	Men	Women
Army	28,3%	3,5%
Air Force	17,2%	1,9%
Navy	15,9%	1,9%
Other	27,9%	3,4%
Total	89,3%	10,7%
Ranks	Men	Women
OF 6 and above	0,60%	0,56%
OF 3-5	24,90%	19,21%
OF 1-2	43,20%	43,65%
OR 5-9	18,4%	20,26%
OR 1-4	12,90%	16,32%

Service	Men	Women
Army	60,9%	5,6%
Air Force	9,0%	0,9%
Navy	22,3%	1,3%
Other	0,0%	0,0%
Total	92,3%	7,7%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	23,72%	38,89%
OF 1-2	54,42%	55,56%
OR 5-9	11,63%	0,00%
OR 1-4	10,23%	5,56%

Prevention of Sexual Harassment and Sexual Abuse

There are strategies to prevent sexual harassment and sexual abuse. Human Resources (HR) policy documents state 'zero tolerance', and there are local Action Plans and policies regarding ethics, attitudes and leadership. There are programmes related to the prevention of sexual harassment which integrate the topic into existing educational programmes and Advanced Distance Learning (ADL) training. Appointed personnel report and deal with sexual harassment. The formal procedures to report harassment of male or female victims are primarily handled in the chain of Command. In addition, local labour union representatives may be involved, as well as the local Environment, Health and Safety (EHS) representative or the unit field chaplain. If this is not possible or desired, an armed forces whistle-blowing channel is available. The health services may also be of assistance.

There were reported cases of sexual harassment or sexual abuse in 2016.

Gender Education and Training

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

1. A 2-hour lecture on 'Gender, Culture and UNSCR 1325 and Related Resolutions' It targets OR-1 to OR-4. It is a part of the standard national training.
2. A 2-hour lecture focuses on 'Gender, Culture and UNSCR 1325 and Related Resolutions' as part of the Officer Candidate Schools. It targets OF-1 to OF-2. It is a part of the standard national training.
3. A minimum of 2-hours lecture focuses on 'Gender, Culture and UNSCR 1325 and Related Resolutions' as part of the War College education. Depending on the college, this is also integrated in other areas such as leadership. It targets OF-3 to OF-5 and OF-1 to OF-2. It is a part of the standard national training.
4. A 45-minute lecture focuses on 'Gender and Culture in Operational Planning' as part of the Norwegian Command and Staff College education. It targets OF-3 to OF-5. It is a part of the standard national training.
5. A 2-hour lecture focuses on 'Gender, Culture and UNSCR 1325 and Related Resolutions' as part of the pre-deployment education. It targets all military ranks. It is a part of the pre-deployment phase training.
6. 'Gender Perspective in Operational Planning and Execution of Military Operations' is an integrated part of Operational Planning Exercise at the Norwegian Command and Staff College. It targets OF-3 to OF-5. It is a part of the standard national training.

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

Gender Advisors

The armed forces and the Ministry of Defence (MoD) do not have gender advisors. However, there are 22 trained gender advisors. So far, 12 have been deployed, none in 2016. The armed forces have gender focal points (GFPs), none were deployed in 2016. Although the GFPs are not formally established, each of the nine departments have to report to the Chief of Defence, they have appointed a contact person as part of a professional gender network to communicate with, to provide information and education related to gender etc.

Implementation of the 2016 and 2015 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

Norway has taken action towards the implementation of the 2016 NCGP Recommendations to the Military Committee (MC). A civil society representative was promoted to the Civil Society Advisory Panel on UNSCR 1325.

Norway has not taken any action towards the implementation of the 2015 NCGP Recommendations to the MC.

Additional Information

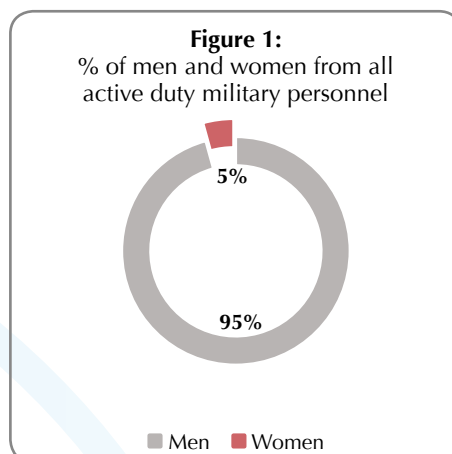
The Norwegian Armed Forces were given several new and continued assignments in the Government long-term plan for the armed forces in December 2016. The work towards implementation will continue with revised efforts in 2017.





Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2016

No specific policies or legislation related to the implementation of gender perspectives in the Polish Armed Forces were enforced during 2016.



Quotas

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

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the armed forces, nor are there any restrictions that apply only to operations.

The Council for Women's Affairs is the military entity that deals with the integration of gender perspectives in the armed forces. The President of the Council for Women is also Plenipotentiary of the Minister of Defence for Women's Military Service. The plenipotentiary analyses the issues influencing the service of women and evaluates new laws and regulations based on their effect on the service of women.

The Coordinator for Equal Treatment was appointed in 2015 and is responsible for monitoring the Ministry of Defence's (MoD's) compliance with the principle of equal treatment. The Coordinator identifies cases of discrimination and takes action to counteract them.

Reserves, National Guard and Other Military Services

There are policies to support entry into the Reserves or National Guard, or other military structures, as a civilian employee. Soldiers of the National Reserve Forces are paid for each day of military exercise. They can also receive a one-off cash award during their annual contract if they are given a positive appraisal. Military service in the National Reserve Forces gives access to professional military service.

There are policies to compensate employers who hire civilians who have joined military structures. The employers that employ a worker who is a soldier in the National Reserve Forces are entitled to a cash benefit when the employee is involved in military exercises.

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

There are incentives for civilian employees to enter the Reserves, National Guard or other military structures. Civilian employees who are doing military service at the same time in the National Reserve Forces are entitled to financial compensation corresponding to the difference between the employment's remuneration and the active military service's salary.

Enlistment Requirements

Enlistment requirements, including those for the physical fitness test, are different for men and women. Women's standards in the physical test are lower than men's, they have a shorter distance to run and they have to complete fewer push-ups and slopes than men to pass.

There are no differences in enlistment requirements related to physical characteristics (e.g. height, weight). Men and women enlist at the same age. There are no policies that promote the recruitment of women in the military.

In 2016, out of 551 female applicants, 103 were successfully recruited. Out of 3,111 male applicants, 679 were successfully recruited.

Retention Policies

The Polish Armed Forces do have retention policies. After 15 years of professional military service, the pension is at 40% of its base and each additional year adds 2.6%. There are no specific retention policies for women. There are networks to support women in the military such as the Council for Women's Affairs. Women can also get help through personal contact with the Plenipotentiary of the MoD for Women's Military Service.

Reasons for Leaving the Military

The armed forces carry out exit surveys for men and women who leave the military. However, there is no systematic research done among those leaving military service. There are representative surveys conducted among military personnel currently in the service. Some questions are focused on factors that possibly encourage soldiers of both genders to shorten their time of service. The national armed forces do not use any (other) systems or methods to detect reasons why military women leave the armed forces.

In 2016, 102 women and 4,742 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 2.1%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 97.9%.

The main reasons for leaving the military for both men and women is retirement and end of contract, and other (unknown).

Adaptation of Military Equipment, Facilities and Uniforms

Men and women use the same military equipment and military facilities are adapted for both men and women. Soldiers share common infrastructures such as offices, briefing rooms, rifle-ranges, tactical places, eating places, gyms, etc. Toilets, cloakrooms and accommodation are adapted to the needs of men and women and are separate. Men and women wear the same combat uniforms.

Parental Rights

Legal social support is given to mothers during pregnancy and both parents of a new-born child. Mothers cannot work more than 40 hours per week during pregnancy. They cannot work in particularly difficult conditions, and they cannot be deployed outside the place of service. Parents who are both military and have a child under the age of 4 cannot be deployed outside the place of service at the same time without their permission.

Parental leave is 28 weeks in total and is transferable between parents. There is a possibility of 8 weeks' additional parental leave. Maternity leave is 20 weeks and paternity leave is 2 weeks.

There are specific programmes to support the work-life balance for military personnel. Soldiers may be granted up to 5 days of special leave in case of marriage, childbirth, and the funeral of a family member or personal issues. In case of personal care for a family member, if necessary, soldiers can be exempted from official duties for up to 50 days.

Part-time employment is not allowed. Flexible hours are allowed in case of parental leave, caring for elderly or sick people, studies and personal issues. Single parents of a child under 4 years cannot be deployed without their permission. There are child-care policies: provision protecting parents from deployment, extra weeks of subsidized maternity/paternity leave, breastfeeding breaks, flexible working and service hours or variable start/finish times during the working day.

Service	Men	Women
Army		
Air Force		
Navy		
Total	95,0%	5,0%
Ranks	Men	Women
OF 6 and above		
OF 3-5		
OF 1-2		
OR 5-9		
OR 1-4		

Service	Men	Women
Army	92,0%	2,8%
Air Force	5,1%	0,1%
Navy	0,0%	0,0%
Total	97,1%	2,9%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	13,98%	0,00%
OF 1-2	20,60%	53,33%
OR 5-9	34,25%	15,56%
OR 1-4	31,17%	31,11%

Service	Men	Women
Army	91,6%	3,0%
Air Force	5,3%	0,1%
Navy	0,0%	0,0%
Total	96,9%	3,1%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	12,29%	0,00%
OF 1-2	17,96%	52,27%
OR 5-9	34,04%	15,91%
OR 1-4	33,75%	31,82%

Service	Men	Women
Army	39,7%	60,3%
Air Force	0,0%	0,0%
Navy	0,0%	0,0%
Total	39,7%	60,3%

Service	Men	Women
Army	45,5%	54,5%
Air Force	0,0%	0,0%
Navy	0,0%	0,0%
Total	45,5%	54,5%

Prevention of Sexual Harassment and Sexual Abuse

There are strategies to prevent sexual harassment and sexual abuse. The General Rules of the Polish Armed Forces contain provisions prohibiting any behaviour with sexual intentions.

There are programmes related to the prevention of sexual harassment aimed at strengthening discipline and preventing social pathologies. There are neither formal procedures for male or female victims to report harassment, nor appointed persons to deal with or to whom to report sexual harassment. No cases of sexual harassment in the Polish Armed Forces were reported in 2016.

Gender Education and Training

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

1. The 'Standard Military Training for Officer Candidates' (Minimum Requirements) addresses gender equality in the military, gender legal framework, NATO's definition of gender, the work of soldiers in multicultural environments, equality and prevention of discrimination. It targets OR 5-9. It is a part of the standard national training.
2. The training workshops on 'The National Action Plan for Equal Treatment' are intended to help military unit commanders gain more skills to support the fight against discrimination, mobbing, harassment and conflicts. It targets OF-6 and higher and OF 3-5. It is a part of the standard national training.
3. The 'Advanced Course for Professional Preparation of Lecturers' addresses gender in multicultural environments. It targets OF-1 to OF-2, OF-3 to OF-5 and OR 5-9. It is a part of the standard national training.
4. The training titled 'Programming and Introducing the Educational Preventive Treatment and Countermeasure Social Pathology in the Army for Officers and NCOs' addresses mobbing in the place of work and service, signs and warnings of abnormal staff relations and the level of discrimination and mobbing in the army according to the Office of Social Research. It targets OF-1 to OF-2, OF-3 to OF-5 and OR-5 to OR-9. It is a part of the standard national training.
5. The 'General Education Programme for Non-Commissioned Officers' addresses legal instruments of equality between women and men, stereotypes about women and men, problems resulting from the integration of men and women in the army and behaviour classified as sexual harassment. It targets OR-1 to OR-4. It is a part of the standard national training.
6. The 'Psychological Cover for Soldiers Planned to be Posted Abroad' aims at resolving interpersonal conflicts based on harassment, discrimination and others. It targets all military ranks. It is a pre-deployment phase training.

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

Gender Advisors

The armed forces and the MoD have 9 trained gender advisors. The gender advisors receive the training on 'A Comprehensive Approach to Gender in Operations' at the European Security and Defence College (ESDC) in Madrid, Spain. So far, no gender advisor has been deployed. The armed forces do not have gender focal points.

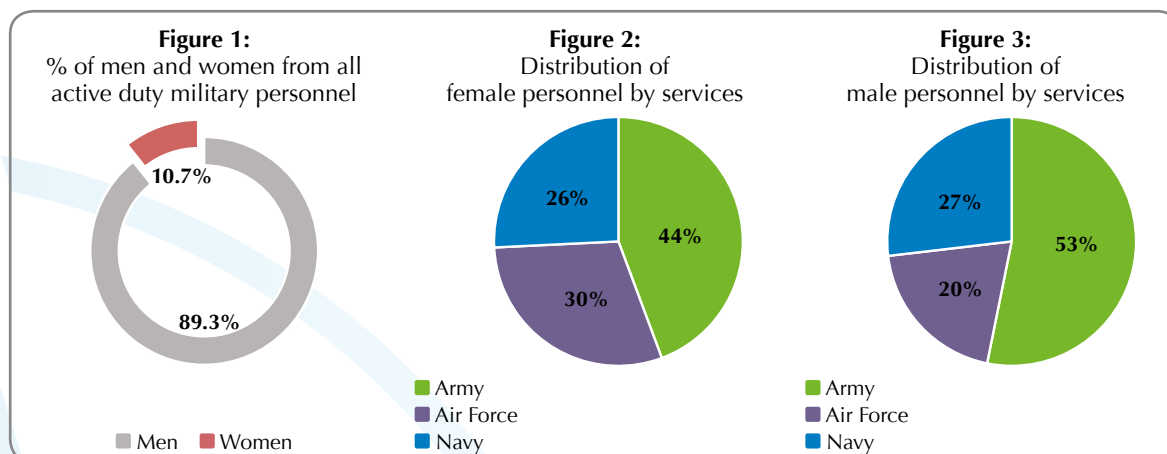
Implementation of the 2015 and 2016 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

Poland has not taken any action towards the implementation of the 2016 or 2015 NCGP Recommendations to the Military Committee.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2016

No new specific policies and/or legislation related to the implementation of gender in the armed forces were enforced during 2016.



Quotas

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

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the armed forces. There are military entities that deal with the integration of gender perspectives in the armed forces. In the Portuguese Navy there are two offices working on gender perspectives' issues. There is a Consulting Team in the Bureau of Naval Personnel which works mainly on matters related to gender policies and female military service issues and the Office of Gender Perspective, set within the Navy Personnel Command, to deal with the practical aspects of differences in working conditions, or daily gender-derived issues.

In the Army, at the General Staff, the Human Resources Division is responsible for the promotion of gender mainstreaming and integration of gender perspectives. In addition, a 'Gender network' has been established with Points of Contact (PoC) in all the Main Bodies of the Army command structure. In the Air Force, there is a Working Group on Gender that is responsible for all gender-related issues.

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

Reserves, National Guard and Other Military Services

Policies do exist to support entry into the Reserves or National Guard, or other military structures, as a civilian employee. The Ministry of Defence (MoD) is committed to encouraging citizens who served in the military to find employment in defence industries. Military personnel who served for a minimum of 5 years can apply for internal jobs in services and bodies of the central, regional and local administration, including public institutions. This entitlement comes into effect once their military contract has ended and lasts for 2 years. After 2 years, there is a minimum quota of 30% of the total number of vacancies that civilian personnel in the armed forces can apply for. Former military personnel have priority.

There are policies to compensate employers who hire civilians who have joined military structures. Employers who hire civilians under 30 who have been in active service for at least 5 years and who are unemployed and seeking their first job can enjoy a 1-year temporary exemption from paying social security taxes. They are also granted a non-refundable subsidy corresponding to 12 times the monthly minimum salary guaranteed by law for the creation of each job with an open-ended contract.

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

Enlistment Requirements

The enlistment requirements in the armed forces are different for men and women. For each Service, there are slightly different enlistment requirements. However, as far as the gender of the applicant is concerned, the height standards for female and male applicants differ (for example the minimum acceptable height for male candidates is 1.64 m (Navy) and 1.60 m (Army and Air Force), whereas for female candidates it is 1.60 m and 1.56 m.

In addition, regarding the physical fitness test, the type of exercises that men and women have to perform is the same but the minimum requirements to pass are different (Navy and Air Force only). Women are assessed on the basis of the same exercises as men, although the number of times they have to repeat each exercise is different. They have to complete fewer push-ups and sit-ups than men. In the 2,400 m run, women have more time to complete the exercise than men.

This applies to the majority of trades. However, regarding the Marines and Divers, for example, female applicants have to meet the exact same physical standards as male applicants. Women and men enlist at the same age. There are no policies that promote the recruitment of women in the military.

In 2016, out of 413 female applicants, 21 were successfully recruited. Out of 1,550 male applicants, 153 were successfully recruited.

Retention Policies

The Portuguese Armed Forces do have retention policies. There is a legal framework (Decree-Law 320/2007) that provides a set of incentives to promote the retention of military personnel in the ranks. These incentives are: support in obtaining academic qualifications; financial compensation; access to training and vocational certification; support for reintegration into the labour market and social support. This legal framework is designed to give those who remained longer in the ranks access to more support.

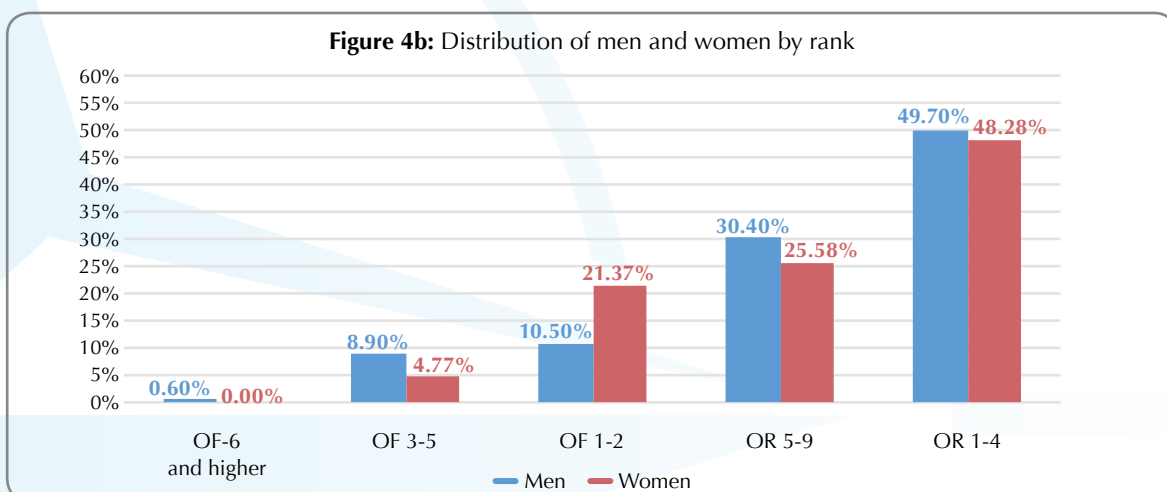
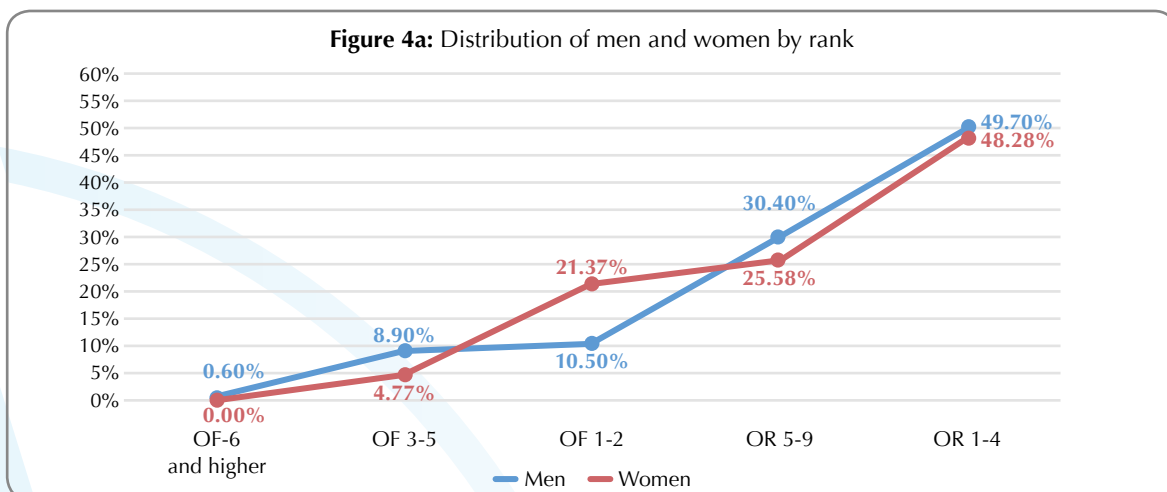
In 2008, a centre was set up within the MoD. This retention centre is especially dedicated to supporting the transition from military to civilian life. The national armed forces have no specific retention policies for women.

There is a network to support women in the military. Each Service has its own network. Since 2008, the Portuguese Navy has had a permanent advisory/consulting team to the Chief of Naval Personnel, within the Bureau of Naval Personnel, working on issues related to women

in the military, together with the Gender Perspective Office of the Personnel Naval Command. These two instances aim to provide information and support to both men and women, on matters related to parental leave, working conditions, gender-based discrimination and other specific matters pertaining to gender.

In the Army, the gender network has been established with PoCs in all the main bodies of the Command Structure. In 1993, the Air Force established the Air Force Women’s Networking Group.

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



Reasons for Leaving the Military

The national armed forces carry out exit surveys for men and women who leave the military. The Portuguese Air Force conducts a survey of non-permanent personnel with a set of questions to understand their reasons for leaving. The national armed forces do not use any other systems or methods to find out why female military personnel leave the armed forces.

In 2016, 573 women and 3,160 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 15.3%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 84.7%.

The main reasons why men and women tend to leave the armed forces are difficulties in balancing work and family life, injury, retirement and limited career opportunities. As for other reasons, they both stated limited career opportunities (especially for commissioned officers), end of contract and the fact that they do not wish to have a military career after their contract has ended.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment is adapted for men and women. Tanks and aircraft are suitable for both men and women. Recent models of submarines have been adapted and have separate sanitary installations for men and women.

Military facilities are adapted for both men and women. Since women entered the armed forces there has been a constant effort to adapt all existing facilities and infrastructures to better accommodate both sexes and guarantee their privacy (e.g. sanitary facilities and accommodation).

There are specific uniforms for men and women, except for combat uniforms and boarding and flight suits. In the Army, a new model of combat uniform was approved that is already adapted for both sexes. The project is being developed and the new uniforms will be available by the end of 2019. In addition, all three Services have maternity clothing suitable for pregnant servicewomen. Nevertheless, although the range of clothing is sufficient, its design is dated and its functionality could be improved.

Parental Rights

Legal social support is given to mothers during pregnancy and both parents of a new-born child.

On 1 September 2015, the new Law 120/2015 introduced important changes to the father's compulsory parental leave, raising it from 10 to 15 working days, consecutive or interspersed, adding new rules to the Labour Code which states that the father must take the leave within 30 days following the child's birth, five of which can be taken consecutively immediately after the birth, corresponding to the payment of a parent's allowance. However, this change was subject to the approval of the state budget which only came into effect in March 2016 under a new government. No other change has been implemented since.

Parental leave is 21 weeks and is transferable between parents. Maternal leave is 6 weeks and paternal leave is 3 weeks. Both parents have the right to enjoy parental leave simultaneously after the child is born, and this can last from 120 to 150 consecutive days so that the mother and the father have at least 15 days of leave together.

There are specific programmes or policies to support the work-life balance of military personnel. Protocols have been established with external entities. The Navy Social Support Directorate has a free programme promoting school activities during the Summer Holidays for the children of Navy personnel. In the Air Force, there are activities for children during Easter and Carnival Holidays. There are organised activities for some military units during the summer school vacations for two week periods per shift.

Part-time employment and flexible hours are allowed in the Portuguese Armed Forces in cases of parental leave, care for elderly (or sick) people and studies or for other reasons such as workers with a reduced working capacity, disability or chronic illness, and any other substantiated situation.

Flexible hours are also allowed during the period when the mother is still breastfeeding. Also for a period of one year, for breastfeeding purposes, both parents can share breastfeeding hours.

There are special programmes to support parents when both are members of the armed forces, civilian workers with a reduced working capacity, disability or chronic illness, and any other substantiated situation. For military couples, the Services allow one of them to ask to be relieved from some assignments (like night shifts, afloat missions). The armed forces provide support for service duties to single parents, divorced parents, or widows/widowers looking after their children.

MoD Services are committed not to deploy both serving parents at the same time and not to appoint both of them to internal service at the same time. Single or divorced parents

servicing in the Navy, with full custody of children under 12, are exempt from night shifts, afloat missions or other assignments and deployment which may involve prolonged absences.

Child-care policies involve provisions protecting parents from deployment, extra weeks of subsidized maternity/paternity leave, breastfeeding breaks, policy on duty assignments, night duty, overtime work and flexible working and service hours or variable start/finish times during the working day.

Special programmes are also in place. In the Air Force, there are protocols with civilian institutions, like kindergartens, at cheaper monthly fees.

Service	Men	Women
Army	47,5%	4,7%
Air Force	17,8%	3,2%
Navy	24,0%	2,8%
Total	89,3%	10,7%
Ranks	Men	Women
OF 6 and above	0,60%	0,00%
OF 3-5	8,90%	4,77%
OF 1-2	10,50%	21,37%
OR 5-9	30,40%	25,58%
OR 1-4	49,70%	48,28%

Service	Men	Women
Army	74,8%	3,4%
Air Force	1,7%	0,0%
Navy	17,5%	2,6%
Total	94,0%	6,0%
Ranks	Men	Women
OF 6 and above	0,30%	0,00%
OF 3-5	8,46%	0,00%
OF 1-2	11,42%	15,38%
OR 5-9	26,97%	15,38%
OR 1-4	52,85%	69,23%

Service	Men	Women
Army	76,2%	3,6%
Air Force	0,3%	0,0%
Navy	17,1%	2,8%
Total	93,6%	6,4%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	5,88%	0,00%
OF 1-2	10,48%	14,06%
OR 5-9	26,84%	15,63%
OR 1-4	56,79%	70,31%

Service	Men	Women
Army	46,5%	0,2%
Air Force	19,3%	0,0%
Navy	33,8%	0,2%
Total	99,6%	0,4%
Ranks	Men	Women
OF 6 and above	2,10%	0,00%
OF 3-5	23,70%	35,70%
OF 1-2	1,40%	21,40%
OR 5-9	57,90%	21,40%
OR 1-4	14,90%	21,40%

Prevention of Sexual Harassment and Sexual Abuse

The Portuguese Army implemented mandatory lectures about sexual harassment and sexual abuse for all Army personnel and specific ones for deployable personnel as a strategy to prevent sexual harassment and sexual abuse. The courses are described in the following section.

There is no appointed personnel to deal with or to whom to report sexual harassment. There are formal procedures for female or male victims to report harassment. Since it is considered a crime under the law, the victim, regardless of gender, can report the situation to the competent military entity in her/his unit that should initiate the investigation process, which can involve a proper police authority, depending on the assessment of the situation. Simultaneously the victim can file a complaint against the perpetrator at a civilian police station.

No cases of sexual harassment were reported in the Portuguese Armed Forces in 2016.

Gender Education and Training

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

1. 'Lecture on Gender Perspective' focuses on basic concepts of gender perspective. It targets OF-1 to OF-2 military personnel and is a part of the standard national training.
2. 'Lecture on Cultural and Political Awareness' is designed for Navy personnel, assigned to be deployed on a specific mission, who attend a lecture on geography, political organisation and social and cultural awareness (local population's habits, traditions and beliefs). It targets all military personnel and it is a part of the pre-deployment training.
3. 'Gender Perspective' lecture focuses on basic concepts of gender perspective. It targets OR-5 to OR-9. It is a part of the standard national training.
4. Generic 'Gender lecture' focuses on general concepts of gender perspective and gender-related legislation and sexual harassment. It targets OF-3 to OF-5, OF-1 to OF-2 and all NCOs. It is a part of pre-deployment training.
5. Specialized 'Gender lecture' focuses on sexual harassment. It targets OF-3 to OF-5, OF-1 to OF-2 and all NCOs. It is a part of the pre-deployment training.

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

Gender Advisors

The armed forces and the MoD have 10 trained gender advisors. The gender advisors attended the 'Comprehensive Approach to Gender in Operations' course at the European Security and Defence College in Madrid, Spain and in Amsterdam and The Hague, the Netherlands. They are briefed on general concepts and the legislation on gender issues and receive professional and behavioural training on gender violence. None of them have been deployed so far.

The Portuguese Armed Forces do have Gender Focal Points (GFP). There is a designated GFP in each of the Main Bodies of the Army command structure, which connects with and reports to the Army General Staff Gender Advisor. Besides this, for each contingent deployed abroad one officer is designated GFP with a dual-hatted function. None of them have been deployed so far.

Implementation of the 2016 and 2015 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

Portugal has taken action towards the implementation of the 2016 NCGP Recommendations to the Military Committee (MC). As far as Recommendation No. 2 is concerned, gender-related issues were incorporated into several military training and education curricula. In the Army, all necessary measures to incorporate the NATO Gender Education and Training Package are being taken, starting with the translation of the package into Portuguese.

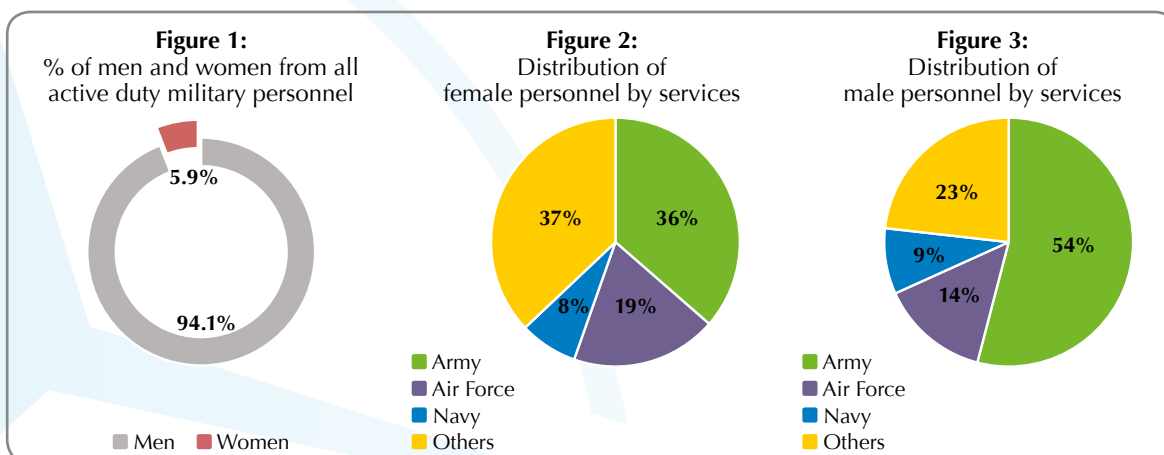
Portugal has taken action towards the implementation of the 2015 NCGP Recommendations to the MC. There is a designated GFP in each of the Main Bodies of the Army command structure, which connects with and reports to the Army General Staff Gender Advisor. Besides this, for each contingent deployed abroad one officer is designated GFP with a dual-hatted function.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2016

In 2016, the Romanian Armed Forces enforced new specific policies or legislation related to the implementation of gender. Based on the NATO Committee on Gender Perspectives (NCGP) recommendations approved by the Military Committee (MC), the Romanian Ministry of Defence (MoD) published Guidelines for the prevention of and fight against discrimination and sexual harassment at work. The document contains data on integration of the gender issue at international level and a general agenda on gender discrimination and harassment at work. Furthermore, in accordance with the Bi-Strategic Commands Directive (Bi-SCD) 40-1, gender focal points and a commander's gender advisor's duties have been outlined to provide some reference points for the appropriate and comprehensive training of the respective military personnel.

The documents have been submitted to units at all levels and published on the internal network.



