EuropEan quotas

Foreign Service and Security Sector

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# Short Analysis of FindingS

The turn of the millennium saw concerted efforts at the national and supranational levels to ensure equal participation of women and men in political decision making. The French parity law broke new ground followed by quotas for women on corporate boards, pay equity laws, and paid parental leave reforms with non- transferable limits. It has been argued that gender quotas are the most effective and elegant strategy to guarantee gender justice and secure far reaching political, social and economic change.

The Parity Law in France in 2000 aimed at 50/50 representation of both genders and led to far reaching measures. When it became clear that gender inequality in political life was a matter of structural problems rather than the absence of talent or expertise, quotas soon became the most effective strategy to address historical power differences that retained inequalities in place.

Worldwide more than 110 countries have now adopted some characteristics of a gender quota strategy. Despite these efforts, the proportion of women in parliament globally still hovers a little over 25 percent.

Although historically, the Nordic countries held the lead in the percentage of women in parliament, by the early years of the millennium, non- European countries led in women’s representation in parliament. Rwanda Bolivia and Argentina climbed to the top of the list.

Gender or women’s quotas can also help balance out ethnic or regional inequalities. The case of Rwanda show that a post conflict scenario offers fresh opportunities for transformation. Moreover, majority of women in parliament can be achieved through both quotas guaranteed in the constitution and legislative framework. A mobilization of women and a strong international support structure must complement these national quotas.

Although gender quotas vary, quotas are defined by Norris and Dahlerup as “regulatory policies designed to achieve descriptive representation through rules entailing that the composition of a candidates list or a body must contain a certain minimum number or proportion of a specified category of people. “

Quotas are either defined as gender quotas or women’s quotas. Under Gender Quotas, a certain number of seats are reserved for each sex. Under women’s quotas; a certain percentage of candidate nominations are reserved for women.

Three different types of quotas, include:

Voluntary political party quotas- These quotas do not have legal character and can be decided upon by the political parties and may vary from party to party

Legislated candidate quotas – These quotas apply to all parties and are enshrined in the constitution or electoral laws.

This study explores what countries have adopted legislated quotas for leadership positions in the foreign service and the security sector. The study centers on 49 European States (Council of Europe States, Russia, and Belarus), the European Union, and Canada.

## Methodology

The study uses legislation from each jurisdiction, CEDAW reports, the North Atlantic Treaty Organization (NATO) WPS Global Database reports, the WPS National Action Plans and the analysis of these NAPs collected by the LSE Center of Women Peace and Security and the University of Sydney. Moreover, as this study tracks external action, the report also includes the National Determined Contribution (NDC) as analyzed by the <https://genderclimatetracker.org/> to track whether gender is acknowledged in these.

To ascertain whether quotas are generally applied in several countries, this report also took into consideration the Country reports on gender equality from 2022 by the European Equality Law Network set up by the European Commission.

The report focuses mostly on CEDAW reports from the period between 2018-2023, though two date back to 2015 because no earlier reports were found for the country and to illustrate potential structural issues.

In limited cases, the report also uses published journals to understand and contextualize foreign legislation.

The study tracks legislated quotas in foreign service, the security service, whether a country has mandatory military service and for what sex, whether a country has proposed a WPS NAP and how specific the goals listed are. With regards to the security sector, the list also notes structural issues such as access to equipment, uniforms, facilities, or other restrictions women may face.

The difficulty of establishing how exactly ambassadors is being appointed and whether public service regulations extend to the foreign service adds to the difficulty when ascertaining whether legislated quotas have been adopted. Due to linguistic limitations and lack of legal expertise of one jurisdiction, it can be difficult to ascertain whether public service quotas extend to the foreign service and the military.

## Short Analysis

Few countries have legislated quotas in the foreign service. Out of 48 European jurisdictions, only 18 have over 30% of female ambassadors. [[2]](#footnote-2)

The military is not a traditional women’s domain in Europe. There are therefore few measures adopted to promote women in military leadership. Moreover, this exclusion of women as military decision-makers also spans into other fields. Out of 48 European jurisdictions, nine states parties had over 30% of women on parliamentary defense committees in 2021.[[3]](#footnote-3)

# ApPendix I

## Legend

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No legislated quota** | **No voluntary quotas** | **Voluntary quotas** | **Soft Quota or no sanction** | **Legislated Quota** | **Probably a legislated quota** | **No Data**[[4]](#footnote-4) | **European Union Member State (and the European Union)** | **EEA Member State** |

***C=Constitution***

***L=Law***

**S = Subnational level**

## Summarized Finding

|  | **Name of Country** | **Political Quota Groups** | **Political Quota Gender**[[5]](#footnote-5) | **Voluntary Political Party Quota** | **Corporate Board Quotas** | **Quotas for High-Level Positions in Academia** | **Foreign Service Leadership** | **Security Leadership** | **WPS NAP** | **Other** | **Quota for people with disability in employment** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Albania | **C+L** | **C+L** |  | **L** |  | **L** |  |  |  | **L** |
|  | Andorra |  |  |  |  |  |  | No armed forces | No armed forces |  |  |
|  | Armenia | **C+L** | **L** |  |  |  |  |  |  | **L - Judiciary** | **Suspended!** |
|  | Austria |  |  |  | **L** | **Limited**[[6]](#footnote-6) | **L** | **L** |  |  | **L** |
|  | Azerbaijan |  |  |  |  |  |  |  |  |  |  |
|  | Belarus |  |  |  |  |  |  |  |  |  |  |
|  | Belgium | **C** | **C +L** |  | **L** | **L - At subnational level** | **L** |  |  | **L - Federal scientific establishments**  **L - Judiciary** | **L - Only public sector** |
|  | Bosnia and Herzegovina | C |  |  |  |  |  |  |  | **Ethnic quotas in public administration** | **L** |
|  | Bulgaria |  |  |  |  |  |  |  |  |  | **L** |
|  | Croatia | **C** | **L** |  |  |  | **L** |  |  | **“Equality” in public sector** | **L** |
|  | Cyprus | **C** |  |  |  |  |  |  |  |  | **L - Only broader public sector** |
|  | Czech Republic |  |  |  |  |  |  |  |  |  | **L** |
|  | Denmark |  |  |  |  | **L** | **L** |  |  | **Public authorities** |  |
|  | Estonia |  |  |  |  | **L- Vacant posts must be filled with the minority sex** |  |  |  |  |  |
|  | Finland |  |  |  |  |  |  |  |  | **Public administration** |  |
|  | France |  | **C+L** |  | **L** | **L** | **L** |  |  | **Civil service** | **L** |
|  | Georgia |  | **L** |  |  |  |  |  |  |  |  |
|  | Germany |  |  |  | **L** |  | **L** | **L** |  |  | **L** |
|  | Greece |  | **L** |  | **LLC — Soft quota for other listed companies** | **L** |  |  |  | **Administrative councils of athletic unions**  **Service councils of the public sector**  **Research councils or committees** | **L – no sanctions for public quota** |
|  | Hungary |  |  |  |  |  |  |  |  |  | **L – unclear if it applies to both public and private** |
|  | Iceland |  |  |  | **L** |  | **L** | No armed forces | No armed forces |  |  |
|  | Ireland |  | **L Only lower house** |  |  | **Policy** |  |  |  |  | **L - Only public sector** |
|  | Italy |  | **L** |  | **L** |  |  |  |  | Gen. employment quota for linguistic minorities (not women) | **L** |
|  | Latvia |  |  |  |  |  |  |  |  | **Judiciary** |  |
|  | Liechtenstein |  |  |  |  |  |  | No armed forces |  |  |  |
|  | Lithuania |  |  |  |  |  |  |  |  |  |  |
|  | Luxembourg |  | **L** |  | **Public** |  |  |  |  | **Research** | **L** |
|  | Malta |  | **C+L**[[7]](#footnote-7) |  |  |  |  |  |  | **Electoral Commission** | **L** |
|  | Republic of Moldova |  | **C+L** |  |  |  |  |  |  |  | **L – Seems to only apply to the private sector** |
|  | Monaco |  |  |  |  |  |  | No armed forces |  |  |  |
|  | Montenegro |  | **L** |  |  |  |  |  |  |  | **Badly implemented and seemingly only in the private sector** |
|  | The Netherlands |  |  |  | **L** |  |  |  |  | **(Semi)Public administration, government, and companies** | **L** |
|  | North Macedonia |  | **L** |  |  |  |  |  |  |  |  |
|  | Norway |  |  |  | **L** |  |  |  |  |  |  |
|  | Poland |  | **L**  **All except for upper house** |  |  |  |  |  |  |  | **L** |
|  | Portugal |  | **L**  **Bad implementation in the regions Madeira and the Azores** |  |  | **L** |  |  |  | **L**  **Public administration**  **Public associations** | **L** |
|  | Romania |  | **L** |  |  |  |  |  |  |  | **L** |
|  | Russian Federation |  |  |  |  |  |  |  |  |  | **L** |
|  | San Marino |  |  |  |  |  |  |  |  |  | **L** |
|  | Serbia | **C +L** | **L**  **No sanctions at S-level** |  |  | **L** | **L** |  |  | **“In the areas of social life marked by an unbalanced representation”  - Diplomacy - Trade Unions**  **Electoral Commissions** | **L**  **Unclear if it applies to the public sector** |
|  | Slovakia |  |  |  |  |  |  |  |  |  | **L**  **Unclear if it applies to the public sector** |
|  | Slovenia | **C** | **L**  **No quota for Upper House** |  |  |  |  |  |  |  | **L**  **Unclear if it applies to the public sector** |
|  | Spain |  | **L** |  | **No sanction** |  |  |  |  |  | **Including woman-specific** |
|  | Sweden |  |  |  |  |  |  |  |  |  |  |
|  | Switzerland |  |  |  | **L** |  |  |  |  |  |  |
|  | Türkiye |  |  |  |  |  |  |  |  |  | **L** |
|  | Ukraine |  | **L** |  |  |  |  |  |  |  | **L** |
|  | United Kingdom |  |  |  |  |  |  |  |  |  |  |
|  | European Union |  |  |  |  |  |  | No armed forces |  |  |  |