Quotas

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

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the armed forces, nor are there restrictions that apply only to operations. There is a military entity that deals with the integration of gender perspectives in the military. An advisor on gender matters has been appointed within the Romanian MoD, in a separate position and, in addition, each unit has appointed a person in charge of the gender issue who fulfils those specific duties at the same time. Their activities are based on United Nations Security Council Resolution (UNSCR) 1325 and gender-related resolutions, the subsequent directives, as well as national and international legislation.

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

Reserves, National Guard and Other Military Services

There are no policies to support entry into the Reserves or National Guard, or other military structures, as a civilian employee. There are policies to compensate employers who hire civilians who have joined military structures, such as Active Reserves. For former soldiers who are dismissed for reasons for which they are responsible, there are some vocational retraining measures, if they ask to be hired. In this case the State provides the employer with the gross minimum wage and other related taxes for each employee, on the condition that they subscribe to a 3-year work contract. There are no incentives or bonuses for civilian employees to enter Reserves, National Guard, or other military structures.

Enlistment Requirements

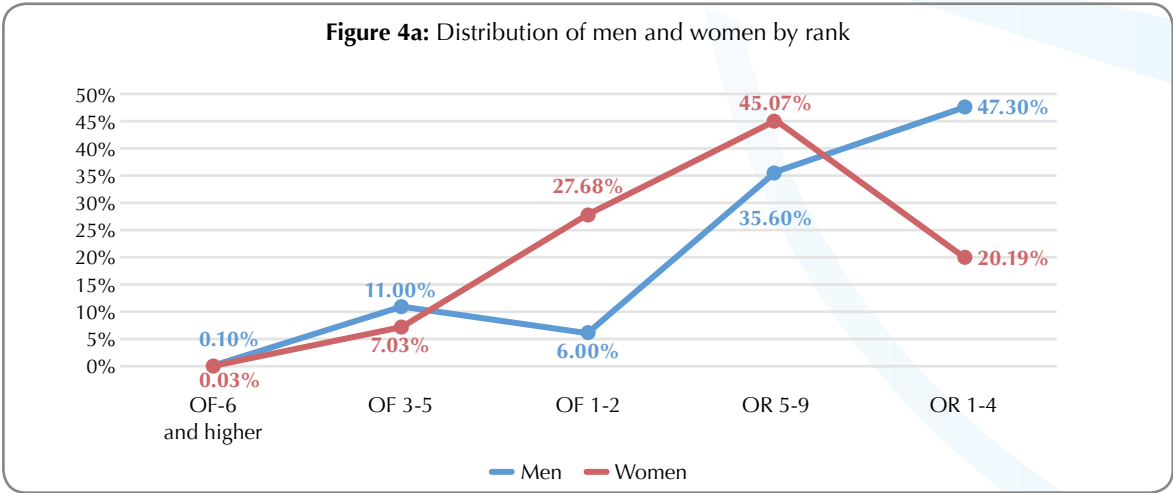
Enlistment requirements, including those related to physical fitness tests, are different for men and women. According to the selection criteria upon recruitment for the military system, there is a difference in the physical fitness tests, which are gender-based. Later on, during their military career, there is no difference between female and male personnel when applying for different positions within the system, the sole requirement being their professional background and expertise. The physical fitness tests differ in horizontal bar tractions for men and push-ups for women. Endurance running is shorter for women than men. With regard to enlistment, physical characteristics are different for men and women as well. The difference is based on the medical standards and requirements approved by the Ministerial Order. Men and women enlist at the same age. There are no policies that promote the recruitment of women in the military at the MoD level. In 2016, out of 2,429 female applicants, 220 were successfully recruited. Out of 9,556 male applicants, 1,272 were successfully recruited.

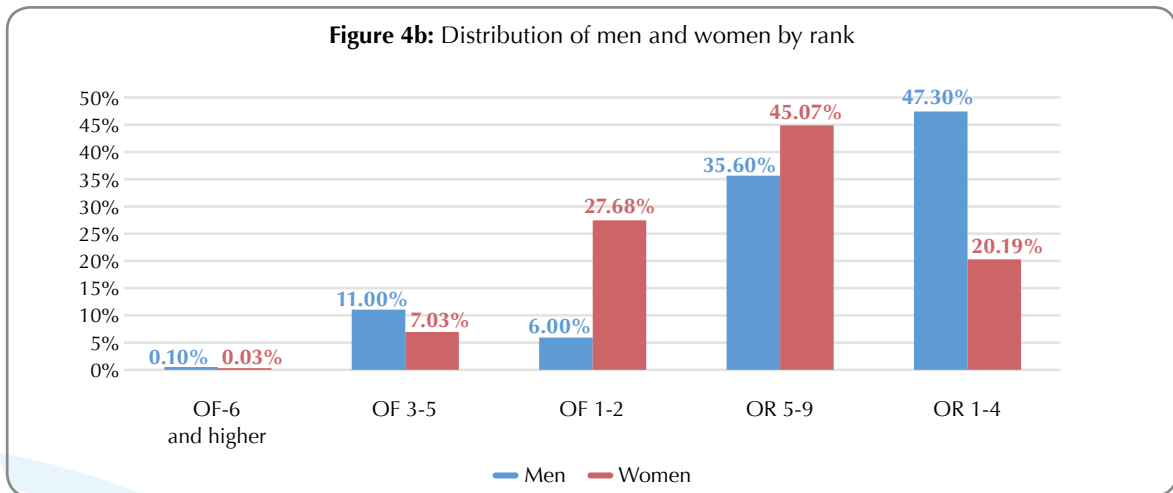
Retention Policies

The Romanian Armed Forces do have retention policies. If 4/8/10-year contracts initially signed with the armed forces are cancelled for personal reasons, prior to the established deadline, military personnel are required to reimburse the cost of their training and accommodation during the school years for the remaining period of service. Moreover, if the clauses of the commitment signed in order to participate in an overseas course, namely 3 years and 6 months/4 years and 6 months/5 years/10 years, the costs covered by the Ministry of Defence and the Ministry of Interior, as well as the expenses covered by different organizations or partners will be fully returned.

There are no specific retention policies for women. There is a network to support women in the military.

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





Reasons for Leaving the Military

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

In 2016, 242 women and 4,531 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 5.1%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 94.9%. The main reasons why both men and women tend to leave the armed forces is retirement.

Adaptation of Military Equipment, Facilities and Uniforms

The military equipment used by the Romanian Armed Forces has been designed and manufactured to fit all and is adapted to the requirements of the military personnel using it, regardless of their gender. Military facilities are adapted for men and women. In order to protect personal intimacy, female and male employees have separate accommodation facilities and lavatories.

Both dress and combat uniforms, although essentially universal, have been adapted to female military personnel by tailoring them on smaller models and by changing their design within the limits imposed by the anatomical differences between females and males. Boots and formal shoes have been radically changed for female soldiers given that formal uniforms include both trousers and skirts.

Parental Rights

Legal social support is given to mothers during pregnancy and both parents of a new-born child. Employers are obliged to take the measures required to prevent any risk that could affect pregnant women's health and safety. Pregnant employees must not be forced to work in conditions that may affect their health or that of their new-born child and they can benefit from maternity leave. After 42 days' leave following the birth of their child, female employees can return to work and have the right to enjoy 2-hour breastfeeding breaks of one hour each during working hours until the child is 1 year old. These 2 hours also include the time needed to reach the place where the children are and return. If the mother requests it, breastfeeding breaks can be replaced by a 2-hour daily reduction of normal working hours. Taking breaks and reducing the duration of normal working hours do not diminish the employee's salary, as they are entirely on the payroll of the employer. Staff that in the year prior to childbirth received a 12-month salary may opt for parental leave. This also applies to adoptive parents

and guardians. Parental leave is 96 weeks up to 3 years, if the child has serious health issues, and it is transferable between parents. For handicapped children who turned 3, either of the child's parents can benefit from child care leave until the child turns 7. Moreover, if both parents are legally eligible for child care leave, a month out of the whole period can be allotted to the other parent.

Paternity leave is 3 weeks (to be taken in the first 8 weeks after the child is born) and maternity leave is 6 weeks (to be taken immediately after the child is born). 96 weeks is the maximum period granted for child-raising. Part-time employment is allowed for parents who nurse and care for handicapped children until they reach the age of 18, and working time may be reduced to 4 hours in exceptional situations. Flexible hours are not allowed.

There are specific programmes to support the work-life balance for military personnel. In accordance with current legislation, there are special measures for family members in case both spouses take part in international missions at the same time; they can opt to not be deployed simultaneously; spouses are not forbidden to work in the same military unit; if one of the spouses changes garrison and the other leaves his/her job because of this, he/she receives a monthly allowance until he/she finds a job, but for no more than 9 months; in order to accompany the spouse that is sent abroad to carry out a diplomatic mission, or is posted to a national agency, international organizations headquarters and structures, his/her husband/wife will get unpaid leave during the period of deployment and a monthly allowance.

There is support or facilitation for service duties for single parents, divorced parents, or widows/widowers looking after their child; for example, it is not compulsory for single parents to take part in international missions. The following benefits are given to the descendants of armed forces personnel who die while participating in military operations: free medical care; free psychological care; relocation or enlistment of children in military lower and higher education institutions, upon request and without taking the entrance exams; the surviving spouse and children of the armed forces personnel who died during military operations are offered posts within the armed forces.

There are child-care policies in place; such as provisions protecting parents from deployment; extra weeks of subsidized maternity/paternity leave; breastfeeding breaks; day-care for children at MoD and military installations or child vouchers.

Table 1: All Active Duty Military Personnel

Service	Men	Women
Army	50,9%	2,1%
Air Force	13,4%	1,1%
Navy	8,0%	0,4%
Other	21,8%	2,3%
Total	94,1%	5,9%
Ranks	Men	Women
OF 6 and above	0,10%	0,03%
OF 3-5	11,00%	7,03%
OF 1-2	6,00%	27,68%
OR 5-9	35,60%	45,07%
OR 1-4	47,30%	20,19%

Table 2: All Operations		
Service	Men	Women
Army	33,3%	1,8%
Air Force	8,8%	0,0%
Navy	14,0%	1,8%
Other	38,6%	1,7%
Total	94,7%	5,3%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	83,33%	0,00%
OF 1-2	11,11%	100%
OR 5-9	1,85%	0,00%
OR 1-4	3,70%	0,00%

Table 3: NATO Operations		
Service	Men	Women
Army	69,3%	1,9%
Air Force	3,1%	0,5%
Navy	1,0%	0,1%
Other	22,9%	1,3%
Total	96,3%	3,7%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	11,21%	14,89%
OF 1-2	9,81%	36,17%
OR 5-9	38,99%	23,40%
OR 1-4	39,98%	25,53%

Prevention of Sexual Harassment and Sexual Abuse

There are policies to prevent sexual harassment and sexual abuse and programmes related to the prevention of sexual harassment. Prior to deployment to theatres of operation, all personnel are trained with regard to the gender issue, and especially with regard to sexual harassment and its consequences, and to the gender advisor's responsibilities. There are appointed personnel to deal with or to whom to report sexual harassment. There are no formal procedures in place for female and male victims to report harassment.

No cases of sexual harassment or sexual abuse in the armed forces were reported in 2016.

Gender Education and Training

The Romanian Armed Forces have no gender-related training programmes. Gender is not a topic in operational planning; however, it is included in pre-deployment training and exercises.

Gender Advisors

There is a new post of gender advisor to the Minister of National Defence. Gender advisors in the Romanian Armed Forces are given education and training via military courses delivered by military educational institutions. The Romanian Armed Forces do have gender focal points.

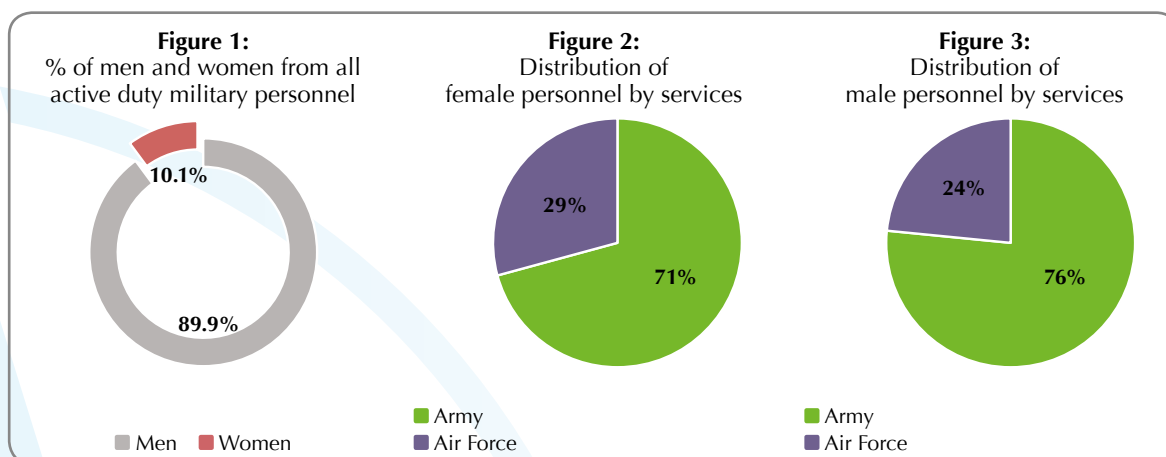
Implementation of the 2016 and 2015 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

Romania has not taken any action towards the implementation of the 2016 and 2015 NCGP Recommendations to the Military Committee.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2016

In 2016, Slovakia enforced new policies and legislation related to the implementation of gender in the Slovakian Armed forces. The Gender Equality Action Plan aims to integrate the gender perspectives into the areas which include NATO operations - operational planning, education and training, and evaluation.



Quotas

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

Restrictions on the Incorporation of Women in the Armed Forces

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

Reserves, National Guard and Other Military Services

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

Enlistment Requirements

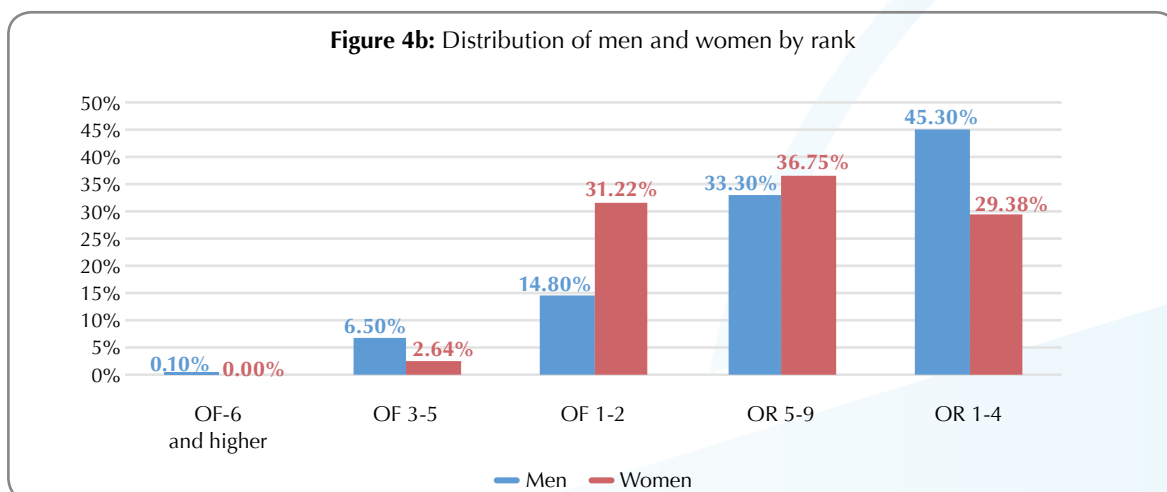
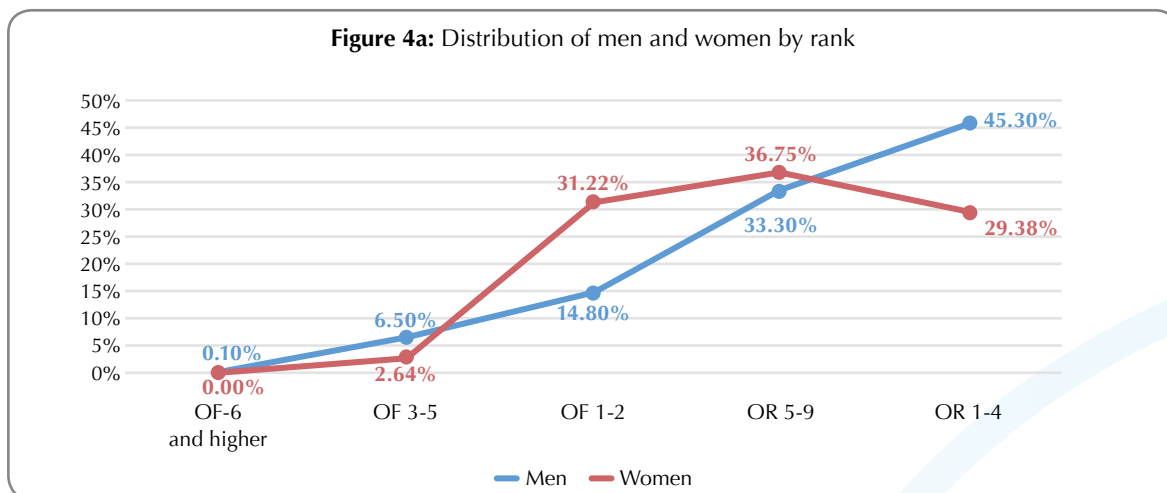
Enlistment requirements are the same for men and women but the physical fitness test is different for women. The physical fitness tests are approximately 10% easier for women than men. There are no differences in enlistment requirements related to physical characteristics (e.g. height, weight). Men and women enlist at the same age. There are no policies that promote the recruitment of women in the military. In 2016, out of 106 female applicants, 37 were successfully recruited. Out of 399 male applicants, 141 were successfully recruited.

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

Retention Policies

The Slovakian Armed Forces have retention policies in the form of a special stability surcharge. There are no specific retention policies for women. The Association of Women in the Military is a network that supports women in the military.

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



Reasons for Leaving the Military

The armed forces do not carry out exit surveys for men and women who leave the military. In 2016, 32 women and 628 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 4.8%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 95.2%. The main reason why men and women tend to leave the armed forces is retirement.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment and uniforms are the same for men and women. Military facilities are adapted for both sexes: men and women have separate showers and restrooms. Uniforms are not fitted to men and women.

Parental Rights

Legal social support is given to mothers during pregnancy and both parents of a new-born child. Maternity leave is 34 weeks after childbirth, parental leave follows maternity leave and can be granted until the child is three years old (122 to 156 weeks). If a child has serious health problems, parental leave can be extended until the child is 6. Paternal leave is 122 weeks. Parental leave is transferable between the parents.

There are no specific programmes to support the work-life balance for military personnel. Part-time employment and flexible hours are not allowed. There are measures to help parents when both are members of the armed forces or for single, divorced parents or a widow/widower looking after a child; there are programmes for soldiers' families, special care programmes for families of soldiers who are serving in operation and the possibility of reduced working hours. There are no additional child-care policies in the military.

Service	Men	Women
Army	68,3%	7,1%
Air Force	21,6%	3,0%
Total	89,9%	10,1%
Ranks	Men	Women
OF 6 and above	0,10%	0,00%
OF 3-5	6,50%	2,64%
OF 1-2	14,80%	31,22%
OR 5-9	33,30%	36,75%
OR 1-4	45,30%	29,38%

Service	Men	Women
Army	94,5%	5,5%
Air Force	0,0%	0,0%
Total	94,5%	5,5%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	8,30%	0,00%
OF 1-2	17,43%	35,71%
OR 5-9	35,27%	57,14%
OR 1-4	39,00%	7,14%

Service	Men	Women
Army	90,5%	9,5%
Air Force	0,0%	0,0%
Total	90,5%	9,5%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	13,16%	0,00%
OF 1-2	18,42%	25,00%
OR 5-9	55,26%	75,00%
OR 1-4	13,16%	0,00%

Prevention of Sexual Harassment and Sexual Abuse

The Slovakian Armed Forces have updated their strategies for the prevention of crime, sexual harassment and abuse on the basis of the Gender Equality Plans of the Military Police and General Staff. Crime prevention plans include preventive educational activities on these topics. There are no appointed personnel to deal with or to whom to report sexual harassment. Formal procedures for reporting harassment of female or male victims are followed by an investigation. Depending on the nature of the reported issue, it is further dealt with by Commanders, Military Police or Civilian Police. In 2016, no cases of sexual harassment or sexual abuse in the armed forces were reported.

Gender Education and Training

The Slovakian Armed Forces have 2 education or training programmes related to gender.

1. The 'Gender Perspective Introduction' course aims to provide general information about gender perspective including Women, Peace and Security agenda and practical training. It targets OF-1 to OF-2, OR-5 to OR-9 and OR-1 to OR-4. It is a part of the standard national training.
2. The 'Gender Perspective in Peace Support Operations' course also includes Women, Peace and Security agenda and Conflict-Related Sexual Violence. It is a part of the pre-deployment training for key personnel, theory and practical training. It targets OF-3 to OF-5, OF-1 to OF-2 and OR-5 to OR-9.

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

Gender Advisors

The Slovakian Armed Forces do not have gender advisors or gender focal points.

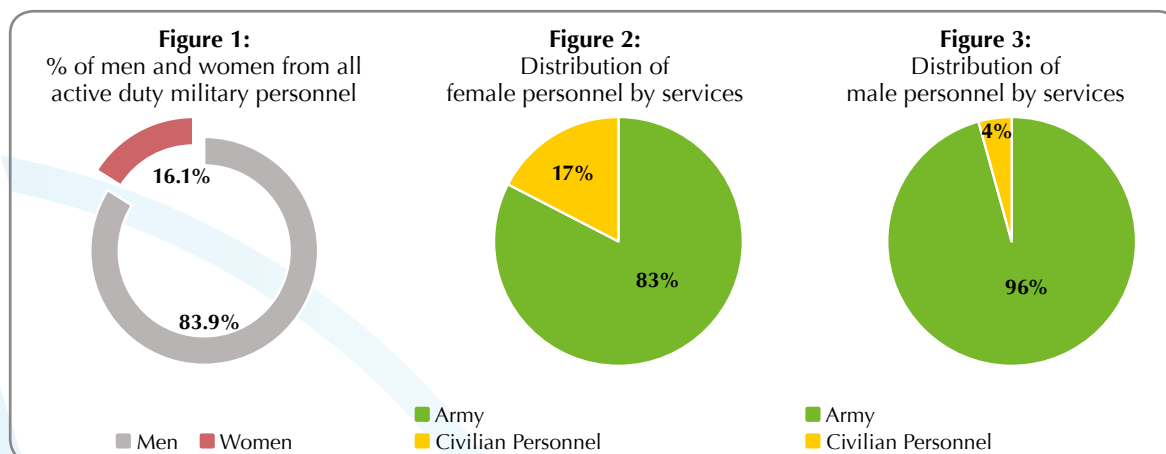
Implementation of the 2016 and 2015 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

No action was taken towards the implementation of the 2016 and 2015 NCGP Recommendations to the Military Committee.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2016

Slovenia has not enforced any new policies or legislation related to the implementation of gender in the Slovenian Armed Forces (SAF) in 2016.



Quotas

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

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the armed forces, nor are there restrictions that apply only to operations. There are military entities that deal with the integration of gender perspectives in the armed forces. In addition to the first full-time gender advisor position at the SAF General Staff, the appointed national representative and deputy national representative on the NATO Committee on Gender Perspectives (NCGP) have permanent positions.

Reserves, National Guard and Other Military Services

The Regulation on Contract Military Service in the SAF Reserve and the Labour Relations Act support entry into the Reserves or National Guard, or other military structures, as a civilian employee and provide the basis for compensating employers who hire civilians who have joined military structures. There are incentives for civilian employees to enter the Reserves, National Guard or other military structures.

Enlistment Requirements

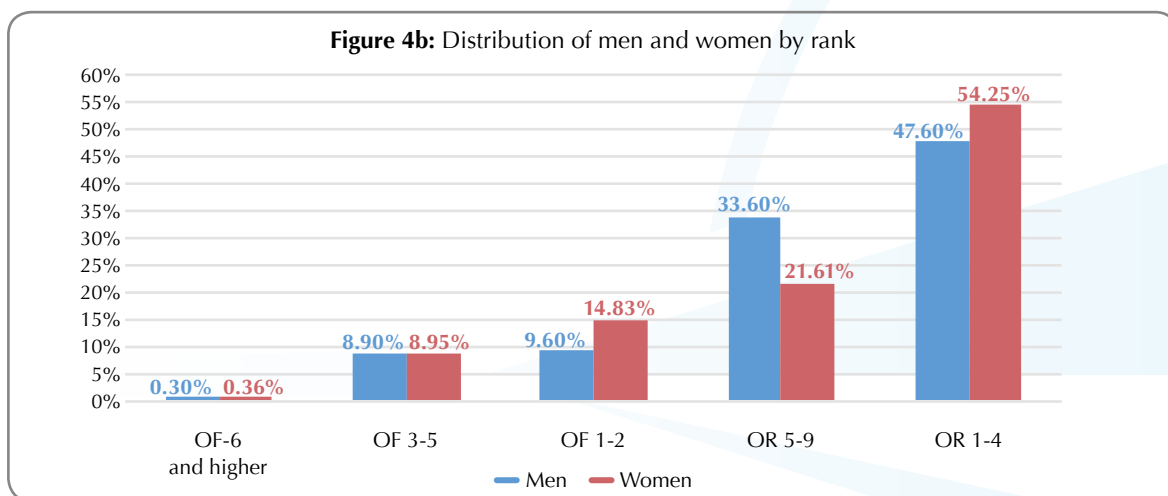
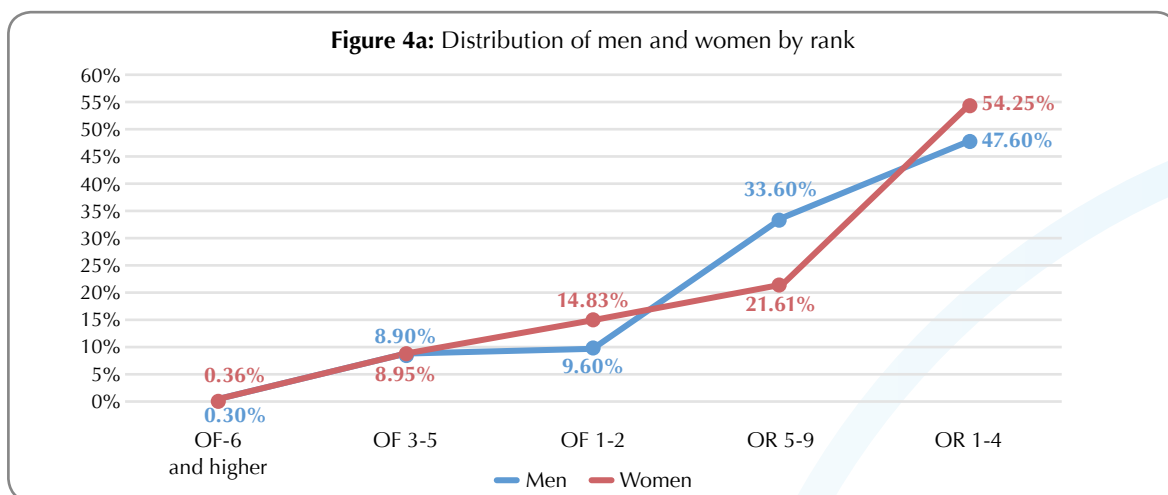
Enlistment requirements, including those related to physical characteristics (e.g. height, weight) are the same for men and women. Standards for physical performances differ according to sex and age. Men and women enlist at the same age. There are no policies that promote the recruitment of women in the military. In 2016, out of 35 female applicants, 24 were successfully recruited. Out of 400 male applicants, 268 were successfully recruited.

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

Retention Policies

The retention policies of the SAF include: a financial award for every 10 years of service, military awards delivered by the Ministry of Defence (MoD) to MoD and SAF employees for every 5 years of service, retirement plans (such as early retirement), low-cost rent military apartments (if requested), cheap military vacation/recreational facilities, some free recreational activities (also for family members) on request, organised sport camps for children of the personnel, etc. There are no specific retention policies for women. There is no network to support women in the military.

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



Reasons for Leaving the Military

The SAF do not carry out exit surveys for men and women who leave the military. In 2016, 70 women and 246 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 22.15%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 77.85%. The main reasons why men and women tend to leave the armed forces are retirement and end of contract.

Adaptation of Military Equipment, Facilities and Uniforms

Men and women have the same military equipment. Military facilities are adapted for both sexes: men and women have separate accommodation facilities, separate toilets, etc. Combat, service and gala uniforms are designed to accommodate men's and women's physical differences. Helmets and boots come in a variety of sizes.

Parental Rights

Legal social support is given to mothers during pregnancy and both parents of a newborn child. Parental leave including maternity (paternity) leave is 53 weeks. Maternity leave is 15 weeks and parental leave is 38 weeks and is transferable between parents. There are no specific programmes to support the work-life balance for military personnel. Part-time employment and flexible hours are allowed in case of parental leave and caring for elderly or sick people. There are no special programmes to support parents when both are members of the armed forces. There is no support for service duties for single parents, divorced parents, or widows/widowers looking after their children. Child-care policies include provisions protecting parents from deployment, breastfeeding breaks, policy on duty assignments, night duty, overtime work, flexible working and service hours or variable start/finish times during the working day.

Service	Men	Women
Army	80,3%	13,3%
Civilian Personnel	3,6%	2,8%
Total	83,9%	16,1%
Ranks	Men	Women
OF 6 and above	0,30%	0,36%
OF 3-5	8,90%	8,95%
OF 1-2	9,60%	14,83%
OR 5-9	33,60%	21,61%
OR 1-4	47,60%	54,25%

Service	Men	Women
Army	88,1%	9,5%
Air Force	1,5%	0,0%
Civilian Personnel	0,8%	0,0%
Total	90,5%	9,5%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	8,11%	18,95%
OF 1-2	11,22%	10,53%
OR 5-9	28,89%	24,21%
OR 1-4	51,78%	46,32%

Service	Men	Women
Army	89,8%	10,2%
Air Force	0,0%	0,0%
Civilian Personnel	0,0%	0,0%
Total	89,8%	10,2%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	7,49%	18,60%
OF 1-2	8,80%	9,30%
OR 5-9	28,65%	22,09%
OR 1-4	55,06%	50,00%

Service	Men	Women
Army	98,0%	2,0%
Air Force	0,0%	0,0%
Total	98,0%	2,0%
Ranks	Men	Women
OF 6 and above	0,11%	0,00%
OF 3-5	1,10%	11,10%
OF 1-2	3,70%	27,80%
OR 5-9	7,10%	11,10%
OR 1-4	90,20%	50,00%

Prevention of Sexual Harassment and Sexual Abuse

The SAF Act provides strategies to prevent sexual harassment and sexual abuse. These are the Statement on Zero Tolerance of Sexual Harassment (2006), the Standard Operational Procedure (SOP) for the Protection of Dignity (including sexual harassment and mobbing), appointment of Advisors for the Protection of Dignity in the SAF (2009), Military Code of Ethics of the SAF (2009). Programmes related to the prevention of sexual harassment include interdisciplinary workshops for the protection of human dignity, which also addresses sexual harassment issues. There is appointed personnel to deal with and to whom to report sexual harassment. Formal procedures exist for female or male victims to report harassment in accordance with the SOP for the Protection of Dignity, SAF Act. No cases of sexual harassment in the SAF were reported in 2016.

Gender Education and Training

The SAF have 3 gender-related training programmes, which are:

1. The course on 'Gender Perspectives and United Nations Security Council Resolution (UNSCR) 1325' is organised for all military ranks of SAF personnel. It addresses gender, UNSCR 1325 and related resolutions, Women, Peace and Security agenda at NATO, EU and UN, the role of gender advisors, gender focal points, gender-based violence (GBV) and the code of ethics. It is a part of the standard national training.
2. The course on 'Gender Perspectives and UNSCR 1325 in International Operations and Missions' addresses gender, UNSCR 1325, cultural awareness in the operational area, GBV and the code of ethics. It targets all military ranks. It is a pre-deployment phase training.
3. The 'Gender Perspectives and UNSCR 1325 in the Scenario of Military Exercises' training addresses gender, UNSCR 1325, cultural awareness in the operational area, gender-based violence and the code of ethics. It targets OF-3 to OF-5, OF-1 to OF-2 and all NCOs. It is a part of the in-theatre training.

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

Gender Advisors

The armed forces and the MoD have 5 trained gender advisors. In May 2015, 5 members of the SAF attended the certified Gender Training of Trainers Course (GToT) organised by the Nordic Centre for Gender in Military Operations (NCGM), hosted by the Centre for Security Cooperation (RACVIAC) in Croatia. In 2016, another SAF member attended the same course in RACVIAC. Additionally, the SAF Gender Advisor attended a Gender Advisor Course organised by the NCGM in Sweden. These personnel are performing all gender training in the SAF. So far, 5 gender advisors have been deployed, none has been deployed in 2016. The armed forces do not have gender focal points.

Implementation of the 2016 and 2015 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

Slovenia took action towards the implementation of the 2016 NCGP Recommendations to the Military Committee (MC). In accordance with Recommendation 2, since 2010 SAF have conducted pre-deployment training for SAF personnel prior to peacekeeping missions and operations on UNSCR 1325 and 1820. In 2015, SAF included gender as a topic at all levels of the military education and training system (including leaders).

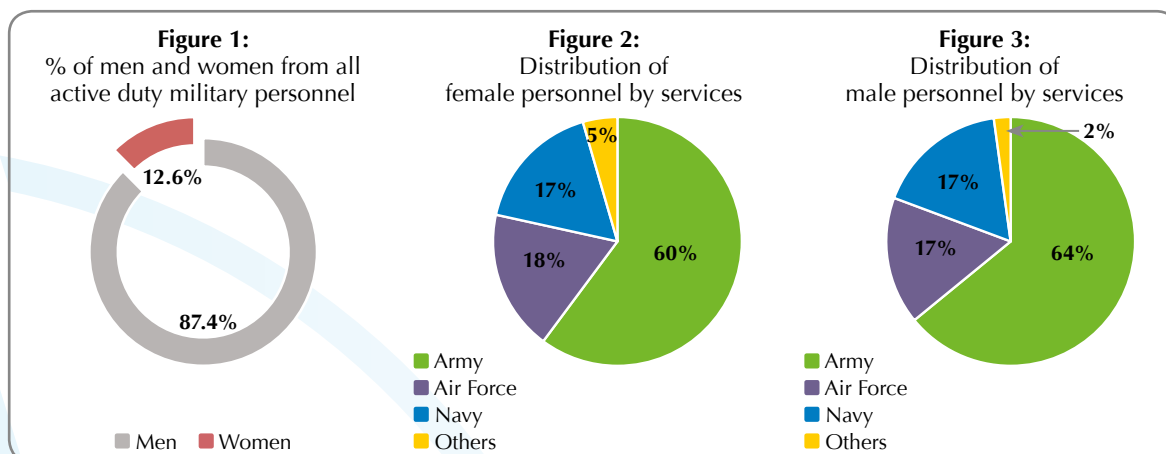
Slovenia took action towards the implementation of the 2015 NCGP Recommendations to the MC. In accordance with Recommendations 1 and 2, the SAF have established credible and accountable regulations and procedures that SAF leadership and personnel have to follow. According to Recommendation 3, in June 2015, SAF appointed the first full-time gender advisor at SAF General Staff with the intention to focus on the implementation of UNSCR 1325 and related Resolutions on Women, Peace and Security agenda. SAF are also building the gender capacity with the gender advisors' network at General Staff, Military Schools Centre and at brigade levels.





Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces enforced during 2016

No specific policies or legislation related to the implementation of gender perspectives in the Spanish Armed Forces were enforced during 2016.



Quotas

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

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the armed forces. The Military Observatory for Equality (MOE) is the military entity that deals with the integration of gender perspectives in the armed forces and includes an advisory board chaired by the Under Secretary of Defence. It is supported by the Permanent Secretariat for Equality.

Reserves, National Guard and Other Military Services

There are policies to support entry into the Reserves or National Guard or other military structures, as a civilian employee. Those positions in a company or organisation that have a special interest for Defence are referred to as 'Special Services'. There are also special programmes for non-permanent personnel to reintegrate into civilian jobs. There are policies to compensate employers who hire civilians who have joined military structures. It is compulsory for the employer to keep the job open for Reservists when they return to the company. This is a compensation for the employee. There are no incentives or bonuses for civilian employees to enter the Reserves, National Guard or other military structures.

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

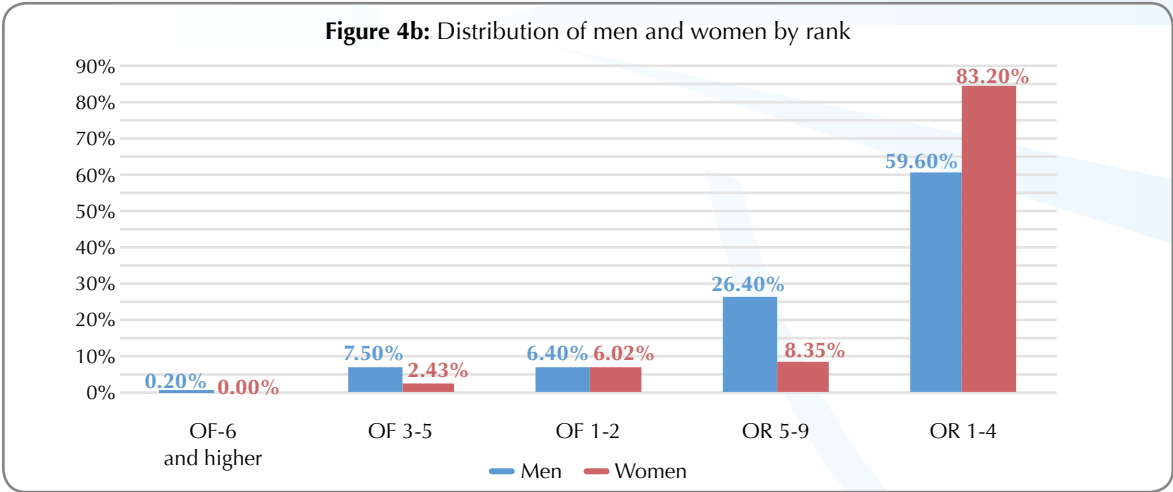
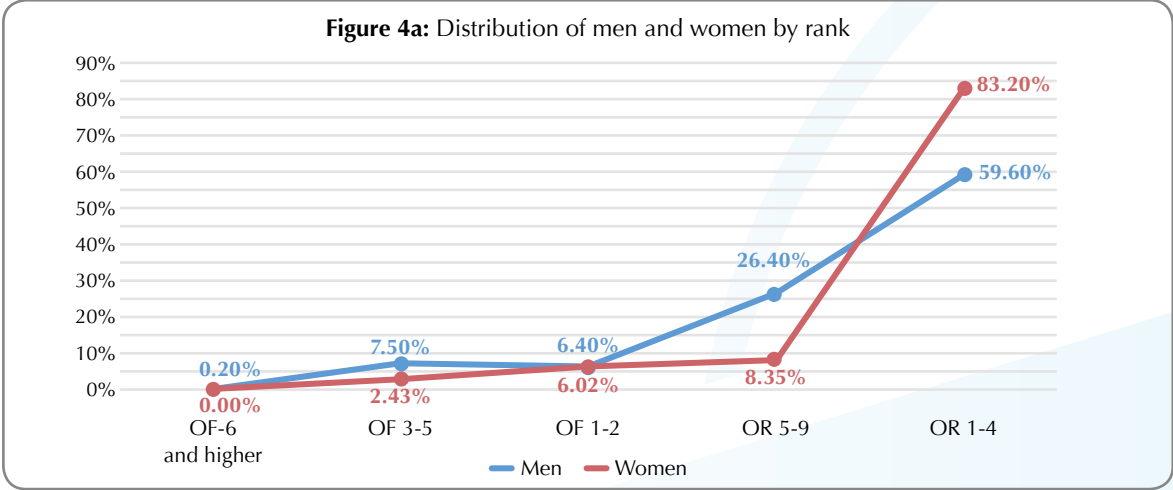
Enlistment Requirements

Enlistment requirements, including those for the physical fitness test and those related to physical characteristics, are different for men and women. The physical fitness test is adapted to the specific capabilities of men and women. There are differences in height requirements (levelled according to the average female and male height in the country) and fitness while requirements for special units are the same. Men and women enlist at the same age. There are no policies that promote the recruitment of women in the military. In 2016, out of 1,019 female applicants, 122 were successfully recruited. Out of 3,454 male applicants, 729 were successfully recruited.

Retention Policies

The retention policies of the Spanish Armed Forces include work-life balance policies and regional and mobility support policies. There are specific retention policies for women. Courses and competitive exams take pregnancy into account, evaluation boards rely on a quota system, and women’s salary cannot be cut or reduced if their post is changed due to pregnancy. There are networks to support women in the military, and the Gender Network enhances equality between men and women in the armed forces.

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



Reasons for Leaving the Military

The armed forces carry out exit surveys for men and women who leave the military. The Spanish Armed Forces also have agreements with companies to provide jobs and offer courses to help them find a new job. Additional systems to find out the reasons why military women leave the armed forces include the Hotline at the Permanent Secretariat for Equality and the Informative Conferences.

The main reason why women tend to leave the armed forces is the conclusion of their contract. The main reasons why men tend to leave the armed forces are the retirement and conclusion of their contract.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment is the same for both sexes. Military facilities are adapted for men and women: separated toilets and female cabins on board ships. As for uniforms, policies include special sizes for women, female designs and pregnancy uniforms.

Parental Rights

Legal social support is given to mothers during pregnancy and both parents of a newborn child. Such support includes new positions adapted to pregnancy so that women do not lose wages as well as maternity and paternity leave. Parental leave is 20 weeks in total and it is transferable between parents. Maternity leave is 16 weeks and paternity leave is 14 weeks maximum. There are specific programmes to support the work-life balance for military personnel. A strong legal framework allows flexible working hours, reduced working hours and postponement of missions. Part-time employment is allowed in case of parental leave, caring for elderly and sick people, studies and when both parents are in the military and one is deployed. Flexible hours are allowed in case of parental leave and caring for elderly and sick people. There are special programmes to support parents when both are members of the armed forces: one can postpone a mission if they are deployed at the same time. Single-parent families can request reduced working hours. Child-care policies include provisions to protect parents from deployment, extra weeks of subsidized maternity/paternity leave, breastfeeding breaks, policy on duty assignments, night duty, overtime work, day-care for children at the Ministry of Defence (MoD) and military installations or child vouchers and flexible working and service hours or variable start/finish times during the working day.

Service	Men	Women
Army	56,0%	7,5%
Air Force	14,7%	2,3%
Navy	14,9%	2,2%
Other	1,8%	0,6%
Total	87,4%	12,6%
Ranks	Men	Women
OF 6 and above	0,20%	0,00%
OF 3-5	7,50%	2,43%
OF 1-2	6,40%	6,02%
OR 5-9	26,40%	8,35%
OR 1-4	59,60%	83,20%

Service	Men	Women
Army	53,8%	3,0%
Air Force	17,8%	1,3%
Navy	20,2%	2,3%
Other	1,2%	0,3%
Total	93,1%	6,9%
Ranks	Men	Women
OF 6 and above	0,12%	0,00%
OF 3-5	9,15%	3,11%
OF 1-2	11,73%	11,40%
OR 5-9	29,62%	15,03%
OR 1-4	49,38%	70,47%

Table 3: NATO Operations		
Service	Men	Women
Army	48,0%	4,9%
Air Force	2,0%	0,0%
Navy	39,9%	4,7%
Other	0,5%	0,0%
Total	90,4%	9,6%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	7,24%	0,00%
OF 1-2	11,87%	10,53%
OR 5-9	36,18%	19,30%
OR 1-4	44,71%	70,18%

Table 4: Reserve Force Personnel		
Service	Men	Women
Army	44,4%	10,0%
Air Force	12,2%	1,8%
Navy	18,1%	1,8%
Other	8,5%	3,2%
Total	83,3%	16,7%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	0,00%	0,00%
OF 1-2	49,60%	46,90%
OR 5-9	32,40%	30,40%
OR 1-4	18,00%	22,70%

Table 5: Other Personnel in all Operations		
Service	Men	Women
Army	0,0%	0,0%
Air Force	0,0%	0,0%
Navy	0,0%	0,0%
Other	77,8%	22,2%
Total	77,8%	22,2%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	0,00%	0,00%
OF 1-2	100%	100%
OR 5-9	0,00%	0,00%
OR 1-4	0,00%	0,00%

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

Prevention of Sexual Harassment and Sexual Abuse

Strategies to prevent sexual harassment and sexual abuse include education, specific courses and hotlines. There are programmes related to the prevention of sexual harassment; such are specific courses and outreach given to the Harassment Protection Units (UPAs). There is appointed personnel to deal with and to report sexual harassment. Formal procedures exist for female or male victims to report harassment. These are provided by Protocol against sexual harassment within the armed forces (December 2015) and 8 UPAs. In 2016, no cases of sexual harassment or sexual abuse in the armed forces were reported.

Gender Education and Training

The Spanish Armed Forces have 3 gender-related training programmes:

1. The international course 'A Comprehensive Approach to Gender in Operations' addresses the need to recognize the different ways how conflicts affect men and women and opportunities and challenges for women to participate equally in conflict resolution, crisis management and reconstruction. The course aims to explain how to translate this into operational planning and implementation. It also promotes the need to distinguish various security needs and points of view of the local female and male population in mission areas as an essential element to increase operational effectiveness and improve the overall security situation. It targets OF-3 to OF-5 and OF-1 to OF-2. It is a part of the pre-deployment and in-theatre training.
2. The International course 'Gender and Security Sector Reform' (SSR) provides a better understanding of SSR processes and practices from a gender perspective and the role of the different actors. It identifies the diverse security needs and perspectives of the local female and male population in a mission area as an essential element to be integrated in SSR programmes. It targets OF-3 to OF-5 and OF-1 to OF-2. It is a part of the pre-deployment and in-theatre training.
3. The national course 'Gender Advisor in Operations' covers the same topics as mentioned above but has a deeper focus on gender advisor's functions. It targets OF-3 to OF-5 and OF-1 to OF-2. It is a part of the pre-deployment and standard national training.

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

Gender Advisors

The armed forces and the MoD have 230 trained gender advisors. They attend training courses, in particular: specific courses as Spanish Gender Advisors Courses, the international course on a Comprehensive Approach to Gender in Operations and the UN course on Conflict-Related Sexual Violence of Female Military Officers. So far, 35 gender advisors have been deployed, 15 of them were deployed in 2016. The armed forces have 15 gender focal points in the Operations Command, Joint Staff and MoD.

Implementation of the 2016 and 2015 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

Spain took action towards the implementation of the 2016 NCGP Recommendations to the Military Committee (MC). Gender mainstreaming is provided in military education system at all levels (academies and high-level course on Human Resources management), including gender and International Humanitarian Law. There are monthly reports to assess gender integration in all branches. In 2016, special attention was paid to the dialogue with civil society due to the drafting of the second National Action Plan on UNSCR 1325.

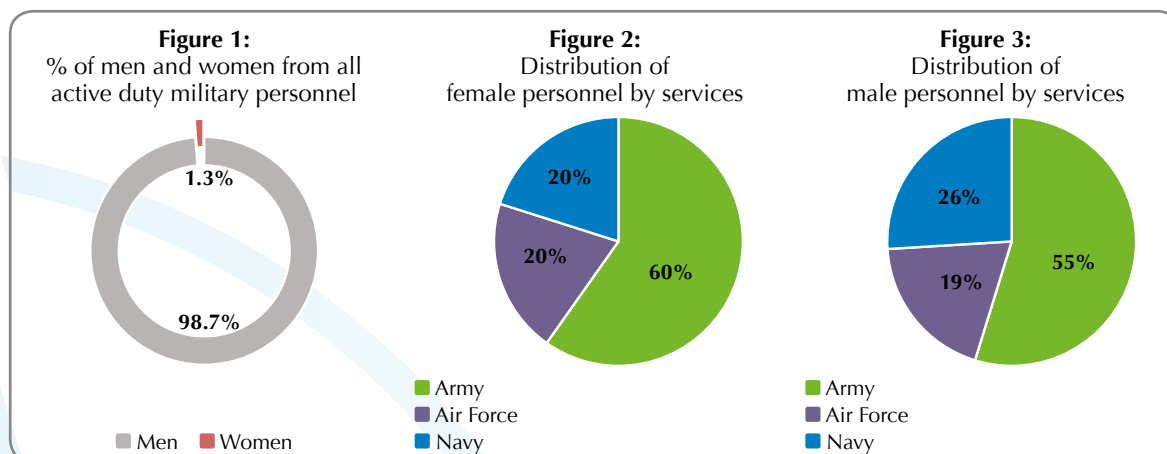
Spain took action towards the implementation of the 2015 NCGP Recommendations to the MC. Such were development of the Protocol against sexual harassment within the Armed Forces (December 2015) and the development of eight UPAs in April 2016. In 2015, sexual harassment was defined as an independent crime in the Military Justice, so the trustable data are being collected from 2016 (still in process). Specific training for gender advisors is mandatory in the armed forces.





Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2016

No new specific policies or legislation related to the implementation of gender in the Turkish Armed Forces (TAF) were enforced during 2016.



Quotas

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

Restrictions on the Incorporation of Women in the Turkish Armed Forces

There are restrictions on the incorporation of women in the armed forces. In the TAF, female personnel cannot serve in Special Forces, submarines, infantry and armour. There are no plans to eliminate those restrictions. There are restrictions that apply only to operations. Women are not allowed in combat positions in the front line and submarines.

There is a military entity that deals with the integration of gender perspectives in the armed forces. The Turkish General Staff Personnel Planning and Management Department is the point of contact for gender perspective. The Department is in charge of implementing the Human Resources Policy and United Nations Security Council Resolution (UNSCR) 1325.

Reserves, National Guard and Other Military Services

There are policies to support entry into the Reserves or National Guard, or other military structures, as an instructor in the TAF. Civilians have been employed as Reservists in the TAF since 1965. They have the same rights and obligations as public servants. They are also subject to military law. Civil servants are employed in positions that require expertise in specific areas and also in financial, technical and administrative positions in units and Headquarters (HQs). There is a Reserve pool of civilians who have completed their compulsory military service. Newly discharged personnel are used as trained Reserves in times of mobilization and state of war.

There are no policies to compensate employers who hire civilians who have joined military structures, such as active Reserves. There are incentives for civilian employees to enter the Reserves, National Guard or other military structures. In accordance with the Military Service Law, currently every male Turkish citizen is obliged to complete military service in Turkey. However, female citizens are not under such obligation. They join the armed forces voluntarily as regular female officers and Non-Commissioned Officers (NCOs).

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

Enlistment Requirements

Enlistment requirements are the same for men and women. Female personnel are not recruited as enlisted or petty officers but just as officers and NCOs. Enlistment requirements for the physical fitness test and physical characteristics are the same for men and women. Men and women enlist at the same age. There are no policies that promote the recruitment of women in the military.

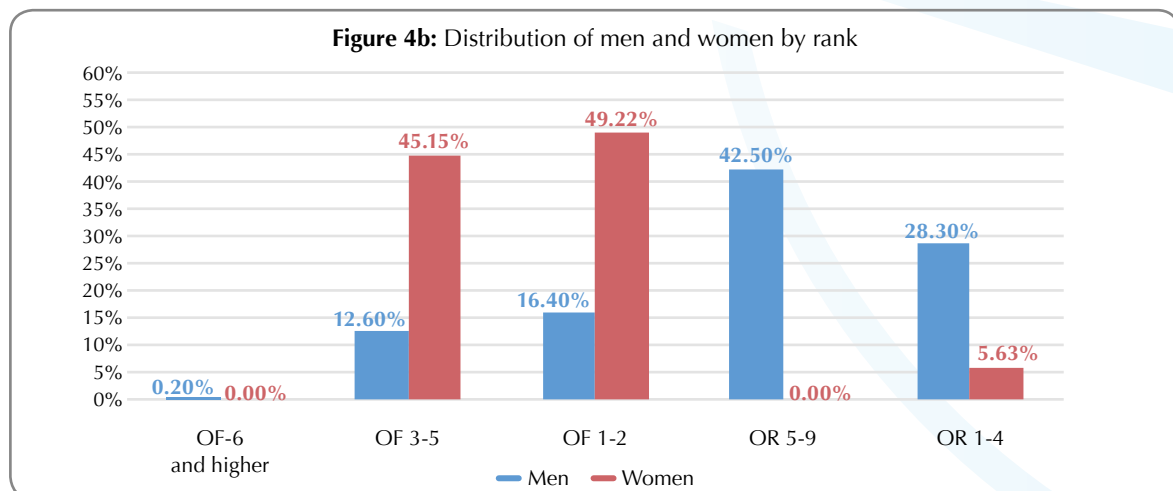
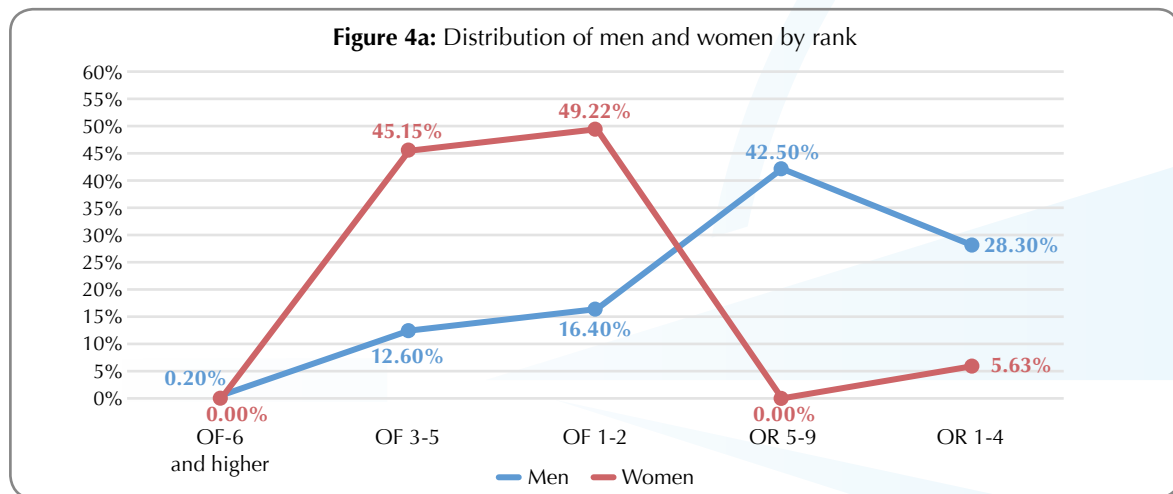
Retention Policies

The TAF do have retention policies. For retention problems in TAF, some new amendments to current laws pertaining to the salaries of military personnel continue to motivate personnel. There are additional allowances for personnel who are in special positions and they are paid extra. Also, additional allowances are paid to personnel who are employed in high-risk positions. Additionally, personnel are provided with military housing based on certain arrangements.

There are special retention policies for female military. There is parental leave, part-time employment for women in the armed forces as with other public servants. In order to protect family unity, female military personnel are allocated to posts near their spouse.

Female officers and NCOs whose spouse is appointed to foreign countries for permanent duties can take a yearlong leave without pay if they so wish. Female officers and NCOs who married a colleague from a different service are transferred to the service of their spouse in order to protect family unity. There is no network to support women in the military.

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



Reasons for Leaving the Military

The armed forces do not carry out exit surveys for men and women who leave the military. In 2016, 56 women and 3,524 men left the TAF. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 1.56%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 98.44%. The main reason why both men and women tend to leave the armed forces are difficulties balancing work and life, and retirement.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment is adapted for men and women. Every facility is adapted for both men and women and equipped with separate sanitary facilities. Combat uniforms are adapted for both sexes. Service uniforms are adapted to men and women.

Parental Rights

Legal social support is given to mothers during pregnancy and both parents of a new-born child. According to the Law, leave is 8 weeks before the birth of the child and 3 weeks could be added to the leave period taken after childbirth which prolongs the nursing leave. Until the child is one year old, mothers have the right to decide on nursing times during the day. In addition, they can take leave without pay for six months if required. Parental leave is 8 weeks plus an additional 3 and it is not transferable between parents. Paternity leave is 1 week.

There are specific programmes to support the work-life balance for military personnel. Military personnel have a 40-hour working week. At Headquarters (HQs) and units, the service day can start between 8 and 9 am and end between 5 and 6 pm. Also, there are day-care centres at HQs to help with retention of female personnel in particular. Part-time employment and flexible hours are allowed in case of parental leave, care for elderly or sick people and studies.

There are special programmes to support parents when both are members of the armed forces. Parental leave and part-time employment are available for women in the armed forces as for other public servants. In order to protect family unity, female military personnel are allocated to posts near their spouse. Female officers and NCOs whose spouse is appointed to foreign countries for permanent duties can take a yearlong leave without pay if they desire. Female officers and NCOs who married a colleague from a different service are transferred to the service of their spouses in order to protect family unity.

There is no support for service duties for single parents, divorced parents, or widows/widowers looking after their children. Child-care policies include extra weeks of subsidized maternity/paternity leave, breastfeeding breaks, policy on duty assignments, night duty, and overtime work and day-care for children in Ministry of Defence (MoD) and military installations or child vouchers.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	54,1%	0,7%
Air Force	19,0%	0,3%
Navy	25,6%	0,3%
Total	98,7%	1,3%
Ranks	Men	Women
OF 6 and above	0,20%	0,00%
OF 3-5	12,60%	45,15%
OF 1-2	16,40%	49,22%
OR 5-9	42,50%	0,00%
OR 1-4	28,30%	5,63%

Table 2: All Operations		
Service	Men	Women
Army	48,9%	0,1%
Air Force	21,3%	0,0%
Navy	29,6%	0,1%
Total	99,8%	0,2%
Ranks	Men	Women
OF 6 and above	0,20%	0,00%
OF 3-5	17,61%	50,00%
OF 1-2	34,96%	50,00%
OR 5-9	20,55%	0,00%
OR 1-4	26,68%	0,00%

Table 3: NATO Operations		
Service	Men	Women
Army	38,8%	0,2%
Air Force	27,1%	0,0%
Navy	33,8%	0,1%
Total	99,7%	0,3%
Ranks	Men	Women
OF 6 and above	0,24%	0,00%
OF 3-5	18,66%	50,00%
OF 1-2	38,06%	50,00%
OR 5-9	14,83%	0,00%
OR 1-4	28,20%	0,00%

Prevention of Sexual Harassment and Sexual Abuse

There are no strategies or programmes to prevent sexual harassment and sexual abuse. There is no appointed personnel to deal with or to whom to report sexual harassment and there are no formal procedures in place for male or female victims to report harassment. No cases of sexual harassment in the TAF were reported in 2016.

Gender Education and Training

The TAF have 2 gender-related training programmes:

1. The 'Gender and Cultural Awareness' course is for personnel who will be deployed on overseas operations. The course gives information on the country's culture and code of conduct. It targets OF-3 to OF-5, OF-1 to OF-2 and all NCOs. It is a part of the pre-deployment training.
2. The 'Gender Awareness Training' course is for raising military personnel's awareness of gender perspectives. It includes terms, resolutions and case studies from missions. It targets OF-3 to OF-5, OF-1 to OF-2 and all NCOs. It is a part of the pre-deployment training.

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

Gender Advisors

The armed forces and the MoD have 5 trained gender advisors. 5 gender advisors have been deployed so far, 2 have been deployed in 2016. There are no gender focal points.

Implementation of the 2016 and 2015 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

The TAF have taken actions towards implementation of the 2016 NCGP Recommendations to the Military Committee (MC). The national courses were developed based on the Gender Training and Education Package for Nations.

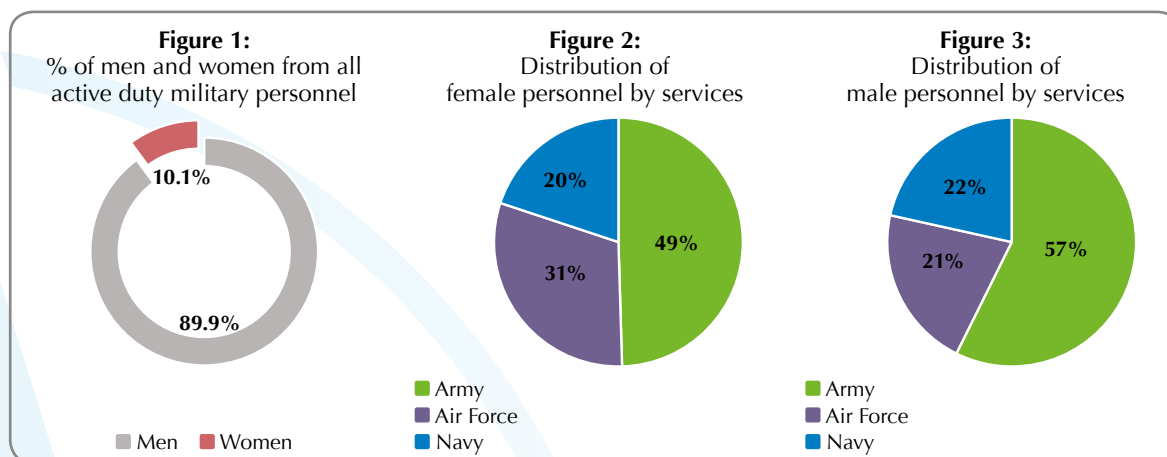
The TAF have taken actions towards implementation of the 2015 NCGP Recommendations to the MC. HQs are developing studies about gender perspectives. Additionally, preparations for the National Action Plan's (NAP) started in July 2016 under the umbrella of the Ministry of Foreign Affairs (MoFA). According to the NAP, implementation of gender perspective in the armed forces is going to be more advanced.





Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2016

United Kingdom (UK) has enforced new policies and legislation related to the implementation of gender in the British Armed Forces in 2016. The Secretary of State for Defence reported that the legislative ban on women serving in Ground Close Combat roles of the British Armed Forces would be lifted and each Service would develop an implementation plan to ensure parity of gender.



Quotas

There is a quota system for men or women in the British Armed Forces. To address the under-representation of society within the armed forces, the Prime Minister put in place recruiting targets relating to race and gender. The Defence target is that 15% of new recruits by 2020 must identify as female.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the armed forces. However, a ban on women serving in Ground Close Combat roles was lifted in 2016 and implementation plans are being written for full implementation of this policy by 2018.

There are plans to eliminate those restrictions. Implementation plans are being developed to ensure that women are able to join and serve a fulfilling career in their chosen roles. Changes include research into the muscular-skeletal impact of carrying heavy equipment, the clothing and personal equipment needed for females to serve and adaptations to living accommodation to ensure suitable facilities are available. There are restrictions that apply only to operations. Women are not allowed to serve in combat positions in the front line.

There is a military entity that deals with the integration of gender in the armed forces. The Ministry of Defence (MoD) and each of the Services has a dedicated team responsible for the integration of gender perspective. At strategic level, there is MoD staff to look at the strategic delivery of gender perspective in terms of Women, Peace and Security agenda (WPS). UK legislation demands that Equality Analysis is conducted when new policies are developed to ensure that each policy is supportive and accessible for female participation and is free from discrimination on the grounds of sex.

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

Reserves, National Guard and Other Military Services

There are policies to support entry into the Reserves or National Guard, or other military structures, as a civilian employee. Employers are encouraged to support entry and on-going service into military Reserves and there is a national recognition scheme to reward employers who do this. The scheme is based on colours and range from Bronze to Platinum which provide an incentive for organisations to do well if they wish to gain reputational and societal value from their efforts.

There are policies to compensate employers who hire civilians who have joined military structures, such as active Reserves. Employers are compensated when a Reservist is mobilised in support of armed forces activity. A national recognition scheme is in place.