# ApPendix II

|  | **Name of Country** | **Climate — Nationally determined contributions** (do these NDCs mention gender?) | **Quota for Foreign Service senior management** | **Quota in Security Leadership**  (military, police, and peacekeeping missions) | **Mandatory military service** | **WPS National Action Plan** |
| --- | --- | --- | --- | --- | --- | --- |
|  | Albania | **NDC:**  mention gender and “very high” priority to include women[[8]](#footnote-8)  **Participation of women in climate leadership**:  “The limited presence of women in key decision-making spheres is also a barrier to progress on this issue.” [[9]](#footnote-9)  **Note:**“According to a survey conducted for the Fourth National Communication (4NC), 39% of respondents believe there are differences in men’s and women’s ability to react to climate change, and among them, 53% believe men are more able to address climate change challenges.” [[10]](#footnote-10) | [**Gender Equality in Society Act, art. 4**](https://www.ilo.org/dyn/natlex/docs/ELECTRONIC/85325/97665/F1693144153/ALB85325.pdf#page=2)**:**  “5. There shall be “equal gender representation” in cases when neither of the genders is represented by less than 30% in any institution, hierarchical instance, nominated body, political parties.”[[11]](#footnote-11)  **“art. 15** 1. Equal gender participation and representation in all legislative, executive, judicial power bodies as well as in other public institutions shall be achieved when:  a) A representation of above 30% of both sexes is ensured, including their steering bodies is ensured;  b) Equal observation of competition procedures and criteria for both genders for the assignments in these bodies is ensured;”[[12]](#footnote-12)  **NAP**  ***“Objective 2.2: Increase representation of women in decision-making activities and processes related to the preservation of security and peace*** Measures: 1. Increase the number of women as military attaches at diplomatic representations and embassies of the Republic of Albania and international organizations addressing international security issues - Institutions: MoEFA, MoIA and MoD - Deadline: 2018-2020 2. Increase the number of high-level diplomatic women as Ambassadors at permanent missions and embassies of the Republic of Albania and international organizations addressing international security issues - Institutions: MoEFA - Deadline: 2018-2020 3. Appoint or assign women to leading positions in international organizations addressing security issues - Institutions: MoEFA and MoD - Deadline: 2018-2020 […] ”[[13]](#footnote-13) | **—**  The Gender Equality in Society Act does not specifically exclude Security Forces.  **Note**: **Quotas in policy**  “The Ministry of Defense in Albania is one of the few ministries with a gender strategy. From 2011-2015, a 15% quota was instituted for the recruitment of women into each structure of the Armed Forces. This Ministry also has a gender equality officer in its human resources department. Albania has had a high level of women employees in both the civil and military sectors within Ministry of Defence.”[[14]](#footnote-14)  “There is a quota system for men and women in the armed forces. Based on the new Human Resource Management Strategy in the Armed Forces 2015-2019, approved in 2015, professional military personnel in the armed forces should include at least 15% of women, depending on the required operational levels.”[[15]](#footnote-15)  **Note 1: Restrictions for women.**  “Restrictions on the Incorporation of Women in the Armed Forces In the AAF, there are restrictions on women serving in the Navy, Special Forces and in pilot positions. Since 2018, the AAF lifted restrictions on approximately 158 military occupations. Duties assigned by the MoD within Letter No. 7976 (2019) indicate plans to eliminate further restrictions on women in the AAF. The Armed Forces General Staff (J-1) plans to assess and consider the possibility of gradually reducing or removing gender based restrictions to create recruitment opportunities”[[16]](#footnote-16)  **Note 3**: **No** **institutional mechanism to integrate gender**  “The AAF does not have a military entity that oversees the incorporation of gender perspective in the military. However, they have specialists who play a role in integrating gender perspective in the following areas: Human Resources, General Staff and within the general AAF structure.” [[17]](#footnote-17)  **Note 4**: **military facilities/and uniform for both sexes but military equipment is not**  “Military equipment (e.g. tanks, aircraft and submarines) is not equally configured to men and women. Military facilities, on the other hand, are separate and adapted for both men and women. Uniforms are fitted for both men and women (e.g. combat uniforms) and are available to suit their size and physical constitution.” [[18]](#footnote-18)  **Note 5: NAP wants more representation**:  “***Objective 2.1: Inclusion of a gender balance in security sector activities*** Measures:1. Promote/appoint women officers in police and the armed forces to leading positions andstrengthen management capacities of women as leaders in the Police and Armed Forces- Institutions: MoIA, MEFA and MoD- Deadline: 2018-20202. Increase the number of women, as the underrepresented gender, in the career system of the security sector, in line with the legislation in force - Institutions: MoIA, MoEFA and MoD - Deadline: 2018-2020 3. Promote women in the Police serving in different structures, including crime investigation structures - Institutions: MoIA - Deadline: 2018-2020 4. Increase the number of women officers in operational crime investigation structures - Institutions: MoIA - Deadline: 2018-2020 5. Increase participation of women in Armed Forces structures in peacekeeping missions outside of the country - Institutions: MoD - Deadline: 2018-2020  ***Objective 2.2: Increase representation of women in decision-making activities and processes related to the preservation of security and peace*** Measures: 1. Increase the number of women as military attaches at diplomatic representations and embassies of the Republic of Albania and international organizations addressing international security issues - Institutions: MoEFA, MoIA and MoD - Deadline: 2018-2020 2. Increase the number of high-level diplomatic women as Ambassadors at permanent missions and embassies of the Republic of Albania and international organizations addressing international security issues - Institutions: MoEFA - Deadline: 2018-2020 3. Appoint or assign women to leading positions in international organizations addressing security issues - Institutions: MoEFA and MoD - Deadline: 2018-2020 4. Increase the number of women at decision-making levels in mechanisms for conflict prevention, management and resolution at the local, regional and central level - Institutions: MoEFA, MoIA, MoD and CSOs specialized in Resolution 1325 - Deadline: 2018-2020”[[19]](#footnote-19) | **No mandatory military service.**  “19 is the legal minimum age for voluntary military service; 18 is the legal minimum age in case of general/partial compulsory mobilization; conscription abolished 2010 (2021)  **note**: as of 2021, women comprised about 15% of the military's full-time personnel, including 20% of the officers”[[20]](#footnote-20) | [**NAP 2018-2020**](https://www.wpsnaps.org/app/uploads/2019/09/Albania-NAP-2018-2020.pdf): “The main objectives of the NAP [...] increasing the participation of women in the field of security at home and abroad;" [[21]](#footnote-21)  “The NAP includes a detailed budget, with implementation activities fully costed.”[[22]](#footnote-22) |
|  | Andorra | **NDC 2020-2030 and 2031-2050** (2022)[[23]](#footnote-23)  No mention of gender | — | **Does not have armed forces!** | **No mandatory service** | **No** **NAP** |
|  | Armenia | **NDC 2015-2030 - Updated 2021-2030** (2021): states that the implementation has to be gender sensitive[[24]](#footnote-24) | **No affirmative action**.  “The leadership of Armenia doesn’t delegate any visible policy-making roles to women in foreign and security policy. Those areas have been traditionally monopolised and dominated by men, and even if women often have important advisory and support roles, they remain invisible and backstage. There is resistance to positive discrimination or affirmative actions in favour of women because of the perception that appointments should be merit-based. However, in reality, even if there are qualified women specialists in the areas of foreign policy and security governance, they are not considered for senior roles while many men don’t prove to be good managers, decision- and policy-makers.”[[25]](#footnote-25)  **CEDAW Concluding Observations** (2022):  “30. **Recalling its general recommendation No. 23 (1997) on women in political and public life, the Committee recommends that the State party:**  (a) **Introduce targeted measures, including temporary special measures, in line with article 4 (1) of the Convention and general recommendation No. 25, such as increased quotas and targeted campaign financing, to increase the representation of women at all levels of the Government, in the National Assembly, the judiciary, academia, the foreign service and international organizations, in particular at decision-making levels**;”[[26]](#footnote-26) | **No affirmative action**.  “The 2020 National Security Strategy recognized the low level of women’s engagement in social and political life, especially in state governance, which prevents the country from fully utilizing the human capital towards national security and sustainable development.  […] Women in the Armed Forces of Armenia As expected, the situation is much worse in the Ministry of Defense. There are a few women in middle management roles, such as in the Human Rights and Integrity Center and in the Department of Social Affairs of the MoD. According to the Ombudsperson’s 2021 annual communication, women composed 9,5% of the contractual service personnel of the Armed Forces of Armenia. 14,3% of the officer corps (4,7% senior officers, 9,6% junior officers), 34,9% of senior non-commissioned officers, 50,8% of junior non-commissioned officers and privates are women. A positive development had been the prioritization of the involvement of women in peacekeeping in 2017. In 2019, the number of servicewomen in the Peacekeeping Brigade increased by 8% compared to 2018, and their number in the UN and NATO peacekeeping operations increased by 60%. After the September 2022 attack, the MoD of Armenia started organizing trainings teaching interested civilian women to use firearms.  The number of women taking part in the trainings by non-governmental organizations aimed to strengthen civil defense skills of civilians has been increasing as well. However, there are no women in visible leadership positions in the Armed Forces.  **The Armenian public** **holds mixed views** about women’s military service. Some believe that considering the increased security challenges for Armenia, women should also serve in the army along with men, like in Israel that is perceived as a country with similarly severe security challenges. The Secretary of the Security Council, Armen Grigoryan, has touched upon it in public statements.”[[27]](#footnote-27) | **Mandatory service for men, voluntary service for women.**  **Conscription exists for men.**  “18-27 for voluntary/contract (men and women) or compulsory (men) military service; contract military service is 3-12 months or 3 or 5 years; conscripts serve 24 months; men under the age of 36, who have not previously served as contract servicemen and are registered in the reserve, as well as women, regardless of whether they are registered in the reserve can be enrolled in contractual military service; all citizens aged 27 to 50 are registered in the military reserve and may be called to serve if mobilization is declared (2022)  **note:** as of 2021, conscripts comprised about half of the military's active personnel; as of 2018, women made up about 13% of the active duty military”[[28]](#footnote-28)  **Voluntary conscription for women is being considered**[[29]](#footnote-29) | [**NAP 2019-2021**](https://www.wpsnaps.org/app/uploads/2019/09/Armenia-NAP-2019-2021-unofficial-translation.pdf): “Armenia’s NAP focuses heavily on increasing women’s participation in and awareness of the protection of women’s rights within the defense system (military, police, and peacekeeping missions).”[[30]](#footnote-30) |
|  | Austria | s. NDC submitted by EU | **Legislated quota** of 50%  **Federal Equal Treatment Act, §§11-11d**: preferential treatment for hiring and promotion if the threshold of 50% is not reached[[31]](#footnote-31)  **Before that:** a quota of 40%  “The Austrian Foreign Ministry regulations provide, inter alia, that a woman applying for a post who is equally qualified with a male candidate must be awarded the post until a quota of 40% women in leading positions has been attained. This positive discrimination has a definite positive effect. The quota of female leading officials within the Foreign Ministry has already risen from 10% in 1994 to 21% at present.”[[32]](#footnote-32)  **Concluding Observations** (2019):  “27. **The Committee recommends that the State party:**  (d) **Establish legislated quotas for the equal representation of women and men in all appointed and elected positions in the State party, in particular in local government, senior leadership positions, the armed forces, the foreign service and the judiciary, and encourage the trade unions to do the same.**”[[33]](#footnote-33) | —  It is unclear whether **§§11-11d of the Federal Equal Treatment Act** apply to the Security Forces or not. § 47(19) (which stipulated when §§11a-11d enter into force), does not exclude military service from the scope – the section does exclude military service from other provisions (see: §47(17)). [[34]](#footnote-34)  **Concluding Observations** (2019):  “27. **The Committee recommends that the State party:**  (d) **Establish legislated quotas for the equal representation of women and men in all appointed and elected positions in the State party, in particular in local government, senior leadership positions, the armed forces, the foreign service and the judiciary, and encourage the trade unions to do the same.**”[[35]](#footnote-35) | **Compulsory military service for men, voluntary for women**  “registration requirement at age 17, the legal minimum age for voluntary military service; men above the age of 18 are subject to compulsory military service; women may volunteer; compulsory service is for 6 months, or optionally, alternative civil/community service (Zivildienst) for 9 months (2022)  **note 1**: as of 2019, women made up about 4% of the military's full-time personnel  **note 2**: in a January 2013 referendum, a majority of Austrians voted in favor of retaining the system of compulsory military service (with the option of alternative/non-military service) instead of switching to a professional army system; approximately 40% of those liable to compulsory service have opted in favor of alternative civil/community service”[[36]](#footnote-36)  **Note:** Mandatory military service for women is occasionally being discussed in the media. | [**NAP (2007)**](https://www.wpsnaps.org/app/uploads/2019/09/Austria-NAP-1-2007.pdf)  [**NAP (2012)**](https://www.wpsnaps.org/app/uploads/2019/09/Austria-NAP-2-2012-2016.pdf)  - both without a specific period of implementation  - does list the current % of women in leadership position – no specific quota[[37]](#footnote-37) |
|  | Azerbaijan | **NDC 2015-2030**: does not mention gender/women [[38]](#footnote-38) | **No affirmative action**: [Law On State Guarantees of Equal Rights for Women and Men, §7.3](https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---ilo_aids/documents/legaldocument/wcms_127414.pdf#page=2):  “7.3. No gender-based restrictions or privileges can be applied directly or indirectly during appointment to the state services and services in the state institutions.” [[39]](#footnote-39)  **Concluding Observations** (2022):  “**Participation in political and public life**  27. The Committee notes with appreciation the notable increase in women who were elected during the municipal elections in December 2019 (38.8 per cent). It remains concerned, however, that women are still underrepresented in decision-making positions, including in the National Assembly, academia, the judiciary, the public service and the foreign service. The Committee is also concerned at the lack of targeted measures, including temporary special measures, in line with its general recommendation No. 23 (1997) on women in political and public life, to increase women’s representation in public life.  28. **Recalling its general recommendation No. 23, the Committee recommends that the State party**:  (a) **Amend its electoral law to introduce targeted measures, including temporary special measures, in line with article 4 (1) of the Convention and general recommendation No. 25, such as increased quotas and targeted campaign financing, to increase the representation of women at all levels of government, in the National Assembly, the judiciary, academia and the foreign service, in particular at decision-making levels**;  (c) **Introduce preferential recruitment of women to the civil service and the foreign service, with particular attention to disadvantaged and marginalized groups of women**;”[[40]](#footnote-40) | —  **Bill currently considered**:  “The Armenian Defense Ministry is drafting a bill that would substantially broaden the role of women in the country's armed forces.  It is part of a comprehensive overhaul of the military, which has been in a constant state of upheaval since the defeat to Azerbaijan in the 2020 Second Karabakh War. While recruiting more women would have the obvious benefit of growing the ranks of the army amid Armenia's precarious security situation, some experts point to the difficulty of trying to ensure gender equality in such a patriarchal environment.”[[41]](#footnote-41)  **Policy**: “Strategically, the Republic of Armenia will gradually transition to a professional army, the structure of military service and conscription will be significantly changed. We also consider important the technological modernization of our army, the introduction of an automated management system, the increase of military service attractiveness through the new policy of salary and social guarantees, the significant improvement of the quality of military education, as well as the larger involvement of women in combat units. I must emphasize that the thesis on women's involvement has no ideological or anti-ideological basis, but is conditioned exclusively by pragmatic calculation…”[[42]](#footnote-42)  **Note.**: Stereotypes[[43]](#footnote-43) | **Compulsory military service for men**  “18-35 years of age for compulsory military service for men; 17-35 years of age for voluntary service for men and women (2022) **note**: as of 2018, women made up an estimated 3% of the active duty military”[[44]](#footnote-44)  [Law On State Guarantees of Equal Rights for Women and Men, §3](https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---ilo_aids/documents/legaldocument/wcms_127414.pdf):  “3.1. All forms of gender-based discrimination are prohibited  3.2. The following is not considered as gender-based discrimination:  3.2.2. compulsory military service prescribed by the law exclusively for men;”[[45]](#footnote-45) | [**NAP 2020-2023**](https://www.wpsnaps.org/app/uploads/2022/12/Azerbaijan-2020-2023.pdf): no precise implementation steps[[46]](#footnote-46) |
|  | Belarus | **NDC 2021-2030**, Update: no mention of gender[[47]](#footnote-47) | —  “Total civil servants of which in positions: 67.4% women, 32.6% men (2017) cxliii, of which:  Heads/Deputy Heads: 56.2% are women and 43.8% are men;  Executive Assistants, Advisors, Consultants: 70.4% are women and 29.6% are men; Legal professionals: 60.9% are women and 39.1% are men.”[[48]](#footnote-48) | — | **Compulsory military service for men**  “18-27 years of age for compulsory military or alternative service; conscript service obligation is 12-18 months, depending on academic qualifications, and 24-36 months for alternative service, also depending on academic qualifications; 17-year-olds are eligible to become cadets at military higher education institutes, where they are classified as military personnel (2022)  **note:** conscripts can be assigned to the military, to the Ministry of Interior as internal or border troops, or to the Ministry of Labor and Social Protection (alternative service); as of 2020, conscripts comprised an estimated 40% of the military”[[49]](#footnote-49) | **No WPS NAP** |
|  | Belgium | s. NDC submitted by EU | **—**  **Foreign service and the federal scientific establishments**  “Royal Decree of 2 June 2012 was adopted on the grounds of Article 16 of the Gender Act, with a very limited scope: imposing a principle of quotas (not more than two thirds of staff members of the same sex) for the upper ranks (university grade) of the federal civil service. Five years later, no report on the effectiveness of that measure has been made public. However, even more recently a Royal Decree of 13 May 2015 applied the same principle […].”[[50]](#footnote-50)  **Act combating certain forms of discrimination (2007), art.10**: **allows for affirmative action** **w**here  (1) there is a manifest inequality within the sector of industry or the company,  (2) the affirmative action aims to eliminate inequality and is be clearly defined and aimed at eliminating or reducing the problems underlying inequality  (3) action must be clearly defined and proportionate (strictly necessary and not action must be clearly defined and proportionate), and (4) it must be temporary.[[51]](#footnote-51)  **Note**: **Very low number of women ambassadors**[[52]](#footnote-52)  **Concluding Observations** (2022):  “**Equal participation of women in political and public life**  37. […] The Committee notes with concern, however, that apart from the Walloon regional level (44.4 per cent), the proportion of women occupying the highest administrative positions was only 11.1 per cent at the federal level, 18.2 per cent at the Flemish regional level, and 28.6 per cent at the Brussels Capital level in 2017; that the percentage of women in ambassadorial positions in the foreign service was 12.4 per cent in 2022; and that the number of women on boards of directors of autonomous public companies and listed companies was 26.8 per cent in 2017.  […]  (b) **Adopt targeted measures, including temporary special measures such as preferential recruitment and promotion of women applicants, to achieve gender parity in appointed public positions, including positions in the public administration, foreign service and the judiciary, especially at the decision-making level**;”[[53]](#footnote-53) | **—**  “There is no quota system for men or women in the Belgian Armed Forces (BAF).”[[54]](#footnote-54)  “There is no quota system for men or women in the Belgian Armed Forces, no restrictions on the incorporation of women in the Belgian Armed Forces, nor are there restrictions that only apply to operations.” [[55]](#footnote-55)  **Note: Institutional mechanism to integrate gender**  “The Policy Office of the General Directorate for Human Resources (GD HR) is responsible for integrating gender perspectives in the Armed Forces and addressing the Diversity Policy – which includes Gender Policy – through Human Resources Management.” [[56]](#footnote-56)  **Note 2: Military equipment/facilities/and uniform for both sexes**:  “Military equipment (e.g. tanks, aircraft, and submarines) is deemed suitable for both men and women while there is no specific configuration. Military facilities, military installations and uniforms are adapted to both men and women. Combat uniforms and ballistic protection, however, are unisex but available in different sizing. Service uniforms are different for women and men, as women’s service uniforms include both skirts and trousers.”[[57]](#footnote-57)  **Uniform:**  “From the end of 2022, some 25,000 Belgian military personnel will receive a new uniform with a different camouflage pattern, and – for the first time – also a model for women.” [[58]](#footnote-58) | **No mandatory service – voluntary for both sexes**  “18 years of age for voluntary military service for men and women; conscription abolished in 1995 (2022)  **note 1**: in 2020, women comprised about 9% of the military's full-time personnel.  **note 2**: foreign nationals 18-34 years of age who speak Dutch or French and are citizens of EU countries, Iceland, Lichtenstein, Norway, and Switzerland may apply to join the military”[[59]](#footnote-59) | [**NAP 2008-2012** (2009)](https://www.wpsnaps.org/app/uploads/2019/09/Belgium-NAP-1-2008-2012.pdf)  [**NAP 2013-2016** (2013)](https://www.wpsnaps.org/app/uploads/2019/09/Belgium-NAP-2-2013-2016.pdf)  [**NAP 2017-2021** (2017)](https://www.wpsnaps.org/app/uploads/2019/09/Belgium-NAP-3-2017-2021-English-translation-DP160100212.pdf) : contains no quotas [[60]](#footnote-60) |
|  | Bosnia and Herzegovina | **NDC 2020-2030** (2021): no mention of gender [[61]](#footnote-61) | —  **Gender Equality Act in Bosnia and Herzegovina**  “Gender Equality Act in Bosnia and Herzegovina - revised text [“Official Gazette BH” number: 32/10] ( in Article 20 (the area referring to Public life) stipulates equal representation of both genders in governance and decision-making processes. In order to quickly achieve equal representation of genders in creating policies and adopting the measures at all levels of power in Bosnia and Herzegovina, during the revisions of the Gender Equality Act in Bosnia and Herzegovina, Article 20 was harmonised with Recommendation 3 (2003) of the Committee of Ministers of the Council of Europe, stipulating that: “Equal representation of genders exists in the case when one gender is represented by at least 40% in government bodies at all levels of government and local self-government bodies, including legislative, executive and judicial powers, political parties ...””[[62]](#footnote-62)  —Unclear if this also applies to the Foreign Service!  **CEDAW Committee Concluding Observations (2019):**  “**Participation in political and public life**  29. The Committee reiterates its concerns about:  […]  (d) The lack of participation of women belonging to disadvantaged groups, including Roma women, in political and public life;  (e) The lack of training on political leadership, negotiation and campaigning skills for women candidates and the limited representation of women in the State party in the foreign service, the judiciary and international organizations.  30. **The Committee, drawing attention to its general recommendation No. 23 (1997) on women in political and public life and target 5.5 of the Sustainable Development Goals, recommends that the State party**:  (c) **Provide capacity-building programmes for women candidates on campaigning and political leadership skills, in particular for women facing intersecting forms of discrimination, such as Roma women, and raise awareness among political leaders and the public of the fact that the full, equal, free and democratic participation of women on an equal basis with men in political and public life is a requirement for the full implementation of the human rights of women**.”[[63]](#footnote-63) | —  “MD BH has been successfully implementing the measure of admitting 10% of women of the total number of candidates for AF BH, whereby priority is given to most successful candidates according to success list. This is supported by evident increase of interest of women for admission into AF BH, which is illustrated by the fact13 that in 2008, only 23 women applied to the advertisement, whereas in 2014, there were as many as 595 candidates.” [[64]](#footnote-64)  “There is a trend of increased participation of women in senior positions in defence and security sectors. For example, MD BH is headed by a female minister, and three women have been appointed Heads of Department. Presently, there are 22% women at senior positions. However, in AF BH, the percentage of women at senior positions still remains very low (2.5%).”[[65]](#footnote-65)  “The participation of women in police forces14 at all levels of government is 7,5%, mostly at positions of police officers and senior police officers, inspectors, junior and senior inspectors. From the total number of police officers, 11.3% women hold positions of senior inspectors, 3.3% of women are independent inspectors, and only 0.3% of women are chief inspectors. [...] Although the data presented above indicate uneven representation of female police officers in certain police bodies, it can be generally concluded that there has been a slight increase in the number of women in police forces at all levels of BH which, in the reporting period, amounts to approximately 1.25%. Women are also underrepresented at the highest decisionmaking positions with higher ranks (about 1.2%). Over the last few years, it has been often accentuated that maternity leave is a reason for a more difficult career advancement.” [[66]](#footnote-66) | **No compulsory military service**  “18 years of age for voluntary military service; mandatory retirement at age 35 or after 15 years of service for junior enlisted personnel, mandatory retirement at age 50 and 30 years of service for non-commissioned officers, mandatory retirement at age 55 and 30 years of service for all commissioned officers; conscription abolished in 2005 (2021)  **note**: as of 2021, women made up about 7% of the military's full-time personnel”[[67]](#footnote-67) | [**NAP 2010-2013** (2010)](https://www.wpsnaps.org/app/uploads/2019/09/Bosnia-and-Herzegovina-NAP-1-2010-2013.pdf)  [**NAP 2014-2017** (2014)](https://www.wpsnaps.org/app/uploads/2019/09/Bosnia-and-Herzegovina-NAP-2-2014-2017.pdf)  [**NAP 2018-2022** (2018)](https://www.wpsnaps.org/app/uploads/2021/01/Bosnia-and-Herzegovina-NAP-3-2018-2022-English-translation.pdf):   * Dominant focus: participation[[68]](#footnote-68) |
|  | Bulgaria | s. NDC submitted by EU | **—**  **Note: Quotas are permitted but no legislation for the foreign service could be found**  [Bulgaria’s Civil Service Act, Article 7(6)](https://www.me.government.bg/en/library/civil-servants-act-381-c25-m1515-1.html) – amended in 2009: “Any discrimination, privileges or restrictions based on race, nationality, ethnicity, sex, origin, religion, persuasions, membership of political, trade union or other public organizations or movements, personal, social and property status, or the existence of a disability, shall be inadmissible upon entry of civil service.”[[69]](#footnote-69)  HOWEVER: The [Law on Equality of Women and Men (2016](https://lex.bg/en/laws/ldoc/2136803101)): allows for temporary measures:  “**Art. 4.** (1) The state policy on equality between women and men is implemented through: [...] 2. application of temporary incentive measures; [....]  (2) The temporary promotional measures implemented in accordance with this law do not constitute discrimination under the Law on Protection from Discrimination.  […]  **Art. 15.** (1) Temporary incentive measures under Art. 4, item 2 are foreseen in the plans for the implementation of the National Strategy on the equality of women and men.  **(2) The incentive measures under para. 1 shall be applied by the bodies of the executive power for a certain period until the achievement of their goals for balanced representation, equal opportunities and equality of women and men in the areas where inequality is established.** [emphasis added]  (3) The incentive measures under para. 1 are financed from the state and municipal budgets, as well as from international and European sources. […]  Additional provisions: § 1. Pursuant to this law: 6. " Temporary promotional measures " are justified and proportionate initiatives of a temporary nature, which aim to remove obstacles to the balanced representation of women and men or to the equal position of the representatives of the same sex or to the sex placed in an unequal position.”[[70]](#footnote-70)  **Concluding Observations** (2020):  “**Equal participation of women in political and public life**  27. The Committee notes with concern: (a) The fact that women, in particular women with disabilities and Roma women, continue to be underrepresented in the parliament, ministerial positions, decision-making positions at the municipal level and high-ranking posts in the foreign service;  28. **The Committee recommends that the State party:**  (b) **Take temporary special measures, such as statutory quotas and a gender parity system in the public and foreign services, in accordance with article 4 (1) of the Convention and the Committee’s general recommendation No. 25, to increase the representation of women in the parliament, ministerial positions, the judiciary and the public and foreign services**;”[[71]](#footnote-71) | **—**  “There is no quota system for women or men in the Bulgarian Armed Forces (BGRAF).”[[72]](#footnote-72)  “There is no quota system for women or men in the Bulgarian Armed Forces (BGRAF). The right of women to participate in the military profession is guaranteed by the Constitution, confirmed in Article 6 stating ’all citizens are equal by virtue of law’ and ‘no discrimination is allowed on any basis including sex’” [[73]](#footnote-73)  **Note: Discrimination in hiring is banned and equipment/uniforms/accommodations are adapted to both women/men** “In accordance with Article 139 of the Defence and Armed Forces Act of the Republic of Bulgaria (Amended, SG No. 16/2010, effective 26.02.2010), ‘enlistment for military service and its performance by servicemen shall be based on the principle of not allowing discrimination and ensuring equal opportunities for professional advancement according to requirements and criteria for occupying positions in the Armed Forces established in advance.’  Military equipment is adapted for both men and women and the working environment in the BGRAF 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 and are allocated in accordance with Ministry of Defence (MoD) directives. Service and combat uniforms are also adapted for both men and women.”[[74]](#footnote-74)  **Note 2**: **High number of women in the military**  " Looking at the individual country level in 2020, there are 15 countries in which women’s representation in the military is below 10%. […] Considering an EU average of 10,7% women’s representation, it is not surprising that not one EU member state reaches a share of women’s representation higher than 16,8%, which is the case in Bulgaria."[[75]](#footnote-75)  **Note 3: Possible reasons for high participation of women**:  “"Additional respectable and worthy gender strategy in the Bulgarian Armed Forces can be determined as parental life, rights and privileges. Referring to the Labor Code, the leave, which is given for maternity is 410 days for each kid and the parent permission for leave is 52 weeks for the woman along with for the man and it is moveable and manageable between the mothers and fathers. Flexible working programs and parttime service are acceptable in case of parental leave or taking care of sick or old relatives. There have been made exceptional programs for supporting parents when they work for the armed forces or if they are divorced or single” [[76]](#footnote-76)  **Note 3: Perception of women in the army.**  “In the army as a whole, there is a good socio- psychological climate conductive to the successful professional realization of female servicemen. The attitude of male soldiers towards the female army is positive. Most of them accept them as equal in service and do not underestimate them. The overwhelming majority of women in the army have the opinion that there is no need to enjoy any special references.”[[77]](#footnote-77) | **No mandatory military service**  “18 years of age for voluntary military service; conscription ended in 2007; service obligation 6-9 months (2022) **note 1:** in 2021, women comprised about 17% of the Bulgarian military's full-time personnel **note 2:** in 2020, Bulgaria announced a program to allow every citizen up to the age of 40 to join the armed forces for 6 months of military service in the voluntary reserve”[[78]](#footnote-78) | [**NAP 2020-2025**](https://www.wpsnaps.org/app/uploads/2019/09/Bulgaria-2020-2025.pdf): aims at strengthening the participation but with no precise goals[[79]](#footnote-79)  Dominant focus is participation.[[80]](#footnote-80) |
|  | Croatia | s. NDC submitted by EU | **Legislated quotas**  [Gender Equality Act, art.12(3)](https://www.ilo.org/dyn/natlex/docs/ELECTRONIC/83909/92965/F1671454996/HRV83909.pdf#page=4): quota of 40%  “**II. SPECIFIC MEASURES**  **Article 9**  (1) Specific measures are specific benefits enabling persons of a specific gender to have equal participation in public life, eliminating existing inequalities or ensuring them rights they were denied in the past. (2) Specific measures shall be introduced on a temporary basis with a view to achieving genuine equality of women and men and they shall not be deemed to be discrimination.  (3) Measures aimed at protecting women, in particular in relation to pregnancy and maternity, shall not be deemed to be discrimination. (4) With a view to ensuring full equality of men and women in practice, the principle of equal treatment shall not preclude maintaining or adopting specific measures to prevent or compensate for disadvantages on the grounds of sex in the area of access to and supply of goods and services.  **Article 10** Specific measures shall be laid down in laws and other regulations regulating specific areas of public life.  **Article 11** (1) Public administration bodies and legal persons that are majority-owned by the state shall apply specific measures and adopt action plans for the promotion and establishment of gender equality. (2) Bodies referred to in paragraph 1 of this Article shall adopt action plans from their remit on the basis of an analysis of the status of women and men every four years, they shall establish reasons for the introduction of specific measures, goals to be achieved, method of implementation and implementation control methods.  (3) The plan for implementing activities related to the measures of the National Policy for the Promotion of Gender Equality from the remit and the scope of activity of legal persons referred to in paragraph 1 of this Article shall be an integral part of the action plans for the promotion and establishment of gender equality.  (4) Action plans referred to in paragraph 1 of this Article shall first be approved by the Office for Gender Equality of the Government of the Republic of Croatia.  (5) Units of local and regional self-government, legal persons with public authorities and legal persons in the business sector, including private companies, crafts businesses and legal persons that are majority-owned by the units of local and regional self-government with more than twenty employees, shall incorporate anti-discrimination provisions and measures with a view to achieving gender equality in their general acts.  (6) Social partners shall, in the course of collective bargaining and in collective agreements at all levels, comply with the provisions of this Act and with the measures aimed at ensuring gender equality.  **Article 12** (1) The implementation of specific measures shall serve to promote equal participation of women and men in legislative, executive and judicial bodies, including public services, and to gradually increase the participation of the underrepresented sex in order for its representation to reach the level of its percentage in the total population of the Republic of Croatia.  (2) With a view to achieving the goal referred to in paragraph 1 of this Article, specific measures shall be introduced where one sex is substantially underrepresented.  (3) One sex is substantially underrepresented within the meaning of paragraph 2 of this Article if it accounts for less than 40% of representatives in political and public decisionmaking bodies.  (4) When making appointments to public boies and bodies of units of local or regional selfgovernment and other legal persons with public authorities, the balance between both sexes shall be sought in terms of their representation.  (5) When making appointments to diplomatic offices, members of boards, commissions and delegations representing the Republic of Croatia at the international level, public bodies shall seek to ensure the balance in terms of representation of women and men.”[[81]](#footnote-81)  **NAP 2019-2023** (2019):  “2.2.7. The MFEA has significantly increased women’s participation at all decision-making levels within the Foreign Service, and there are more women than men on high-ranking officials’ and all other managerial positions in the Ministry. There are more women than men in all diplomatic positions except the highest-ranking, those of ambassadors. However, it is encouraging that the number of women at the head of diplomatic missions of the Republic of Croatia has been increasing with each year, and has tripled 2011 when there were only six, to nineteen in early 2019.”[[82]](#footnote-82)  **Concluding Observations** (2015):  **“Participation in political and public life**  22. [...] The Committee is also specifically concerned:  (c) That female diplomats do not enjoy regular maternity leave when posted overseas and are required to return to the capital in order to exercise their right to maternity leave.”[[83]](#footnote-83) | **—**  “There is no quota system for women or men in the Croatian Armed Forces (CAF).”[[84]](#footnote-84)  “There is no quota system for men or women in the CAF. There are no restrictions on the incorporation of women in the CAF or their participation in military operations. The Personnel Directorate of the General Staff of the CAF organises efforts related to: integrating gender perspectives in the CAF (drafting relevant documents, policies, orders, training plans, gender-related guidance); attendance in basic to advanced level training events (workshops, panels, courses, etc.) for gender advisors (GENADs), gender focal points (GFPs), instructors on gender perspectives, and other personnel; engagement of gender perspective Subject Matter Experts (SMEs) in relevant activities.”[[85]](#footnote-85)  **Note**: The [Gender Equality Act](https://www.ilo.org/dyn/natlex/docs/ELECTRONIC/83909/92965/F1671454996/HRV83909.pdf) does not mention whether it applies to security forces  **Note 2**: **Suitable military equipment/facilities/uniforms for both sexes**  “Military equipment is suitable for both men and women. 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 a wide range of sizes. Military facilities are adapted for both men and women and CAF barracks and training area facilities have separate/adequate lodging and sanitary installations. [[86]](#footnote-86)  **Note 3**: **The current make-up of the Armed forces according the NAP 2019-2023** (2019):  “2.2.3. In the area of participation, concrete and significant results have been achieved as regards participation of women in the armed forces, the police and national security system –areas traditionally considered male. In this context, it is worth mentioning the first woman with the rank of General in the Armed Forces, Brigadier General Gordana Garašić, who was also the first woman to hold a General post in the ISAF operation in Afghanistan, where she served as Gender Advisor to the ISAF Commander until the end of 2014. Since July 2016, she has been assigned to the post of Deputy Director of the Centre for Security Cooperation in SE Europe (RACVIAC) [RACVIAC — The Centre for Security Cooperation is an international, independent organisation owned by countries of Southeast Europe for promoting dialogue and cooperation in the area of security. Headquartered in Rakitje, it began operating in 2001 as a multinational regional centre for providing assistance in the implementation of the agreement on arms control in Southeast European countries.].  2.2.4. In the Ministry of Defence and the Armed Forces the share of women at the end of 2018 amounted to 16.77% of the total number of employees. The share of women in active duty deployed in the MI and the Armed Forces amounts to a total of 12.10% (18.17% officers, 10.86% non-commissioned officers and 9.56% naval officers), while the representation of women as active military personnel in the Armed Forces ranks Croatia among the top of NATO and EU Member States. The percentage of women among civil servants and employees amounts to a respectable 47.13%. The proportion of women who participated in UN, NATO and EU missions and support operations during 2018 equalled 5.05%, i.e. 54 women, an increase when compared to 2017, but a decrease from previous years: 4.88% or 36 women in 2017; 7.32% or 31 women in 2016; 6.01% or 21 in 2015. However, if we look at the number of women, not the percentage, we see a steady increase in the number of women deployed to peace-keeping missions and operations.  2.2.5. In the Ministry of the Interior, women currently make up around 30% of the total number of employees, with the number of female police officers being around 18%. As regards social trends and the representation of women in the civil service, the number of female civil servants and employees is almost four times higher than that of female police officers. The share of female civil servants in managerial positions amounts to around 13% while there are around 10% female police officers in managerial positions. Furthermore, female police officers participate in international missions and operations with about 11.5%.  2.2.6. The Security and Intelligence Agency (hereinafter: SOA) and the Office of the National Security Council (hereinafter: UVNS) have made visible progress in terms of equal representation of genders within the security system. Thus, in SOA, 39% of the total number of employees are women, with 25% of women holding higher-ranking and managerial positions. In UVNS 50% of employees are women, while as much as 40% of managerial positions are held by women, including the head of UVNS. The Croatian Mine Action Centre has also worked on increasing the under-represented (female) gender, where at the end of 2017, there were six women holding managerial positions (one head of section/department or 25% and five directors or 45.5%).”[[87]](#footnote-87) | **No mandatory military service**:  “18-27 years of age for voluntary military service; conscription abolished in 2008 (2022) **note:** as of 2021, women comprised nearly 15% of the military's full-time personnel”[[88]](#footnote-88) | [**NAP 2011-2014** (2011)](https://www.globalwps.org/data/HRV/files/2011-2014.pdf)  [**NAP 2019-2023** (2019)](https://www.wpsnaps.org/app/uploads/2021/11/Croatia-NAP-2-2019-2023.pdf) aims at ensuring more participation but with no precise deadline nor quota. |
|  | Cyprus | s. NDC submitted by EU | —  The **Equal Treatment of men and women in employment and vocational training Law,** No. 205(I)/2002 allows for positive action including for “conditions and criteria for placement, permanence, inclusion, transfer, transfer, secondment or promotion.” (art.8). [[89]](#footnote-89)  **“Art. 34** (1) For the better application of the provisions of this Law, the Council of Ministers may issue Regulations.  (2) […] the Regulations issued by the Council of Ministers may contain provisions concerning the more specific conditions, the scope, the manner and time of implementation and the duration of positive action measures in favor of underrepresented sex, as well as the competent bodies for this purpose, with regard to the matters regulated by articles 7 and 8 of this Law.”.[[90]](#footnote-90)  **No obligation to implement affirmative action provisions**: “3.6.3 Specific difficulties  There is no obligation to develop any positive action measures in the field of gender equality, but only the possibility to justify such measures as exceptions to the equality principle. To date, no specific positive action measures to promote gender equality in employment, or any other field, have been developed by any public or private law entity in Cyprus.”  **Note 2: Current make-up – per NAP 2021-2025**: “As regards the qualitative indicators concerning the representation of women in senior managerial levels, women make up 30% of Diplomatic Service of the Republic of Cyprus with seven (7) women serving as Chiefs Missions and eleven (11) to occupy important managerial positions within of the Central Service.” (translated through *Google Translate*)[[91]](#footnote-91) | —  Law, No. 205(I)/2002 does not apply to Security Forces[[92]](#footnote-92)  **Note:** “3.4.4. **Specific difficulties**  […]  In *Elenis Xenofontos v the Republic*, the Ministry of Defence and others the claimant alleged that the promotion criteria in the armed forces were discriminatory against female officers. However, the industrial tribunal held that it was not competent to examine the substance of the claim as it was an issue within the jurisdiction of the administrative court; the claimant waited four years for the decision.”[[93]](#footnote-93) | **Compulsory service for men**  “Cypriot National Guard (CNG): 18-50 years of age for compulsory military service for all Greek Cypriot males; 17 years of age for voluntary service; 14-month service obligation (2022)  **note**: the CNG accepts all foreign nationals of at least partial Cypriot descent under age 32 as volunteers; dual citizenship Cypriot origin citizens, who were born in Cyprus or abroad, have the obligation to serve in the CNG on repatriation, regardless of whether or not they possess a foreign citizenship; a person is considered as having Cypriot origin where a grandparent or parent was/is a Cypriot citizen”[[94]](#footnote-94)“ | **NAP 2021-2025** (2020)  Only available in [Greek](http://www.opengov.gr/ypex/?p=873) |