Incentives for civilian employees to enter the Reserves, the National Guard or other military structures include bounty pay. Bounty payments are made when a reservist achieves an agreed number of days' commitment each year.

Enlistment Requirements

Enlistment requirements, including those for the physical fitness test and those related to physical characteristics, are different for men and women. There are minimum entry standards and these include medical specifications which differ for men and women but all are gender fair. Fitness and physical tests are developed to ensure that each recruit can achieve the required operational output. Occasionally, these are evaluated using gender-fair rather than gender-free standards.

There are also different enlistment requirements related to physical characteristics (i.e. height and weight) for men and women. There are minimum entry standards and these include medical specifications which differ for men and women but all are gender fair. All standards are directly attributable to operational output and combat effectiveness. Men and women enlist at the same age. There are policies that promote the recruitment of women in the military. The British Armed Forces have an extensive suite of recruitment activity developed and delivered to promote the recruitment of women: schools engagement activities that have been developed for schools with high female populations; role model events where uniformed personnel engage with schools and youth groups; and supported by targeted marketing materials to raise awareness of the armed forces as a career of choice for women.

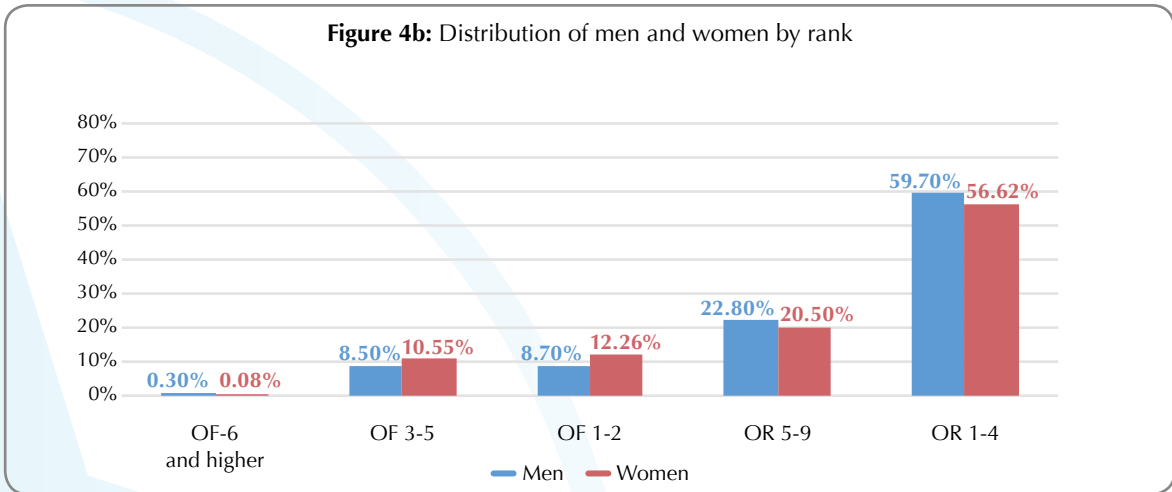
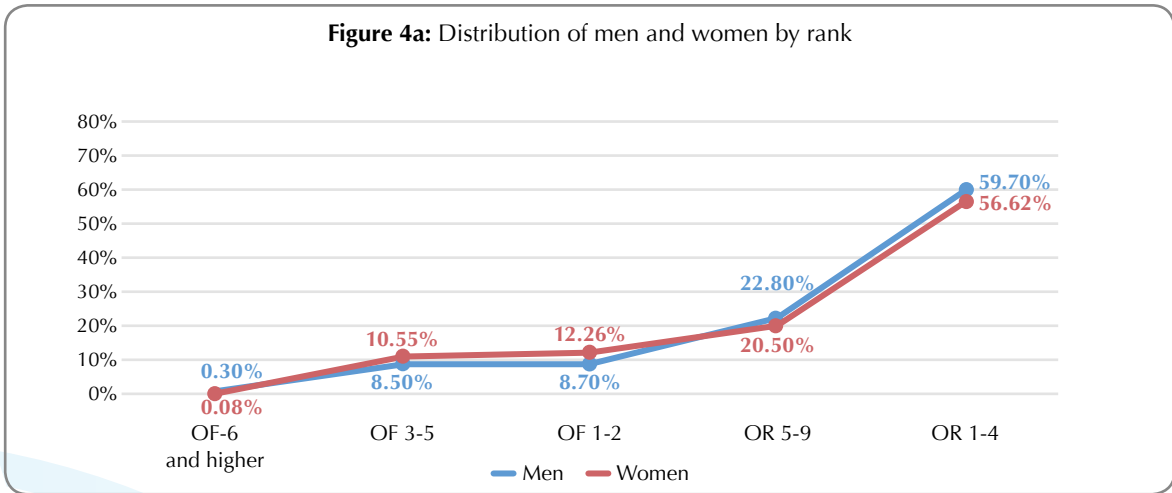
Retention Policies

The British Armed Forces have retention policies. Each of the armed forces has specific activities to promote retention where a skill or experience is required as a Service need.

The British Armed Forces has a specific retention policies for women. Whilst they are not labelled as 'female-retention' policies, there are many policies which have been developed in response to observations about why females may depart from the Service. These specific policies include protection from deployment for 18 months post-childbirth to allow new mothers and families the time needed to regain fitness and develop a sustainable family life and flexible working where unpaid periods can be used to reduce the days Service personnel is in the workplace.

There are networks to support women in the military. Each of the armed forces has a dedicated Women's Service Network to provide support, direction and to communicate new developments.

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



Reasons for Leaving the Military

The national armed forces carry out exit surveys for men and women who leave the military. Surveys are offered to personnel after they have left the Service, regardless of their exit type. Continuous Attitude Surveys are beneficial to gauge responses, when analysed by gender. The armed forces use other systems to detect reasons why military women leave the armed forces. A number of qualitative and quantitative surveys and measures are used to establish the possible exit reasons for women leaving the military.

In 2016, 1,460 women and 14,120 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 9.4%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 90.6%. The main reasons why both men and women tend to leave the armed forces are difficulties balancing work-family, limited leadership opportunities, lack of stability and retirement.

Adaptation of Military Equipment, Facilities and Uniforms

Men and women have adapted military equipment. Equipment is procured to fit the operational requirement and where possible the demographic that will be using it but retrospective fit-out is used where this is not possible. Military facilities are adapted for both men and women. To ensure each member of the Services is able to reach their full potential the facilities are adapted and/or developed to support requirements. Uniforms are procured to a broad size demography and custom-fit uniforms are developed to support those who do not fit into this generic model.

Parental Rights

Legal social support is given to mothers during pregnancy and both parents of a new-born child. Shared parental leave is offered to provide 39 weeks of full pay to be shared between the parents of a new-born. A maximum of parental leave is 52 weeks which can be taken away from the workplace as there are an additional 13 weeks of unpaid leave available.

There are specific programmes to support work-life balance for military personnel. Flexible working is available to all Service personnel and can be recorded on the Joint Personnel system to ensure there is visibility at the highest level of the demands placed on the personnel. Examples might include compressed days, working from home or very early starts. There are currently a number of trials running to consider the use of unpaid periods to reduce the number of days that personnel must be on duty. These will be reviewed in 2018. Flexible hours are allowed in case of elderly or sick people, studies. Part-time employment is not allowed.

There are special programmes to support parents when both are members of the armed forces and there is a variety of support mechanisms to support single parents, divorced parents, or widows/widowers looking after their children. There are local arrangements around flexible working and increased community and welfare support and larger schemes such as the flexible duties trial.

Child-care policies are in place; such are provision protecting parents from deployment; extra weeks of subsidized maternity/paternity leave; Policy on Duties Assignments, night duties, overtime work; day-care for children at defence ministries and military installations or child vouchers; flexible working and service hours or variable start/finish times of working day.

Physical Training Instructors (PTI) and gym facilities which support parents who wish to maintain fitness are available at a number of sites and specially ante and post-natal trained PTI are available to support returning mothers.

Service	Men	Women
Army	51,2%	5,0%
Air Force	19,1%	3,1%
Navy	19,6%	2,0%
Total	89,9%	10,1%
Ranks	Men	Women
OF 6 and above	0,30%	0,08%
OF 3-5	8,50%	10,55%
OF 1-2	8,70%	12,26%
OR 5-9	22,80%	20,50%
OR 1-4	59,70%	56,62%

Service	Men	Women
Army	71,9%	10,8%
Air Force	6,0%	1,5%
Navy	8,3%	1,5%
Total	86,2%	13,8%
Ranks	Men	Women
OF 6 and above		
OF 3-5		
OF 1-2		
OR 5-9		
OR 1-4		

Prevention of Sexual Harassment and Sexual Abuse

There are strategies and programmes to prevent sexual harassment. Each Service has educational literature, training and policies that highlight the zero tolerance to these behaviours and offer support for anyone who is suffering. There are programmes and/or trainings related to the prevention of sexual harassment. Each Service has mandatory Diversity & Inclusion (D&I) training which includes elements that highlight the zero tolerance to these behaviours and offers signposting to support for anyone who is suffering. There is appointed personnel to deal with or to report sexual harassment. There are formal procedures in place for female and male victims to report sexual harassment. Equality and Diversity Advisors are placed across the armed forces and offer a local level reference point for reporting. Independent Service charities and single services also provide helplines where issues can be reported, often confidentially. In 2016, 8 case of sexual harassment in the armed forces was reported. No men reported cases of sexual harassment or sexual abuse in the armed forces in 2016.

Gender Education and Training

The British Armed Forces have 5 gender-related training programmes. There are the types:

1. The 'Mandatory D&I' training is delivered to each member of the British Armed Forces regardless of rank and position. The training covers the basic Equality Act 2010 which covers the protection from discrimination and harassment by gender amongst other protected characteristic. It targets all officers and all NCOs. It is a part of the standard national training.
2. The 'Professional Training Package' has been developed to address the need for all leaders to understand the challenge faced when trying to integrate gender perspective. It targets OF-3 to OF-5 and OR-5 to OR-9. It is a part of the standard national training.
3. The 'Pre-deployment Training' includes gender perspectives training forms to equip the Service personnel with the relevant facts about the region which they are going to and the scenario faced once in country. It targets all officers and all NCOs. It is a part of the pre-deployment.
4. The 'Short Term Training' team explains why post conflict operations and stabilisation activity have gender dimensions. The training will include the importance of female participation, identify key elements of the National Action Plan and narrative specific to the theatre. It targets all officers and all NCOs. It is a part of the pre-deployment and the in-theatre training.
5. The 'Gender Focal Point Training' supports the development of personnel to support commanders on gender issues. Training will provide the Service persons with the ability to use appropriate gender reporting routes, templates and equip them with the skills to deliver a gender perspectives brief. It targets OF-6 and higher, OF-3 to OF-5 and OR-5 to OR-9. It is a part of the pre-deployment and standard national training.

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

Gender Advisors

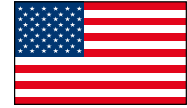
The British Armed Forces have 8 gender advisors. Gender advisors have attended a variety of courses including those offered by UK Stabilisation Unit, Nordic Centre for Gender in Military Operations (NCGM) GENAD course, United Nations Protection of Civilians Course (UNPoC) through Nordic Defence Cooperation (NORDEFECO) and Advanced Distance Learning (ADL) training serials. So far, 8 gender advisors have been deployed, all of them in 2016. The armed forces do have gender focal points. The deployment of the gender focal points is not recorded in detail as they are often used to support Exercises and pre-deployment as well as other training activity.

Implementation of the 2016 and 2015 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

The United Kingdom took action towards the implementation of the 2016 NCGP Recommendations to the Military Committee (MC). An extensive Training Needs Analysis was undertaken by the British Armed Forces and comprehensive report has guided the current development. The UK has a WPS Champion and he leads the progress alongside Service focal points and the NCGP national delegate.

The United Kingdom took action towards the implementation of the 2015 NCGP Recommendations to the MC. The recommendation prompted a review of the way that gender perspectives were considered when analysing the details of complaints made by personnel. Additionally, gender advisor trainings were reviewed on a large scale in 2016 as the profile regarding gender increased.



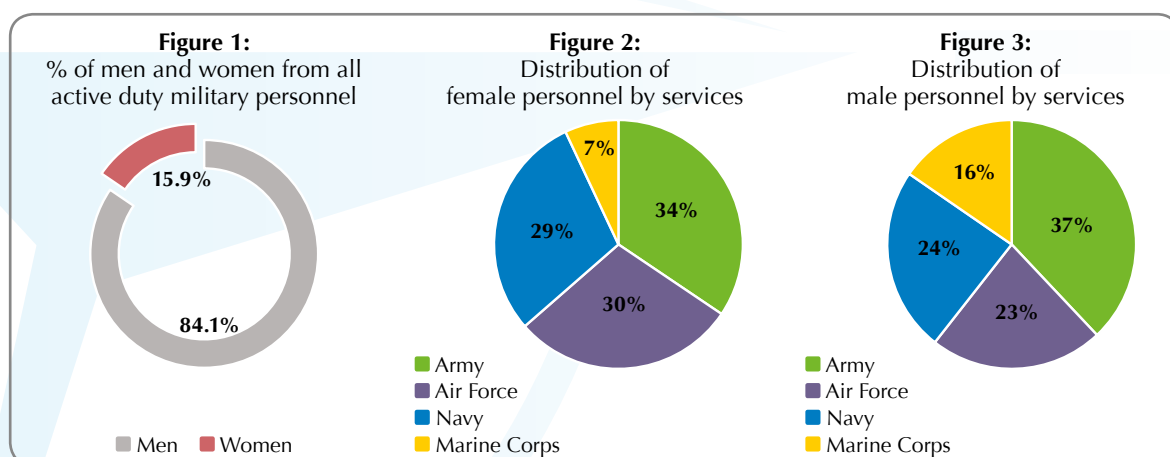


Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2016

In 2016, the U.S.A. enforced new policies and legislation related to the implementation of gender in the US Armed Forces. These are the new policies:

1. The Military Services and U.S. Special Operations Command will submit annual assessments regarding the full implementation of women in the armed forces;
2. Transparent Standards - certification that gender-neutral standards are in place for all Military Occupational Specialties (MOS) and are in use during all training and in schools;
3. Regarding population size, detailed description of challenges and mitigation strategies in the event of small numbers of women in newly opened career fields;
4. Regarding physical demands and physiological differences, injury rates for female and male Service members in newly opened MOS in comparison to the last five fiscal years of data;
5. Regarding conduct and culture, detailed description of integration education and training efforts, to include type and frequency of education and training;
6. Regarding Talent Management, detailed description of efforts taken to recruit and retain women into newly opened MOS;
7. Regarding operating abroad, detailed description of female integration issues or barriers experienced while women are operating abroad with multinational forces and mitigation of those issues; and
8. Regarding assessment and adjustment, additional assessment and adjustment efforts not covered by the above topics.

New legislation is in place. The Secretary of Defence shall report for each armed force the career progression track for entry level women officers and enlisted members in combat arms units and for laterally transferred women as officers and enlisted members transferred in combat arms units.



Quotas

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

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

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the armed forces, nor are there restrictions that apply only to operations. On 3 December 2015, the Secretary of Defence notified Congress of his intent to open the remaining closed occupations and positions in the Department of Defence to women.

Under Secretary of Defence for Personnel and Readiness is a military entity that deals with the integration of gender perspectives in the armed forces.

Reserves, National Guard and Other Military Services

There are no policies to support entry into the Reserves or National Guard, or other military structures, as a civilian employee. There are no policies to compensate employers who hire civilians who have joined military structures, such as Active Reserves. There are incentives for civilian employees to enter the Reserves, National Guard, or other military structures. Each Service offers enlistment bonuses.

Regarding, Active Army Enlistment Bonus, qualified active duty recruits may be eligible for a combination of bonuses totalling up to \$40,000. The maximum bonus for a three, four, five, or six-year contract is based on periodic updates and is subject to change.

The Army Reserve offers many incentives for joining. These include several types of cash signing bonuses and education bonuses. If you qualify for more than one bonus the Army Reserve may combine them to pay a combined bonus, which is not to exceed \$20,000.

The Navy Enlisted Bonus Source Rate Program (EBSRP) offers a cash enlistment bonus if you choose to enlist in critical ratings (jobs) and are willing to ship out to basic training during specific months. To qualify for these bonuses, you may be required to extend your normal four-year enlistment contract by one year to a total five. If you enlist under a programme which requires a five or six year enlistment period, such as Nuclear or Advanced Technical Programs, you do not have to extend your enlistment.

Additionally, there is an Enlistment Bonus with the Navy College Fund. Depending on your chosen Navy rating, you may have the option of receiving an enlistment bonus, the Navy College Fund, or both. There are a limited number of ratings that can be combined with the Navy College Fund, and we have included those that are in a table below. If you are eligible and choose both, you will get a reduced signing bonus. As with the EBSR program, to qualify for these bonuses, you may be required to extend your normal four-year enlistment contract by one year to a total of five.

The Air Force offers many incentives for joining; these include cash signing bonuses, education bonuses, and other incentives like housing, health care, and 30 days paid vacation each year.

Additionally, the College Loan Repayment Program (CLRP) is available to those who have accumulated debt due to college courses. Participants must sign up for this programme when signing the enlistment contract. Under CLRP, the repayment maximum is \$10,000 per recruit.

Air National Guard Cash Bonuses are available to enlistees who may be eligible for a \$15,000 cash signing bonus for select careers. This bonus is paid in a lump sum upon completion of the Initial Active Duty Training (IADT). The local recruiter can provide information on what career fields/jobs are offered a bonus at their unit.

The Student Loan Repayment Program will pay up to \$20,000 to those who have an existing student loan obligation at the time of enlistment in the Air National Guard. In addition, current Air National Guard members who extend their enlistment contract for a minimum period of six years are also eligible for this programme if they meet certain requirements.

Enlistment Requirements

Enlistment requirements, including those related to physical characteristics (e.g. height, weight), are the same for men and women. Each Military Service determines the requirements for physical fitness tests which are the same for men and women. Men and women enlist at the same age. There are no policies that promote the recruitment of women in the military. However, the Military Departments continue to use gender-inclusive language in outreach events and communication products such as social media, digital marketing and websites, direct contact with female prospects – sports and team focused engagements, total marketing campaigns to reach a mix of genders, ethnicities, age group, etc.

In 2016, out of 14,047 female applicants, 865 were successfully recruited. Out of 23,790 male applicants, 3,155 were successfully recruited.

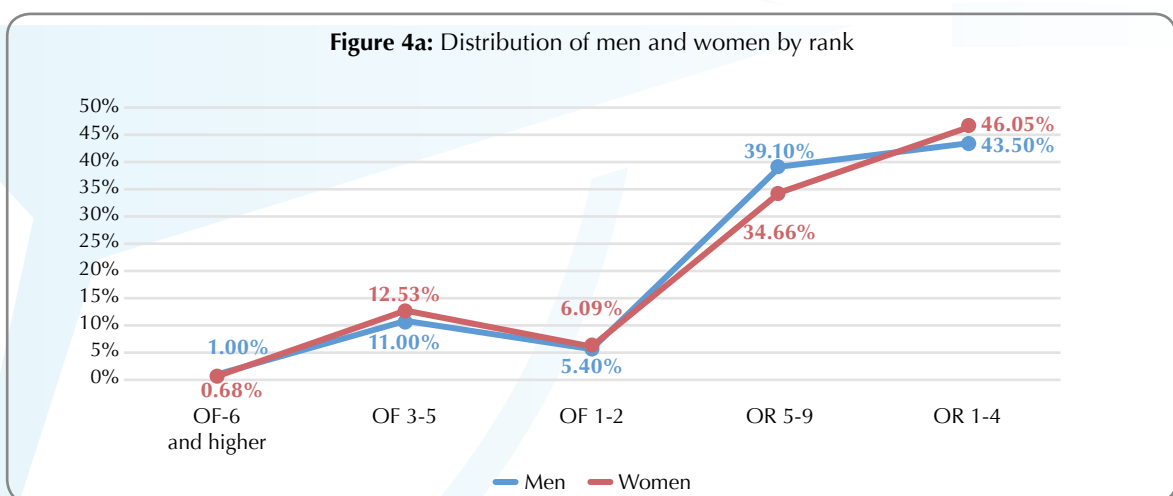
Retention Policies

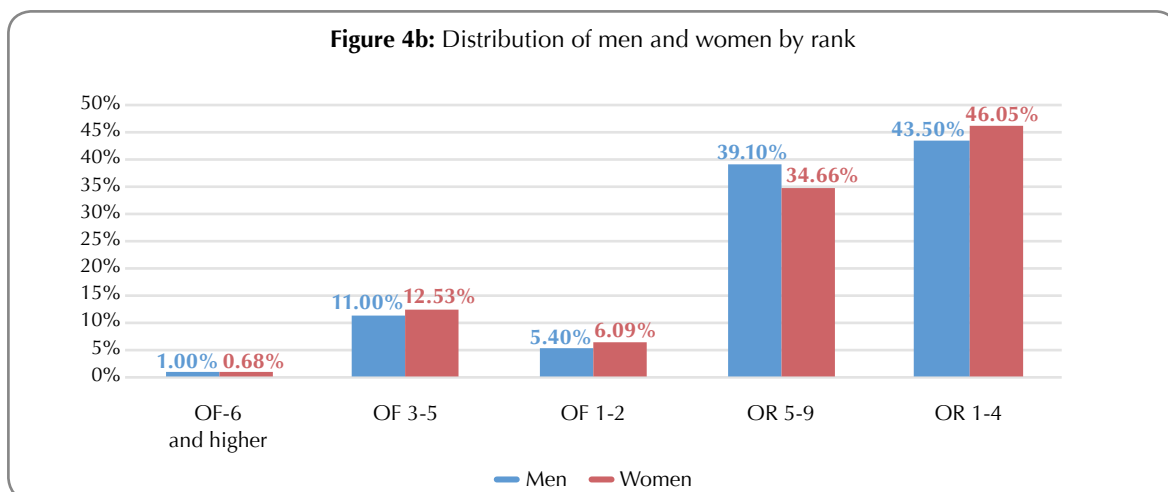
The US Armed Forces have retention policies. The Department of Defence provides overarching guidance which allows the Military Services to develop retention policies tailored to the Service specific needs.

There are no specific retention policies for women. However, with the 2015 decision to open all occupational codes previously closed to women, the Services continue to assess marketing tools to identify the best ways to engage prospective female candidates and to retain current female Service members. Review of retention data provides invaluable information to understand personnel turnover and the strategic development of retention strategies.

There are networks to support women in the military. Defence Advisory Committee for Women in the Services is composed of civilian men and women who are appointed by the Secretary of Defence to provide advice and recommendations on matters and policies relating to the recruitment and retention, treatment, employment, integration, and well-being of highly qualified professional women in the armed forces. Centre for Women Veterans advocates for cultural transformation to raise awareness about the service and sacrifice of women Veterans. The Centre also serves as resource for female Veterans. Lean-In Circles meet at regular intervals to help men and women feel more connected to their units, feel more comfortable talking openly about gender issues in the military, and share experiences and advice on acknowledging, changing and overcoming biases.

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





Reasons for Leaving the Military

The national armed forces carry out exit surveys for men and women who leave the military. In 2000, National Defence Authorization Act for Fiscal Year 2000 (Public Law No. 106-65) provided that, “The Secretary of Defence shall develop and implement, as part of out-processing activities, a survey on attitudes toward military service to be completed by all members of the Armed Forces who...are voluntarily discharged or separated from the Armed Forces or transfer from a regular component to a reserve component.” Last year, the Secretary of Defence identified the need to improve how data are collected and analysed to inform Department of Defence (DoD) personnel policies, starting with exit surveys. The exit surveys will provide quantitative data to evaluate recruit performance and to improve outcomes.

The national armed forces use other systems or methods to detect reasons why military women leave the military. The Department conducts Status of Forces surveys to gather information to evaluate why military men and women leave the armed forces. The Status of Forces Survey evaluates demographics, retention, satisfaction, tempo, stress, and readiness. The February 2016 SOFS-A included items on deployments in the past five years, ‘Military OneSource’, suicide prevention, and financial health. In addition, items were included on transition assistance, access to technology, career opportunities, detailed Permanent Change of Station (PCS) moves, family life, compensation, detailed financial health, detailed retention, impact of deployments, housing and workplace, Trafficking in Persons (TIP) program, motorcycles, and safety.

The main reasons why women tend to leave the armed forces are difficulties balancing work and family, disability, physical condition (not disability), retirement, end of contract, and unsatisfactory performance.

The main reasons why men tend to leave the armed forces are misconduct, drug and alcohol, disability, physical condition (not disability), retirement, end of contract, and unsatisfactory performance.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment is adapted for both men and women. The Military Departments continuously monitor clothing and equipment to develop standards used for individual clothing, equipment and weapons. This also includes testing to ensure new acquisitions incorporate new requirements for women. Military facilities are adapted to both men and women. All facilities and infrastructure are suitable for both men and women or modified as needed. Naval ships and submarines that cannot accommodate enlisted women will be decommissioned and replaced with gender-neutral designs. Uniforms are adapted to both men and women. Field uniforms, protective gear, headgear and boots are adapted to both sexes.

Parental Rights

Legal social support is given to mothers during pregnancy. Parental leave is 12 weeks in total and it is not transferable between parents. Paternity leave is 2 weeks.

There are specific programmes or policies to support work-life balance for military personnel. In addition to maternity leave programmes, the military Departments offer intermission programmes which allow Service members time off to study, travel or raise families. Part-time employment is not allowed. Flexible hours are allowed. Commanders have the authority to provide flexible schedules to meet mission requirements while assisting Service members when necessary.

There are special programmes/measures to support parents when both are members of the armed forces. The Military Departments make every reasonable effort for military couples to move together and to establish a joint household whenever possible. Assignments will be made to fill valid requirements, considering the needs of the military family, as well as the manning of the losing and gaining activities; therefore, collocation and immediate reassignment may not always be possible. Dual military families are required to maintain a family care plan to address care of family members during deployments.

There are child-care policies in place; such as on duty assignments, day-care for children, flexible working and service hours.

Service	Men	Women
Army	31,00%	5,30%
Air Force	19,70%	4,70%
Navy	20,20%	4,70%
Marine Corps	13,20%	1,20%
Total	84,10%	15,90%
Ranks	Men	Women
OF 6 and above	1,00%	0,68%
OF 3-5	11,00%	12,53%
OF 1-2	5,40%	6,09%
OR 5-9	39,10%	34,66%
OR 1-4	43,50%	46,05%

Service	Men	Women
Army	46,20%	8,70%
Air Force	25,50%	7,80%
Navy	4,50%	1,30%
Marine Corps	5,80%	0,20%
Total	82,00%	18,00%
Ranks	Men	Women
OF 6 and above	0,72%	2,83%
OF 3-5	8,20%	12,90%
OF 1-2	4,60%	5,60%
OR 5-9	40,40%	40,90%
OR 1-4	42,50%	47,50%

Prevention of Sexual Harassment and Sexual Abuse

There are strategies to prevent sexual harassment and sexual abuse. The DoD Sexual Assault Prevention and Response Office (SAPRO) develops force-wide prevention techniques, practices and strategies to highlight signs of victimization, stop misconduct, and act to prevent future crimes. SAPRO's approach to preventing sexual assault requires a personal commitment from every Service member. From new recruits to senior leaders, everyone plays a key role in combating the crime.

There are programmes and/or training related to sexual harassment prevention. The required subject matter for the training shall be appropriate to the Service member's grade and commensurate with their level of responsibility. Sexual harassment prevention training is taught throughout the Service member's career at the unit and during formal training and education programmes.

There are appointed personnel to deal with or report sexual harassment. There are formal procedures in place for report of harassment for female or male victims. Each Military department has established procedures for responding to and resolving Military Equal Opportunity (MEO) complaints. The procedures address tracking, investigating, and resolving MEO complaints reported through formal and informal channels that comply with the guidance. Service procedures must include informal complaints, formal complaints and anonymous complaints.

In 2016, there have been reported cases of sexual harassment or sexual abuse in the armed forces. The numbers are not releasable until reported to Congress.

Gender Education and Training

The UN Armed Forces have 3 gender-related training programmes:

1. The 'Military Equal Opportunity Program' addresses discrimination based on gender, including sexual harassment, race and national origin. It targets all military ranks. It is a part of pre-deployment phase and in-theatre training, and as well a part of the standard national training.
2. The 'Sexual Assault Prevention and Response Program' addresses what sexual assault is, reporting and first responder support, preventive methods, accountability and legal and administrative punishment. It targets all military ranks. It is a part of pre-deployment phase and in-theatre training, and as well a part of the standard national training.
3. The training 'Combating Trafficking in Persons' is an awareness training addressing reporting requirements and legal and investigative processes. It targets all military ranks. It is a part of pre-deployment phase and in-theatre training, and as well a part of the standard national training.

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

Gender Advisors

The armed forces have 2 trained gender advisors. The gender advisors receive the trainings 'Host Nation Procedures' and 'Cultural Awareness'. So far, 2 gender advisors were deployed, both of them in 2015. There are no gender focal points.

Implementation of the 2016 and 2015 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

No information provided.

9 2016 National Reports from NATO Partner Nations

This chapter presents the annual National Reports on the implementation of the United Nations Security Council Resolution (UNSCR) 1325 and related resolutions from 13 NATO partner nations for 2016. Euro-Atlantic Partnership Council (EAPC) partner nations as well as Afghanistan, Australia, Montenegro, Japan, Jordan, New Zealand and the United Arab Emirates were invited to submit their National Reports to the International Military Staff (IMS) Office of the Gender Advisor (GENAD) at NATO HQ.

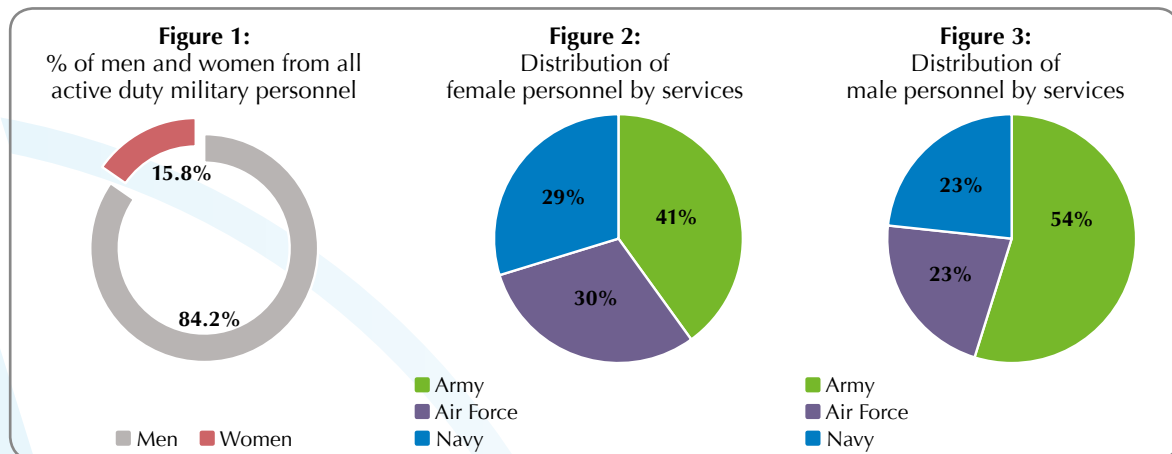
Compared to the 2015 Summary of the National Reports, four additional countries provided an input – Moldova, New Zealand, Serbia and Sweden.





Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2016

In January 2016, the Ministry of Defence commenced the direct (ab initio) recruiting of women into combat roles in the three Services, implementing an earlier decision to remove all gender restrictions on service in the Australian Defence Force (ADF).



Quotas

While there are no legislative quotas for men and women in the ADF, the three Services each set recruiting targets that include specific targets for women.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the armed forces, or women in operations. There is a military entity that deals with the integration of a gender perspective in the armed forces. The Diversity Directorate in Defence People Group has overarching responsibility for coordination and high-level support to the three Services on gender matters. The Office of the Director of the National Action Plan for Women, Peace and Security (WPS) and gender advisors in the Headquarters of each of the three Services and at Joint Operations Command provide advice on the integration of gender perspectives and the implementation of Australia's National Action Plan (NAP) on WPS.

Reserves, National Guard and Other Military Services

There are policies to support entry into the Reserves or National Guard, or other military structures as a civilian employee. Direct entry recruitment is possible into the Army and Air Force Reserves, with specific policies to support the recruitment, training, employment and career management of Reservists. The Office of Reserve Service Protection supports all Defence Force Reserves.

There are policies to compensate the employer when hiring civilians who have joined military structures, such as Active Reserves. Employers may be eligible for the Defence Employer Support Payment Scheme, which is a payment by Defence to Reservists' civilian employers for the time employees are absent from their civilian workplace due to military service.

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

There are incentives or bonuses for civilian employees to enter Reserves, the National Guard or other military structures. Commonwealth legislation protects the civilian employment of Reservists and some employment groups can be compensated for lost income due to Reserve service.

Enlistment Requirements

The enlistment requirements in the armed forces are the same for men and women. The enlistment requirements for the physical fitness test are different for men and women. Each of the Services has a fitness standard for enlistment, with Army having the highest standard of fitness required. All three Services’ tests consist of an aerobic, upper body and abdominal strength assessment. For all three Services, the aerobic and abdominal strength assessments are the same for men and women, while the upper body strength requirement is a different standard for men and women. There are no differences in enlistment requirements related to physical characteristics (e.g. height and weight).

There are further differences between the enlistment requirements for men and women. Some medical conditions that are specific to gender, such as pregnancy, are assessed. Men and women enlist at the same age.

There are policies that promote the recruitment of women in the military. Army recognises that they have the highest physical standard for enlistment and have developed pre-recruitment fitness and conditioning programmes to facilitate provisionally enlisted women reach the required pre-recruit fitness level. Other Service specific programmes to encourage female recruitment exist. For example, Army enables women to recruit when they are ready for enlistment, Air Force and Army will consider candidate requests for postings to requested locations, Navy and Army have a reduced Initial Minimum Period of Service for women for a number of roles, and Air Force has a graduate pilots’ scheme for women.

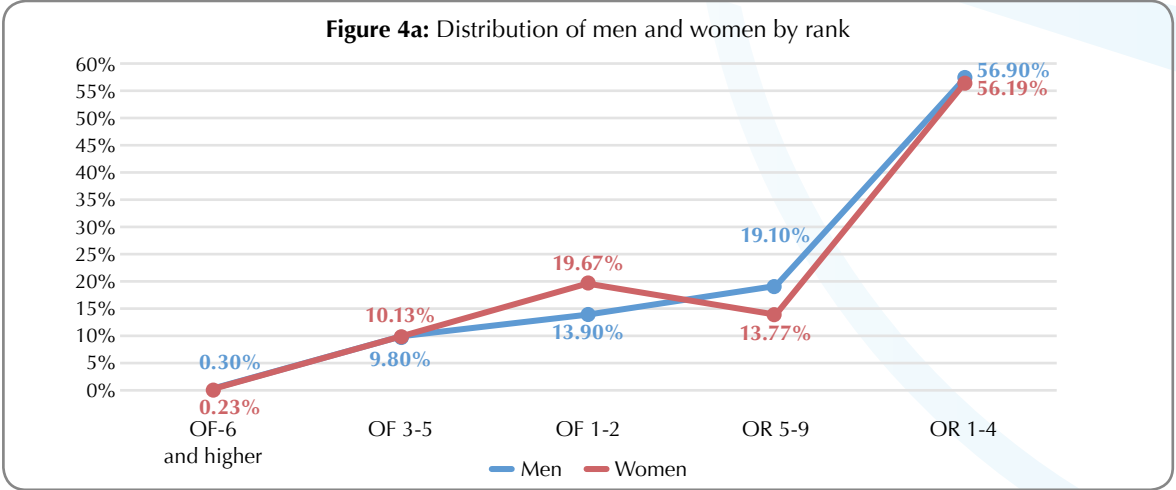
In 2016, out of 957 female applicants, 192 were successfully recruited. Out of 2,869 male applicants, 531 were successfully recruited.

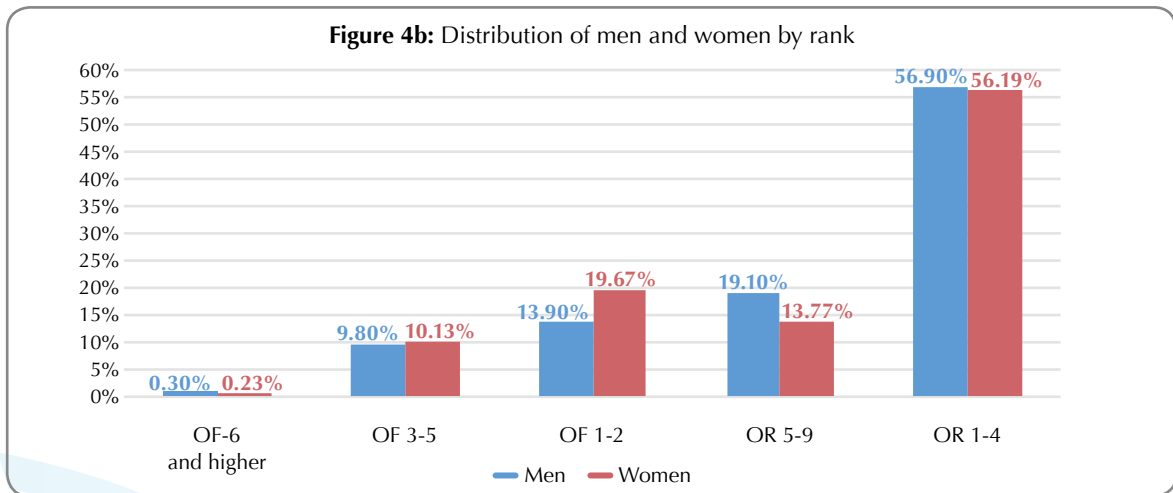
Retention Policies

The national armed forces have retention policies. Individual trade and officer qualification retention bonuses are offered to critically staffed categories. Additionally, one of the military superannuation schemes – The Military Superannuation and Benefits Scheme – has a retention benefit paid that may be paid after 15 years of service.

The national armed forces do not have retention policies specifically for women. There is a network to support women in the military (e.g. women’s network groups, contact points). Each Service has mentoring, networking and leadership programmes in place for women.

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





Reasons for Leaving the Military

The national armed forces carry out exit surveys for men and women who leave the military. The opportunity to complete an exit survey outlining reasons for leaving is offered to all military personnel who leave the Services. The national armed forces do not use any (other) systems or methods to detect reasons why military women leave the armed forces.

In 2016, 798 women and 4,165 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 16.1%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 83.9%.

The main reasons why men and women tend to leave the armed forces are difficulties in balancing work and family, limited leadership opportunities and lack of stability.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment (e.g. tanks, aircraft, and submarines) are adapted for both men and women. Military facilities are adapted for both men and women. Specific female and male facilities are provided at all defence installations.

Uniforms are adapted for both men and women (e.g. combat uniforms). All three Services provide specific female and male uniforms.

Parental Rights

Legal and social support is given to mothers and both parents. MoD provides paid maternity and parental leave, including provision for extended periods of leave without pay. Both parents retain access to medical and housing support entitlements during those periods.

Total parental leave is 52 weeks paid and unpaid leave, 14 weeks of which is paid. Parental leave is transferable between parents.

There are specific programmes or policies to support work-life balance for military personnel. Defence has a flexible work policy that is available to all military personnel, which includes part-time work, variable working hours, working from alternate locations and home based work.

Part-time employment is allowed for parental leave, elderly care, studies and other. There is no restriction on the circumstances for which a member can apply for part-time leave without pay. Other cases can be negotiated between the member and chain of command.

Flexible hours are allowed for parental leave, elderly care, studies and other. There is no restriction on the circumstances for which a member can apply for variable working hours.

There are special programmes/measures to support parents when both are members of the armed forces (e.g. a commitment that services will endeavour not to deploy both serving parents at the same time).

There is support or facilitation for service duties to single parents, divorced parents, or widows/widowers looking after their children, such as flexible working arrangements, including part-time work, variable working hours, working from alternate locations and home based work.

There are child-care policies; such as leave, breastfeeding breaks, day-care, flexible working hours, policy on duty assignments, provision protecting the parent from deployment, extra weeks of subsidised maternity/paternity leave.

Service	Men	Women
Army	45,2%	6,4%
Air Force	18,0%	4,8%
Navy	19,2%	4,6%
Total	84,2%	15,8%
Ranks	Men	Women
OF 6 and above	0,3%	0,2%
OF 3-5	9,8%	10,1%
OF 1-2	13,9%	19,7%
OR 5-9	19,1%	13,8%
OR 1-4	56,9%	56,2%

Service	Men	Women
Army	42,6%	4,3%
Air Force	34,2%	5,3%
Navy	11,0%	2,5%
Total	87,9%	12,1%
Ranks	Men	Women
OF 6 and above	1,2%	0,9%
OF 3-5	21,4%	23,5%
OF 1-2	2,4%	4,8%
OR 5-9	38,2%	36,6%
OR 1-4	36,9%	34,2%

Service	Men	Women
Army	80,5%	7,2%
Air Force	6,0%	2,5%
Navy	3,1%	0,6%
Total	89,7%	10,3%
Ranks	Men	Women
OF 6 and above	3,3%	5,7%
OF 3-5	23,9%	28,3%
OF 1-2	2,0%	5,7%
OR 5-9	20,4%	37,7%
OR 1-4	50,5%	22,6%

Service	Men	Women
Army	55,6%	9,4%
Air Force	18,0%	4,6%
Navy	9,5%	2,9%
Total	83,1%	16,9%
Ranks	Men	Women
OF 6 and above	0,9%	0,3%
OF 3-5	15,9%	13,1%
OF 1-2	12,7%	17,9%
OR 5-9	17,5%	15,4%
OR 1-4	53,0%	53,3%

Service	Men	Women
Army	40,5%	3,2%
Air Force	39,5%	7,6%
Navy	5,4%	3,8%
Total	85,4%	14,6%
Ranks	Men	Women
OF 6 and above	2,5%	3,7%
OF 3-5	26,6%	51,9%
OF 1-2	1,9%	3,7%
OR 5-9	36,1%	33,3%
OR 1-4	32,9%	7,4%

Service	Men	Women
Army	88,6%	2,9%
Air Force	8,6%	0,0%
Navy	0,0%	0,0%
Total	97,1%	2,9%
Ranks	Men	Women
OF 6 and above	2,9%	0,0%
OF 3-5	35,3%	0,0%
OF 1-2	5,9%	0,0%
OR 5-9	26,5%	100,0%
OR 1-4	29,4%	0,0%

Prevention of Sexual Harassment and Sexual Abuse

There are strategies to prevent sexual harassment and sexual abuse. The Sexual Misconduct Prevention and Response Office provides training and other strategies, including oversight of the Sexual Ethics Education in Defence (SEED) Learning Strategy.

There are programmes and/or training related to sexual harassment prevention. Programmes include the SEED Learning Strategy, the Healthy Relationships and Sexual Ethics Foundation Package, presentations by the Sexual Misconduct Prevention and Response Office (SeMPRO), and the SeMPRO Awareness, Facilitators and Educators Network, all of which aim to ensure all ADF personnel have the required knowledge, skills and attitudes to make ethical decisions in their relationships.

There are appointed personnel to deal with or to whom to report sexual harassment. There are formal procedures in place for female or male victims to report harassment. Sexual harassment reporting procedures are governed by Defence Instruction (General) Personnel 35-4 - Reporting and Management of Sexual Misconduct Including Sexual Offences; Defence Instruction (General) 35-3 - Management and Reporting of Unacceptable Behaviour; and Defence Instruction (General) Administrative 45-2 - Incident Reporting and Management. Defence Instruction (General) 35-3 establishes the responsibilities of the victim, perpetrator, and complaint manager and the possible actions following a complaint.

In 2016, there have been reported cases of sexual harassment or sexual abuse in the armed forces. 175 women reported cases of sexual harassment or sexual abuse in the armed forces, such as sexual assault (excluding rape), sexual harassment, rape and other. 33 men reported cases of sexual harassment or sexual abuse in the armed forces, such as sexual assault (excluding rape), sexual harassment, rape and other. ADF does not collect data separately classifying stalking incidents.

Gender Education and Training

The Australian Armed Forces have 7 gender-related training programmes:

1. The ADF Peace Operations Training Centre provides a 'WPS training module' to all personnel deploying to United Nations (UN) missions. It targets all officers and OR-5 to OR-9. It is a part of the pre-deployment training.
2. 'Pre-deployment training on WPS' provides training on gender in military operations to personnel deploying to NATO, Middle East, and UN missions and operations. It targets all officers and all NCOs. It is a part of the pre-deployment training.
3. The Australian Defence Force Academy has integrated 'WPS modules' into its Military Education and Training continuum to be delivered across the three year study cycle of officer cadets. It targets OF-1 to OF-2. It is a part of the standard national training.
4. 'Senior Officer Staff Courses' at the Centre for Defence and Strategic Studies include WPS training and is provided to OF-5 and above level of Australian Command and to OF-3 level at Staff Course. It is a part of the standard national training.
5. The Australian Civil Military Centre also conducts 'Civil-Military Interactive Workshops' with national and foreign security sector personnel, and pre-deployment training for the Australian Federal Police. It targets OF-3 to OF-5, OF-1 to OF-2 and OR-5 to OR-3. It is a part of the standard national training.
6. Defence Attaché Training includes a 'WPS awareness training' and is delivered through the Defence Co-operation Liaison Office. It targets OF-6 and above, OF-3 to OF-5 and OR-5 to OR-9. It is a part of the standard national training.
7. 'Gender Advisor Course' was under development for conduct in 2017. It targets OF-3 to OF-5, OF-1 to OF-2 and OR-3 to OR-5. It is a part of the standard national training.

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

Gender Advisors

The armed forces and/or the Ministry of Defence (MoD) have gender advisors. There are 13 trained gender advisors and so far 20 gender advisors have been deployed (JTF HQ x 6, RSM x 4, ISAF x 2, UNMISS x 5, HADR mission x 3).

In 2016, 8 gender advisors were deployed in operations as Senior Gender Advisor RSM; Gender Advisor to the Commander of the Joint Task Force in the Middle East; Military Gender Advisor UNMISS, Sector East Gender Advisor UNMISS, JTF Gender Advisor on Operation Fiji Assist (HADR Mission in Fiji early 2016).

The armed forces have gender focal points. None were deployed but a number of them are appointed to work in the groups and services in Australia.

Implementation of the 2015 and 2016 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

Australia has taken actions towards implementation of the 2016 NCGP Recommendations to the Military Committee (MC). The Australian Department of Defence has a longstanding strategic communications plan for 'Pathway to Change' the cultural reform agenda, which deals with gender equality, for military and civilian employees of the department. Integration of a gender perspective is being facilitated through Defence's highest level of leadership, with responsibility to implement, and to communicate cascading through the Groups and Services that make up the operational arms of the department.

The Australian Defence Force has developed training packages to support integration of UNSCR 1325 and a gender perspective, that are relevant to the country's specific circumstances, which includes participation in, and thus an understanding of national, NATO, UN and coalition operations.

Accountability for integration of a gender perspective in the Australian Defence Force is held by the Chief of the Defence Force, and his office directs and manages the implementation of that agenda in the Groups and Services that make up the Department of Defence.

The Australian Department of Defence maintains close and regular contact with the Australian Civil Society Coalition for WPS. The coalition is represented, along with Defence and other relevant Government Departments, on the Inter-Departmental Working Group on WPS, which is the body responsible for coordinating the whole of Government implementation of the NAP. Defence works particularly closely with the Australian member of the NATO Civil Society Advisory Panel on WPS, to ensure that she is fully apprised of the Australian Department of Defence's plans for integrating a gender perspective.

There were actions taken towards implementation of the 2015 NCGP Recommendations to the MC. The ADF has done a lot of work over the last four years to strengthen its values and to create an environment free from harassment and sexual and gender-based violence (SGBV), under the auspices of the cultural reform agenda 'Pathway to Change'. The Sexual Misconduct Prevention and Response Office was created to provide policy; training; data collection and reporting; advice; and a channel for victims to report sexual harassment and SGBV.

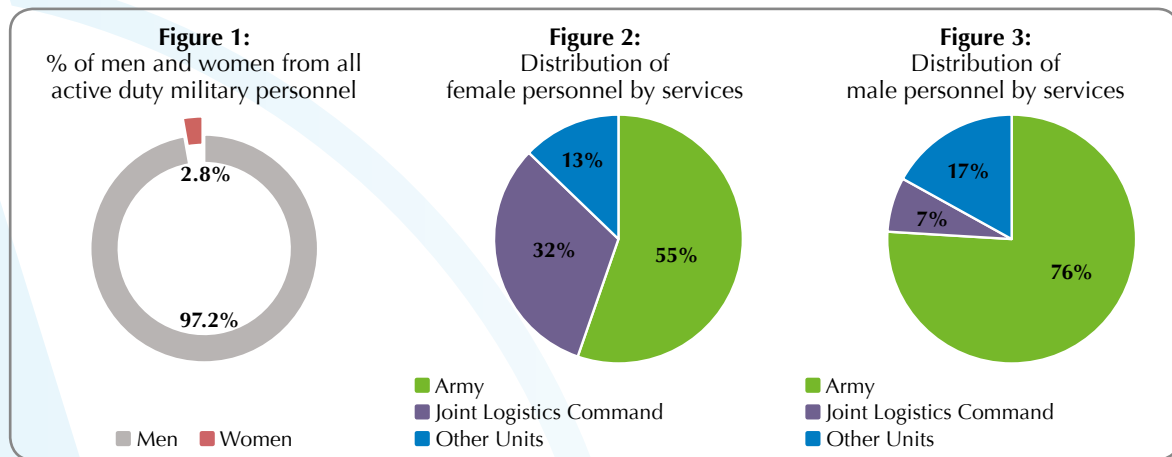
The ADF has created a Gender Advisor Network, as part of the implementation of Australia's NAP, which works to build capacity on gender perspective.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2016

No specific policies or legislation related to the implementation of gender in the Austrian Armed Forces (AAF) were enforced during 2016.

The Federal Ministry of Defence and Sports (MoDS) Women's Advancement Plan was updated for the period of 2016-2017. Most measures to enhance the recruitment of female soldiers (updating the career path models for commanding officers and non-commanding officers (NCOs); targeted recruitment measures; enabling family friendly training) were implemented during 2016.



Quotas

There is a quota system for men or women in the AAF. According to the MoDS Women's Advancement Plan, the overall and long-term goal is to reach 50% of female personnel at MoDS and a target of 10% women in the AAF.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the armed forces, nor are there restrictions that apply only to operations. There is a military entity that deals with the integration of a gender perspective in the armed forces. In the Federal Ministry of Defence and Sports there is the Unit for People-Oriented Leadership and Military Policy (Abteilung für menschenorientierte Führung und Wehrpolitik, MFW). Within this Unit, Equality Division (Referat Gleichstellung) deals with the integration of a gender perspective in the armed forces. Specifically, the Commissioner for Gender Mainstreaming (Gender-Mainstreaming Beauftragte) is tasked with ensuring that aspects of United Nations Security Council Resolution (UNSCR) 1325 are integrated throughout all procedures and at all levels.

Reserves, National Guard and Other Military Services

The Federal Act for Equality for the Federal Government (Bundes-Gleichbehandlungsgesetz) sets up policies to support entry into the Reserves or National Guard, or other military structures, as civilian employees.

There are no policies to compensate employers who hire civilians who have joined military structures, such as the Active Reserves, nor are there incentives for civilian employees to enter the Reserves, National Guard or other military structures.

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

There are incentives or bonuses for civilian employees to enter the Reserves, National Guard, or other military structures. Those who participate in military exercises receive a bonus of 250 to 600 Euros as an Appreciation Award (Anerkennungsprämie).

Enlistment Requirements

Enlistment requirements are different for men and women as regards physical fitness tests. Different parameters apply to various physical tests such as running (longer) or push-ups (fewer). In general, the limits for women in the various physical fitness test exercises are lower.

Enlistment requirements related to physical characteristics (e.g. height, weight) are the same for both sexes. Men and women enlist at the same age.

Austria has policies that promote the recruitment of women in the military. The Austrian Armed Forces are trying to increase women's representation in the armed forces by setting a quota for women from the current 2% to 10%. Therefore, within the current recruiting campaigns, women are targeted in special ways. For example, there are regular information events for women, guidance is provided for preparation for the physical fitness test for women and special information and preparation weekends for women are conducted throughout the year.

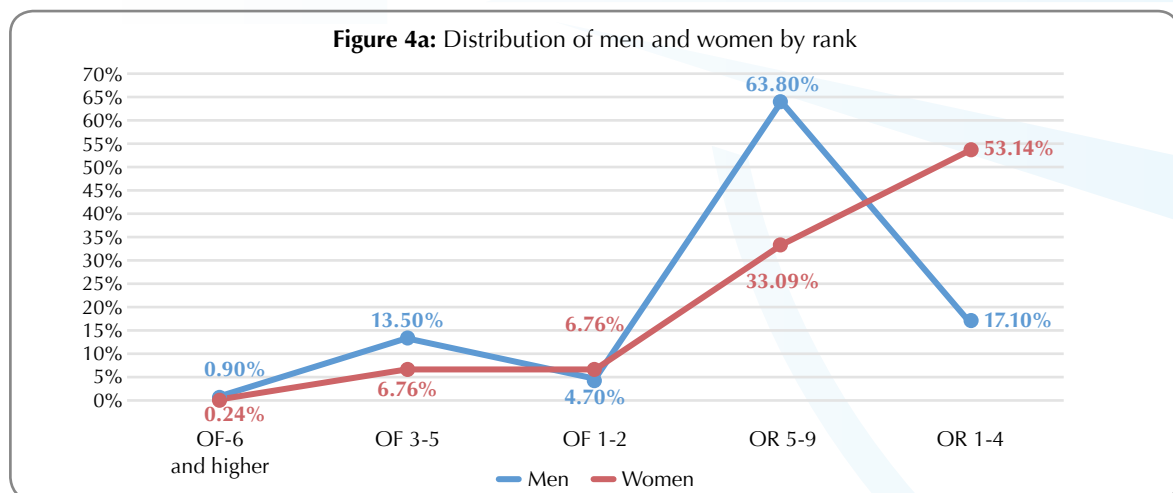
In 2016, out of 295 female applicants, 18 were successfully recruited. Out of 1,389 male applicants, 309 were successfully recruited.

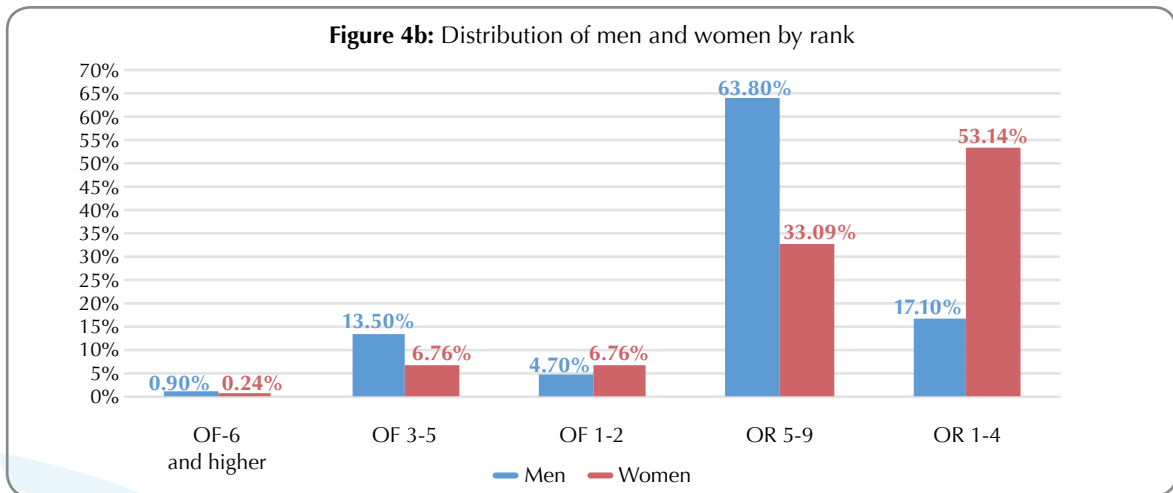
Retention Policies

The AAF do have retention policies. When Austrian soldiers, female or male, are officials, all soldiers have a life-time duty until they start drawing their pension. There are no specific retention policies for women. As regards ways to support women in the military, once a year there is a 3-day meeting aimed at facilitating networking between female soldiers. The respective Academies (National Defence Academy, Theresian Military Academy and NCO and Warrant Officer Academy) alternate in organizing this networking event.

Based on the Women's Advancement Plan (Frauenförderungsplan), a female mentoring programme has been set up. The mentoring programme aims to raise the percentage of female soldiers and to reduce their dropout rate. Experienced female soldiers help younger female soldiers during their first year and the first educational steps.

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





Reasons for Leaving the Military

The AAF conduct special exit interviews for men and women who leave the military. The AAF do not use any (other) system or method to detect the reasons why military women leave the armed forces.

In 2016, 40 women and 1,004 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 3.83%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 96.17%.

The main reasons why women tend to leave the armed forces are difficulties in balancing work and family life, limited leadership opportunities and difficulties in meeting physical requirements, wrong expectations regarding their service duties. Women report they often feel physically overwhelmed by the Service.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment and uniforms are the same for men and women. Military facilities are adapted for both men and women with separate dorms and washrooms. Combat uniforms are not fitted to men and women, they are the same for both genders.

Parental Rights

Legal social support is given to mothers during pregnancy and both parents of a newborn child. Mothers are prohibited from working eight weeks before and eight weeks after childbirth, but they are fully entitled to regular payment. Mothers have to take a minimum of 16 weeks' leave around the time of the child's birth. The father can voluntarily take up to four weeks' leave from the child's birth.

Parents can share child-care responsibilities and the parent who takes care of the child receives a child-care allowance from the State for the period of childcare. Parental leave is 104 weeks and is transferable between parents.

Programmes to support the work-life balance of military personnel include the Women's Advancement Plan, kindergartens and child-care services in summer provided by internal structures. To enable service members to better manage family affairs, courses consist of a modular structure. This reduces attendance time at educational institutions and is supported by distance learning and e-learning programmes. Training periods are organised to better meet child-care needs. The MoDS organises workshops and seminars on health issues and offers selected recreational sports activities.

In accordance with the Federal Act for Government Employees, part-time employment is allowed in case of parental leave, care for elderly or sick people, studies for all employees, based upon the Federal Act for Government Employees (§ 50a), or by individual decision.

Flexible hours are allowed in case of parental leave, care for elderly or sick people, studies by legal right for all employees, based upon the Federal Act for Government Employees (§ 48 para 3).

There are no special programmes/measures to support parents when both are members of the armed forces. There is no support or facilitation for service duties to single parents, divorced parents, or widows/widowers looking after their children.

There are child-care policies, such as extra weeks of subsidized maternity/paternity leave. Daycare for children at the Ministry of Defence and military installations or child vouchers. Flexible working and service hours or variable start/finish times during the working day.

Service	Men	Women
Army	73,8%	1,5%
Air Force	0,0%	0,0%
Navy	0,0%	0,0%
Joint Logistic Command	6,9%	0,9%
Other Units	16,5%	0,4%
Total	97,2%	2,8%
Ranks	Men	Women
OF 6 and above	0,90%	0,20%
OF 3-5	13,50%	6,76%
OF 1-2	4,70%	6,76%
OR 5-9	63,80%	33,09%
OR 1-4	17,10%	53,14%

Service	Men	Women
Army	99,3%	0,7%
Air Force	0,0%	0,0%
Navy	0,0%	0,0%
Total	99,3%	0,7%
Ranks	Men	Women
OF 6 and above	0,01%	0,00%
OF 3-5	0,50%	0,30%
OF 1-2	1,50%	2,50%
OR 5-9	4,40%	8,30%
OR 1-4	93,60%	88,90%

Service	Men	Women
Joint Force Command	97,8%	2,2%
Air Force	0,0%	0,0%
Navy	0,0%	0,0%
Total	97,8%	2,2%
Ranks	Men	Women
OF 6 and above	0,30%	0,00%
OF 3-5	12,78%	15,69%
OF 1-2	11,65%	19,61%
OR 5-9	54,52%	50,98%
OR 1-4	20,74%	13,73%

Service	Men	Women
Joint Force Command	96,9%	3,1%
Air Force	0,0%	0,0%
Navy	0,0%	0,0%
Total	96,9%	3,1%
Ranks	Men	Women
OF 6 and above	0,28%	52,94%
OF 3-5	8,74%	5,88%
OF 1-2	8,18%	8,82%
OR 5-9	28,25%	8,82%
OR 1-4	54,55%	23,53%

Table 5: NATO Operations		
Service	Men	Women
Joint Force Command	97,9%	2,1%
Air Force	0,0%	0,0%
Navy	0,0%	0,0%
Total	97,9%	2,1%
Ranks	Men	Women
OF 6 and above	0,19%	0,00%
OF 3-5	6,29%	8,70%
OF 1-2	9,44%	13,04%
OR 5-9	48,52%	60,87%
OR 1-4	35,56%	17,39%

Table 6: Other Personnel in NATO Operations		
Service	Men	Women
Joint Force Command	97,4%	2,6%
Air Force	0,0%	0,0%
Navy	0,0%	0,0%
Total	97,4%	2,6%
Ranks	Men	Women
OF 6 and above	0,00%	73,33%
OF 3-5	5,96%	0,00%
OF 1-2	6,14%	13,33%
OR 5-9	27,44%	6,67%
OR 1-4	60,47%	6,67%

Prevention of Sexual Harassment and Sexual Abuse

As part of awareness raising activities for social interaction, the AAF have strategies to prevent sexual harassment and sexual abuse. Part of the overall Anti-Mobbing-Initiative of the MoDS also focuses on the topic of sexual harassment.

There are programmes related to the prevention of sexual harassment. Special training courses on the disciplinary and criminal law regarding the topic of sexual harassment for commanders at all levels are provided on a regular basis. The courses aim to sensitize members of the MoDS/AAF to the topic, to communicate the existing legal framework and the legal consequences/sanctions that may arise in case of misconduct.

There is appointed personnel to deal with or to whom to report sexual harassment. Formal procedures exist for female or male victims to report harassment. Like all other cases of alleged breach of duty or offences, cases of sexual harassment must immediately be reported to the respective disciplinary commander.

2 cases of sexual harassment in the AAF were reported in 2016.

Gender Education and Training

The AAF have 3 gender-related training programmes:

1. The 'Gender Mainstreaming Seminar' addresses basic knowledge of gender mainstreaming in military operations and provides updates on modern lecturing and training methods. It targets all officers but OF-6 and above and all NCOs. It is a part of the standard national training.
2. The 'Awareness Raising Basic Module' addresses an overview of UNSCR 1325, conflict-related sexual violence, and the zero-tolerance policy on sexual exploitation and abuse (SEA). It targets all officers and all NCOs. It is a part of the standard national training.
3. The 'Pre-Deployment Training' focuses on the UN Core Pre-Deployment Training Materials (UN CPTM) such as prevention of SEA, gender equality in Peacekeeping, Code of Conduct, and child protection. The training was made an integral part of Austria's national pre-deployment training for UN missions. It targets all officers and all NCOs. It is a part of the pre-deployment training.

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

Gender Advisors

The AAF have 10 trained gender advisors who received training. So far, 3 gender advisors have been deployed, 1 has been deployed in 2016. Gender advisors have to successfully complete the NATO-certified Gender Advisor (GENAD) Course of the Swedish Armed Forces International Centre (SWEDINT). Some gender advisors as well as other members of the AAF/MoDS have completed the Gender Training of Trainers Course (GToT) provided by SWEDINT, and the Comprehensive Approach to Gender in Operations course provided by the European Security Defence College (ESDC), the national Commanding Officer Seminar on Gender Perspective in Military Operations offered by the MoDS. All three courses also provided interested members of the AAF/MoDS with extra training and expertise regarding gender. However, these members of the AAF/MoDS are not listed as gender advisors, if they did not also complete the previously mentioned GENAD course offered by SWEDINT.