|  | Czechia | s. NDC submitted by EU | **No affirmative action** [[95]](#footnote-95)  None mentioned in the: [218 Act of April 26, 2002 on service of public servants in administrative authorities and on remuneration of such servants and other employees in administrative authorities (the Service Act)](https://www.ilo.org/dyn/natlex/docs/ELECTRONIC/62165/60967/F615223210/CZE62165.pdf)  See also: “"4.3.7 Positive action measures (Article 3 of Recast Directive 2006/54)  Positive action is allowed through Section 7, Paragraphs 2 and 3 of the Anti-Discrimination Act. The above-mentioned provision states:  ‘(2) Measures aimed at preventing or compensating for disadvantages resulting from a person’s membership of a group of persons defined by any of the grounds specified in Section 2 (3) and ensuring equal treatment and equal opportunities for that person shall not be considered to be discrimination. (3) In matters of access to employment or an occupation, the measures under paragraph 2 above may not result in the favouring of a person whose qualities for the performance of employment or an occupation are not higher than those of other persons assessed at the same time.’  In fact, no significant positive action measures can be reported. The legislative provision on positive measures only exists on paper.”[[96]](#footnote-96)  **Concluding Observations** (2016):  **“Participation in political and public life**  22. The Committee notes the high rate of female representation in the judiciary of the State party, but is concerned: […] (b) That women, in particular Roma women, continue to be significantly underrepresented at all levels of decision-making, including in both chambers of Parliament, regional and local assemblies, the Government, especially at the ministerial and vice-ministerial levels, in mayoral and ambassadorial posts and in senior positions in the foreign service, as well as in senior positions in companies owned or controlled by the State party.”[[97]](#footnote-97) | **No affirmative action** [[98]](#footnote-98)  “The Czech Armed Forces (CAF) do not have a quota system for women and men.”[[99]](#footnote-99)  **Note 1**: **Suitable facilities and uniforms for both sexes. Not military equipment.**  “Military equipment is not adapted for men and women. Military facilities are adjusted according to common standards: separate toilets, dressing rooms and tents during military exercises. Uniforms are adapted for both men and women and combat uniforms are the same for both, but optional sizes are available for selection. The service uniforms allow women to wear skirts, a different head cover, and coats.” [[100]](#footnote-100)  **Note 2: Reasons for leaving service.**  “In 2017, 89 women and 857 men left the armed forces. The main reasons why women tend to leave the armed forces are retirement, injury, personal undisclosed reasons, dismissal for poor performance or disciplinary offences, end of contract, and health issues. The main reasons why men tend to leave the armed forces are injury, personal undisclosed reasons, and end of contract.” [[101]](#footnote-101) | **No mandatory service**  “18-28 years of age for voluntary military service for men and women; conscription abolished 2004 (2022)  **note**: as of 2019, women comprised about 13% of the military's full-time personnel”[[102]](#footnote-102) | [**NAP 2017-2020** (2017)](https://www.wpsnaps.org/app/uploads/2019/09/Czech-Republic-NAP-2017-2020.pdf)  [**NAP 2021-2025** (2021)](https://www.mzv.cz/jnp/en/foreign_relations/women_peace_and_security/index.html) the NAP is very short – there is a NAP “measurer” guide published, which also details % to be achieved by 2025. Example: “Seek gender-balanced selection committees for the executive positions. – 75%” But there are no further quotas on women representation in WPS leadership.[[103]](#footnote-103) |
|  | Denmark | s. NDC submitted by EU | **—**  Uncertain:  The **Equal Treatment Act** (LBK no. 645 of 08/06/2011) applies to public service (§1 a.)[[104]](#footnote-104) and “positive actions are allowed to improve the gender balance in employment and education, when following the criteria set out in the Executive Order No. 340/2007 on initiatives to promote gender equality. The Executive Order provides a legal basis for initiatives and positive actions, with a view to addressing and equalising an existing underrepresentation of one gender” [[105]](#footnote-105)  The **Foreign Service Act** does not mention gender[[106]](#footnote-106) | **—**  “There is no quota system for men or women in the DAF.” [[107]](#footnote-107)  **Note 1**: **Institutional mechanism to integrate gender** “There are no restrictions on the incorporation of women in the DAF. 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. Additionally, 6 trained Gender Advisors (GENADs) are deployed in the armed forces.” [[108]](#footnote-108)  **Note 2: Military equipment/facilities/and uniform for both sexes**: “Military equipment is adapted for women and men. Military facilities are adapted for women and men. Both sizes and cuts of uniforms are adapted for women and men.” [[109]](#footnote-109) | **Compulsory service for men if they are conscripted via lottery system – it is has recently (**Jan. 2023) **proposed that women be included in that lottery system**[[110]](#footnote-110)  “18 years of age for compulsory and voluntary military service; conscripts serve an initial training period that varies from 4 to 12 months depending on specialization; former conscripts are assigned to mobilization units; women eligible to volunteer for military service; in addition to full time employment, the Danish military offers reserve contracts in all three branches (2022) **note 1**: women have been able serve in all military occupations, including combat arms, since 1988; as of 2019, they made up about 8% of the military's full-time personnel; conscientious objectors can choose to instead serve 6 months in a non-military position, for example in Beredskabsstyrelsen (dealing with non-military disasters like fires, flood, pollution, etc.) or overseas foreign aid work **note 2**: foreigners who have lived in Denmark for at least 1 year or in another EU country for 6 years may apply to join the armed forces, provided they are fluent in Danish  **note 2**: Denmark has had compulsory military service since 1849”[[111]](#footnote-111) | [**NAP 2005-2007** (2005)](https://www.wpsnaps.org/app/uploads/2019/09/Denmark-NAP-1-2005.pdf)  [**NAP 2008-2013** (2008)](https://www.wpsnaps.org/app/uploads/2019/09/Denmark-NAP-2-2008-2013.pdf)  [**NAP 2014-2019** (2014)](https://www.wpsnaps.org/app/uploads/2019/09/Denmark-NAP-3-2014-2019.pdf)  [**NAP 2020-2024 (NAP VI)** (2020)](https://www.wpsnaps.org/app/uploads/2021/11/Denmark-NAP-4-2020-2024.pdf) focuses on outcomes, states that participation has been strengthened but does not name precise numbers [[112]](#footnote-112) neither does the Ministry of Defence implementation plan 2021[[113]](#footnote-113) |
|  | Estonia | s. NDC submitted by EU | **No legislated quotas**  “4.3.7 Positive action measures (Article 3 of Recast Directive 2006/54) There are no positive temporary measures to achieve full equality between men and women in working life in Estonia. The only positive temporary measures that have been used in the public sector were aimed at people with disabilities.”[[114]](#footnote-114)  Positive measures are allowed: [Gender Equality Act, §5(2)5)](https://www.riigiteataja.ee/en/eli/530102013038/consolide): “(2) The following are not deemed to be direct or indirect discrimination based on sex: 5) application of temporary specific measures that promote gender equality and give advantages to the less-represented sex or reduce gender inequality.”  The [Gender Equality Act](https://www.riigiteataja.ee/en/eli/530102013038/consolide), Applies to the public sector  § 1. Purpose and scope of Act [RT I 2008, 56, 315 - entry into force 01.01.2009] (1) The purpose of this Act is to ensure equal treatment of men and women as provided for in the Constitution of the Republic of Estonia and to promote equality of men and women as a fundamental human right and for the public good in all areas of social life.  (2) To achieve this purpose, this Act provides for: […] 2) the obligation of state and local government authorities, educational and research institutions and employers to promote equality between men and women;”[[115]](#footnote-115) | **No legislated quotas**  “Although in Norway and Sweden conscription is mandatory for women, the recruitment process there is also different from in Estonia. Sweden has an annual selection pool of 100,000 young people, from which between 4,000 and 5,000 are called up each year. "(Estonia's) selection pool is 10,000, from which we call up 3,000 to 4,000. The selection mechanism there is so much stronger. They are able to take highly motivated men and women," said Lillemäe. For women in Estonia, military service is voluntary and includes a 90-day period during which they can choose to opt out. Opinion polls among recruits confirm that, in other respects, women serve on equal footing with men. Women have been able to join up for military service in Estonia since 2013, with 15 doing so at the first time of asking. **As the total number completing military service is set to rise, so too will the number of women involved. However, according to deputy director-general Anu Rannaveski, the Defense Resources Agency has not set specific targets for the recruitment of women**. "We want to reach as many young women and girls as possible, so that they choose the path of military service. We have pretty good practice in (providing national defense education. Around 6,000 students go through (the process) every year, half of them are women. This shows that girls are interested in national defense," said Rannaveski.  The current system, whereby women participate in the national defense on an entirely voluntary basis, is supported by about 80 percent of Estonian society, while only around five percent are in favor of mandatory national service for women.” (emphasis added) [[116]](#footnote-116)  **Note:** [**Gender Equality Act, §5(2)2)**](https://www.riigiteataja.ee/en/eli/530102013038/consolide)**:**  “(2) The following are not deemed to be direct or indirect discrimination based on sex:  2) establishment of compulsory military service only for men;” [[117]](#footnote-117)  **Note 2: Policies promoting women in the Armed forces**  “The Policy for Increasing the Opportunities for Women’s Participation in the Defence Forces’ (‘Poliitika naiste kaitseväeteenistuse osalemise võimaluste suurendamiseks’) aims at addressing obstacles women face in the Defence Forces  ‘It is important to continue the effective and consistent implementation of the document ‘Policy for Increasing the Opportunities for Women’s Participation in the Defence Forces’ (‘*Poliitika naiste kaitseväeteenistuse osalemise võimaluste suurendamiseks’*) and the ongoing campaign ‘Women in Uniform’ (‘*Naised vormi’*) of the Ministry of the Interior. […] The ‘Action Plan for Participation in International Civilian Missions 2020–2024’ (‘*Rahvusvahelistel tsiviilmissioonidel osalemise tegevuskava 2020–2024’*) sets the goal of increasing the share of female experts (in 2020, the share of women among Estonian civilian experts was 23%).”[[118]](#footnote-118)  “In 2017 the Ministry of Defence introduced new policies to broaden gender perspectives and to enhance service possibilities for women in the EDF. Notably, the policy enabled women conscripts to join the same units as men. Furthermore, the policies lay out numerous initiatives to spread awareness about the military service careers, opportunities, and conditions; to improve the working environment and equal treatment in the EDF; and to conduct regular monitoring and analysis of feedback. As a result of this policy, a special recruiting campaign named “Naised Vormi” was pursued for the first time in Estonia to recruit more women to conscript service. The funds for the campaign were allocated by the Ministry of Defence. By the end of 2017, the share of women among the active members of the EDF was 10% in positions of commanding officer and specialised positions alike.”[[119]](#footnote-119) | **Compulsory military for men, voluntary for women**  “18-27 for compulsory military or governmental service for men; conscript service requirement 8-11 months depending on education; non-commissioned officers, reserve officers, and specialists serve 11 months; women can volunteer, and as of 2018 could serve in any military branch (2022) **note 1**: conscripts comprise approximately 3,000-3,300 of the Estonian military's 7,000 active duty personnel and serve in all branches, except for the Air Force, which does not have conscripts; after conscript service, reservists are called up for training every 5 years; Estonia has had conscription since 1991 **note 2**: the Estonian Defense Forces rely largely on reservists who have completed compulsory conscription in the previous 10 years to fill out its active duty and Territorial Defense units during a crisis; a total of approximately 230,000 Estonians are enrolled in the mobilization registry **note 3**: in 2020, women comprised about 10% of the full-time professional military force” [[120]](#footnote-120)  [Military Service Act](https://www.riigiteataja.ee/en/eli/519092014003/consolide)  **“§5 Performance of mandatory duty to serve in Defence Forces** (2) Conscript service is the performance of the mandatory duty to serve in the Defence Forces of a male person liable to national defence obligation and the voluntary entering military service of a female person, and the completion thereof with the purpose to acquire military training. A person in conscript service is a conscript.  **§ 82. Conscript service of female person**”[[121]](#footnote-121) | [**NAP 2010-2014**](https://www.wpsnaps.org/app/uploads/2019/09/Estonia-NAP-1-2010-2014.pdf)  [**NAP 2015-2019**](https://www.wpsnaps.org/app/uploads/2019/09/Estonia-NAP-2-2015-2019.pdf)  [**NAP 2020-2025**](https://www.wpsnaps.org/app/uploads/2022/12/Estonia-NAP-3-2020-2025.pdf)[[122]](#footnote-122)   * **Action Plan for Participation in International Civilian Missions 2020–2024’** (‘*Rahvusvahelistel tsiviilmissioonidel osalemise tegevuskava*) **2020–2024’** * **Policy for Increasing the Opportunities for Women’s Participation in the Defence Forces** (‘*Poliitika naiste kaitseväeteenistuse osalemise võimaluste suurendamiseks’*) (2017)   None of these seem to have specific quotas |
|  | Finland | s. NDC submitted by EU | **No legislated quotas**  **Note:** the actual number of women in the foreign service is high but there are some **structural issues**:  "Women make up a large proportion of the Ministry’s staff: in leadership positions (50%), managerial roles (60%), expert roles (67%) and support roles (76%) (figures for 2022). The number of women in leadership positions has risen steadily over the last 15 years. In 2008, only 30% of the Ministry’s leadership roles were held by women. By 2018, gender parity was reached in the Ministry’s leadership, an important achievement in international comparison, after which growth has plateaued. Each intake of new diplomats typically includes 60–70% women. Men are thus a clear minority in support, advisory and junior diplomatic roles, whereas they make up about half of all managerial and leadership roles. […]  The diplomatic rotation cycle may be challenging to combine with care responsibilities. The Ministry aims to promote work-life balance and has recently seen an increase in men taking parental leave. However, it is not possible to take family leave while posted overseas without ending the posting. This may affect the extent to which men and women in the diplomatic rotation take advantage of family leave policies, given that men’s parental leave is typically shorter and more optional than women’s and thus may provide less of an incentive to cut a diplomatic posting short. Some of our interviewees noted concerns that while women are now well represented throughout most of the organisation, not enough attention has been paid to the pace at which men and women progress in their career paths or the perceived importance of ambassadorial appointments. The overall statistics do not give differential weighing to ambassadorial positions in different locales, with considerably varied career prospects and prestige. Based on the data we have, it is impossible to estimate forms of representation other than that of gender, such as representation of ethnic minorities and the efforts undertaken to provide people with disabilities equal opportunities to aim for diplomatic careers.” [[123]](#footnote-123)  **Concluding Observations** (2022):  **“Equal participation in political and public life**  27. The Committee welcomes the high percentage of women in the State party’s parliament (45.5 per cent), among the State party representatives in the European Parliament (57.1 per cent) and as ambassadors in the civil service (50 per cent).”[[124]](#footnote-124) | **No legislated quotas**  **CEDAW Concluding Observations** (2022):  “27. The Committee welcomes the high percentage of women in the State party’s parliament (45.5 per cent), among the State party representatives in the European Parliament (57.1 per cent) and as ambassadors in the civil service (50 per cent). The Committee notes with concern, however, that:  […]  (d) Women are underrepresented in high-ranking roles in the defence forces. 28. **Reiterating its previous recommendations (CEDAW/C/FIN/CO/7, para. 23), and recalling its general recommendation No. 23 (1997) on women in political and public life and its general recommendation No. 25, the Committee recommends that the State party**:  (b) **Put in place measures, including temporary special measures, to ensure that the representation of women in political and public life, and particularly in leadership positions, reflects the full diversity of the population;** (c) **Carry out awareness-raising activities, with a particular emphasis on the region of Åland and the Sami populations, to accelerate women’s equal representation in political and public life;** (d) **Put in place temporary special measures, including statutory quotas, for the representation of women in decision-making positions in the defence forces.**”[[125]](#footnote-125)  **Crisis management**  “In civilian crisis management, Finland has for several years maintained near gender parity in the experts it recruits (48.8% in 2021), which is among the highest figures in the world. These statistics are particularly remarkable taking into consideration that Finland, unlike most other countries, also includes police officers and border guards in this calculation, sectors that continue to be male dominated inside the country” [[126]](#footnote-126) | **Compulsory military service for men, voluntary for women**  “at age 18, all Finnish men are obligated to serve 5.5-12 months of service within a branch of the military or the Border Guard (length of service depends on the type of duty), and women 18-29 may volunteer for service; there is also an option to perform non-military service which lasts for 8.5 or 11.5 months; after completing their initial conscript obligation, individuals enter the reserves and remain eligible for mobilization until the age of 50 for rank-and-file and 60 for non-commissioned and commissioned officers (2022) **note 1:** the military trains approximately 21,000 (20,000 Army) conscripts each year; as of 2019, women made up about 4% of the military's full-time personnel **note 2:**Finland has had conscription since 1951.”[[127]](#footnote-127) | [**NAP 2008-2011** (2008)](https://www.wpsnaps.org/app/uploads/2019/09/Finland-NAP-1-2008-2011.pdf)  [**NAP 2012-2016** (2012)](https://www.wpsnaps.org/app/uploads/2019/09/Finland-NAP-2-2012-2016.pdf)  [**NAP 2018-2021** (2018)](https://www.wpsnaps.org/app/uploads/2019/09/Finland-NAP-3-2018-2021.pdf)no precise objectives[[128]](#footnote-128) |
|  | France | s. NDC submitted by EU | **Legislated quota**  The [**Sauvadet Act (2012)**](https://www.ilo.org/dyn/natlex/docs/ELECTRONIC/90185/103814/F1438344398/FRA-90185.pdf#page=15): includes gradual quotas of 40% for women in leadership roles in government  [General Civil Service Code, Article L132-5](https://www.legifrance.gouv.fr/codes/section_lc/LEGITEXT000044416551/LEGISCTA000044420921/2022-03-01): “Every calendar year, at least 40% of appointments for the following jobs must be filled with persons of each sex:  1°Higher posts;  2° Other state leadership/management positions  3° Leadership/Management positions in public State establishments;  4° Leadership/Management positions public establishments at regional, departmental, municipal level, […]  5° Management positions in the public hospital service.” (trans. my own)[[129]](#footnote-129)  **Note 1:** France’s Third International Strategy for Gender Equality calls for:  “• Increasing the number of women in management, director and ambassador positions. In December 2017, there were 50 female ambassadors (i.e., 25% of all ambassadors, including special ambassadors); there were 9 female directors and heads of service (i.e., 28%). • Highlighting the equality challenges between men and women in institutional communication.  • Updating human resource tools to support professional equality and equal pay: - develop a formal system to handle harassment and violence in the workplace;  - carry out a study on gender divisions in the workplace and communicate the results to relevant agencies;  - pursue and strengthen the use of tools to ensure better work/ life balance. Equality starts by taking work/life balance issues into account through human resource management and working arrangements. While such measures apply to all employees, in reality, women stand to gain the most from them. Mechanisms include a charter on workplace hours, statistical tools to monitor hours worked to ensure good practices and that rules are followed, expanded teleworking arrangements (nearly 150 employees, more than 60% of whom are women, enjoy teleworking arrangements and are centrally managed; this figure is rising) and special arrangements to cover for women on maternity leave. Moreover, the Ministry’s family support services department is working to improve work/life balance for all employees.”[[130]](#footnote-130)  **Note 2**: **implementation.**  “According to the statistics established on 31 December 2021, 28% of the Ministry’s ambassadors are women (compared with 11% in 2012), making up 50% of women ambassadors in European Union countries.  In 2022, nearly 30% (29.76%) of consul-generals are women.  The Ministry has met the goals of the Sauvadet Act with 44% of prime appointments for women ambassadors and directors of the central administration. The percentage is 41.3% if all positions of the Sauvadet Act are considered (ambassadors, directors in the central administration, heads of services and heads of departments).  Improving occupational equality also means highlighting issues in institutional communication and adopting appropriate policies such as:  • The prevention and fight against discrimination, acts of violence, moral or sexual harassment and sexist behaviour via the special “zero tolerance” unit providing counselling and psychological assistance;  • The continuation and strengthening of programmes to improve people’s work/life balance.  These services are for all Ministry staff.”[[131]](#footnote-131)  **Note 3: France is promoting an inclusive feminist foreign policy** **– but the quotas focus on the men/women dichotomy and the participation goals focus on women in general**[[132]](#footnote-132) | **—**  **No legislated quotas for the Army in general**  “There is no quota system for women or men in the French 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.”[[133]](#footnote-133)  **Note 1**: **Institutional mechanism to integrate gender**  “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.”[[134]](#footnote-134)  **Note 2: Military equipment/facilities/and uniform for both sexes**: “Military equipment has been ergonomically adapted for both women and men in the armed forces, in a way that can be used by both sexes. Service uniforms are designed for both women and men.”[[135]](#footnote-135)  **Note 3: Difficult work/life balance “**Through the FAF recruitment service, exit surveys are conducted for personnel who leave the military. Out of the total number of personnel who left, 11.8% were women and 88.2% were men. Most service members left the armed forces due to difficulties in balancing work and family life, lack of stability or because of retirement.” [[136]](#footnote-136) | **Voluntary military service for men and women:**  “18-25 years of age for voluntary military service for men and women; no conscription (abolished 2001); 12-month service obligation; women serve in noncombat posts (2022) **note 1:**in 2019, women comprised approximately 16% of the uniformed armed forces  **note 2:**men between the ages of 17.5 and 39.5 years of age, of any nationality, may join the French Foreign Legion; those volunteers selected for service sign five-year contracts **note 3:** in 2018, Parliament passed a law that would require military service for all genders beginning in 2024; Prime Minister MACRON included the measure in his platform hoping that it would reinvigorate a sense of civic duty; the service would include two components: the first would take place around age 16 and include one month of training and civic service, while the second component would last between three months and a year and be more geared towards defense and security duties; France began a pilot for the program in 2019”[[137]](#footnote-137) | [**NAP 2010-2013**](https://www.wpsnaps.org/app/uploads/2019/09/France-NAP-1-2010-2013.pdf)  [**NAP 2015-2018**](https://www.wpsnaps.org/app/uploads/2019/09/France-NAP-2-2015-2018.pdf)  [**NAP 2021-2025** (2021)](https://www.wpsnaps.org/app/uploads/2022/12/France-NAP-3-2021-2025_ENG-translation.pdf)   * does not mention quotas or precise objectives * has a dominant focus on participation[[138]](#footnote-138) |