The armed forces have gender focal points.

Implementation of the 2015 and 2016 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

Austria has not taken any action towards the implementation of the 2016 NCGP Recommendations to the Military Committee (MC).

Austria has taken action towards the implementation of the 2015 NCGP Recommendations to the MC. Austria pursues a consistent zero-tolerance policy on sexual exploitation and abuse and conducts respective awareness raising and training for military, police and civilian personnel deployed by Austria.

Additional Information

In 2016, the Association of Austrian Peacekeepers organised Blue Helmet Forum Austria (BHFA), which focused on the topic of women in peace operations. During the first event, the 2016 BHFA looked at the mission experience of military, police and civilian members of past and current peace operations. Within the four panels, participants in the 2016 BHFA discussed the topic of women in peace operations, covering a historical review and future challenges of peace operations, and the civilian, police and military perspective as well as gender issues in peace operations.

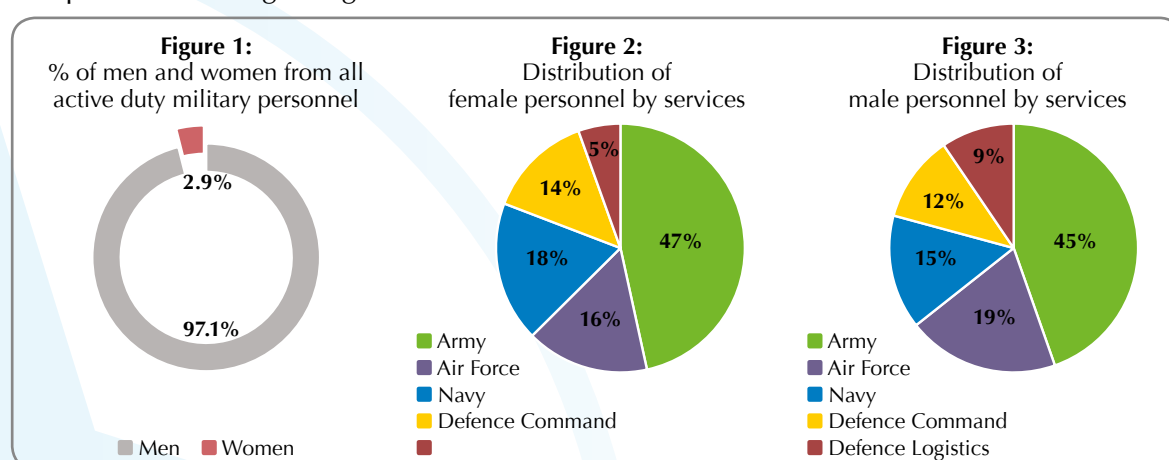


Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2016

No specific policies or legislation related to the implementation of gender in the Finnish Defence Forces (FDF) were enforced during 2016.

However, a new gender equality and non-discrimination plan in the FDF was under preparation in 2016. This plan lays down regulations for the equal treatment of men and women and regulations for non-discrimination of ethnic and sexual minorities.

Finland's Ministry of Foreign Affairs was preparing Finland's new 1325 National Action Plan (NAP). Among political issues the new action plan addresses military crisis management. The FDF are involved in the preparation process. Both of these policy documents will be completed at the beginning of 2017.



Quotas

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

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the FDF nor are there restrictions that apply only to operations. A specific unit within the Defence Command Training and Exercises Division deals with the integration of a gender perspective in the FDF. The unit formulates the administrative regulations on gender equality, non-discrimination and United Nations Security Council Resolution (UNSCR) 1325 issues in the FDF. This unit also provides a follow-up on the gender equality situation and the integration of UNSCR 1325 principles and provides guidance to FDF units.

Reserves, National Guard and Other Military Services

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

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

Enlistment Requirements

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

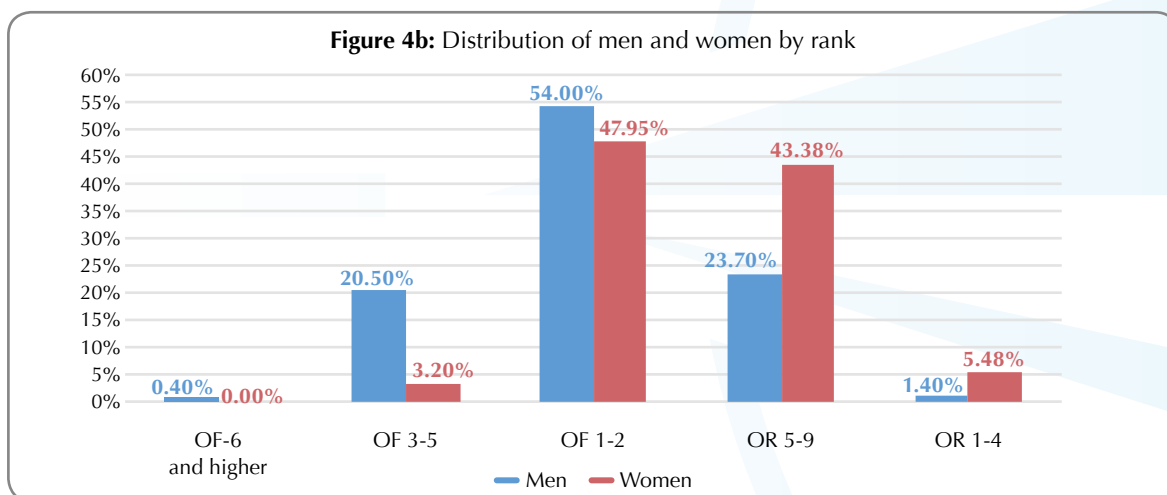
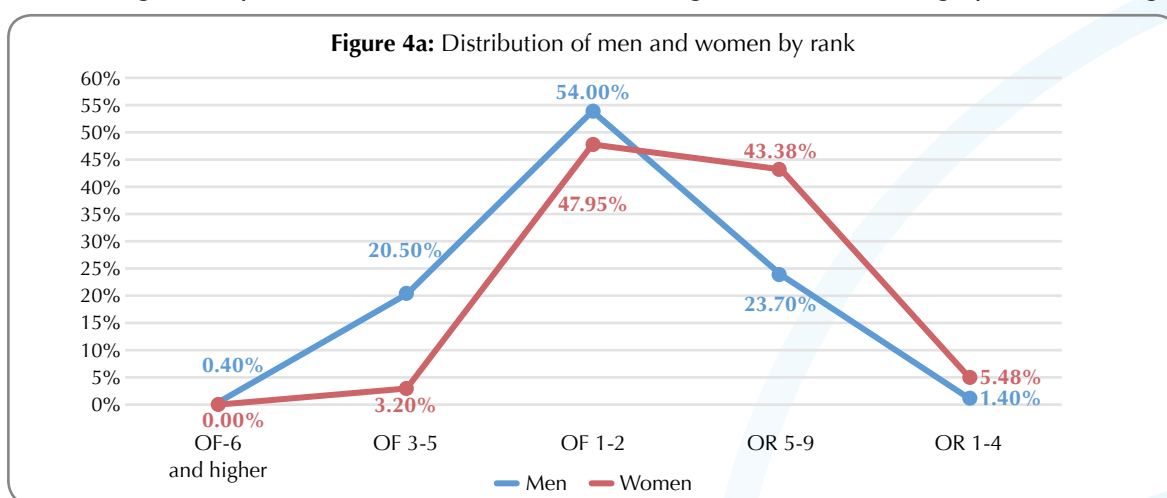
The FDF organise different recruitment campaigns to promote women's employment in the military, such as poster campaigns, TV advertisements and personal letters to young women.

In 2016, out of 61 female applicants, 7 were successfully recruited. Out of 747 male applicants, 153 were successfully recruited.

Retention Policies

There are no retention policies in the FDF, nor are there specific retention policies for women. There are no networks to support women in the military.

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



Reasons for Leaving the Military

The FDF carry out exit surveys for men and women who leave the military and the personnel who exit the military also have an interview with their unit superior.

In 2016, 4 women and 173 men left the FDF. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 2.3%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 97.7%.

The main reasons why men and women tend to leave the armed forces are retirement and the opportunity of new careers outside the military.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment is not adapted for both men and women. Both sexes have their own military dorms and facilities.

The military uniforms are fitted for men and women. Men and women have different parade uniforms and service dress. Combat uniforms are the same for both sexes, but the FDF provide a wide range of sizes that fit men and women.

Parental Rights

Legal social support is given to mothers during pregnancy and both parents of a newborn child. Parental leave is 45 weeks and is transferable between parents. Mothers get free healthcare in maternity clinics during their pregnancy. After the birth of the child, both parents get paid parental leave. After parental leave, one of the parents can take care of the child at home until he or she is three years old. During this time the parent who stays at home gets financial support from the government. Paternity leave is 19 weeks.

There are no specific programmes or policies to support the work-life balance for military personnel. Policies to support the work-life balance of military personnel are included in the Personnel Strategy and involve flexible worktime arrangements. Part-time employment and flexible hours are allowed in case of parental leave, caring for elderly or sick people and studies.

There are special programmes to support parents when both are members of the armed forces. In the FDF international deployment is voluntary in peacetime, and the FDF do not deploy both parents at the same time. If there is a crisis in Finland, the FDF have a principle that one of the parents is deployed to Staff or an institute where he or she can stay near their home.

There is no support for service duties for single parents, divorced parents or widows/widowers looking after their children. There are no child-care policies apart from the ones to support the work-life balance.

In general, Finland has a very good child day-care system and the FDF have no need to create their own system. Parental leave is long and after parental leave, families working in the military can use the normal Finnish day-care services.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	43,4%	1,3%
Air Force	18,9%	0,5%
Navy	14,5%	0,5%
Defence Command	11,2%	0,4%
Defence Logistics	9,1%	0,2%
Total	97,1%	2,9%
Ranks	Men	Women
OF 6 and above	0,40%	0,00%
OF 3-5	20,50%	3,20%
OF 1-2	54,00%	47,95%
OR 5-9	23,70%	43,38%
OR 1-4	1,40%	5,48%

Table 2: All Operations		
Service	Men	Women
Army		
Air Force		
Navy		
Defence Command		
Defence Logistics		
Total	97,0%	3,0%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	17,10%	0,00%
OF 1-2	56,44%	84,62%
OR 5-9	24,59%	15,38%
OR 1-4	1,87%	0,00%

Table 3: NATO Operations		
Service	Men	Women
Army		
Air Force		
Navy		
Total	100%	0,0%
Ranks	Men	Women
OF 6 and above	0,00%	
OF 3-5	33,33%	
OF 1-2	56,41%	
OR 5-9	10,26%	
OR 1-4	0,00%	

Table 4: Reserve Force Personnel		
Service	Men	Women
Army		
Air Force		
Navy		
Total	99,2%	0,8%
Ranks	Men	Women
OF 6 and above	0,01%	0,0%
OF 3-5	0,1%	0,0%
OF 1-2	8,8%	12,3%
OR 5-9	10,5%	16,9%
OR 1-4	80,5%	70,8%

Table 5: Other Personnel in all Operations		
Service	Men	Women
Army		
Air Force		
Navy		
Total	94,8%	5,2%
Ranks	Men	Women
OF 6 and above	0,15%	0,00%
OF 3-5	8,67%	0,00%
OF 1-2	18,39%	45,95%
OR 5-9	38,57%	27,03%
OR 1-4	34,23%	27,03%

Table 6: Other Personnel in NATO Operations		
Service	Men	Women
Army		
Air Force		
Navy		
Total	96,6%	3,4%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	21,43%	0,00%
OF 1-2	28,57%	100,00%
OR 5-9	35,71%	0,00%
OR 1-4	14,29%	0,00%

Prevention of Sexual Harassment and Sexual Abuse

The FDF have a National Plan on Gender Equality and Non-Discrimination that aims to incorporate the principles of equality and non-discrimination in all planning, actions, and leadership. Bullying and sexual harassment are strictly forbidden. Each administrative unit must develop a local plan to explain how the problems that have arisen in the unit have been dealt with. The FDF National Plan on Gender Equality and Non-Discrimination contains instructions on how to draw up local plans and on how to prevent harassment and bullying in conscription. The FDF also have administrative regulations to prevent and handle cases of indiscreet behaviour and inappropriate treatment of personnel. The National Plan contains instructions to support the victims when cases of inappropriate behaviour arise. If superiors cannot solve the problem, then health and security authorities take action. Programmes related to the prevention of sexual harassment include education and training for employed personnel and conscripts.

There is appointed personnel to deal with and/or to whom to report sexual harassment. Formal procedures exist for female or male victims to report harassment. Victims report to their superiors and if this is not possible, they contact safety authorities who can send the case to the civilian police and civilian courts. As the FDF do not have military courts, all cases are handled in civilian courts.

In 2016, 28 women and 29 men reported cases of sexual harassment.

Gender Education and Training

The FDF have 4 gender-related training programmes that address UNSCR 1325 and gender topics:

1. The 'Pre-deployment Training for Crisis Management Personnel' includes basics on UNSCR 1325, international law, International Humanitarian Law, human rights obligations, and local conditions in the area of operation and local customs and practices. Rotation training includes classes and practical exercises dealing with the issues mentioned. It targets all officers and all NCOs. It is a part of pre-deployment training.
2. 'Additional Training on Gender Perspectives' for troop commanders, leaders or Subject Matter Experts (SMEs) takes place in the Finnish Defence Forces International Centre (FINCENT) in Finland or in the Nordic Centre for Gender in Military Operations (NCGM) in Sweden. This training includes classes and practical exercises and it gives deeper understanding of UNSCR 1325 principles for strategic use. It targets OF-3 to OF-5 and OF-6 and above. It is a part of the pre-deployment training.
3. The National Defence University provides 'Training and Education on UNSCR 1325' to all undergraduate and graduate officer students and continues the education for OF-5 officers and above. Education includes practical classes and exercises dealing with the UNSCR 1325 agenda. The outcome of the training is a basic understanding of the UNSCR 1325 agenda and practical use of its principles. It targets OF-3 to OF-5 and OF-1 to OF-2. It is a part of the standard national training.
4. 'Gender Training and Education for NCOs' is included in the basic education of all NCOs. It is a part of the standard national training.

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

Gender Advisors

The FDF have 40 trained gender advisors. All gender field advisors (GFA) and gender advisors attend the NCGM courses in Sweden. So far, 8 gender advisors have been deployed, 2 of them in 2016. The FDF have gender focal points and 2 of them were deployed in 2016.

Implementation of the 2015 and 2016 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

Finland has taken action towards the implementation of the 2016 NCGP Recommendations to the Military Committee (MC). Finland is rewriting Finland's 1325 NAP. The new NAP is for the period 2017-2021 and recommendations 3 and 4 were taken into account.

Finland has taken action towards the implementation of the 2015 NCGP Recommendations to the MC. The FDF have worked to implement all three recommendations.

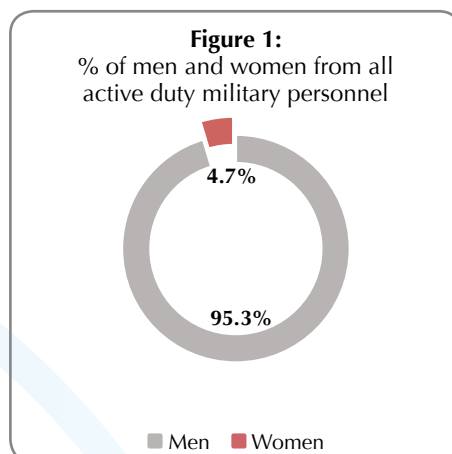
Additional Information

Finland has a conscription system. Around 21,000 young men (75 % of the men of the age range) are liable for mandatory conscript service every year. Around 500 young women do the volunteer conscript service annually. The conscript service lasts 6, 9 or 12 months after which conscript personnel enter the Reserves for several decades. In peacetime, all officers and NCOs work as trainers, or on Staffs and in institutes. In peacetime, the FDF include 7,000 hired soldiers and 5,000 hired civilians; 2,300 of whom are women. In wartime, the armed forces' numbers 230,000 soldiers, and the large majority of them are Reservists.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2016

In 2016, Georgia enforced the Gender Equality Policy Implementation Plan for 2016-2017 in the Georgian Armed Forces (GAF).



Quotas

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

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the armed forces, nor are there any restrictions that apply only to operations.

The Gender Equality Monitoring Group is responsible for integrating a gender perspective in the armed forces. The Ministry of Internal Affairs of Georgia (LEPL) David Agmashenebeli National Defence Academy of Georgia provides training and lectures to Bachelor and Military Career School students.

Reserves, National Guard and Other Military Services

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

Enlistment Requirements

Men and women enlist at the same age. There are no policies that promote the recruitment of women in the military.

In 2016, 7 out of 12 female applicants at the Bachelor School were successfully recruited. 148 out of 265 male applicants at the Bachelor School were successfully recruited.

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

Retention Policies

The Georgian Armed Forces do have retention policies. Exit surveys are conducted twice a year. After the data are analysed, scarce specializations and vacancies are identified. There are no specific retention policies for women.

Reasons for Leaving the Military

The Georgian Armed Forces carry out exit surveys twice a year for men and women who leave the military.

In 2016, the percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, was 2.35%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, was 97.65%.

The main reasons why women and men tend to leave the armed forces are difficulties in balancing work and family life, limited leadership opportunities and lack of stability.

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

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment and uniforms are the same for men and women. Military facilities are adapted for both sexes. Female and male personnel have separate accommodation and lavatories.

Parental Rights

Legal social support is given to mothers during pregnancy. Paid maternity leave is 28 weeks (200 days) and it is not transferable between parents.

There are no child-care policies, specific programmes to support the work-life balance for military personnel or special programmes to support parents when both are military members.

Part-time employment is not allowed and flexible hours are allowed in case of parental leave or care of elderly or sick family members. There are no special programmes to support parents when both are members of the armed forces, nor is there support for service duties to single parents, divorced parents, or widows/widowers looking after their children or child-care policies.

Prevention of Sexual Harassment and Sexual Abuse

There is a training related to the prevention of sexual harassment. There are no formal procedures in place for female or male victims to report harassment, nor are there appointed personnel to deal with or to whom to report sexual harassment.

No cases of sexual harassment were reported in 2016 in the Georgian Armed Forces.

Gender Education and Training

The GAF have 5 gender-related training programmes. LEPL National Defence Academy Gender Trainers provide training that addresses principles of gender equality and gender-related United Nations Security Council Resolutions (UNSCRs).

These are the types:

1. 'Gender Equality Principles and Gender-Related UNSCRs Training' for Bachelor degree and Military Career Schools Students (OF-3 to OF-5, OF-1 to OF-2 and all NCOs). It is an in-theatre training.
2. 'Pre-deployment Training for Military Personnel' targets OF-1 to OF-2 and all NCOs. It is a part of the pre-deployment training.

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

Gender Advisors

The armed forces and the MoD have 42 trained gender advisors. They received training regarding gender equality issues and UNSCR 1325 and related resolutions, such as Gender Training of Trainers (GToT) and training for Gender Field Advisors provided by the Nordic Center for Gender in Military Operations (NCGM). So far, 42 gender advisors have been deployed, all of them were deployed in 2015. There are no gender focal points.





Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2016

Ireland has implemented its Second Defence Forces (DF) Action Plan on Women, Peace and Security (WPS). Ireland's Second National Action Plan (NAP) on WPS was published in 2015 and the DF were listed as an actor across all of its four pillars and were allocated four key tasks. The second NAP is organised around these key pillars:

1. Prevention (conflict-related gender-based violence, sexual exploitation and abuse (SEA), gender-based violence (GBV));
2. Empowerment and Participation of Women in Decision-Making;
3. Protection, Relief and Recovery; and
4. Promotion of WPS Agenda, nationally and internationally.

The DF Action Plan is organised around these four pillars and is designed to implement the tasks in the NAP as part of a gender mainstreaming approach. In order to increase female participation in the DF a number of initiatives were implemented in 2016. Initiatives include a female-specific recruitment video, engagement with professional marketing strategy agency, female-specific on-line messaging and female information days for those that applied to join the DF.

Quotas

There is no quota system for men or women in the Irish Defence Forces.

Restrictions on the Incorporation of Women in the Defence Forces

There are no restrictions on the incorporation of women in the defence forces. Personnel are selected for various appointments on their competency and merit. The Gender, Equality and Diversity Advisor is responsible for the integration of gender perspective in the Defence Forces under the guidance of the General Staff.

There is a military entity that deals with the integration of a gender perspective in the armed forces. The DF Headquarters' (DFHQ) gender advisor has oversight for the integration of a gender perspective in the Defence Forces. The DFHQ gender advisor is positioned within Human Resources (HR) and has the full support of the General Staff and all Services. Each brigade has a gender advisor in its HQ staff. Gender focal points are positioned in units at the tactical level.

Reserves, National Guard and Other Military Services

There are no policies to support entry into the Reserves or National Guard, or other military structures, as a civilian employee, nor are there policies to compensate employers who hire civilians who have joined military structures, such as active reserves. There are incentives for civilian employees to enter the Reserves, National Guard or other military structures. Members of the Reserves will receive more points than civilian applicants when applying to join the permanent Defence Forces.

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

Enlistment Requirements

As regards recruitment, all positions are open for women in the Defence Forces. Enlistment requirements for physical fitness tests are different for men and women. Specifically, females can do modified push-ups (on their knees), and have an additional 1 minute and 30 seconds to complete a 1.5 mile run. (Males 11.40', females 13.10').

Enlistment requirements related to physical characteristics (e.g. height, weight) are the same for both sexes. Men and women enlist at the same age.

There are specific policies that promote the recruitment of women in the military. The Defence Forces Public Relations (PR) branch employs a gender perspective in their recruitment campaigns and tailors specific information to attract female recruits. There has been a female-specific media strategy employed in 2016. Female-only information days were conducted in 2016 where females were given job-specific narratives regarding Service in general, a variety of corps, fitness programmes and fitness advice.

Retention Policies

The Irish Defence Forces do have retention policies and retention policies specifically for women. The Defence Forces have established a DF Women's Network that is based around learning circles. The aim of the Network is to support females in all aspects of their work in order to assist with participation and retention.

The Defence Forces Women's Network has been established by J1 – HR in 2016. Each barrack location and unit now have trained facilitators to assist and mentor females in their units. The network has a lead point of contact in each brigade and is co-ordinated by the DFHQ Gender Advisor.

Reasons for Leaving the Military

The Irish Defence Forces carry out exit surveys for men and women who leave the military. The Defence Forces psychologist carries out the exit surveys in order to gain an insight into why personnel leave the Defence Forces. The surveys are monitored by J1-HR who then makes recommendations to the General Staff. In a conducted climate survey it was noted that more men in comparison to women were leaving the DF. It was also noted that women were more content in their work environment than their male colleagues were.

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

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment is not fitted for men and women; they are the same for both genders. Military installations have been adapted to both sexes; specifically the introduction of female toilets and female-only accommodation.

Uniforms and combat uniforms/boots are tailored for men and women. Female and male uniforms are available and are monitored by a Clothing Committee. Maternity uniforms are also available.

Parental Rights

Legal social support is given to mothers during pregnancy and both parents of a new-born child. Legal social support is given to both parents of a new-born child in the form of paid maternity leave and provision for extended periods of leave without pay. Parental leave is up to 52 weeks, of which 14 are paid. Paternity leave is two weeks. Parental leave is not transferable between the parents. There are no specific programmes or policies to support the work-life balance. Part-time employment and flexible hours are not allowed. However, there are specific programmes/measures to support parents when both are military. The Defence Forces have practices in place that allow for flexibility in terms of deployment due to family circumstances.

There is support to single parents, divorced or widowed military personnel. The Defence Forces have Personnel Support Services to support members who are going through difficult times. There is flexibility employed in the short-term to assist carers, single parents or those experiencing difficult circumstances, providing it does not affect operational commitments.

There is no child-care policy in the DF, besides provision protecting parents from deployment. Females can only be deployed on overseas operations if they specifically volunteer to go for two years after giving birth in order to allow for breastfeeding under Defence Forces Maternity Policies.

Prevention of Sexual Harassment and Sexual Abuse

There are strategies and programmes to prevent sexual harassment and sexual abuse. The Defence Forces Admin Instruction A7 deals with interpersonal relationships in the DF. The Defence Forces have a robust complaint mechanism that is dealt with through the chain of command, through a redress of wrongs office and also by the ombudsman for the Defence Forces. The DF also liaise with the Human Rights and Equality Commission for advice on best practice.

The DF have a training related to the prevention of sexual harassment. There is a Designated Contact Person training programme where personnel are trained to inform and to support victims of harassment and the training also acts as an education piece. All barrack locations are required to display the Defence Forces dignity charter. Military Police receive specialized training for investigation of sexual assaults. All personnel are briefed regularly throughout their career on interpersonal relationships.

Appointed personnel deal with and report sexual harassment. Formal procedures exist for female or male victims to report harassment.

Gender Education and Training

The Irish Defence Forces have 2 gender-related training programmes.

1. 'Gender Perspective Training for Career Course' is delivered to all career courses where participants are introduced to the main theories and framework of the WPS agenda and the terminology associated with gender perspective. They are also introduced to gender in military operations. It targets OF-3 to OF-5, OF-1 to OF-2 and all NCOs. It is a part of the pre-deployment training and the standard national training.
2. 'Gender Focal Point Training' introduces the main theories and framework of the WPS agenda and the terminology associated with gender perspective. The attendees are also introduced to gender in military operations. The future Gender Focal Points do gender-based violence training and facilitated scenario training. It targets OF-1 to OF-2 and OR-1 to OR-4. It is a part of the pre-deployment and the standard national training.

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

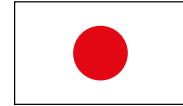
Gender Advisors

The Ireland Defence Force has 14 trained gender advisors. All 14 have been trained in the Nordic Centre for Gender in Military Operations. So far, 6 gender advisors have been deployed, 3 of whom in 2016. The Ireland Defence Force has Gender Focal Points. All units deploying overseas have at least 5 Gender Focal Points.

Implementation of the 2015 and 2016 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

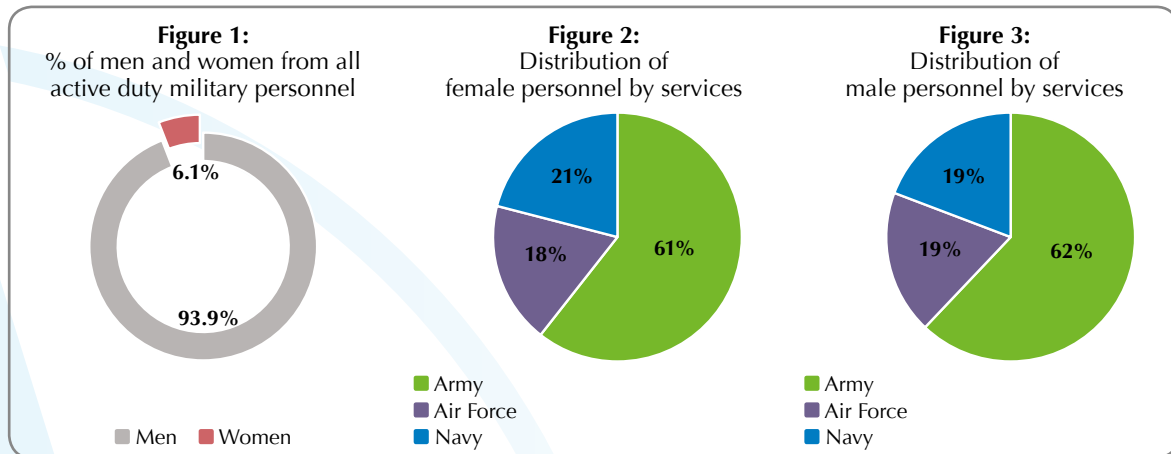
Ireland has taken action towards the implementation of the 2016 NCGP Recommendations to the Military Committee (MC). The Defence Forces are implementing a gender mainstreaming approach in order to institutionalise a gender perspective. The Second DF Action Plan on WPS was designed to complement gender perspective training programmes.

Ireland has taken action towards the implementation of the 2015 NCGP Recommendations to the MC. Gender advisors continue to be appointed to operational HQ in order to build capacity in gender perspectives.



Specific policies and/or legislation to implement a gender perspective in the Japan Self-Defence Forces enforced during 2016

In 2016, Japan enforced new policies and legislation related to the implementation of gender in the Japan Self-Defence Forces (JSDF). These are stated in the Action Plan to Promote Women's Participation and Work-Life Balance in the Ministry of Defence (28 January 2015) and Main Action Plan in the Ministry of Defence based on the law on women's participation in the work environment for 2015-2019.



Quotas

There is a quota system for men and women in the JSDF. According to the Ministry of Defence (MoD), the Action Plan to Promote Women's Participation and Work-Life Balance in the Ministry of Defence specifies that more than 9% of JSDF personnel must be women by 2030. In order to reach that target, the MoD expects that more than 10% of the newly recruited JSDF personnel will have to be women after 2017. The MoD also aims to increase the percentage of JSDF female officers compared to the current ratio (3.1%) by 2020.

Restrictions on the Incorporation of Women in the Self-Defence Forces

There are restrictions on the incorporation of women in the armed forces. Women are not allowed to enter the Infantry Company, Tank Company, reconnaissance unit, Engineering Company, antitank helicopter unit, flight squadron, chemical reconnaissance unit, and tunnel warfare unit. There are plans to open some of the listed branches to women in the near future. There are restrictions for women that apply only to operations. Deployment of women is restricted on submarines. The Human Resources (HR) offices of each Service deal with the integration of a gender perspective in the JSDF and the Work Life-Balance Office in the MoD is in charge of women's empowerment.

Reserves, National Guard and Other Military Services

There are no policies to support entry into the Reserves or National Guard, or other military structures, as a civilian employee. There are policies to compensate employers who hire civilians who have joined military structures: companies that provide Reserves receive 12,500 yen per month (510,000 yen per year) for each Reservist. There are no incentives for civilian employees to enter the Reserves, National Guard, or other military structures.

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

Enlistment Requirements

Enlistment requirements, including those related to physical characteristics, are different for men and women as regards height, chest size and weight. Enlistment requirements for the physical fitness test are different for men and women. Men and women enlist at the same age. There are no policies that promote the recruitment of women in the military.