|  | Georgia | Georgia's Update - Nationally Determined Contribution (NDC) 2021-2030:   * Gender-sensitive and acknowledges women as a vulnerable group[[139]](#footnote-139) * Includes leadership:  “70. Georgia’s updated NDC acknowledges the nationalization of targets 5.1-5.6, 5.a, and 5.b of Sustainable Development Goal 5 on the achievement of gender equality and empowerment all women and girls;  71. Given that the majority of teachers at primary and secondary schools, 58%7 of lecturers at universities, and 65%8 of doctors are women, Georgia intends empowering women as agents of change through involving them in decision-making processes addressing healthcare issues induced by climate change and related to the activities and programs, such as awareness raising on climate change, capacity building and knowledge-sharing aiming at changing behavior; 72. Georgia further considers to empower women as agents of change through their participation in decision-making processes related to energy efficiency measures and efficient use of water resources in households;”[[140]](#footnote-140) | **—**  **Concluding Observations** (2023):  “30**. Recalling its previous recommendation (CEDAW/C/GEO/CO/4-5, para. 25), and in line with its general recommendation No. 23 (1997) on women in political and public life, the Committee recommends that the State party:**  (a) **Introduce preferential recruitment of women and, as appropriate, adopt temporary special measures, such as quotas and a gender parity system, at all levels of government, the judiciary, academia, the foreign service and for secondment to international organizations, in particular at decision-making levels, which should include policies to promote and support women with disabilities, women belonging to ethnic minority groups and lesbian, bisexual, transgender and intersex women**;”[[141]](#footnote-141) | —  “In the Ministry of Defence 23% are women. In the military: 2% of women are in decision making roles despite making up 8% of the armed forces”[[142]](#footnote-142) | **Mandatory conscription for men, voluntary for women**:  “18-27 years of age for voluntary active duty military service; conscription abolished in 2016, but reinstated in 2017 for men 18 to 27 years of age; conscript service obligation is 12 months (2022) **note 1:**approximately 6-7,000 individuals are called up annually for conscription for service; approximately 25% enter the Defense Forces, while the remainder serve in the Ministry of Internal Affairs or as prison guards in the Ministry of Corrections **note 2:** as of 2019, women made up about 6% of the military's full-time personnel”[[143]](#footnote-143) | [**NAP 2012-2015** (2011)](https://www.wpsnaps.org/app/uploads/2019/09/Georgia-NAP-1-2012-2015.pdf)  [**NAP 2016-2017** (2016)](https://www.wpsnaps.org/app/uploads/2019/09/Georgia-NAP-2-2016-2017.pdf)  [**NAP 2018-2020** (2018)](https://www.wpsnaps.org/app/uploads/2019/09/Georgia-NAP-3-2018-2021.pdf)  Dominant focus is prevention, not participation[[144]](#footnote-144)  The NAP has **quotas** and clear objectives: [[145]](#footnote-145)   * 1.1.d: Share (%) of women in decisionmaking positions (as compared to men) **Baseline**: 32% in the Ministry of Defence of Georgia; and 3% in the Ministry of Internal Affairs of Georgia (2017)  **Target**: Same as baseline or higher * 1.2.a: Share (%) of women participating in the Geneva International Discussions and Incident Prevention and Response Mechanism **Baseline**: 40% in the Geneva International Discussions; and 33% in the Incident Prevention and Response Mechanism (2017)  **Target**: Same as baseline or higher by 2020 Source: Relevant institutions involved in negotiation formats * 1.2.b: Number of women negotiators trained  **Baseline**: 20  **Target**: Same as baseline or more by 2020 |
|  | Germany | s. NDC submitted by EU | **Legislated quotas – intersectionality** -[**Federal Gender Equality Act**](https://www.ilo.org/dyn/natlex/docs/ELECTRONIC/101573/122451/F-237725072/englisch_bgleig.pdf)[[146]](#footnote-146)  Objective to achieve “parity” in leadership positions by 2025 (parity is not defined) (§1 II) and specific attention is paid to women with disability (§1 III).  §8: If women are underrepresented (according to §3(9) women are underrepresented when their number is under 50%; for odd numbers, if the difference between men and women's representation is 2 persons) affirmative action should prioritize women competing for the same position when 1) hiring for training position, 2) hiring, 3) promotion, 4) transfers which are subject to a competition, 5) for attributing secondments if they are longer than 3 months and subject to a competition.  **Note**: The new German government leads a **Feminist Foreign Policy**  “focus on women and marginalised groups’ rights, representation and adequate resources”[[147]](#footnote-147) | **Affirmative action**  [**Federal Gender Equality Act**](https://www.ilo.org/dyn/natlex/docs/ELECTRONIC/101573/122451/F-237725072/englisch_bgleig.pdf)[[148]](#footnote-148)applies to armed forces (§3(5)(b)) — this law applies to leadership positions  **Not in general**  “There is no quota system for men or women in the GAF [in general]. There are no restrictions on the incorporation of women in the armed forces, nor are there any restrictions that apply only to operations”[[149]](#footnote-149)  **Note 1**: **Institutional mechanism to integrate gender**  “There is a military entity that deals with integration of gender perspectives in the Armed Forces. The Federal Ministry of Defence (FMoD) Directorate-General for Planning has a staff element for equal opportunities, diversity and inclusion. Its core mission is to accelerate the establishment of equal opportunities.” [[150]](#footnote-150)  **Note 2: Military equipment and uniform for both sexes**:  “Military equipment is adapted for both women and men. Weapons systems have long service lives; systems that were developed long before the Bundeswehr started to recruit women are still in use at present. Additionally, uniforms are adapted for both women and men. Combat gear includes various items that have either been developed specifically for servicewomen or have been adapted for the women physique.” [[151]](#footnote-151) | **Voluntary conscription**  “17-23 years of age for male and female voluntary military service (must have completed compulsory full-time education and have German citizenship); conscription ended July 2011; service obligation 7-23 months or 12 years; women have been eligible for voluntary service in all military branches and positions since 2001 (2022) **note:** in 2021, women accounted for about 12% of the German military”[[152]](#footnote-152)  **Note 2**: the Basic Law (the German Constitution) bars women from compulsory military service (art. 12a).[[153]](#footnote-153) While a reintroduction of military service for all would thus require a constitutional change, no such reintroduction is planned. | [**NAP** **2013-2016** (2012)](https://www.wpsnaps.org/app/uploads/2019/09/Germany-NAP-1-2013-2016.pdf)  [**NAP** **2017-2020** (2017)](https://www.wpsnaps.org/app/uploads/2019/09/Germany-NAP-2-2017-2020.pdf)  [**NAP 2021-2024** (2021)](https://www.wpsnaps.org/app/uploads/2022/12/Germany-NAP-3-2021-2024.pdf) no precise objectives[[154]](#footnote-154) |
|  | Greece | s. NDC submitted by EU | —  **Note 1**: Affirmative action is allowed.  “Adoption of positive measures for promoting equality between men and women do not constitute discrimination on grounds of sex. The state shall take measures for the elimination of inequalities actually existing, in particular to the detriment of women” (art. 116(2) of the Greek Constitution, As revised by the parliamentary resolution of April 6th 2001 of the VIIth Revisionary Parliament).”[[155]](#footnote-155)  **Note 2: Data of OECD countries in 2020:** “Latvia, Sweden, and Greece have the largest share of women in senior positions (53-56%) while Japan (4%) and Korea (9%) have the smallest.”[[156]](#footnote-156)  — I could not figure out why the percentage is this high | —  **Note: Restrictions for women**: “Women are not permitted to enter the Naval Special Forces in the [Hellenic Armed Forces] HAF. There are no plans in the future to eliminate this restriction.”[[157]](#footnote-157)  **Note 1**: **Institutional mechanism to integrate gender** “The Gender Equality Office of the Hellenic Ministry of Defence (HMOD) is a military entity that deals with the integration of a gender perspective in the armed forces with a duty is to monitor, collect information and supervise lower level entities of HMOD on issues con-cerning gender equality.” [[158]](#footnote-158)  **Note 2: Military equipment not adapted, but uniforms and facilities for both sexes**[[159]](#footnote-159) | **Mandatory conscription for men, voluntary for women**:  “19-45 years of age for compulsory military service for men; 12-month obligation for all services (note - as an exception, the duration of the full military service is 9 instead of 12 months if conscripts, after the initial training, serve the entire remaining time in certain areas of the eastern borders, in Cyprus, or in certain military units); 18 years of age for voluntary military service for men and women (2022) **note 1:**compulsory service applies to any individual whom the Greek authorities consider to be Greek, regardless of whether the individual considers himself Greek, has a foreign citizenship and passport, or was born or lives outside of Greece; Greek citizens living permanently outside of Greece have the right to postpone their conscription; they are permanently exempted from their military obligations when they reach the age of 45 years old **note 2:**up to 50% of the Greek military is comprised of conscripts **note 3:**as of 2019, women comprised approximately 19% of the military's full-time personnel”[[160]](#footnote-160) | **No NAP** |
|  | Hungary | s. NDC submitted by EU | — | **—**  **No general quota system**  “There is no quota system for women or men in the Hungarian Armed Forces. There are no restrictions on the incorporation of women in the Armed Forces, nor are there restrictions that apply only to operations.” [[161]](#footnote-161)  **Note 1**: **No institutional mechanism to integrate gender**  “There is no military entity that deals with the incorporation of a gender perspective in the military. The Hungarian Armed Forces, the Ministry of Defence, and the General Staff do not have gender advisors. No gender advisors have been deployed so far. The Armed Forces do not have gender focal points.” [[162]](#footnote-162)  **Note 2: Structural difficulties - military equipment not adapted but uniforms and facilities for both sexes**  Military equipment is not adapted for women and men. Military facilities are adapted for women and men. Separate lodging and lavatories are provided for women. Combat uniforms are unisex. Separate service uniforms are available for women and men. [[163]](#footnote-163)  **Note 3: Difficult work/life balance** “The Hungarian Armed Forces carry out exit surveys for women and men who leave the military. In 2017, 211 women and 1,262 men left the Armed Forces. The main reasons why women tend to leave the armed forces are difficulties in balancing work and family life and a lack of stability.”[[164]](#footnote-164) | **No mandatory military service:**  “18-25 years of age for voluntary military service; no conscription (abolished 2005); 6-month service obligation (2022)  **note**: as of 2019, women comprised approximately 20% of Hungary's full-time military personnel”[[165]](#footnote-165) | **No NAP** |
|  | Iceland | **NDC: Gender-sensitive**  “Iceland’s NDC is prepared in the context of commitments to gender equality and cross-cutting priorities and sustainable development.”[[166]](#footnote-166) | —  [**Act on Equal Status and Equal Rights Irrespective of Gender, Article 28**](https://www.government.is/library/04-Legislation/Act%20on%20Equal%20Status%20and%20Equal%20Rights%20Irrespective%20of%20Gender.pdf#page=16)  “**Participation in government and municipal committees, councils and boards** When appointments are made to national and local government committees, councils and boards, care shall be taken to ensure as equal a representation of men and women as possible, and not lower than 40% when there are more than three representatives in a body. This shall also apply to the boards of publicly-owned limited companies and enterprises in which the state or a municipality is the majority owner.  When nominations are made to national and local government committees, councils and boards, both a man and a woman shall be nominated. However, the nominating party may deviate from that condition when, in consequence of objective circumstances, this is not possible. In such cases, the nominating party shall explain the reasons for this.  The appointing party may deviate from the condition of Paragraph 1 if the exemption provided for in Paragraph 2 applies.  This provision shall not prevent the nomination and appointment of persons whose gender is registered as neutral in Registers Iceland, to government and municipal committees, councils and boards. This shall also apply to the boards of publicly-owned limited companies and enterprises in which the state or a municipality is the majority owner. However, the ratio of women shall never be less than 40%.”  **CEDAW Concluding Observations** (2016):  “**Participation in political and public life**  25. The Committee commends the State party on the high percentage of women in Parliament (43 per cent) and welcomes the fact that the Ministry of the Interior has taken measures to increase the representation of women in the police. The Committee is nevertheless concerned about the very low number of women police officers and the underrepresentation of women on the Supreme Court and in decision-making positions in the foreign service (ambassadors) and in local government.  26. **The Committee recommends that the State party:**  (a) **Take prompt targeted measures, including temporary special measures, with clear time frames, in line with article 4 (1) of the Convention and the Committee’s general recommendation No. 25, to rapidly increase the representation of women in the police force, on the Supreme Court and in decision-making positions in the foreign service (ambassadors)**;”[[167]](#footnote-167)  **State Report** (2021):  “68. Systematic efforts have been made to equalise the gender ratio in the Icelandic foreign service, and the percentage of women ambassadors has risen 18 per ce nt in the period of 2013–2020, from 20 per cent to 38 per cent.”[[168]](#footnote-168) | **No armed forces!** [[169]](#footnote-169) | No armed forces | [**NAP** (2008)](https://www.wpsnaps.org/app/uploads/2019/09/Iceland-NAP-1-2008.pdf)  [**NAP 2013-2016** (2013)](https://www.wpsnaps.org/app/uploads/2019/09/Iceland-NAP-2-2013-2016.pdf)  [**NAP 2018-2022** (2018)](https://www.wpsnaps.org/app/uploads/2019/09/Iceland-NAP-3-2018-2022.pdf)   * Main focus on Participation[[170]](#footnote-170) * Precise measures   “**Output 2.1. Increased participation of women and subsequent impact on peace and reconstruction, in Iceland and internationally.**  **Crisis response unit:**  2.1.1. The Iceland Crisis Response Unit shall fill specialist positions in gender equality related matters within NATO. — Two positions shall be filled at each time during the period of the National Action Plan, one at the headquarters and one in the field. 2.1.2. Seconded specialists for humanitarian assistance shall fill specialist positions relating to gender equality within international organisations working in the field of humanitarian assistance. — Two positions shall be filled at each time during the period applicable to the National Action Plan. 2.1.3. The male to female ratio of seconded specialists of the Icelandic Crisis Response Unit shall be balanced. — The ratio shall be in the range of 60/40 with the Icelandic Crisis Response Unit on the one hand and in humanitarian assistance on the other. 2.1.4. The male to female ratio on the list of key parties who work in policy areas related to women, peace and security in the Icelandic administration (see activity 1.1.1.) along with the male to female ratio on the senior positions on the list shall be mentioned in the yearly report of the National Action Plan. — The ratio shall be in the range of 60/40 with the Icelandic Crisis Response Unit on the one hand and in humanitarian assistance on the other. The yearly progress report shall contain information about the male to female ratio on the list.  **Output 2.2. Support and training of women in conflict zones which is of use in peace processes and reconstruction at an international level.** UNU-GEST shall receive at least 4 women from conflict zones or post-conflict zones yearly who work in the field of women, peace and security.”[[171]](#footnote-171) |
|  | Ireland | s. NDC submitted by EU | **No legislated quota in** [**the Public Service Management (Recruitment and Appointments) Act 2004 (No. 33, 2004)**](https://www.irishstatutebook.ie/eli/2004/act/33/enacted/en/pdf)  Public Appointments Service, in this Act referred to as the ‘‘Board’’  “**37**.— (1) This section applies to a Board member other than the Chief Executive of the Service. (2) In appointing persons as members of the Board, the Minister— […]  (c) shall have regard to the desirability of an appropriate gender balance as the Minister may determine from time to time.”[[172]](#footnote-172)  **CEDAW Concluding Observations** (2017):  “Participation in political and public life  34.(c) The low level of participation of Traveller, Roma and migrant women in political and public life.  35. **The Committee recommends that the State party:** (a) **Continue to take targeted measures to further increase women’s representation in political and public life, particularly in Dáil Éireann (lower house of parliament), the High Court, ministerial positions, State Boards, and senior academic and foreign service positions**;”[[173]](#footnote-173) | —  **Note 1**: **Reports of sexual harassment and difficult integration**:  "Ireland's armed forces "barely tolerates women", a report into bullying and sexual harassment has found. […] It found that incidents of bullying and rape were covered up and that no sexual harassment cases were officially recorded through the formal complaints process between 2019 to 2021. [In the review, 88% of female respondents surveyed said they had experienced one or more forms of sexual harassment.] It also recommended that the Defence Forces develop new policies on gender, inclusion and diversity and ensure that adequate maternity clothing is provided to female members.”[[174]](#footnote-174)  **CEDAW Concluding Observations** (2017):  **“Women, peace and security**  36. The Committee welcomes the adoption of the second National Action Plan on Women, Peace and Security (2015-2018), which addresses domestic and foreign policy, and includes women affected by conflict in the State party. However, the Committee is concerned at the low representation of women in post-conflict reconstruction in the State party.  37. **The Committee urges the State party to continue to give due consideration to the Committee’s general recommendation No. 30 (2013) on women in conflict prevention, conflict and post-conflict situations by ensuring that the National Action Plan on Women, Peace and Security (2015-2018) is regularly reviewed so as to address all areas of concern in order to ensure durable peace. The Committee further recommends that the State party fully involve women at all stages of the post-conflict reconstruction process, including in decision-making, in line with Security Council resolution 1325 (2000).**” [[175]](#footnote-175) | **No mandatory military service; Voluntary military service for both women and men:**  “18-25 years of age for male and female voluntary military service recruits to the Defence Forces (18-27 years of age for the Naval Service); 18-26 for cadetship (officer) applicants; 12-year service (5 active, 7 reserves) (2022) **note:** as of 2021, women made up about 7% of the military's full-time personnel **note 2:** the Defense Forces are open to refugees under the Refugee Act of 1996 and nationals of the European Economic Area, which include EU member states, Iceland, Liechtenstein, and Norway”[[176]](#footnote-176) | [**NAP 2011-2014** (2011)](https://www.wpsnaps.org/app/uploads/2019/09/Ireland-NAP-1-2011-2014.pdf)  [**NAP** **2015-2018** (2015)](https://www.wpsnaps.org/app/uploads/2019/09/Ireland-NAP-2-2015-2018.pdf)  [**NAP 2019-2024** (2019)](https://www.wpsnaps.org/app/uploads/2019/09/Ireland-NAP-3-2019-2024.pdf)[[177]](#footnote-177)   * Main focus on Participation[[178]](#footnote-178) * Mentions intersectionality   “"An intersectional approach Women are not a homogenous group and face many and varied forms of discrimination including being a member of religious, cultural, ethnic, LGBTQI+ and migrant communities and as a result of experiencing a disability. This can affect their full and meaningful participation at all levels of decision-making in society. Ireland commits to increasing the active and diverse participation and leadership of women in decision-making roles in political, economic, and social life; in peace and security processes; and in humanitarian action, including in work to prevent crises and reduce humanitarian need and long-term development. This must take into account all barriers to women’s participation, including structural violence.” [[179]](#footnote-179)   * Few precise goals   “2.2.2 Strengthen advocacy and implementation of WPS principles, including Gender Equality and Women’s Empowerment and women mediators  → SPECIFIC ACTIVITIES: Support and advocate for the mainstreaming of gender in the operational plans of CSDP Civilian Missions, both as part of Mission Mandates and day-to-day operation of Missions. Refected in gender quotas in recruitment and deployment of Irish civilian experts to EU CSDP Missions.  → PREFORMANCE INDICATORS/MILESTONES: Gender balance of 40% minimum female/male representation in DFAT deployments.” [[180]](#footnote-180) |
|  | Italy | s. NDC submitted by EU | —  [Article 48 Equal Opportunities Code](https://www.normattiva.it/uri-res/N2Ls?urn:nir:stato:decreto.legislativo:2006-04-11;198) (no English version available) states that women's presence must be above 1/3 in all activities and hierarchical positions in all public sectors. Whether the foreign service and the military are included is unclear. | **—**  **Note: Restrictions for women**:  "There are no restrictions on the incorporation of women in the Armed Forces, nor are there restrictions that apply only to operations. However, the Carabinieri Forces prefer to assign men to operations of its Riot Control Departments." [[181]](#footnote-181)  **Note 1**: **Institutional mechanism to integrate gender** “The Office of the Chief of Staff of the Ministry of Defence has a dedicated organisational unit called ‘Equal Opportunities and Gender Perspective’ that includes both women and men. The primary task of the Unit is to implement a gender perspective. It serves as the focal point for the development of gender policies within the Joint Chief of Staff at the MoD. Furthermore, the Unit conducts statistical studies, organises events and trainings on special topics, and establishes media relations, aimed at spreading awareness of gender-related subjects. A ‘Joint Council on Gender Perspectives’ has been established by law to advise the Chief of Defence (CoD) on the adoption of gender perspectives, to implement Women, Peace and Security agenda (WPS) in the Italian Armed Forces, to adopt gender perspectives in all activities, and to improve culture-awareness.” [[182]](#footnote-182)  **Note 2: Military equipment/uniforms/facilities for both sexes** “Since 2000, when women were first admitted to the Armed Forces, military equipment and facilities have been adapted for both women and men. Combat and service uniforms are fit for both women and men. Service uniforms for women are similar in design to the uniform for men but adjusted to women.”[[183]](#footnote-183)  **Note 3: Main reasons women leave the service** “The Armed Forces carry out exit surveys for women and men in order to monitor their reasons for leaving the military. […] The main reasons why women tend to leave the Armed Forces are injury, personal undisclosed reasons, expiration of current contract, discharge caused by illness, transfer to other armed forces, and layoff or death.” [[184]](#footnote-184) | **No mandator military service.**  “17-25 years of age for voluntary military service for men and women (some variations on age depending on the military branch); voluntary service is a minimum of 12 months with the option to extend in the Armed Forces or compete for positions in the Military Corps of the Italian Red Cross, the State Police, the Carabinieri, the Guardia di Finanza, the Penitentiary Police, or the National Fire Brigade; recruits can also volunteer for 4 years military service; conscription abolished 2004 (2022) **note:** women may serve in any military branch; as of 2019, women made up about 6% of the military's full-time personnel.”[[185]](#footnote-185) | [**NAP** **2010-2013** (2010)](https://www.wpsnaps.org/app/uploads/2019/09/Italy-NAP-1-2010-2013.pdf)  [**NAP 2014-2016** (2014)](https://www.wpsnaps.org/app/uploads/2019/09/Italy-NAP-2-2014-2016.pdf)  [**NAP 2016-2019** (2016)](https://www.wpsnaps.org/app/uploads/2019/09/Italy-NAP-3-2016-2019.pdf)  [**NAP 2020-2024** (2020)](https://www.wpsnaps.org/app/uploads/2022/12/Italy-NAP-4-2020-2024.pdf)   * Main focus on Participation[[186]](#footnote-186) * No precise objectives |