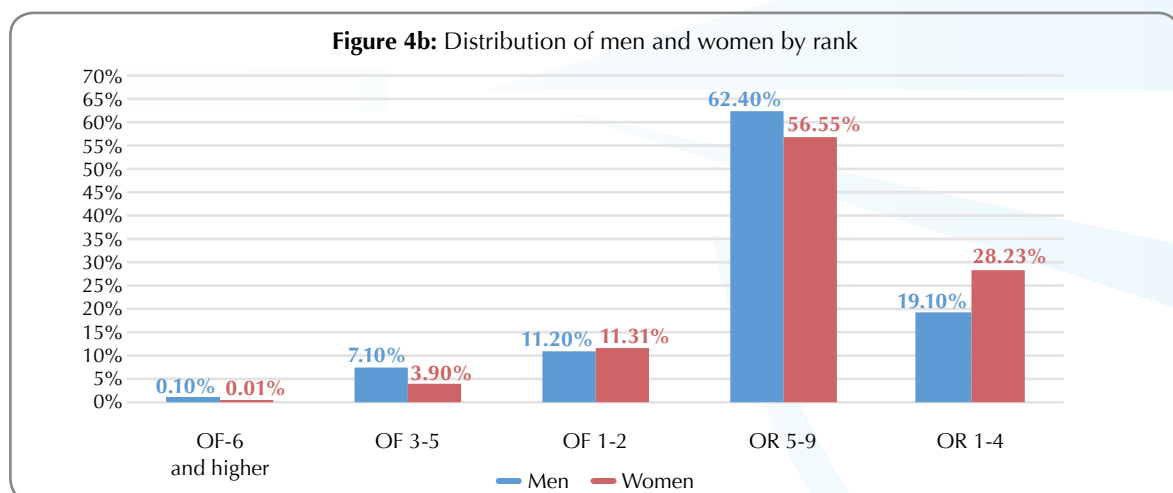
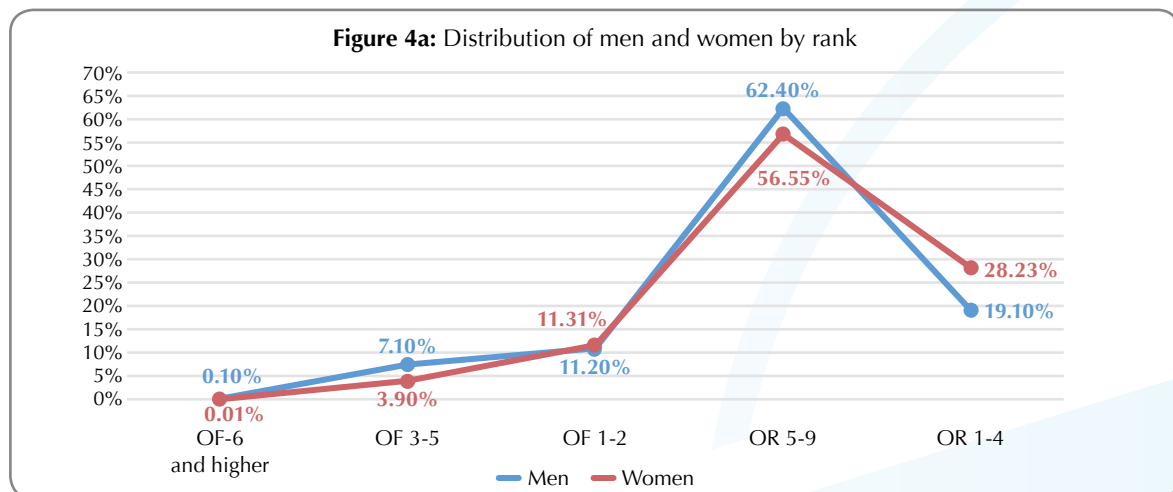
In 2016, out of 4,705 female applicants, 63 were successfully recruited. Out of 12,062 male applicants, 430 were successfully recruited.

Retention Policies

The JSDF do have retention policies, including specific retention policies for women. The retention policies are stated in the 2015 Action Plan to Promote Women's Participation and Work-Life Balance in the Ministry of Defence and Basic Policy on Recruitment and Promotion of Officers.

There are networks to support women in the military; for example points of contacts on women's promotion and work life-balance promotion.

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



Reasons for Leaving the Military

The JSDF carry out exit surveys for men and women who leave the military. In 2016, 697 women and 11,118 men left the JSDF. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 5.9%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 94.1%.

The main reasons why both men and women tend to leave the armed forces are difficulties in balancing work and family life and retirement. An additional reason for men to leave the JSDF is a job change.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment is adapted for men and women. Tanks and wheeled armoured vehicles are suitable for both men and women. Submarines have been equipped with both female and male facilities, although the Service is not open to women. Military facilities and uniforms are adapted for both sexes.

Parental Rights

Legal social support is given to mothers during pregnancy and both parents of a new-born child.

There are several policies related to parental rights such as the Act on Child-Care Leave for National Public Officers, as well as regulations for expectant officers and nursing mothers. Parental leave is 163 weeks and is not transferable between parents. Maternity leave is 162 weeks; mothers enjoy 6 weeks of paid leave before the birth of the child, 8 weeks of paid leave after the birth of the child and 148 weeks of unpaid leave for childcare. Paternity leave is 157 weeks; fathers also have 2 exclusive days of special leave when the child is born and 5 days of special leave for childcare.

There are specific programmes to support the work-life balance for military personnel. Part-time employment is not allowed. Every officer, including those who provide child and family care or studies, can enjoy flexible hours. There are special programmes to support parents when both are members of the armed forces. There is support for service duties to single parents, divorced parents, or widows/widowers looking after their children.

Child-care policies include extra weeks of subsidized maternity/paternity leave, breastfeeding breaks, policy on duty assignments, night duty, overtime work, day-care for children at the MoD and military installations or child vouchers and flexible working and service hours or variable start/finish times during the working day.

Service	Men	Women
Army	58,3%	3,7%
Air Force	17,5%	1,1%
Navy	18,1%	1,3%
Total	93,9%	6,1%
Ranks	Men	Women
OF 6 and above	0,10%	0,01%
OF 3-5	7,10%	3,90%
OF 1-2	11,20%	11,31%
OR 5-9	62,40%	56,55%
OR 1-4	19,10%	28,23%

Service	Men	Women
Army	90,4%	6,7%
Air Force	1,4%	0,1%
Navy	1,3%	0,1%
Total	93,1%	6,9%
Ranks	Men	Women
OF 6 and above	0,00%	0,00%
OF 3-5	4,50%	1,70%
OF 1-2	11,70%	2,00%
OR 5-9	64,10%	18,60%
OR 1-4	19,70%	39,00%

Prevention of Sexual Harassment and Sexual Abuse

Strategies to prevent sexual harassment and sexual abuse include the MoD regulation on the prevention of sexual harassment and order on implementation of the regulation on the prevention of sexual harassment. Programmes to prevent sexual harassment and sexual abuse include a special week on the prevention of sexual harassment at the MoD and education on the prevention of sexual harassment in each Service or in the JSDF.

There is appointed personnel to deal with and to whom to report sexual harassment. Formal procedures exist for female or male victims to report harassment. There were reported cases of sexual harassment in the JSDF in 2016.

Gender Education and Training

The JSDF have 2 gender-related training programmes that are included in 23 courses:

1. The programme consists of education for personnel who will be/may be deployed in peacekeeping operations. In general, the training addresses gender equality, Sexual Exploitation and Abuse (SEA) and Sexual and Gender-Based Violence (SGBV). The targets are all officers and OR-5 to OR-9. It is a part of the pre-deployment training and the standard national training.
2. Education provided to JSDF schools and hospitals. In general, the training addresses gender equality, SEA and SGBV. The targets are all officers and OR-5 to OR-9. It is a part of the pre-deployment training and the standard national training.

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

Gender Advisors

Japan has one advisor working for the NATO Secretary General's Special Representative for Women, Peace and Security (SGSR WPS). So far 1 gender advisor has been deployed. In 2016, 1 gender advisor was deployed.

The JSDF have gender focal points, who serve as points of contact for each Service on matters related to the gender agenda.

Implementation of the 2015 and 2016 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

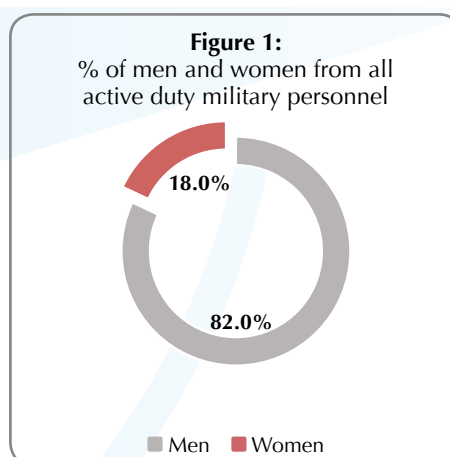
Japan has not taken any action towards the implementation of the 2016 and 2015 NCGP Recommendations to the Military Committee.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2016

Several activities were initiated in 2016 to ensure gender mainstreaming in the Ministry of Defence and the Armed Forces of the Republic of Moldova. In light of the commitments taken on at the national and international levels (Individual Partnership Action Plan (IPAP) of the Republic of Moldova - NATO 2014-2016), the Republic of Moldova undertook to take action to implement United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security (WPS). The Ministry of Defence conducted a self-assessment to evaluate gender responsiveness in the country's defence and security sector. At the same time, this process made it possible to identify development partners, such as: UN Women in Moldova, the Mission of the Organization for Security and Cooperation in Europe (OSCE) to Moldova, the Information and Documentation Centre NATO in Moldova and Gender Centre, which provided assistance in the self-assessment process. As a result, UN Women in Moldova provided support in drafting the legislative report on the analysis of international standards and the national legal framework in ensuring gender equality in the defence sector. However, the OSCE Mission provided assistance in completing the Community Relations part of the questionnaire. Through the NATO Science for Peace and Security (SPS) Programme, the Ministry of Defence of the Republic of Moldova was able to link up with the Washington DC Institute for Inclusive Security (IIS). The IIS is the institution that offers expertise for governments worldwide in the design, implementation and evaluation of national action plans on WPS-related topics. Therefore, following the visit of IIS representatives to Moldova, a project was developed in cooperation with the NATO Centre for Information and Documentation in Moldova and the Ministry of Defence. The basic purpose of this project is the development of a National Action Plan (NAP) for the implementation of UNSCR 1325 in Moldova. This project was successfully launched in October 2016 on the premises of the Government of Republic of Moldova.

Another important initiative for gender perspective in the defence sector was the drafting of a new strategy by the Ministry of Labour, Social Protection, and Family to ensure gender equality between men and women in Moldova for 2017-2021. The above-mentioned initiatives and projects increased the attention of government and civil society to issues related to gender equality in the defence sector.



Quotas

There is no quota system for men or women in the Armed Forces of the Republic of Moldova.

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

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the armed forces, or restrictions that apply only to operations. However, in accordance with national legislation, only males are eligible for conscription, which is mandatory for all males who have reached the age of 18. There is a military entity that deals with the integration of gender perspective in the armed forces. For the integration of gender perspective in the armed forces the following entities are responsible:

1. Social Protection Service (Social Protection Service Regulation, approved by the Minister of Defence, 23 July 2015);
2. Gender Unit (Gender Unit Regulation approved by the Minister of Defence, 5 September 2006); and
3. Defence Coordinating Group on Equality between Men and Women (Regulation approved by the Minister of Defence, 2011). The primary purpose of these entities is to provide the necessary support to gender units in implementing gender legislation, particularly in developing departmental policies.

Reserves, National Guard and Other Military Services

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

These policies are defined by:

1. The Parliamentary Law 1244, approved on 18 July 2002, on the Reserve Armed Forces;
2. The Parliamentary Law 1245, approved on 18 July 2002, on the Preparation of Citizens for Protection of the Homeland;
3. The Parliamentary Law 162, approved on 22 July 2005, on the Status of the Military;
4. The Parliamentary Law 1192, approved on 4 July 2002, on Preparation for Mobilization and Mobilization;
5. The Parliamentary Law 158-XVI approved on 4 July 2008 on State Functions and the Status of Public Servants; and
6. The Labour Code of the Republic of Moldova updated in 2017 (Law No. 53/2003).

There are incentives for civilian employees to enter the Reserves, National Guard, or other military structures. According to Law 1244-XV regarding the Reserves of the Armed Forces, Reservists who constitute the Active Reserve on a contractual basis if they fulfil contractual conditions, benefit from:

1. Compensation in lieu of salary in the amount determined by the Ministry of Defence;
2. Five days' additional leave on top of ordinary leave - for the Reservists who serve in the active Reserve for more than 15 years;
3. Free medical care in military medical institutions - for the Reservists who serve in the active Reserves for more than 20 years;
4. Accommodation is provided during their service; and
5. Other benefits as provided by law.

Enlistment Requirements

Enlistment requirements are different for men and women as regards physical fitness tests. The fitness test standards are lower for women. For example, men have to run 3 km and women only 1 km, and only men have to do push-ups. Enlistment requirements related to physical characteristics (e.g. height, weight) are the same for both sexes. However, there are further differences between the enlistment requirements for men and women. For volunteer

service males are eligible after six months of conscript service, females are eligible after they are 18 years old. Men and women enlist at the same age.

There are policies to promote the recruitment of women in the military. National legislation and regulations stipulate some elements that promote women in the military service. However, the activities are not as efficient as expected.

In 2016, out of 32 female applicants, 10 were successfully recruited. Out of 108 male applicants, 62 were successfully recruited.

Retention Policies

There are no retention policies in the Armed Forces, or specific retention policies for women. There is no network to support women in the military.

Reasons for Leaving the Military

The Armed Forces of the Republic of Moldova carries out an exit survey for men and women who leave the military. In accordance with Moldovan military regulations, within 10 days of leaving, military/civil servants must have an interview with their Commander and with Human Resources representatives, to find out their reasons for leaving.

The armed forces do not use any other system or method to find out why military women leave the armed forces.

The main reasons why women tend to leave the armed forces are difficulties in balancing work and family life, retirement and low salary or a health condition.

The main reasons why men tend to leave the armed forces are lack of stability, retirement and inadequate wages or end of contract.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment is the same for men and women. Military facilities are not adapted for both men and women. Uniforms are not fitted for men and women; they are the same for both sexes.

Parental Rights

Legal social support is given to mothers during pregnancy. Women benefit from maternity leave which includes 70 calendar days of maternity leave before the birth of the child (in case of pregnancy with triplets or more children, women can benefit from 112 days) and after birth, 56 calendar days of maternity leave (in cases of complications at birth or in cases of giving birth to three children or more simultaneously, the mother can benefit from 70 days). Also, based on a written request, after the end of their maternity leave, women are granted leave for partly paid up childcare until the child is 3 years old. The allowance payment is provided from the state social insurance budget. The partially paid maternity leave for childcare may be used in whole or in part at any time until the child is 3 years old.

The new-born's father is entitled to 14 calendar days of paternity leave. Paternity leave is granted upon a written request, within the first 56 days after the birth of the child. Parental leave is transferable between parents.

There are no specific programmes or policies to support the work-life balance for military personnel. Part-time employment and flexible hours are not allowed.

There are programmes or policies to support parents when both are members of the Armed Forces of the Republic of Moldova. Support is provided to single parents, divorced and widowed parents. In accordance with Regulation 941 approved by the Government (2006), regarding military service in the armed forces, mandatory annual leave is granted to the contract military at any time of the year. Mandatory annual leave must be granted on request, in summer or at any convenient time, for the following categories:

- a) Military personnel who have a disabled child under the age of 16;
- b) Military single parents, educating one child or more children under the age of 16;
- c) Military spouses, as far as possible, simultaneously;
- d) Contract soldiers whose wives are on maternity leave; and
- e) Contracted military personnel who have two or more children under the age of 16 years.

There are child-care policies for military personnel, such as extra weeks of subsidized maternity/paternity leave and breastfeeding breaks.

Prevention of Sexual Harassment and Sexual Abuse

There are no strategies to prevent sexual harassment and sexual abuse in the military. However, there are programmes related to the prevention of sexual harassment. Training is included in the Annual Army Training Programme. In addition, armed forces staff undergoing preparation for participation in missions are trained to adopt specific behaviour in relation to females. This presupposes a set of rules and requirements to be complied with in order to avoid accusation of sexual harassment.

There is appointed personnel to deal with or to whom to report sexual harassment and there are formal procedures for female and male victims to report harassment. Victims can report to their chief/commander or to the General Inspection Directorate; or on 24/7 hotlines, where victims can report to higher authorities.

No cases of sexual harassment in the Moldovan Armed Forces were reported in 2016.

Gender Education and Training

The Armed Forces of the Republic of Moldova does not have any gender-related education or training programmes. However, based on the need to integrate gender perspective in the military education system, in January 2016 in cooperation with UN Women the Military Academy Alexandru cel Bun started to develop an on-line course entitled Women, Peace and Security. In addition, in October 2016, in order to develop capacity building for gender equality in the defence sector, work started on the development of a comprehensive book on gender perspective in the defence sector. This book will enable the integration of gender topics for Bachelor, Masters Degrees and pre-deployment training.

Gender is not a topic in operational planning. Gender is included in pre-deployment training and/or exercise.

Gender Advisors

The Armed Forces of the Republic of Moldova does not have gender advisors, or gender focal points.

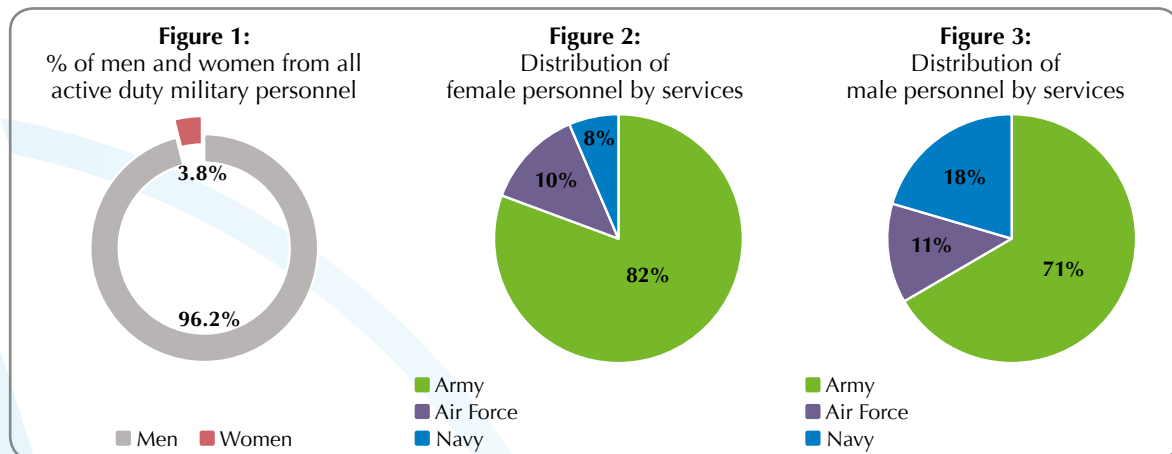
Implementation of the 2015 and 2016 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

Moldova has not taken any action towards the implementation of the 2016 and 2015 NCGP Recommendations to the Military Committee.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2016

In 2016, Montenegro enforced new policies and legislation related to the implementation of gender in the Military of Montenegro. The new Strategy for Human Resources Management includes a separate policy on gender equality.



Quotas

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

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the armed forces, nor are there restrictions that apply only to operations. Military entities that address gender equality and deal with the integration of a gender perspective in the armed forces include two coordinators for gender equality at the Ministry of Defence (MoD) and for the armed forces and one officer for the G1 (Chief of the Human Resources section) of the General Staff.

Enlistment Requirements

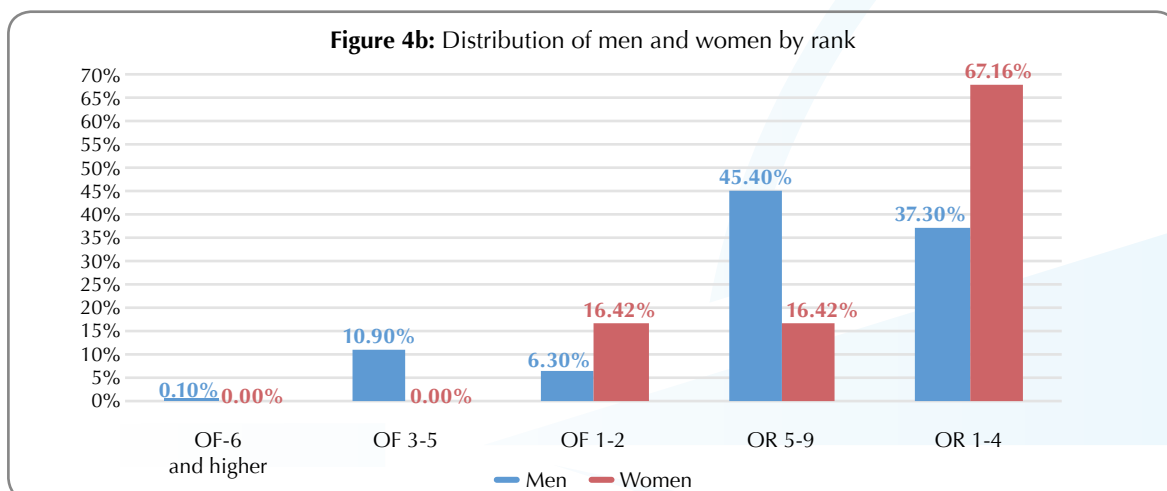
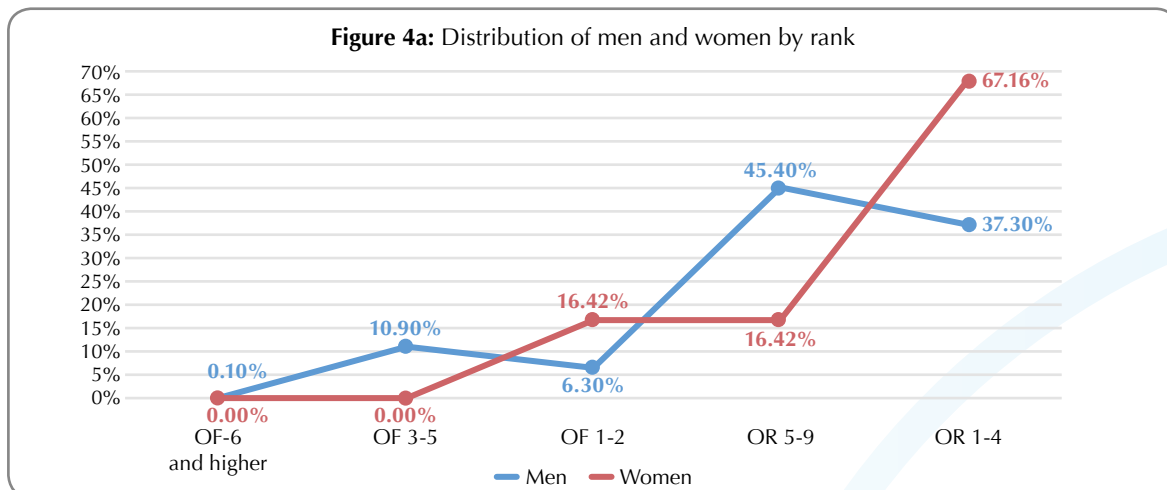
Enlistment requirements are the same for men and women with the exception of different physical fitness tests for running, push-ups and sit-ups. There are no differences in enlistment requirements with regard to physical characteristics (e.g. height, weight). Men and women enlist at the same age. There are policies that promote the recruitment of women in the military: during the selection process, if a man and a woman obtain the same results, the woman may be given priority in accordance with the military recruitment strategy.

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

Retention Policies

The Strategy for Human Resources Management and the Action Plan for the Implementation of the Strategy is under way and accounts for retention policies. There are no specific retention policies for women. Networks to support women in the military include a point of contact and coordinator for gender equality in the armed forces and a Female Officer Network that was established in 2015.

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



Reasons for Leaving the Military

The armed forces carry out exit surveys for men and women who leave the military and collect official written reports on the reasons why personnel decide to leave the military. The main reasons why men and women tend to leave the armed forces are retirement and other job opportunities.

Military Equipment, Facilities and Uniforms Adaptation

Men and women use the same military equipment. Military facilities include separate changing rooms and sanitary facilities for men and women, while everything else is shared. While men and women have the same uniforms, some parts of the female working uniforms are different.

Parental Rights

Legal social support is given to mothers during pregnancy and both parents of a new-born child. The Labour Law establishes a period of one year for official parental leave. The mother must take leave 28 days before and 45 days after the birth of the child. After this period, parental leave is transferable between parents. There are no specific programmes or policies to support the work-life balance for military personnel. However, the Labour Law and the Law regulating the armed forces govern these matters. Part-time employment and flexible hours are not allowed. There are no special programmes or measures to support parents when both are members of the armed forces. The Armed Forces of Montenegro offer support and facilitation for service duties to single parents, divorced parents, or widows/widowers looking after their children: for example, the Rule of Service of the Armed Forces states that single parents cannot be on 24-hour duty (night duties) until their child is at least seven years old. There is no child-care policy.

Service	Men	Women
Army	64.0%	3.2%
Air Force	12.4%	0.5%
Navy	19.7%	0.3%
Total	96.1%	3.9%
Ranks	Men	Women
OF 6 and above	0.1%	0.0%
OF 3-5	9.2%	0.0%
OF 1-2	6.5%	13.0%
OR 5-9	49.8%	16.0%
OR 1-4	34.4%	71.0%

Service	Men	Women
Army	82.8%	0.0%
Air Force	0.0%	0.0%
Navy	17.2%	0.0%
Total	100.0%	0.0%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	8.6%	0.0%
OF 1-2	17.3%	0.0%
OR 5-9	51.7%	0.0%
OR 1-4	22.4%	0.0%

Prevention of Sexual Harassment and Sexual Abuse

National laws in Montenegro address and present strategies to prevent sexual harassment and sexual abuse and they also apply to the military. The Montenegrin Armed Forces organise training related to the prevention of sexual harassment for the military. Appointed personnel deal with and report sexual harassment and formal procedures exist for female or male victims to report harassment. The Law on the Armed Forces regulates the issue of sexual harassment and recognises it as a disciplinary offence. The Law also provides further instructions on the steps that should be taken when such cases occur.

Gender Education and Training

The Armed Forces of Montenegro have 3 gender-related training programmes:

1. The 'Pre-deployment Training' for units engaged in peacekeeping missions addresses gender perspectives in peacekeeping operations and in the military and United Nations Security Council Resolution (UNSCR) 1325 and related resolutions from a military perspective. It targets all Officers and all NCOs. It is a pre-deployment phase training.
2. The 'National Training' for the military units of the Armed Forces of Montenegro addresses UNSCR 1325 and related resolutions, gender equality at international and national level, legal frameworks related to gender and gender equality in the military. The training targets all Officers and all NCOs. It is a part of the standard national training.

3. The 'Gender Training for Commanding Personnel Officers' addresses UNSCR 1325 and related resolutions, NATO Bi-SC Directive 40-1, gender perspectives in the military and international and national frameworks regarding gender equality. It targets all Officers and it is a part of the standard national training.

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

Gender Advisors

There are no trained gender advisors in the Armed Forces of Montenegro or MoD. However the armed forces have six gender trainers and Montenegro is planning to send them to attend courses at the Swedish Armed Forces International Centre (SWEDINT) to become gender advisors.

The armed forces have two coordinators for gender equality and Gender Focal Points (GFPs). The GFPs and gender trainers have been engaged as trainers and syndicate leaders through international cooperation with several countries like Georgia, the United Kingdom and Serbia.

Implementation of the 2016 and 2015 NATO Committee on Gender Perspectives (NCGP) Recommendations to the Military Committee

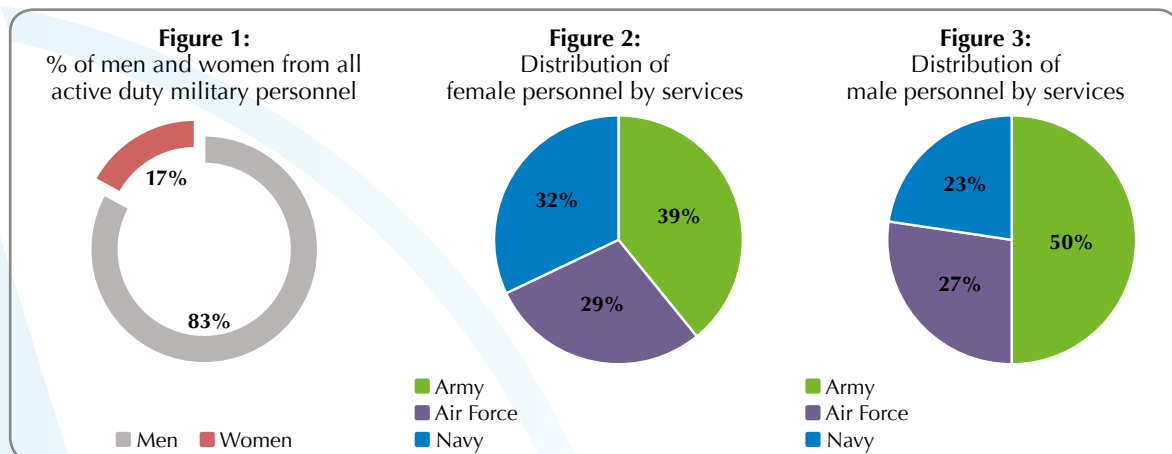
Montenegro took an action towards the implementation of the 2015 NCGP Recommendations to the Military Committee. The country created new policies to increase the number of courses related to gender, include training about sexual harassment, and has created a pool of certified gender advisors in 2016.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2016

No specific policies or legislation related to the implementation of gender in the New Zealand Defence Forces (NZDF) were enforced during 2016. The New Zealand Government committed to United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security in October 2015 with the release of the New Zealand National Action Plan (NZ NAP).

There have been no new specific policies since the NZDF commitment to the NZ NAP.



Quotas

There is no quota system for men or women in the NZDF. The NZDF do not use quotas for female or male personnel in recruiting, retention or progression. All personnel policy is based on a standards-based, gender-neutral selection and merit basis.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the NZDF, nor are there restrictions that apply only to operations. The NZDF have appointed specific staff (Director level) for Diversity and Inclusion as part of the overall Defence Human Resources strategy for creating the current and future workforce. In addition, the Commander Joint Forces New Zealand is responsible for the NZ NAP initiatives that include the commitment to a gender perspective in operations and throughout the organisation.

Reserves, National Guard and Other Military Services

There are policies to support entry into the Reserves, National Guard, or other military structures, as a civilian employee. New Zealand civilian employees are protected by the Volunteers Employment Protection Act 1973, which allows Reservists to perform their military duties without risking their normal employment and entitlements.

There are policies to compensate employers who hire civilians who have joined military structures, such as active Reserves, National Guard or other military structures.

There are incentives or bonuses for civilian employees to enter Reserves, National Guard or other military structures.

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

Enlistment Requirements

The enlistment requirements are the same for men and women. The enlistment requirements regarding the physical fitness test are different for men and women. There is a common enlistment Multi-Stage Fitness Test (MSFT) involving running, press-ups and curl-ups. The time requirement for the running component and the number of press-ups and curl-ups differ for female and male candidates. When recruit candidates are assigned to their individual Service, Service tests are also age and gender differentiated.

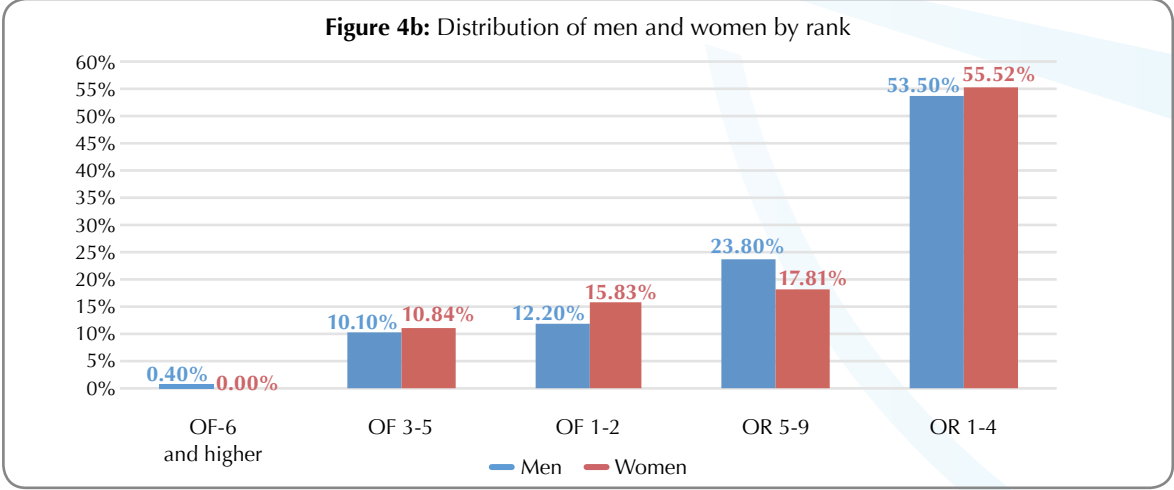
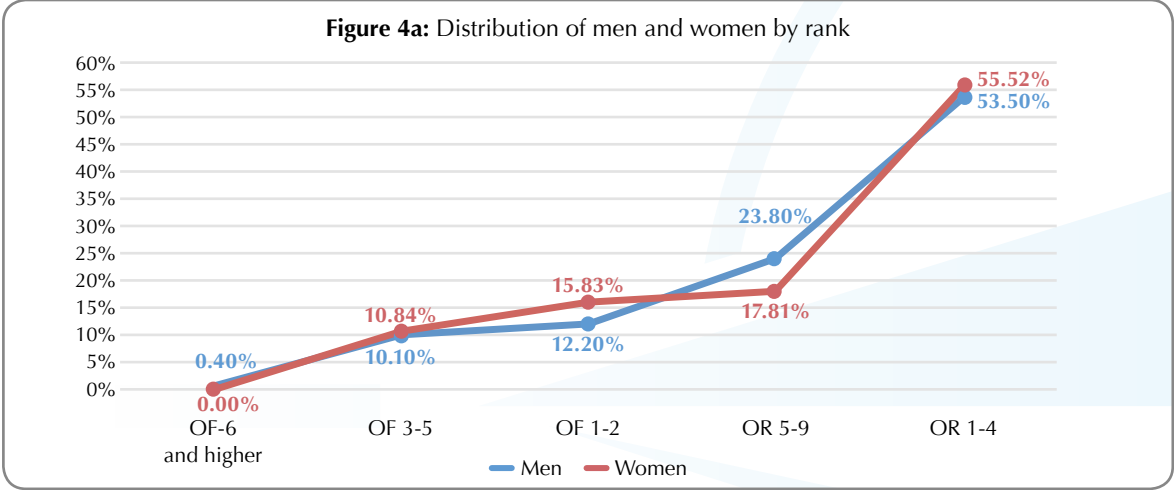
The enlistment requirements related to physical characteristics (i.e. height and weight) are the same for men and women. Men and women enlist at the same age.