|  | Latvia | s. NDC submitted by EU | —  No legislated quota in the [State Civil Service Law](https://likumi.lv/ta/en/en/id/10944) | —  **No general legislated quota system**  “There is no quota system for women or men in the Latvian Armed Forces. There are no restrictions on the incorporation of women in the Armed Forces, nor are there restrictions that apply only to operations.” [[187]](#footnote-187)  **Note 1**: **No institutional mechanism to integrate gender** “There is no military entity that deals with the integration of gender perspectives in the Armed Forces Reserves, National Guard and other Military Services.” [[188]](#footnote-188)  **Note 2: Military equipment/uniforms/facilities not adapted to both sexes**[[189]](#footnote-189) | **No mandatory military service**  “18 years of age for voluntary male and female military service; no conscription (abolished 2007) (2023)  **note 1**: in 2023, the Latvian Parliament approved a plan to reinstate mandatory military service for men aged 18-27 (women voluntarily) beginning in 2024; service would be for 12 months in the Land Forces or alternatively in internal affairs, health, or welfare structures.  **note 2**: as of 2019, women comprised about 16% of the military's full-time personnel.”[[190]](#footnote-190) | [**NAP 2020-2025** (2020)](https://www.wpsnaps.org/app/uploads/2021/01/Latvia-NAP-2020-2025.pdf)  **Precise goals**:  “Participation of Latvian women as civilian experts in international missions – share of women at least 20%.”[[191]](#footnote-191)  “Training for a selected group of people in the Latvian Defence and Internal Affairs sector to create a gender adviser position: 3 gender adviser positions in the Latvian Defence sector and 1 gender adviser position in the Latvian Internal Affairs sector in the period from 2020 to 2025.” [[192]](#footnote-192) |
|  | Liechtenstein | — | **—**  **CEDAW Concluding Observations (2018):**  “**Participation in political and public life** 29. The Committee welcomes the information provided by the State party to the effect that the number of women occupying decision-making positions in the public administration doubled during the reporting period and that gender parity had been achieved in the Government and in the foreign service.”[[193]](#footnote-193) | **No legislated quota** | **No armed forces** | **No NAP** |
|  | Lithuania | s. NDC submitted by EU | **No legislated quota** [[194]](#footnote-194) | **No legislated quota** [[195]](#footnote-195)  **Note**: **Suitable military equipment/facilities/uniforms for both sexes.**  "There are no restrictions on the incorporation of women in the Armed Forces, nor are there restrictions that apply only to operations. Military equipment and facilities are adapted for both women and men. There are no gender-specific restrictions regarding their use. Special sites have been set up for women in military facilities (barracks), as well as on warships and other facilities for international operations. Uniforms are adapted for both women and men." [[196]](#footnote-196)  **CEDAW Concluding Observations** (2019):  **“Women and peace and security** 30. The Committee welcomes the State party’s membership in a number of informal groups of friends under the auspices of the United Nations. It notes that Lithuania is currently drafting its second national action plan on the implementation of the women and peace and security agenda of the Security Council and that 3.5 per cent of Lithuanians participating in peacekeeping operations are women.”[[197]](#footnote-197) | **Mandatory conscription for men**  “19-26 years of age for conscripted military service for men; 9-month service obligation; in 2015, Lithuania reinstated conscription after having converted to a professional military in 2008; 18-38 for voluntary service for men and women (2023) **note 1:** Lithuania conscripts up to 4,000 males each year; conscripts are selected using an automated lottery system **note 2:** as of 2019, women comprised about 12% of the military's full-time personnel[[198]](#footnote-198)  **Debates on including women are ongoing**[[199]](#footnote-199) | [**NAP** (2011)](https://www.wpsnaps.org/app/uploads/2019/09/Lithuania-NAP-2011.pdf)  [**NAP 2020-2024**(2020)](https://www.wpsnaps.org/app/uploads/2022/12/Lithuania-NAP-2-2020-2024.pdf)   * Dominant focus on Participation[[200]](#footnote-200) * Some form of clear objectives but not in the participatory realm.[[201]](#footnote-201) |
|  | Luxembourg | s. NDC submitted by EU | **No legislated quota**  **Note**: The country pursues a **Feminist foreign policy** since 2018, defined by: “acknowledging women’s rights as human rights and systematically defending the fundamental rights of women and girls” (para.189), “also aims to strengthen the representation and participation of women at all levels, whether in diplomacy, cooperation, defence or civilian missions abroad” (para. 191).[[202]](#footnote-202)  **Current numbers**:  “193. In civilian missions abroad, we strongly encourage equal participation of women. In the past two years, Luxembourg has sent an equal number of women and men to EU election observation missions” [[203]](#footnote-203)  “196. We want to look at where we stand rather than give lessons to others. A lot has happened in recent years. Without adopting an active quota policy, the Ministry of Foreign Affairs has achieved a 50/50 quota in its recruitment over the past few years. Simply because we only looked at skills when employing young people. From the first woman in the diplomatic corps in 1979, we have gone to 29 women in 2015, and just 3 years later, in 2018, to 50 out of a total of 143 civil servants. This is 35% of the corps, and the trend goes up. Of 40 ambassadors today, 13 are women. Our ministry supports parental leave and all the other measures, such as working from home or part-time work, for those of our colleagues who want to commit more time to family life. This is a cultural revolution for a field – diplomacy – in which women have long been marginalised, and where the word “ambassadrice” traditionally referred to the ambassador’s wife.” [[204]](#footnote-204) | **No legislated quota**  **Note: Institutional integration of gender**  “In 2017 specialised policies related to the implementation of gender perspectives in the Armed Forces of Luxembourg were enforced. Ongoing participation between the Luxembourg Armed Forced and the Interdepartmental Committee on Equality between Men and Women has instituted an initiative to improve the recruitment practices to attract more women.” [[205]](#footnote-205)  **Note 2**: **Adapted military equipment/facilities/uniforms for both sexes.** [[206]](#footnote-206)  “There is no quota system for women or men in the Armed Forces of Luxembourg. There are no restrictions on the incorporation of women in the Armed Forces, nor are there restrictions that apply only to operations. The Human Resources (HR) Department is the managing entity for the integration of a gender perspective in the military. Moreover, military equipment, facilities and uniforms are adapted for both men and women” [[207]](#footnote-207)  **CEDAW Concluding Observations** (2018):  “**Women and peace and security** 37. The Committee regrets the absence of a national action plan for the implementation of Security Council resolution 1325 (2000) on women and peace and security, which has a negative impact on the participation of women in peace processes.”[[208]](#footnote-208) | **No mandatory service**.  “18-26 years of age for voluntary military service for men and women; no conscription (abolished 1969) (2022) **note 1:**since 2003, the Army has allowed EU citizens 18-24 years of age who have been a resident in the country for at least 36 months to volunteer **note 2:** as of 2019, women made up about 8% of the military's full-time personnel.”[[209]](#footnote-209) | [**NAP 2018-2023** (2023)](https://www.wpsnaps.org/app/uploads/2019/09/Luembourg-NAP_English-2018-2023.pdf)   * Dominant focus is participation[[210]](#footnote-210) * No precise objectives[[211]](#footnote-211) |
|  | Malta | s. NDC submitted by EU | — | — | **No mandatory military service.**  “18-30 years of age for men and women for voluntary military service; no conscription (2022).”[[212]](#footnote-212) | [**NAP 2020-2024** (2020)](https://www.wpsnaps.org/app/uploads/2021/01/Malta-NAP-2020-2024.pdf)  No precise objectives |
|  | Republic of Moldova | **NDC 2021-2030**: the NDC is gender-sensitive, identifies women as stakeholders, vulnerable groups, and as beneficiaries[[213]](#footnote-213) | **No legislated quota**  **CEDAW Concluding Observations** (2020):  “27. **Recalling its general recommendation No. 23 (1997) on women in political and public life, as well as target 5.5 of the Sustainable Development Goals, the Committee recommends that the State party**:  […] (b) **Adopt temporary special measures in accordance with article 4 (1) of the Convention and the Committee’s general recommendation No. 25 (2004) on temporary special measures, including statutory quotas for the representation of women in decision-making positions in the civil service, the foreign service and in the security and defence forces**;” [[214]](#footnote-214)  [Law No. 158 of 4.07.2008 on State Functions and the Status of Public Servants, art.14(g)](https://www.ilo.org/dyn/natlex/docs/ELECTRONIC/81082/100526/F1154516878/MDA-81082%20(EN).pdf):  Article 14. General rights of civil servants — g) to benefit from equal opportunities and treatment between men and women in terms of access to employment in public office, to the process of continuous professional development and promotion.”[[215]](#footnote-215)  But there do not seem to be specific provisions containing affirmative action in the Law. | —  **Highest share of women in the military**  “[From a study commissioned by NATO on 36 countries the following was analyzed:] The highest share of women in the military in 2020 is reached by Bangladesh with 20% and the Republic of Moldova with 21,2%, which on the other hand has an estimated 1584 years until parity due to a very low average increase. This points to the fact that data is inconsistent, and the only overall trend we can identify is the overall low representation.” [[216]](#footnote-216)  **CEDAW Concluding Observations** (2020):  “27. **Recalling its general recommendation No. 23 (1997) on women in political and public life, as well as target 5.5 of the Sustainable Development Goals, the Committee recommends that the State party**:  […] (b) **Adopt temporary special measures in accordance with article 4 (1) of the Convention and the Committee’s general recommendation No. 25 (2004) on temporary special measures, including statutory quotas for the representation of women in decision-making positions in the civil service, the foreign service and in the security and defence forces**;” [[217]](#footnote-217) | **Mandatory military service for men**  “18-27 years of age for compulsory or voluntary military service; male registration required at age 16; 12-month service obligation (2023) **note:** as of 2019, women made up about 20% of the military's full-time personnel.“ [[218]](#footnote-218) | [**NAP 2018-2021** (2018)](https://www.wpsnaps.org/app/uploads/2019/09/Moldova-NAP-2018-2021.pdf)  Clear targets[[219]](#footnote-219) |
|  | Monaco | **No NDC** | **No legislated quota**  [Law on the status of civil servants (Law No. 975 of July 12, 1975), art.14](https://legimonaco.mc/tnc/loi/1975/07-12-975@2023.01.01/index.html#FCy5VD0dd1dR4TU3HD0N7c): “[…] No distinction is made between the two sexes, subject to exceptional measures required by the nature of the functions.” | **No army** | **No army — depends on France for defense**  “The Compagnie des Carabiniers du Prince is staffed by French nationals (2022).”[[220]](#footnote-220) | **No NAP** |
|  | Montenegro | **NDC 2021-2030**, gender sensitive[[221]](#footnote-221) | —  **Current numbers**  “In the diplomatic and consular missions of Montenegro, women make up 43% of all employees, and they are significantly underrepresented at the higher positions (17.6% at the ambassadorial positions).”[[222]](#footnote-222) | —  **Current numbers**:  “Police Directorate data show that only 9.14% of women are working in Police, and 13 women and 41 male are trainees from the Police Academy. [Women represent 50% as Chief Police Consultant; 15,5% of Senior Police Inspector I class; 17.9% as Senior Police Inspector; 87.5% as Senior Police Consultant; Senior Police Officer I class …]  […]  Almost the same situation exists in the Armed Forces of Montenegro, where, on 1st November 2016, there were 44.76% of women in the Ministry of Defence, 9.05% of women in the Armed Forces of Montenegro, out of which 11 were female officers, 17 Non-commissioned officers, 40 women were contract soldiers, and 100 women were civilians. At the defence system level there are 12.64% of women.”[[223]](#footnote-223)  **Note 1: Institutional integration of gender**  “Internal mechanisms for the implementation of gender equality policies are established, including a MoD coordinator, Chief of Defence (CHOD) gender advisor (not certified), and eight certified gender trainers. Montenegrin certified gender advisor OF3 Sanja Pejović operates as a gender advisor to the Supreme Allied Commander Europe at NATO SHAPE in Mons.  […] The MoD puts notable effort into promoting military careers through media campaigns, school campaigns, local community campaigns and Open Days with special focus on potential young women recruits.”[[224]](#footnote-224)  **Note 2**: **Suitable military equipment/facilities/uniforms for both sexes.**  “Women and men use the same military equipment, which can be adapted to both women and men. Permanent accommodation, dormitories, changing rooms, bathrooms, sanitary facilities and other rooms for personal hygiene are adapted specifically for women. In regards to temporary accommodation in the camping areas of the Armed Forces, special field accessories and equipment are earmarked for women, as well as special locations for hygiene maintenance.” [[225]](#footnote-225) | **No mandatory military service.**  “18 is the legal minimum age for voluntary military service; conscription abolished in 2006 (2023)  **note**: as of 2021, women made up about 10% of the military's full-time personnel.”[[226]](#footnote-226) | [**NAP 2017-2018** (2018)](https://www.wpsnaps.org/app/uploads/2019/09/Montenegro-NAP-2017-2018.pdf)  Dominant focus is participation[[227]](#footnote-227)  No precise objectives |
|  | The Netherlands | s. NDC submitted by EU | [Equal treatment of men and women act, art.1b](https://wetten.overheid.nl/BWBR0003299/2015-07-01): prohibits the different treatment in promotion of public servants  **Potentially a soft quota**:  “In a [letter dated February 25, 2022](https://zoek.officielebekendmakingen.nl/kst-35628-G.html) to Parliament, the Minister of Education, Culture and Science announced that the various ministries and their executive bodies aim to have 45 % to 55 % of women at the top or near the top of their organisations. Furthermore, the Government has set itself a target of 50 % women at the top for appointments in independent administrative bodies and advisory bodies. The Government will also engage in a dialogue with the High Colleges of State52 to ensure that they also seek 50 % women in top positions. When the House of Representatives is involved in appointments, it is hoped that it will embrace this target as well. The ambition is to achieve the target of 50 % at the top of these organisations within five years. The targets will not be set legally, but the Government will report annually on progress to the Lower House. Finally, the Government will create a legal obligation for organisations in the (semi)public sector to set a target for the percentage of women at or near the top. The Government calls on this sector to work towards a situation where 50 % of its workforce is women. However, the Government does not want to oblige (semi)public organisations to reach this target, because they have already reached the target of one-third, which is applicable in the private sector, and because it is expected that (semi)public organisations will reach the 50 % without a legal quota.”[[228]](#footnote-228)  **Letter**:  “The government wants to emphasize that diversity at the top of the public and semi-public sector extends beyond gender alone. It is equally important, for example, to allow people with a culturally diverse background, LGBTIQ+ people and people with a disability to flow through and into the top. In addition to more women in top and sub-top positions, the government also wants to focus on an integrated diversity approach. In view of the content of the advice, the focus in this government response is on gender diversity.”[[229]](#footnote-229)  **State Report** (2022):  “24. These measures in the private sector will be supplemented by measures in the public and semi-public sectors. Given the considerable diversity of the organisations herein, a one-size-fits-all regulation is not workable. On 25 February 2022, a letter was sent to Parliament outlining the measures foreseen in the (semi)public sector, falling into three categories:  • A target figure for the (sub)top of ministries and their administrative agencies between 45% and 55% women, to be reached within five years;  • A target figure of 50% women in the top of independent administrative bodies and advisory councils that are appointed by government;  • Government calls on the entire (semi)public sector to work towards 50% women in the (sub)top, setting a statutory obligation to formulate ambitious target figures for remaining (administrative) organisations within the (semi)public sector.”[[230]](#footnote-230)  **Note 2: Feminist Foreign Policy**, defined as: “equal rights and equality become the main focus of all aspects of Dutch foreign policy. [...] Feminist foreign policy means protecting human rights and promoting meaningful participation in decision-making by women and LGBTIQ+ people.”[[231]](#footnote-231) | —  See letter of February 25, 2022  **Note 1**: **Institutional mechanism to integrate gender**  “There is no quota system for women or men in the Dutch armed forces. There are no restrictions on the incorporation of women in the armed forces and/or the Ministry of Defence (MoD). Since March 2020, there is a Gender Advisor that deals with the integration of gender perspectives in the armed forces. There are two departments working on Diversity and Inclusion and Gender. The first deals with organisational excellence (Personnel Directorate). The other is working on Women, Peace and Security and is situated within the Operations Directorate/J9.”[[232]](#footnote-232)  **Note 2**: **Suitable military facilities and uniforms for both sexes. Military equipment is not adapted.**  “Military equipment (weapons, armour plates or backpacks) is not adapted for both women and men. Service dress is adapted for women and men. There are lighter combat harnesses for women. Military facilities on board of large naval vessels accommodate women and men separately.” [[233]](#footnote-233) | **No mandatory military service.**  “17 years of age for voluntary service for men and women; the military is an all-volunteer force; conscription remains in place, but the requirement to show up for compulsory military service was suspended in 1997; must be a citizen of the Netherlands (2022) **note:**in 2019, women made up about 11% of the military's full-time personnel”[[234]](#footnote-234) | [**NAP 2008-2013** (2007)](https://www.wpsnaps.org/app/uploads/2019/09/Netherlands-NAP-1-2008-2011.pdf)  [**NAP** **2012-2015** (2011)](https://www.wpsnaps.org/app/uploads/2019/09/Netherlands-NAP-2-2012-2015.pdf)  [**NAP 2016-2019** (2016)](https://www.wpsnaps.org/app/uploads/2019/09/Netherlands-NAP-3-2016-2019.pdf)  [**NAP 2021-2015** (2021)](http://1325naps.peacewomen.org/wp-content/uploads/2021/05/NationalActionPlan1325-IVWomenPeaceandSecurity.pdf)  No precise objectives |
|  | North Macedonia | **NDC 2021-2030**: gender-sensitive, identifies women as stakeholders, beneficiaries, and vulnerable group.[[235]](#footnote-235) | —  “There are no specific difficulties in relation to implementing positive action measures. There are difficulties in the sense of how few positive action measures have been prescribed under the law (mainly in relation to election quotas), or how different the priority in relation to positive action is on other grounds compared to gender (such as ethnicity, for example, which has a high political and security significance for the country because of the 2001 ethnic conflict and the Ohrid Framework Agreement which ended that conflict). However, these do not stem from specific difficulties related to implementing positive action specifically on grounds of sex. Doubts as to the usefulness of the classification of the various measures under the [Gender Equality Law] persist.”[[236]](#footnote-236) | —  **Note**: **Suitable military facilities/uniforms for both sexes. Military equipment has not been adapted.**  “Military equipment has not been adapted for women or men. Military facilities are designed and adapted for both women and men. Separate service uniforms are available for women and men.” [[237]](#footnote-237) | **No mandatory military service.**  “18 years of age for voluntary military service; conscription abolished in 2007 (2023) **note:** as of 2023, women made up about 10.6% of the military's full-time personnel”[[238]](#footnote-238) | [**NAP 2013-2015** (2012)](https://www.wpsnaps.org/app/uploads/2019/09/Macedonia-NAP-2013-2015.pdf)   * Dominant focus: Participation[[239]](#footnote-239) * No precise objectives |
|  | Norway | **NDC** is gender-sensitive[[240]](#footnote-240) | —  **CEDAW Concluding Observations** (2017):  “30. The Committee welcomes [...] the fact that the State party has almost reached gender equality at the ambassadorial level.” [[241]](#footnote-241) | —  **Note 1: Current number of women serving**:  “The introduction of universal conscription in Norway from 1 January 2015 has resulted in a higher proportion of women among conscripts than before. In 2017, the percentage was around 25 per cent. In the long term, the Armed Forces wish to utilise universal conscription to recruit more women to different categories of jobs, units and specialised roles.  Almost half of Norwegian police personnel are women. The proportion of women students admitted to the Norwegian Police University College in 2018 was 46 per cent. At the beginning of 2018, 32 per cent of leaders in the Norwegian police service were women.  Women are therefore well represented in the Norwegian police, and the recruitment of women to the profession is high. This also makes it possible to have a high proportion of women in our contributions to international missions. Job security in Norway and good arrangements for leaves of absence make it possible for both women and men to take part.  In 2016–2017, around 35 per cent of police personnel and 10 per cent of military personnel Norway deployed internationally were women.  Norwegian women who attain leading positions in the police and Armed Forces can also be nominated for leading positions in international operations, including UN and NATO operations. The recruitment of women and women leaders is therefore important both in our national efforts and if Norway is to contribute to improving the gender balance at all levels of international operations.”[[242]](#footnote-242)  **Note 2**: **Suitable military equipment/facilities/uniforms for both sexes.**  “Women and men service personnel enjoy separate sanitary facilities and can choose between same-sex or mixed living quarters. Combat uniforms are adapted for both women and men to some degree. Service uniforms are fitted for women and men. There are complete and specific service uniforms for women and men.” [[243]](#footnote-243) | **Mandatory military service for both women and men**:  “19-35 years of age for selective compulsory military service for men and women; 17 years of age for male volunteers; 18 years of age for women volunteers; 12-19 month service obligation; conscripts first serve 12 months between the ages of 19 and 28, and then up to 4-5 refresher training periods until age 35, 44, 55, or 60 depending on rank and function (2023) **note 1:**Norway conscripts about 8,000 individuals annually; it has had compulsory military service since 1907.  **note 2:** Norway was the first NATO country to allow women to serve in all combat arms branches of the military (1985); it also has an all-female special operations unit known as Jegertroppen (The Hunter Troop), which was established in 2014; as of 2021, women comprised about 20% of the military's full-time personnel.  **note 3:** beginning in 1995, the military began offering Icelandic citizens the opportunity to apply for admission to officer schools in Norway with an associated education and service contract under special reasons and based on recommendations from Icelandic authorities; as early as 1996, Norway and Iceland entered into a cooperation agreement on the voluntary participation of Icelandic personnel in Norwegian force contributions in foreign operations.”[[244]](#footnote-244) | [**NAP** (2006)](https://www.wpsnaps.org/app/uploads/2019/09/Norway-NAP-1-2006.pdf)  [**NAP 2011-2013** (2011)](https://www.wpsnaps.org/app/uploads/2019/09/Norway-NAP-2-2011-2013.pdf)  [**NAP 2015-2018** (2015)](https://www.wpsnaps.org/app/uploads/2019/09/Norway-NAP-3-2015-2018.pdf)  [**NAP 2019-2022** (2019)](https://www.wpsnaps.org/app/uploads/2019/09/Norway-NAP-4-2019-2022.pdf)   * Dominant focus: Participation [[245]](#footnote-245) * No concrete goals |
|  | Poland | s. NDC submitted by EU | **No legislated quota**  **CEDAW Follow-up letter sent to the State party (2018)**:  “Stressing that the introduction of evaluations in the civil service is no gender-specific measure and can thus not qualify as a temporary special measure, the Committee regrets the absence of measures taken to introduce quotas and benchmarks to achieve equal and full participation of women in the judiciary, executive functions at all levels and in international organizations during the reporting period. The Committee considers that the State party has taken some steps to implement the recommendation. It considers that the recommendation **has been partially implemented.**”[[246]](#footnote-246) | **No legislated quota**  **CEDAW Follow-up letter sent to the State party (2018)**:  "The Committee welcomes initiatives to introduce gender-specific selection criteria for recruitment into the Border Guard and the Army, allowing for a better representation of women in these spheres. It further welcomes the conduct of trainings to ensure women’s participation in local government, in higher ranks of the military, as well as trainings on equal treatment for staff of diplomatic missions, the police, border guards and in the Government Protection Bureau."[[247]](#footnote-247)  **Note 1: Institutional integration of gender**  “The military entity responsible for integrating perspectives of women in the Armed Forces is the 'Council on Women in the Armed Forces'. It is managed by chair, who is a woman. She reports directly to the Minister of National Defense. The Council is responsible for monitoring the situation of women in the Armed Forces.  Moreover, the Coordinator for Equal Treatment was established in the Ministry of National Defence. The Coordinator's task is to identify cases of discrimination and take preventive actions. In all cases related to the discrimination against servicewomen, actions are taken by the Council on Women.” [[248]](#footnote-248)  **Note 2**: **Suitable military equipment/facilities/uniforms for both sexes.**  “Women and men use the same military equipment and military facilities are adapted for both women and men. Women and men wear the same combat uniforms. Service uniforms for women and men are tailored for them.” [[249]](#footnote-249)  **Note 3: Restrictions**  **“Restrictions on the Incorporation of Women in the Armed Forces**  All active duty positions are accessible to women and men in the PAF, except for posts in the Chaplains’ Corps. There are no plans to eliminate this restriction and the PAF do not have control over whether this restriction is lifted. This restriction is based on religious regulations that limit these positions to only men.” [[250]](#footnote-250) | **No mandatory military service**:  “18-28 years of age for male and female voluntary military service; conscription phased out in 2009-12; professional soldiers serve on a permanent basis (for an unspecified period of time) or on a contract basis (for a specified period of time); initial contract period is 24 months; women serve in the military on the same terms as men (2022)  **note 1:** as of 2019, women made up about 7% of the military's full-time personnel  **note 2:**in May 2022, Poland announced a new 12-month voluntary military service program with recruits going through a 1-month basic training period with a military unit, followed by 11 months of specialized training; upon completion of service, the volunteers would be allowed to join the Territorial Defense Forces or the active reserve, and have priority to join the professional army and be given preference for employment in the public sector; the program is part of an effort to increase the size of the Polish military.”[[251]](#footnote-251) | [**NAP 2018-2021** (2018)](https://www.wpsnaps.org/app/uploads/2019/09/Poland-NAP-2018-2021.pdf)   * Dominant focus: Participation [[252]](#footnote-252) * No precise objectives [[253]](#footnote-253) |
|  | Portugal | s. NDC submitted by EU | **No legislated quotas**  **Concluding Observations** (2022):  “27. **In line with its previous concluding observations (CEDAW/C/PRT/CO/8-9, para. 31), its general recommendation No. 23 (1997) on women in political and public life and target 5.5 of the Sustainable Development Goals, to ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life, the Committee urges the State party to continue its efforts to increase the CEDAW/C/PRT/CO/10 22-10904 9/13 participation of women at all levels of political and public life in the State party. In particular, the Committee recommends that the State party**:  [...] (d) **Increase the participation of women in international leadership, including as diplomats and representatives of international organizations**.”[[254]](#footnote-254) | **No legislated quotas** | **No mandatory military service**:  “18-30 years of age for voluntary or contract military service; no compulsory military service (abolished 2004) but conscription possible if insufficient volunteers available; women serve in the armed forces but are prohibited from serving in some combatant specialties; contract service lasts for an initial period of 2-6 years, and can be extended to a maximum of 20 years of service; initial voluntary military service lasts 12 months; reserve obligation to age 35 (2022)  **note**: as of 2019, women made up about 12% of the military's full-time personnel.” [[255]](#footnote-255) | [**NAP 2009-2013** (2009)](https://www.wpsnaps.org/app/uploads/2019/09/Portugal-NAP-1-2009-2013.pdf)  [**NAP 2014-2018** (2014)](https://www.wpsnaps.org/app/uploads/2019/09/Portugal-NAP-2-2014-2018.pdf)  [**NAP 2019-2022**(2019)](https://www.wpsnaps.org/app/uploads/2021/11/Portugal-2019-NAP-3-2019-2022-English-translation-DP160100212.pdf)   * Dominant focus: Participation [[256]](#footnote-256) * Precise goals listed by year[[257]](#footnote-257) |
|  | Romania | s. NDC submitted by EU | **No legislated quotas** | **No legislated quotas**  **Note 1: Institutional integration of gender**  “There is no quota system for women or men in the Romanian Armed Forces. There are no restrictions on the incorporation of women in the Armed Forces. The Romanian Armed Forces have gender advisors, who are educated and trained via military courses delivered by military educational institutions.” [[258]](#footnote-258)  **Note 2**: **Adapted facilities for both sexes. Not adapted military equipment.**  “The Military equipment used by the Romanian Armed Forces does not take gender differences into account. Military facilities are adapted for women and men.”  **Note 3: Bullet-proof vests have been adapted to suit women**.[[259]](#footnote-259) This is the first such vest in the world. | **No mandatory military service**:  “18 years of age for voluntary service for men and women; all military inductees contract for an initial 5-year term of service, with subsequent successive 3-year terms until age 36; conscription ended in 2006 (2022).”[[260]](#footnote-260) | [**NAP 2014-2024** (2014)](https://www.wpsnaps.org/app/uploads/2019/09/Romania-NAP-2014-2024-English-translation-DP160100212.pdf)   * Dominant focus: Participation [[261]](#footnote-261) * No precise objectives[[262]](#footnote-262) |
|  | Russian Federation | **NDC 2020-2030**: no reference to women or gender[[263]](#footnote-263) | **No legislated quotas**  **CEDAW Concluding Obs. (2021)**:  “20. The Committee notes with concern the limited understanding within the State party of the non-discriminatory nature and importance of temporary special measures for accelerating the achievement of substantive equality between women and men, including statutory quotas, in the public or private sectors, in particular for rural women and women and girls facing intersecting forms of discrimination such as women with disabilities, women belonging to minority groups and indigenous and tribal women.  […]  **Participation in political and public life**  30. The Committee remains concerned about the low representation of women in decision-making positions in political and public life. In that regard, it notes that only two out of 10 Deputy Prime Ministers, one out of 21 federal ministers, 38 out of 170 Federation Council deputies and 74 out of 450 deputies of the State Duma are women, and that there are only three women ambassadors in the State party’s foreign service. The Committee is also concerned about the lack of targeted measures, including temporary special measures in line with its general recommendation No. 23 (1997) on women in political and public life, to increase women’s representation in public life.  […] The Committee recalls its previous concluding observations (CEDAW/C/RUS/CO/8, para. 28) and recommends […]:  (a) **Adopting temporary special measures, including statutory quotas and a gender parity system in the public and foreign services, in line with article 4 (1) of the Convention and the Committee’s general recommendation No. 25, to increase women’s representation in the State Duma, the Federation Council, ministerial positions, the judiciary and the foreign service, and introducing preferential recruitment of women to the civil service and the foreign service, paying particular attention to women belonging to disadvantaged and marginalized groups […].**”[[264]](#footnote-264) | —  **Note 1: Stereotypes**:  “Yet, in modern day Russia, a fairly low number of women serve in the military, despite an expanded force structure approaching one million active duty personnel. Why is this the case? In this piece, I argue that traditional gender roles that emphasize reproduction and high-level doubts about female competency are key factors limiting the role of women in the Russian Armed Forces. Barring a shortage of military-aged males, Moscow’s cost-benefit analysis is unlikely to change, and increased female representation in the Russian military—whether in proportion or scope—remains improbable in the near term.”[[265]](#footnote-265)  **Note 2: Restrictions and not adapted equipment and facilities**  “Once enlisted, women serve in units alongside men rather than units segregated by gender. Separate barracks and restrooms are dedicated for women, the costs of which are an oft-cited reason for restricting the proportion of women who serve. Women serve in the Army, Aerospace Forces, Navy (although on certain ships only) and Rocket Forces. However, not all roles are open to women; while the number of countries that allow women to hold combat roles is steadily increasing, Russian women are not permitted in frontline combat roles and are therefore typically restricted from service on aircraft, submarines, or tanks. Though the full list is classified, women are also restricted from being mechanics and from performing sentry duties.” [[266]](#footnote-266) | **Mandatory military service for men, voluntary for women and non-Russian citizens**:  “18-27 years of age for compulsory service for men; 18-40 for voluntary/contractual service; women and non-Russian citizens (18-30) may volunteer; men are registered for the draft at 17 years of age; 12-month service obligation (Russia offers the option of serving on a 24-month contract instead of completing a 12-month conscription period); reserve obligation for non-officers to age 50; enrollment in military schools from the age of 16 (2023)  **note 1**: in May 2022, Russia's parliament approved a law removing the upper age limit for contractual service in the military; in November 2022, President Vladimir PUTIN signed a decree allowing dual-national Russians and those with permanent residency status in foreign countries to be drafted into the army for military service.  **note 2**: the Russian military takes on about 260,000 conscripts each year in two semi-annual drafts (Spring and Fall); as of 2021, conscripts comprised an estimated 30% of the Russian military's active duty personnel and most reserve personnel were former conscripts; in April of 2019, the Russian Government pledged its intent to end conscription as part of a decade-long effort to shift from a large, conscript-based military to a smaller, more professional force; an existing law allows for a 21-month alternative civil service for conscripts in hospitals, nursing homes and other facilities for those who view military duty as incompatible with their beliefs, but military conscription offices reportedly often broadly ignore requests for such service.  **note 3**: as of 2020, women made up about 5% of the active-duty military.  **note 4**: since 2015, foreigners 18-30 with a good command of Russian have been allowed to join the military on 5-year contracts and become eligible for Russian citizenship after serving 3 years; in October 2022, the Interior Ministry opened up recruitment centers for foreigners to sign a 1-year service contract with the armed forces, other troops, or military formations participating in the invasion of Ukraine with the promise of simplifying the process of obtaining Russian citizenship.”[[267]](#footnote-267) | **No NAP** |
|  | San Marino | — | — | — | **No mandatory military service.**  “ 18 is the legal minimum age for voluntary military service; no conscription; government has the authority to call up all San Marino citizens from 16-60 years of age to serve in the military (2023)” [[268]](#footnote-268) | **No NAP** |
|  | Serbia |  | **Legislated Quota**  [**Gender Equality Act, art. 38§2**](https://www.refworld.org/pdfid/604658994.pdf#page=15)**:**  “Everyone shall be equally entitled to equally and without discrimination participate in international cooperation realised within the foreign policy of the Republic of Serbia, in compliance with the competencies of the Republic of Serbia, autonomous province and local self-government unit, as well as to be represented and to participate in the work of international organisations and institutions. On the occasion of election or appointment of delegations representing the Republic of Serbia, the composition of the delegations must mandatorily include a minimum of 30% of persons of the less represented sex, in compliance with the international standards. The provisions of paragraph 2 of this Article shall also apply to the international cooperation realised by the autonomous provinces and local self-government units in compliance with the Constitution and competencies prescribed by the laws.”  **CEDAW Concluding Observations** (2019):  “28. **The Committee recommends that the State party:**  (a) **Accelerate the equal representation of women, including Roma women and women with disabilities, in all areas of political and public life, in particular in decision-making positions, at the national and local levels, and in the armed forces and foreign service, and allocate adequate resources for the implementation of such measures;**  (b) **Adopt the new draft law on gender equality, setting 50 per cent quotas for the representation of women in the areas of social life marked by an unbalanced representation of women and men, and extend that quota to all public authorities and administrations;**” [[269]](#footnote-269) | —  Unlcear if the GEA also applies to the military.  **CEDAW Concluding Observations** (2019):  “28. **The Committee recommends that the State party:**  (a) **Accelerate the equal representation of women, including Roma women and women with disabilities, in all areas of political and public life, in particular in decision-making positions, at the national and local levels, and in the armed forces and foreign service, and allocate adequate resources for the implementation of such measures;**  (b) **Adopt the new draft law on gender equality, setting 50 per cent quotas for the representation of women in the areas of social life marked by an unbalanced representation of women and men, and extend that quota to all public authorities and administrations;**” [[270]](#footnote-270) | **No mandatory military service.**  “18 years of age for voluntary military service for men and women; conscription abolished January 2011 (2022)  **note:** as of 2021, women made up about 16% of the military's full-time personnel”[[271]](#footnote-271) | [**NAP 2010-2015** (2010)](https://www.wpsnaps.org/app/uploads/2019/09/Serbia-NAP-1-2010-2015.pdf)  [**NAP 2017-2020** (2017)](https://www.wpsnaps.org/app/uploads/2019/09/Serbia-NAP-2-2017.pdf)   * Dominant focus: Participation [[272]](#footnote-272) * No precise objectives[[273]](#footnote-273) |
|  | Slovak Republic | s. NDC submitted by EU | **No legislated quota**[[274]](#footnote-274)  **Concluding Observations** (2015)  **“Participation in political and public life**  24. The Committee notes the high level of representation of women in the judiciary, including at the highest level, but is concerned at the low level of representation of women in the parliament and in the Government at both the national and local levels and the underrepresentation of women in high-ranking positions in the diplomatic service.  25. **The Committee recommends that the State party:**  (a) **Take sustained measures, with specific goals and timetables, to accelerate the increase in the number of women in political and public life, in particular in decision-making positions, and monitor their achievement;**  (b) **Adopt measures, including temporary special measures, such as statutory quotas, to promote the equal representation of women and men in the parliament and political parties, in high-level positions in the public administration at the national and local levels and in the diplomatic service, paying special attention to women belonging to ethnic minority groups**.”[[275]](#footnote-275) | **No legislated quota**  **Note:** **Suitable military uniforms for both sexes. But not military equipment.**  “Military equipment has not been adapted for women and men. Uniforms are designed for both women and men of various body compositions.” [[276]](#footnote-276) | **No mandatory military service.**  “18-30 years of age for voluntary military service for men and women; conscription in peacetime suspended in 2004 (2023)  **note:** as of 2019, women made up around 12% of the military's full-time personnel[[277]](#footnote-277) | [**NAP 2021-2025** (2020)](https://www.wpsnaps.org/app/uploads/2021/01/Slovakia-NAP-2021-2025.pdf)   * No precise objectives, nor real participation indicators[[278]](#footnote-278) |
|  | Slovenia | s. NDC submitted by EU | **—**  **State Report** (2021):  “116. The inclusion of women and men in atypical professions as referring to gender, is greatly considered in the Slovenian Armed Forces, the Police and diplomacy. The share of women in the Slovenian Armed Forces is 16.5 per cent and 10.3 per cent on missions (2019). In 2018, a woman was appointed the Chief of the General Staff of the Slovenian Armed Forces for the first time in Slovenia and in NATO. Women take a 26 per cent share in the Police and 5 per cent of women take the highest ranks (2020). In 2018, a woman was appointed the Director General of the Police for the first time. 41.3 per cent of women hold the positions of ambassadors.”[[279]](#footnote-279)  **Obligations for gender-balanced representation**  "Furthermore, according to the RCRPGBR [Regulation on criteria for respecting the principle of gender-balanced representation], the principle of gender-balanced representation must be applied in the composition of governmental bodies; in nominating or appointing Government representatives in public enterprises and other entities of public law; and in the composition of expert councils, established by ministers. The principle is therefore applied when the representation of one sex is at least 40 %."[[280]](#footnote-280)  **Note 1: Current numbers**  “The percentage of women in SAF structure has gradually increased. It is now at to 16.7% (2020). There are no lawfully forbidden areas for servicewomen, nor programmes or disciplines excluding women in the SAF. Nowadays, representation of women is ensured in SAF units and commands at all levels. Women in the SAF hold high positions both at home and abroad.  Positions of women in the SAF range from the tactical level (e.g. platoon commanders) up to positions at the strategic level (e.g. heads of sections, divisions, joint division, chiefs of staff, and up to the chief of defence). This goes for appointments and abroad as well. The first woman Military Attaché of the SAF was appointed in 2014, and the second in 2018. Another successful example is a SAF servicewoman who was selected for the position of Director at the international organization (CISM) in 2009. She was also Deputy Secretary General of this worldwide organisation. Within the NATO structure, two additional examples can be listed: In 2012, a colonel was appointed to Allied Command Transformation (ACT/NATO) as National Liaison Representative; and in 2013 the position of Dean of the NATO Defence College (NDC) was taken by a member of the Slovenian MoD. The 2018 appointment of the first Slovenian woman general to the position of Chief of General Staff and the first woman Chief of Defence (CHOD) were a historical achievements. It was a direct result of the successful implementation of the gender equality policy within the SAF. The gender equality policy enables the development of an individual's competencies throughout their military career regardless of their gender.” [[281]](#footnote-281)  **Note 2**: **Suitable military equipment/facilities/uniforms for both sexes.**  “In the SAF, military equipment includes wide range of sizes, including smaller sizes (e.g. helmets and boots) which fit women and men. Military facilities are separate for women and men. Combat, service and gala uniforms are designed to fit both women and men of various body compositions.”[[282]](#footnote-282) | —  **Note: Rise in leadership positions**  “In the 2010-2016 period, the share of women serving in international operations and civilian missions ranged between 6.8% and 9.5% in the SAF, and between 12.5% and 21.7% in the Police Force. While the proportion of women employed in the SAF and the Police Force did not change significantly, the proportion of women in decision-making positions, including in the SAF and the Police Force, is increasing. During this period, Slovenia ranks second in the number of women in the armed forces in NATO.”[[283]](#footnote-283)  **State Report** (2021):  “116. The inclusion of women and men in atypical professions as referring to gender, is greatly considered in the Slovenian Armed Forces, the Police and diplomacy. The share of women in the Slovenian Armed Forces is 16.5 per cent and 10.3 per cent on missions (2019). In 2018, a woman was appointed the Chief of the General Staff of the Slovenian Armed Forces for the first time in Slovenia and in NATO. Women take a 26 per cent share in the Police and 5 per cent of women take the highest ranks (2020). In 2018, a woman was appointed the Director General of the Police for the first time. 41.3 per cent of women hold the positions of ambassadors.”[[284]](#footnote-284) | **No mandatory military service.**  “18-25 years of age for voluntary military service for men and women; must be a citizen of the Republic of Slovenia; recruits sign up for 3-, 5-, or 10-year service contracts; conscription abolished in 2003 (2023)  **note**: as of 2019, women comprised about 15% of the military's full-time personnel.”[[285]](#footnote-285) | [**NAP 2010-2015** (2010)](https://www.wpsnaps.org/app/uploads/2019/09/Slovenia-NAP-1-2010-2015.pdf)  [**NAP 2018-2020** (2018)](https://www.wpsnaps.org/app/uploads/2019/09/Slovenia-NAP-2-2018-2020-English-translation-DP160100212.pdf)   * Dominant focus: Participation [[286]](#footnote-286) * Few objectives[[287]](#footnote-287) |