There are no policies that promote the recruitment of women in the military. On occasion, there may be a female-specific recruitment campaign designed to meet the different questions and information needs relating to service life that women have. The NZDF do not recruit from military academies or colleges as there are none.

Retention Policies

The national defence forces have no retention policies, or specific retention policies for women. There are networks to support women in the military. The Chief of Defence Force sponsors the NZDF Women’s Development Steering Group. Service Chiefs sponsor women’s networks in the Navy, Army and Air Force. Each Service and the NZDF women’s network hold a biennial conference to which senior leadership and male personnel are also invited.

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



Reasons for Leaving the Military

The national armed forces carry out exit surveys for men and women who leave the military. The national armed forces do not use any (other) systems or methods to detect reasons why military women leave the armed forces.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment (aircraft, tanks, submarines etc.) is adapted for both men and women. User requirements for all projects are unisex designed as a matter of course. Variations that do occur as a result of purchasing foreign military equipment will be modified for female and male use as part of the NZDF project.

Military facilities are adapted for both men and women. Female and male facilities are available. Sanitary facilities are provided for female, male and unisex. As part of a major infrastructure upgrade programme, the number of unisex facilities that provide improved levels of privacy for all personnel is being increased. The requirements of transgender personnel are considered in facilities upgrading.

Uniforms are fitted for both men and women. Sizing is available for various body shapes where uniform items are unisex in cut. Some uniform items are gender-specific cut for women. Tailoring is available for shorter stature individuals female or male. The Army webbing and pack is optimised for bearing weight on the shoulders (male) with alterations and variations to better suit weight carriage on the hips (female) available.

Parental Rights

Legal social support is given to both parents (of any gender) of a new-born child. Military personnel if eligible for special Parental Leave of up to 10 days is paid. NZDF personnel may also be eligible for additional support under the New Zealand Parental Leave and Employment Act provided by the Government. Parental Leave given maximum of individual leave entitlement is up to 26 or 52 weeks unpaid parental leave depending on the length of the employment. 26 weeks in case of employment with NZDF is 26 weeks but less than 52 weeks. 52 weeks in case of employment with NZDF is greater than 52 weeks.

Parental leave can be taken consecutively or concurrently up to the individual's maximum entitlement. Maternity and paternity leave depending on the length of service with the NZDF, is up to 26 or 52 weeks leave (as described above). Parental leave is not transferable between parents.

There are specific programmes or policies to support the work-life balance for military personnel, such as a flexible working arrangements policy. The NZDF support a programme called Force for Families that recognises the requirement for a work-life balance and the support that families give. There are policy and programmes that cover the spectrum of personal and collective resilience and wellbeing.

Part-time employment and flexible hours are allowed in case of parental leave, elderly care (or sick people), studies or on a case-by-case basis other reasons would be considered.

There are no special programmes/measures to support parents when both are members of the armed forces, nor support or facilitation for service duties to single parents, divorced parents, and widows/widowers looking after their children. While there are no special programmes or measures, the NZDF do consider the needs of service members when presented on a case-by-case basis.

There is a child-care policy; such as breastfeeding breaks and flexible working hours.

Service	Men	Women
Army	41,5%	6,7%
Air Force	22,7%	4,9%
Navy	18,8%	5,4%
Total	83,0%	17,0%
Ranks	Men	Women
OF 6 and above	0,40%	0,00%
OF 3-5	10,10%	10,84%
OF 1-2	12,20%	15,83%
OR 5-9	23,80%	17,81%
OR 1-4	53,50%	55,52%

Service	Men	Women
Army	48,7%	8,4%
Air Force	31,0%	5,7%
Navy	4,8%	1,4%
Total	84,5%	15,5%
Ranks	Men	Women
OF 6 and above	0,55%	0,00%
OF 3-5	10,98%	12,50%
OF 1-2	17,71%	21,98%
OR 5-9	27,19%	17,67%
OR 1-4	43,56%	47,84%

Prevention of Sexual Harassment and Sexual Abuse

There are strategies to prevent sexual harassment and sexual abuse. In 2015-2016, the Chief of Defence Force instituted Operation RESPECT to ensure a safe and respectful environment within the NZDF. There is an organisation-wide holistic approach with policies, education, training, forums ('town hall' style discussion events) and a team of trained professionals to meet response needs. Presentations on expected professional and respectful behaviour begin at recruit entry-level and are reinforced on leadership training in career progression.

There is a NZDF website and an 0800 number (phone) service for immediate response to sexual assault incidents. There is also a restricted disclosure option where a victim may report the incident without having to formally name the perpetrator or have the incident progress to an investigation and prosecution.

In addition, there is a widespread Anti-Harassment Advisor network in every camp and base (with uniformed and civilian anti-harassment advisors).

There are programmes and trainings related to the prevention of sexual harassment. Operation RESPECT is an Action Plan that resulted from three independent reviews and a significant work programme. The intent is to assist the NZDF to improve their culture of dignity and respect for all personnel, ensuring an inclusive and safe environment for all personnel. The Action Plan contains six key action areas:

1. Establishing a strategy to change the culture and behaviours to challenge persistent sexism and better integrate women in the NZDF;
2. Increased training including sexual ethics and healthy relationships training;
3. Implementing a restricted disclosure system as an alternative to report sexual assault;
4. Introduce a dedicated professional sexual assault response team;
5. Address issues associated with specific risk factors including facilities and alcohol; and,
6. Increase the percentage of women in the armed forces and the representation of women in senior leadership roles.

There is appointed personnel to deal with or to whom to report sexual harassment. There are formal procedures in place for female or male victims to report harassment which are detailed in Defence Force Order 3, Part 5, Chapter 2, Equity and Diversity; and Chapter 3, Discrimination, Harassment and Bullying. In essence, there is an identified path for a service person to report an incident, receive assistance and have an investigation conducted. Posters, brochures and the armed forces intranet sites supply details on the procedures to follow to report incidences of harassment.

There have been reported cases of sexual harassment or sexual abuse in the armed forces in 2016. As a result of Operation RESPECT, the NZDF experienced an increase in reporting of sexual assault, inappropriate sexual behaviour and harassment. Data gathered include historical cases and events pre-2016. The increase in reporting is viewed as a positive consequence of NZDF initiatives and is likely to indicate that trust in the organisation and care for victims is increasing. NZDF utilises different categories for recording incidents that reflect NZ domestic law.

Gender Education and Training

The NZDF have no gender-related training programmes. However, courses are in the discussion phase and will be developed for recruit entry level, pre-deployment training, rank-progression courses and for senior representational leaders.

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

Gender Advisors

The Defence Forces have 1 gender advisor who attended the Gender Advisor Course at the Nordic Centre for Gender in Military Operations at the SWEDINT in 2016. So far, no gender advisors have been deployed.

Defence Forces have no gender focal points but it is intended to have them. A Gender Focal Point training course may be developed in 2017-2018 to support NZDF and NZ Police requirements (as a joint course).

A number of personnel have taken part in overseas joint exercises with experience in a gender-related role but had not undertaken formal training. It is expected that a gender network will be developed in the NZDF.

Implementation of the 2015 and 2016 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

New Zealand has not taken any actions towards implementation of the 2016 and 2015 NCGP Recommendations to the Military Committee. This questionnaire is the first report of the NZDF to the NCGP.





Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2016

No specific policies or legislation related to the implementation of gender in the Serbian Armed Forces were enforced during 2016.

Quotas

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

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the Serbian Armed Forces, nor are there restrictions that apply only to operations. Serbian Armed Forces do not have a military entity that deals with the integration of a gender perspective in the armed forces.

Reserves, National Guard and Other Military Services

There are no policies to support entry into the Reserves or National Guard or other military structures, as a civilian employee. There are no policies to compensate employers who hire civilians who have joined military structures, such as Active Reserves. There are incentives for civilian employees to enter the Reserves, National Guard or other military structures. There is a monthly fee for the duration of the contract as well as compensation for the time of engagement in the unit.

Enlistment Requirements

Enlistment requirements, including those related to the physical fitness test or physical characteristics (e.g. height, weight) are the same for men and women. Men and women enlist at the same age. The Serbian Armed Forces do not have any policy to promote the recruitment of women in the military.

Retention Policies

There are no retention policies in the Serbian Armed Forces, nor are there specific retention policies for women. There are no networks to support women in the military.

The Serbian Armed Forces carry out exit surveys for men and women who leave the military. The survey refers only to professional soldiers. The armed forces do not use any other system or method to detect reasons why women leave the service.

The main reasons why both men and women tend to leave the military are for normal personal reasons.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment and uniforms are not adapted for both men and women. Both sexes have their own military dorms and facilities. Military facilities are adapted to men and women; they have separate dormitories and lavatories.

Parental Rights

Legal social support is given to both parents of a new-born child. Women are allowed to use pregnancy leave and a delivery leave lasting up to a month before delivery and 3 months after delivery, or 12 months after delivery. This applies only to women. Men are entitled to use paternity leave lasting 12 months. The extended leave is in line with the regulations in place and both women and men are entitled to it.

Parental leave is transferable between the parents. Maternity leave is 52 weeks and paternity leave is 48 weeks.

There are no specific programmes or policies to support the work-life balance for military personnel. Part-time and flexible hours are not allowed. There are special programmes/measures to support parents when both are members of the armed forces. Certain individuals can be relieved from off and on-duty service, under the conditions stipulated by law and on the basis of findings or on the opinion of a military medical commission. Nominating one of the parents for on-duty service, if both parents are employed and have one child up to three years old, is conducted in line with the law.

There are special programmes/measures to support facilitation for service duties to single parents, divorced parents, or widows/widowers looking after their child. Military personnel and civilians employed in the Serbian Armed Forces who have a child under seven or a seriously ill member of their immediate family requiring someone else's care and assistance, and no spouse or adult member of the family able to assist, he/she cannot be appointed to on-duty service.

There is no child-care policy.

Prevention of Sexual Harassment and Sexual Abuse

There are no strategies to prevent sexual harassment and sexual abuse, nor any training/programmes related to the prevention of sexual harassment and sexual abuse. There is appointed personnel to deal with or to whom to report sexual harassment and formal procedures are in place for female and male victims to report harassment, such as the Law on the Prevention of Harassment at work ("Sl.Glasnik RS", no.36/2010).

There were not reported cases of sexual harassment in 2016.

Gender Education and Training

The Serbian Armed Forces have 2 gender-related training programmes that address United Nations Security Council (UNSCR) 1325 and gender topics. Based on the Instruction for Training in the Ministry of Defence and Serbian Armed Forces for 2016 and the Directive for Training in the Serbian Armed Forces for 2016, programmes and trainings at all levels contain the content of the National Action Plan (NAP) for the Implementation of UNSCR 1325. In addition, the Gender Responsible Budgeting topic was also included.

In 2016, 5,060 individuals received training during 168 instruction lessons on gender issues.

Gender is not included in pre-deployment training and exercises.

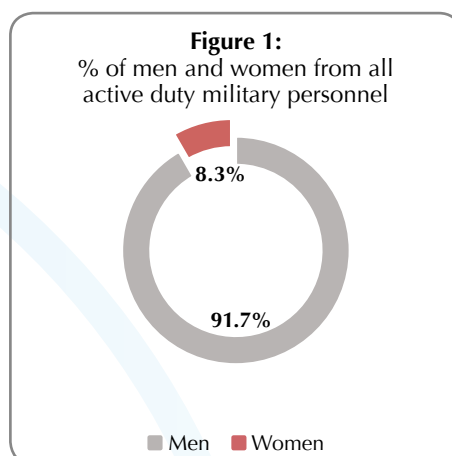
Gender Advisors

The Serbian Armed Forces have 1 trained gender advisor who received training on gender issues, and attended numerous conferences and seminars.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2016

Specific policies or legislation related to the implementation of gender in the Swedish Armed Forces were enforced during 2016. The following three documents, Sweden's National Action Plan for the Implementation of the United Nations Security Council Resolutions (UNSCR) on Women, Peace and Security 2016-2020, Swedish Armed Forces Action Plan on Gender Mainstreaming 2015-2018 and Swedish Armed Forces Plan for Gender Equality and Equal Opportunity 2016-2018, were enforced.



Quotas

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

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions for women in the Swedish Armed Forces. There is a military entity that deals with the integration of a gender perspective in the armed forces. There is a structure for the implementation of national legislation (i.e the National Discrimination Act, Work Environment Act, the Swedish Parental Leave Act), on victimization at work (a Swedish National Board of Occupational Safety and Health's Statute Book AFS 1993:17), gender equality policy goals (the Government's Act on Gender Equality 2011/12:3 and the Direction for Gender Equality Policy 2011-2014). This structure is found at strategic Headquarters (HQ) level and is supported throughout the organization from operational to tactical level.

There is also a structure for implementing the Swedish National Action Plan (NAP) on Women, Peace and Security (WPS), with a senior advisor at the strategic level, one gender advisor at the operational level, and Gender Focal Points throughout the organization.

Reserves, National Guard and Other Military Services

There are no policies to support entry into the Reserves or National Guard, or other military structures, as a civilian employee, or to compensate employers who hire civilians who have joined military structures, such as Active Reserves. There are no incentives for civilian employees to enter the Reserves, National Guard or other military structures.

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

Enlistment Requirements

Enlistment requirements are the same for men and women as regards physical fitness tests. Different parameters apply to physical characteristics, depending on what kind of Service the person is applying for. For example, fighter pilots are required to have certain physical characteristics. Men and women enlist at the same age.

Sweden has a policy to promote the recruitment of women in the military. Quantitative goals have been set to increase the number of women (2017-2027) at all levels. The goals are now being translated into different actions in order to promote the recruitment of women. The Swedish Government took the decision to re-establish Conscript Service, which from now on will be gender neutral.

In 2016, out of 1,194 successfully recruited applicants 131 were women (11%) and 1,063 (89%) were men.

Retention Policies

The Swedish Armed Forces do have retention policies. The Swedish Armed Forces have a set of tools in order to keep personnel within the organization. Some of them focus on parental leave (making it possible to better combine family and work) while others aim at personal development.

The Swedish Armed Forces do have specific retention policies for women. There is a special mentoring programme for women. There is a network to support women in the armed forces, called Network for Female Officers and Civilians (NOAK) and a contact person for equal treatment at the tactical level.

Reasons for Leaving the Military

The Swedish Armed Forces conduct exit surveys for men and women who leave the military. All personnel leaving the organization must have an exit interview with their commander (or someone at commanding level they wish to see). They also have to complete an online exit survey.

The Swedish Armed Forces also conduct a special exit survey for women leaving the military in the form of different studies and surveys.

In 2016, 360 women and 1530 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 19%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 81%.

The main reasons for soldiers and sailors to leave the military are economical (pay is too low and they prefer to continue with their academic studies) or they lack opportunities to develop (they have a hard time realizing what their next step in the organization would be). More women than men are unhappy with their time in the Service, though they are more positive than men regarding re-entering the force at a later stage.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment is adapted for men and women to some extent. However, the Swedish Armed Forces have started cooperation with Human Factors Integration in order to develop equipment that will be adapted to both men and women to a larger extent. All new Swedish naval ships are designed in order to comply with Swedish regulations for employed personnel. Ships designed on the basis of older regulations are gender customized in line with best practice, in consultation with Labour Unions to reach a high level of integrity and respect between all genders. The aim has been to reach a high level of tactical effect for the Navy. Vehicles and aircraft in the Swedish Armed Forces are designed for the highest operational and

tactical effect. Human-machine interface is also optimized to achieve operational and tactical effect. However, this is not a question of gender but related to body constitution.

In the Swedish Armed Forces men and women share facilities (dorms, showers, toilets etc.). This is not seen as a problem, rather as something beneficial. The majority of the infrastructure of the Swedish Armed Forces was built at a time when there were only men and no or few women in active service. However, lots of changes have occurred since then. Facilities such as sleeping barracks, toilets, showers and dressing rooms are now gender customized. Modern and future facilities should, in many perspectives, meet the direct and implied needs of an active force with a substantial number of females compared to 20-30 years ago. Measures are also being taken into consideration to address the direct and implied needs of disabled individuals.

Military uniforms are fitted to men and women. There are various sizes (height and length). The uniform system is a unisex model with some sub-systems that are gender specific, e.g. underwear. The lack of a recent anthropometric data collection has led to some size-related problems on some of the items, however this is not a question of gender but a question related to body constitution. The system is always being improved to ensure a better fit for users.

Service	Men	Women
Army		
Air Force		
Navy		
Total	91,7%	8,3%

Service	Men	Women
Army		
Air Force		
Navy		
Total	90,8%	10,1%

Service	Men	Women
Army		
Air Force		
Navy		
Total	92,0%	8,0%

Parental Rights

Legal social support is given to mothers during pregnancy and both parents of a new-born child.

If the pregnant woman is not able to fulfil her duties during pregnancy or if it is dangerous, she will be given other tasks. Men must take 10 days off work from the date of labour. According to the Swedish Armed Forces Policy on Gender Equality and Diversity (2016-2018), based on the national Discrimination Act, it is forbidden to discriminate against a woman/man because of pregnancy or parental leave.

Parental leave is 480 days (67 weeks). Paternity leave is 90 days and is earmarked for the other parent/father. Parental leave is transferable between parents.

There are specific programmes or policies to support the work-life balance for military personnel. According to the Swedish Armed Forces Gender and Diversity Plan (2016-2018), the employer is obliged to plan in such a way that employees can combine work and family.

Part-time employment is allowed. There are many cases where part-time employment is allowed, it depends on the case. Parents are specifically allowed to work part-time until their child turns eight. Also flexible hours are allowed depending on the employee's position.

There are no special programmes/measures to support parents when both are members of the armed forces, or support or facilitation for service duties to single parents, divorced parents, or widows/widowers looking after their children, or child-care policy.

Prevention of Sexual Harassment and Sexual Abuse

There are strategies to prevent sexual harassment and sexual abuse, checklist and implemented routines to prevent sexual harassment and what actions to take.

There are programmes and/or training related to the prevention of sexual harassment and appointed personnel to deal with or to whom to report sexual harassment. There are formal procedures in place for female or male victims to report harassment, primarily via a line of command and labour organizations.

There have been reported cases of sexual harassment in the Swedish Armed Forces in 2016.

Gender Education and Training

The Swedish Armed Forces have 5 training and education programmes related to gender.

1. 'Gender Advisor Course' (GENAD) is conducted twice a year and is the NATO approved course provided by SWEDINT (ETOC ref. GEN-GO-42100). The course aims to enable personnel to perform successfully as a gender advisor in a peacetime Headquarters (HQ) as well as in crisis establishments at strategic, operational and tactical levels. The course provides students with a background of frameworks and guidelines regulating gender in military operations together with the skills and competence required to act in an advisory role both in a national and international context.

The course is intended for personnel deploying as strategic and operational level gender advisors (PE, CE positions at NATO, UN, EU and national level). It is a prerequisite that participants are OF-3 to OF-5 or civilian equivalents and that they have as a minimum educational level a Bachelor's degree (EQF 6), training and experience of planning process (Comprehensive Operation Planning Directive (COPD) or equivalent), military staff work experience and language proficiency (STANAG 6001: 3-2-3-2). Participants should also have competence and skills to perform in an advisory function (i.e. leadership, communication, analysis and assessment skills and the ability to perform under limited guidance). It is a part of the pre-deployment training and the standard national training.

2. 'Gender Training of Trainers Course' (GTOT) is conducted once a year. The course is NATO approved and provided by SWEDINT (ETOC ref. GEN-GO-31543). The course enables trainers to successfully plan and conduct education, training and exercises with an integrated gender perspective within their own functional area of expertise. The course provides the students with a background of frameworks and guidelines regulating gender in military operations and provides participants with practical examples and best practices of how to teach gender in the military.

The course is directed towards active trainers, instructors and teachers of military units and officers from defence or security structures, or civilian equivalents. Recommended rank is OF-1 to OF-4 and OR-5 to OR-9 or civilian equivalent. It targets OF-3 to OF-5, OF-1 to OF-2 and OR-5 to OR-9. It is a part of the standard national training.

3. 'Key Leader Seminar' (KLS) is conducted twice a year. The course is NATO approved and provided by SWEDINT (ETOC ref. GEN-GO-31544). The KLS focuses on how to implement gender perspectives in military operations and how this will contribute to the achievement of the overall political, military strategic and operational objectives. The Seminar aims to increase the Key Leader's knowledge on how to integrate gender perspectives into operations planning, execution and evaluation at strategic and operational levels and how to argue in favour of integrating gender perspectives at political and military strategic levels.

The seminar is directed towards Flag Officers (OF 6-9), Key Leaders (senior leaders or senior NCOs), Ambassadors or senior civilian representatives. It is a part of the pre-deployment training and the standard national training.

4. 'Commanding Officer Seminar on Gender' (Com Sem) is conducted once a year. The course is NATO approved and provided by SWEDINT (ETOC ref. GEN-GO-51545). The seminar focuses on how commanding officers, chiefs of staff and branch heads can integrate gender perspectives into military operations at the operational and tactical levels. Participants will gain background knowledge of frameworks and guidelines regulating gender perspectives in military operations. The seminar will also provide practical examples of how appointed gender advisors and gender focal points can assist the commander during the planning and conduct of military operations and how commanding officers can support subordinate staff and units to integrate gender in their daily work.

The seminar is intended for participants about to deploy or become appointed as commanding officers, chiefs of staff or branch heads at J-level (rank OF 4-6) or in an equivalent civilian position. It targets OF-6 and higher and OF-3 to OF-5. It is a part of the pre-deployment and the standard national training.

5. All personnel participating in international operations get 2-3 hours of gender and UNSCR 1325 training prior to their deployment. It targets OF-3 to OF-5, OF-1 to OF-2 and all NCOs. It is a part of pre-deployment training.

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

Gender Advisors

The armed forces and/or the Ministry of Defence have gender advisors. There are 12 trained gender advisors and so far 10 have been deployed. In 2016, 1 gender advisor was deployed. Sweden still uses the gender field advisor function, but they do not have the same level and training as gender advisors.

The Swedish Armed Forces have Gender Focal Points (GFP). They have been deployed in international operations (5-10) (international: 5-6 GFP are deployed over time, but because of rotation about 10 GFPs were deployed in total in 2016), 40 in national operations (national: 10 at operational command/joint forces command and 30 service level/units).

Implementation of the 2015 and 2016 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

Sweden has taken actions towards implementation of the 2016 NCGP Recommendations to the Military Committee (MC). As Sweden hosts the Nordic Centre for Gender in Military Operations (NCGM), as NATO Department Head on Gender training in military operations, all necessary measures were taken with regard to the education and training provided by NCGM.

Sweden has taken actions towards implementation of the 2015 NCGP Recommendations to the MC. The Swedish Armed Forces have two advisors at HQ level (to advise the Commander of Forces Training & Development and Chief of Joint Operations). In addition, Sweden is manning the position as gender advisor to the Commander of UN mission MINUSMA in MALI.

Additional Information

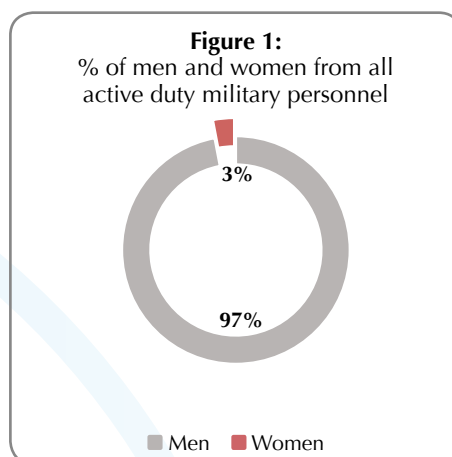
Approximately 30-40 personnel are appointed as GFPs in different units within the Swedish Armed Forces, and in addition 10-15 at operational command.





Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2016

No new specific policies or legislation related to the implementation of gender perspective in the Swiss Armed Forces were enforced in 2016. Switzerland is planning to have the information event for national service to become mandatory for women and men, albeit not military service per se.



Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions for women in the armed forces. Switzerland’s first female fighter pilot will be promoted in 2017.

Enlistment Requirements

Enlistment requirements are the same for men and women. There are no specific regulations for the recruitment of women in the Swiss Armed Forces.

Retention Policies

The Swiss Armed Forces do not have retention policies but military service is mandatory for men and voluntary for women. The Women Officers’ Association promotes and supports women who are serving in the armed forces by helping them coordinate their family life and civilian career and by addressing gender specific challenges in the military (i.e. maternity wear).

Reasons for Leaving the Military

The instruments in place to detect why men and women tend to leave the armed forces show that both men and women leave the armed forces for personal reasons.

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment is adapted for both men and women. Military installations have female-only accommodation and appropriate sanitary facilities. The design and tailoring of uniforms allow for gender-specific differences.

Parental Rights

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

Legal social support is given to mothers during pregnancy. Maternity leave is 16 weeks and is not transferable between parents. There are no specific programmes or policies to maintain the work-life balance of military personnel. Part-time employment is not anticipated. Child-care policies include extra weeks of paid maternity/paternity leave, policy on duties assignment, night duties and overtime work, flexible working and service hours and variable start/finish times during the working day.

Prevention of Sexual Harassment and Sexual Abuse

Strategies and programmes to prevent sexual harassment and sexual abuse include education, information and training such as Mandatory E-learning courses. Appointed advisors and investigators deal with and report sexual violence and formal protocols exist for male or female victims to report harassment. Cases of sexual harassment and sexual abuse were reported in 2016.

Gender Education and Training

The Swiss Armed Forces have 3 gender-related training programmes:

1. Pre-deployment training;
2. National training; and
3. Training on gender in operations.

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

Gender Advisors

The Swiss Armed Forces have 10 trained gender advisors whose training is based on case studies. So far, 5 gender advisors have been deployed. No gender advisor was deployed in 2016. Every command level is trained in gender-specific topics.

Additional information

The information provided for this Report applies mainly to professional armed forces. Therefore, the comparability of numbers and statistics provided is limited. The Swiss conscription system means it is mandatory to train for three to seven weeks per year, making it difficult to collect and deliver the data required to complete this survey. The limited number of women in the Swiss Armed Forces makes it hard to collect and analyse statistics in percentages. In practice, the Swiss Armed Forces address gender topics in a direct but sensitive way. Given the small number of women in the armed forces, an individual problem-solving approach can be provided at the various levels.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2016

The Order of the Ministry of Defence of Ukraine changed the temporary list of posts that military servicewomen can hold.

Quotas

The Ukrainian Armed Forces have a quota system set up by the temporary List of positions that can be occupied by women approved by the Ministry of Defence (MoD).

Restrictions on the Incorporation of Women in the Armed Forces

There are restrictions on the incorporation of women in the Ukrainian Armed Forces. Restrictions include submarines, mine clearance, Special Forces and divers and are identified in the List of Positions that can be occupied by women. There are no specific policies to promote the recruitment of women. The military entity that deals with the incorporation of gender perspective in the armed forces is a Department of Military Education, Science, Social and Humanitarian Policy of the MoD of Ukraine.

Reserves, National Guard and Other Military Services

There are no policies to support entry into the Reserves or National Guard, or other military structures, as a civilian employee. There are policies to compensate employers who hire civilians who have joined military structures. The Law of Ukraine on Employment provides additional guarantees for the employment of soldiers as well as the Law on the Status of War Veterans that guarantees social protection.

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

Enlistment Requirements

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

Adaptation of Military Equipment, Facilities and Uniforms

Military equipment and installations are the same for both sexes. Daily uniforms are adapted for women and include different headgear. Combat uniforms are the same for men and women.

Parental Rights

Legal social support is given to mothers during pregnancy. In accordance with the Law of Ukraine on Leave, women are granted 3 months maternity leave before and after the birth of the child and they can be granted additional parental leave to care for the child until it is three years old. The duration of maternity leave is 12 weeks (70 days). Parental leave is 156 weeks, transferable between the parents and other relatives as well (i.e. grandparents). Paternity leave can also be 156 weeks, since only one parent can take care of the child according to the law.

There are no specific programmes or policies to support the work-life balance of military personnel. Part-time employment and flexible hours are not allowed and there are no specific measures to support parents when both are members of the armed forces. Single parents, divorced and widowed parents receive an additional 15 days leave in accordance with the Law of Ukraine on Vacation.

Child-care policies include provisions for breastfeeding breaks, policy on duties assignments, night duties, overtime work, day-care for children at defence ministries and military installations or child vouchers.

Prevention of Sexual Harassment and Sexual Abuse

There are no strategies or programmes to prevent sexual harassment and sexual abuse. There is personnel to deal with and to whom to report sexual harassment and formal procedures are in place for female and male victims to report sexual harassment. In April 2016, the Expert Council for Preventing and Combating Discrimination was founded.

Gender Education and Training

The Ukrainian Armed Forces have no gender-related training programme. Gender is a topic in operational planning and is included in pre-deployment training and exercises.

Gender Advisors

Ukraine has no trained gender advisors. However, one gender advisor was deployed. The armed forces have gender focal points.

Implementation of the 2015 and 2016 NATO Committee on Gender Perspectives (NCGP) Recommendations to Military Committee

Ukraine has not taken any action towards the implementation of the 2016 and 2015 NCGP Recommendations to the Military Committee.

ACRONYMS

A

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

B

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

C

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

D

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

E

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

F

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

G

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

GPOI - Global Peace Operations Initiatives
GS – General Staff
GToT - Gender Training of Trainers Course

H

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

I

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

J

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

K

KFOR - Kosovo Force
KLS - Key Leader Seminar

L

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

M

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

N

NAP - National Action Plan
NATO - North Atlantic Treaty Organization
NCCGM - Nordic Centre for Gender in Military Operations
NCCGP - NATO Committee on Gender Perspectives
NCO - Non-Commissioned Officer
NGO - Non-Governmental Organization
NOAK - Network for Female Officers and Civilians
NORDEFECO - Nordic Defence Cooperation
NZ - New Zealand
NZDF - New Zealand Defence Forces
NZ NAP - New Zealand National Action Plan

O

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

P

PBF - Percentage of Body Fat
PCBMS - Permanent Compulsory Basic Military Service
PCS - Permanent Change of Station
PfP - Partners for Peace

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

R

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

S

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

T

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

TAF - Turkish Armed Forces

TIP - Trafficking in Persons

U

UK - United Kingdom

UN - United Nations

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

UN CPTM - UN Core Pre-Deployment Training Materials

UNDP - United Nations Development Program

UNMISS - United Nations Mission in South Sudan

UNSCR - United Nations Security Council Resolution

UNPOC - United Nations Protection of Civilians Course

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

UPA - Protection Units against Harassment

W

WPS - Women, Peace and Security