|  | Spain | s. NDC submitted by EU | **—**  **Concluding Observations** (2015):  **Participation in political and public life**  24. The Committee welcomes the increase in the representation of women in the parliament to 35.5 per cent and in the legislatures of the autonomous communities to 44.6 per cent. It is concerned, however, about the generally low participation of women in political and public life, in particular in decision-making positions at the autonomous community level (4 of the 17 presidents of autonomous communities are women), in the diplomatic service (12 of 199 ambassadors are women) and in the judiciary.  25. The Committee recommends that the State party: (a) Increase the participation of women in political and public life at all levels, including by adopting temporary special measures, such as statutory quotas, in accordance with article 4 (1) of the Convention and the Committee’s general recommendation No. 25;”[[288]](#footnote-288)  **Note: Feminist Foreign Policy**: defined as promoting gender equality.[[289]](#footnote-289) | —  **Note 1**: **Suitable military equipment/facilities/uniforms for both sexes.**  “Military equipment has been adapted for both women and men. Anti-fragment vests for Combat Units are adapted for women. Service and combat uniforms include special sizes and designs for women, including pregnancy uniforms. Military facilities are adapted for both women and men, such as separate toilets and cabins.” [[290]](#footnote-290) | **No mandatory military service.**  “18-26 years of age for voluntary military service for men and women; 24-36 month initial obligation; women allowed to serve in all branches, including combat units; no conscription (abolished 2001), but the Spanish Government retains the right to mobilize citizens 19-25 years of age in a national emergency; 18-58 for the voluntary reserves (2022)  **note 1:** as of 2019, women comprised about 13% of the military's full-time personnel  **note 2:** the military recruits foreign nationals with residency in Spain from countries of its former empire, including Argentina, Costa Rica, Bolivia, Colombia, Chile, Cuba, Dominican Republic, Ecuador, El Salvador, Equatorial Guinea, Guatemala, Honduras, Mexico, Nicaragua, Panama, Paraguay, Peru, Uruguay, and Venezuela.”[[291]](#footnote-291) | [**NAP** (2007)](https://www.wpsnaps.org/app/uploads/2019/09/Spain-NAP-1-2007.pdf)  [**NAP 2017-2023** (2017)](https://www.wpsnaps.org/app/uploads/2019/09/Spain-NAP-2-2017.pdf)   * Dominant focus: Participation [[292]](#footnote-292) * Some precise objectives |
|  | Sweden | s. NDC submitted by EU | The **Feminist Foreign Policy** was abandoned in 2023 after the election of a new government. | — | **Universal conscription for both men and women.**  “18-47 years of age for male and female voluntary military service; service obligation: 7.5 months (Army), 7-15 months (Navy), 8-12 months (Air Force); after completing initial service, soldiers have a reserve commitment until age 47; compulsory military service, abolished in 2010, was reinstated in January 2018; conscription is selective, includes both men and women (age 18), and requires 9-12 months of service (2023)  **note 1:**Sweden conscripts about 5,500 men and women each year; it plans to increase this number to 8,000 by 2025  **note 2:**as of 2021, women made up about 11% of the military's full-time personnel.”[[293]](#footnote-293) | [**NAP** (2006)](https://www.wpsnaps.org/app/uploads/2019/09/Sweden-NAP-1-2006-summary-only.pdf)  [**NAP 2009-2012** (2009)](https://www.wpsnaps.org/app/uploads/2019/09/Sweden-NAP-2-2009-2012.pdf)  [**NAP 2016-2020** (2016)](https://www.wpsnaps.org/app/uploads/2019/09/Sweden-NAP-3-2016-2020.pdf)   * Dominant focus: Participation [[294]](#footnote-294) |
|  | Switzerland | **NDC is gender-sensitive[[295]](#footnote-295)** | **No legislated quota Concluding Observations** (2022)  “49. The Committee notes with appreciation that the number of women in the Federal Department of Foreign Affairs increased from 47 per cent to 52 per cent between 2011 and 2021. It notes with concern, however, that the number of women in leadership positions remains low, with only 24 per cent of ambassadors and 20 per cent of heads of mission being women.  50. **The Committee recommends that the State party strengthen its efforts to promote a sustainable, fair and inclusive culture in diplomacy, including by establishing quotas for the recruitment of women through the diplomatic service examination**.”[[296]](#footnote-296) | **No legislated quota**  **Note:** **Women specific uniform since 2021[[297]](#footnote-297)** | **Mandatory military service for men.**  “18-30 years of age for compulsory military service for men; 18 years of age for voluntary military service; women may volunteer; every Swiss male has to serve at least 245 days in the armed forces; conscripts receive 18 weeks of mandatory training, followed by six 19-day intermittent recalls for training during the next 10 years (2023)  **note**: conscientious objectors can choose 390 days of community service instead of military service”[[298]](#footnote-298)  **Note 2: Mandatory military service for women is currently being discussed.** TheFederal Council is conducting a study until 2024 to that end.[[299]](#footnote-299) | [**NAP 2007-2009** (2007)](https://www.wpsnaps.org/app/uploads/2019/09/Switzerland-NAP-1-2007-2009.pdf)  [**NAP 2010-2012** (2010)](https://www.wpsnaps.org/app/uploads/2019/09/Switzerland-NAP-2-2010-2012.pdf)  [**NAP 2013-2016** (2013)](https://www.wpsnaps.org/app/uploads/2019/09/Switzerland-NAP-3-2013-2016.pdf)  [**NAP 2018-2022** (2018)](https://www.wpsnaps.org/app/uploads/2019/09/Switzerland-NAP-4-2018-2022.pdf)  No precise objectives |
|  | Türkiye | **NDC does not reference gender**[[300]](#footnote-300) | **No legislated quota**  **CEDAW Concluding Observations** (2022):  “38. **Recalling its general recommendation No. 23 (1997) on women in political and public life, as well as target 5.5 of the Sustainable Development Goals, the Committee recommends that the State party:**  (a) **Adopt temporary special measures, such as statutory quotas and a gender parity system, in line with article 4 (1) of the Convention and the Committee’s general recommendation No. 25 (2004) on temporary special measures, to ensure the equal representation of women, in particular women belonging to ethnic minorities and women with disabilities, in the Grand National Assembly, provincial and municipal legislative bodies, the Government, the civil service and the foreign service, in particular at decision-making levels**;”[[301]](#footnote-301) | **No leadership quotas**  **Quota for the services in general**:  “There is a quota system for women in the TAF. The recruitment of women in officer positions is fixed at a maximum of 4% out of the total number of recruited officers per year. The Ministry of National Defence (MoD) aims to increase the number of women officers and non-commissioned officers in the TAF. One of the measures to attract more women has been the adoption of legal changes, amongst others concerning the pregnancy and maternity leave duration rights.” [[302]](#footnote-302)  **Note 1**: **Suitable military equipment/facilities/uniforms for both sexes.**  “Military equipment such as personal protective equipment (CBRN (chemical, biological, radiological, nuclear) suits, goggles, masks and helmets) have been ergonomically adapted and designed for both women and men. TAF Military facilities are customised for the respective needs of both sexes and the dressing rooms, washrooms, gyms and dormitories are separated.” [[303]](#footnote-303)  **Note 2**: Since 2017, women are allowed to wear the hijab in the army.[[304]](#footnote-304)  **Note 3: “Restrictions on the Incorporation of Women in the Armed Forces**  There are restrictions on women serving in the TAF, as well as restrictions that apply only to operations. Not all active duty positions are open to women in the armed forces. Restrictions that apply to Armour, Artillery and Infantry (front-line combat positions), Submarines, Divers, and Special Forces. There are no plans to eliminate such restrictions.”[[305]](#footnote-305) | **Mandatory military service for men, voluntary for women.**  “Mandatory military service for men at age 20; service can be delayed if in university or in certain professions (researchers, professionals, and athletic, or those with artistic talents have the right to postpone military service until the age of 35); 6-12 months service; women may volunteer (2023)  **note 1**: in 2019, a new law cut the men’s mandatory military service period in half, as well as making paid military service permanent; with the new system, the period of conscription was reduced from 12 months to 6 months for privates and non-commissioned soldiers (the service term for reserve officers chosen among university or college graduates remained 12 months); after completing 6 months of service, if a conscripted soldier wants to and is suitable for extending his military service, he may do so for an additional 6 months in return for a monthly salary; under the new law, all male Turkish citizens over the age of 20 are required to undergo a 1 month military training period, but they can obtain an exemption from the remaining 5 months of their mandatory service by paying a fee.”[[306]](#footnote-306) | **No NAP** |
|  | Ukraine | **NDC 2021-2030** is gender-sensitive[[307]](#footnote-307) | **No legislated quota**  **CEDAW Concluding Observations** (2022):  **“34. Reiterating its previous recommendations (CEDAW/¢UKR/CO/8, para. 33), and recalling its general recommendation No. 23 (1997) on women in political and public life, the Committee recommends that the State party:**  (b) **Adopt temporary special measures, such as quotas and a gender parity system in the public and foreign services, in line with article 4 (1) of the Convention and the Committee’s general recommendation No. 25 (2004) on temporary special measures, to ensure equal representation of women in the public service and foreign service, especially at decision-making levels**;”[[308]](#footnote-308) | — | **Under martial law**   * **Requirements for service exist for men** * **Women have certain registration obligations**   “*2015 Mobilization of women*  In February 2015, the General Staff of the Ukrainian Armed Forces announced that it would be mobilizing women between the ages of 20 and 50 who had registered for and were eligible to be drafted. […]  *2021 Registration of women for conscription*  On October 11, 2021, Ukraine's Ministry of Defense issued Order No. 313 listing 100 professions and requiring all women between the ages of 18 and 60 years old employed in those professions to register with their local conscription office (Ministerstvo Oborony Ukraini, 2021). The listed professions included those associated with medical training and adjacent fields such as dentists, pharmacists, physical therapists, and veterinarians, as well as all support staff in those fields. Science back- grounds, including chemistry, biology, physics, as well as engineers, computer scientists, and software engineers, were also listed. Those with experience in management, finance, and banking were included, as were those with communications and logical skills, such as women working in telecommunications or as postal workers, translators, and interpreters. Cooks and individuals with experience processing livestock were listed as well.  Similar to the 2015 mobilization, the 2021 registration order did not require women to participate in combat, nor did it institute universal conscription of women. In requiring women to register for potential military service, it increased the pool of individuals who could be mobilized without necessarily increasing the number of women who would be asked to serve in combat roles. Women would be given the opportunity to serve in Territorial Defense Units, for instance, rather than the frontlines. Yet similar to other military mobilization efforts, the order included fines for women who failed to register or who failed to complete required military training if called upon to do so (Slipchenko, 2021). It further required that employers verify the registration of their female employees.  […]  *2022 Declaration of martial law* […] An immediate effect of this provision was the distortion of the sex distribution of those fleeing the country. By design, the Ukrainian government restricted refugee flows to overrepresent women. The decla- ration of martial law has positioned women as responsible for the burden of care for children and elderly persons, especially those seeking safety abroad (Cindoglu, 2022). The United Nations estimates that 90 % of Ukrainian refugees are “women and children.” However, a gender-sex breakdown of all Ukrainian refugees is not currently available (CARE & UN Women, 2022). Consistent with prior policy, Ukrainian women were given greater agency than men based on what could be interpreted as their perceived lesser value to the state.”[[309]](#footnote-309)  “Conscription abolished in 2012, but reintroduced in 2014; 20-27 years of age for compulsory military service; prior to the Russian invasion of February 2022, conscript service obligation was 12-18 months, depending on the service (2022)  **note 1:**following the Russian invasion in 2022, all nonexempt men ages 18 to 60 were required to register with their local recruitment offices and undergo medical screening for possible service; the Territorial Defense Forces (TDF) accepts volunteers, 18-60 years of age; since the invasion, hundreds of thousands of Ukrainians have volunteered for the regular armed forces, the TDF, or to work in civilian defense activities  **note 2:**women have been able to volunteer for military service since 1993; as of late 2022, approximately 60,000 women were serving in the armed forces “[[310]](#footnote-310) | [**NAP 2016-2020**(2016)](https://www.wpsnaps.org/app/uploads/2019/09/Ukraine-NAP-2016-2020.pdf)  [**NAP 2020-2025** (2020)](https://www.wpsnaps.org/app/uploads/2022/12/Ukraine-NAP2-2020-2025.pdf) |
|  | United Kingdom | **NDC 2021-2030**  Gender Sensitive and identifies women as stakeholders[[311]](#footnote-311) | **No legislated quota**  [Constitutional Reform and Governance Act 2010, s.10](https://www.legislation.gov.uk/ukpga/2010/25/section/10): regulates Selections for appointments to the civil service and does not mention gender  **CEDAW Concluding Observations** (2019):  **“38. The Committee recommends that the State party take specific targeted measures, including temporary special measures, to improve the representation of women, including “Black, Asian and Minority Ethnic” women and women with disabilities, in Parliament, the judiciary and decision-making positions in the foreign service and its diplomatic missions. It calls upon the State party to take measures to address the low representation of women in political and public life in Northern Ireland, including by ensuring the implementation of section 43 A of the Sex Discrimination (Northern Ireland) Order 1976 enabling the use of gender quotas.”** [[312]](#footnote-312)  **Note 1: Numbers**:  2017: “Senior representation of women is at a record high with women comprising 42% of the SCS. [Senior Civil Service].”[[313]](#footnote-313)  → N.B. this quote stems from a strategy aiming at making the civil service more inclusive. It also addresses (women who are) minorities, LGBTQI+, people with disabilities. It was superseded by a new strategy ([Civil Service Diversity and Inclusion Strategy 2022-2025](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1069072/civil-service-diversity-inclusion-strategy.pdf)) that does not mention any of these groups and does not mention gender once.  **Note 2:** International Development (Gender Equality) Act 2014 — lists the duty to consider the effect of humanitarian assistance on gender equality. | **No legislated quota**  “15. There are no fixed quotas to increase the representation of women or other groups in the Armed Forces”.[[314]](#footnote-314)  **Note 1: No restrictions for women.**  “On 8 July 2016, the Prime Minister announced that the exclusions on women serving in Ground Close Combat roles had been lifted. Implementation started in 2016. In 2020 women serve in all parts of the Armed Forces.” [[315]](#footnote-315)  **Note 2: Institutional integration of gender.**  “The British Armed Forces and the MoD have dedicated personnel within each Service to support the implementation of gender perspectives and have a pool of trained Gender Advisors.” [[316]](#footnote-316)  **Note 3**: **Suitable military equipment/facilities/uniforms for both sexes.**  “Military equipment is adjusted to both women and men. Military facilities are adapted for both women and men. Ablutions are single-sex in most facilities. Where they are mixed there are single-sex lockable cubicles to respect privacy, ethnic origin and cultural difference. Combat uniforms are not fitted to women or men, barrack dress designs for women and men. There is a trouser options for women. When required, service uniforms for both women and men can be tailored.”[[317]](#footnote-317) | **No mandatory service**.  “some variations by service, but generally 16-36 years of age for enlisted (with parental consent under 18) and 18-29 for officers; minimum length of service 4 years; women serve in all military services including combat roles; conscription abolished in 1963 (2022) **note 1:** women made up about 11% of the military's full-time personnel in 2021 **note 2:** the British military allows Commonwealth nationals who are current UK residents and have been in the country for at least 5 years to apply; it also accepts Irish citizens **note 3:** the British Army has continued the historic practice of recruiting Gurkhas from Nepal to serve in the Brigade of Gurkhas; the British began to recruit Nepalese citizens (Gurkhas) into the East India Company Army during the Anglo-Nepalese War (1814-1816); the Gurkhas subsequently were brought into the British Indian Army and by 1914, there were 10 Gurkha regiments, collectively known as the Gurkha Brigade; following the partition of India in 1947, an agreement between Nepal, India, and Great Britain allowed for the transfer of the 10 regiments from the British Indian Army to the separate British and Indian armies; four of the regiments were transferred to the British Army, where they have since served continuously as the Brigade of Gurkhas”[[318]](#footnote-318) | [**NAP** (2006)](https://www.wpsnaps.org/app/uploads/2019/10/United-Kingdom-NAP-1-2006.pdf)  [**NAP 2010-2013** (2012)](https://www.wpsnaps.org/app/uploads/2019/09/United-Kingdom-NAP-2-2010-2013.pdf)  [**NAP 2014-2017** (2014)](https://www.wpsnaps.org/app/uploads/2019/09/United-Kingdom-NAP-3-2014-2017.pdf)  [**NAP 2018-2022**(2018)](https://www.wpsnaps.org/app/uploads/2019/09/United-Kingdom-NAP-4-2018-2022.pdf)  Some precise goals: “Percentage of UNHCR refugee and IDP operations with at least 35% women’s participation in leadership and management structures.”[[319]](#footnote-319) |
|  | European Union | **NDC 2021-2030** submitted by European Commission and Germany on behalf of the EU and the 27 MS (2020): “gender-responsive” implementation[[320]](#footnote-320) | **No legislated quota**  **Note:** Ambassadors “apply” to the European External Action Service;  “Furthermore, organizational processes have proven to vary widely across services, influencing ambassador selections. Notably, the EEAS is the only foreign service in this study in which candidates carry the burden to apply for an ambassadorship (as opposed to being ‘tapped,’ like in the U.S. and German foreign services). Broadly speaking, after a call for applications, candidates for an EU ambassadorship are screened on objective criteria (like management experience or prior experience in an embassy abroad), and, once short-listed by a selection committee composed of EEAS, Commission, Council representatives, and Member State diplomats, are passed on to the Office of the High Representative; at this point, all candidates are equally qualified, and criteria like gender and nationality come into play. Commenting on this process, David O’Sullivan assured: “It really depends on who applies. I was the only one to apply to my current posting, and, to my knowledge, the only candidates applying for the positions in Japan and China were men.” Marie-Anne Coninsx stressed that women must throw their hats into the ring: “When no women apply, how can there by more female ambassadors?”[[321]](#footnote-321) | — | — | [**NAP 2019-2024**](http://1325naps.peacewomen.org/wp-content/uploads/2021/08/ST_11031_2019_INIT_en.pdf):   * No clear objectives, only notes   “Support and conduct capacity-building and mentoring for women’s leadership, for women negotiators and mediators to improve their effectiveness and the quality of their participation in peace processes and work towards reaching the minimum of 33% women participating in all EU activities and projects related to peace processes.” |
|  | Canada | **NDC 2021-2030** gender-sensitive and identifies women as a vulnerable group | —  [Employment Equity Act ( S.C. 1995, c. 44)](https://laws-lois.justice.gc.ca/eng/acts/e-5.401/page-1.html): this acts applies to portions of the federal public administration; public sector employing one hundred or more employees, including the Canadian Forces and the Royal Canadian Mounted Police, as may be specified by order of the Governor in Council on the recommendation of the Treasury Board, in consultation with the minister responsible for the specified portion  "The purpose of this Act is to achieve equality in the workplace so that no person shall be denied employment opportunities or benefits for reasons unrelated to ability and, in the fulfilment of that goal, to correct the conditions of disadvantage in employment experienced by women, Aboriginal peoples, persons with disabilities and members of visible minorities by giving effect to the principle that employment equity means more than treating persons in the same way but also requires special measures and the accommodation of differences."  **Note**: appointments are regulated by the Public Service Employment Act. This act does not apply to the Canadian Armed Forces. [[322]](#footnote-322)  **Note 2**: the number of women being appointed as Heads of Mission is growing.[[323]](#footnote-323)  **Note 3:** The country pursues a **Feminist Foreign Policy**. The understanding encompasses the “support [of] a broad and inclusive representation of women, Indigenous Peoples, and other marginalized groups in international environment-related negotiations to develop strong, diverse, inclusive partnerships and solutions. | **—**  **Intersectionality**:  “CAF does not have the same recruitment requirements for persons with disabilities.”[[324]](#footnote-324) | **No mandatory military service.**  “17 years of age for voluntary male and female military service (with parental consent); 16 years of age for Reserve and Military College applicants; Canadian citizenship or permanent residence status required; maximum 34 years of age; service obligation 3-9 years (2022)  **note 1:** Canada opened up all military occupations to women in 2001; in 2020, women comprised about 16% of the CAF  **note 2**: the CAF offers waivers to foreign nationals applying for military service only in exceptional cases — to individuals on international military exchanges, for example, or to candidates who have specialized skills in high demand.”[[325]](#footnote-325)  **Note 1: Current Numbers according to the NAP II and Progress reports:**  “Women accounted for 24% of Canadian police deployed to peace operations in 2015-2016, exceeding the UN goal of 20%. Meanwhile, women accounted for 13.5% of the Canadian Armed Forces personnel deployed to UN and NATO operations. The Chief of the Defence Staff set a target of increasing the number of women in the Canadian military from 15% to 25%, which will make more women available for deployment to international peace operations.”[[326]](#footnote-326)  “Fourteen Canadian women were appointed to a command position on mission in 2019-2020, including the first woman to command the NATO Maritime Group 2 (SNMG2), and the first CAF woman Major General taking command of the NATO Mission in Iraq. Other missions commanded by Canadian women include: OP REASSURANCE, OP PROJECTION, OP PRESENCE and TG PRISTINA (OP KOBOLD). Overall, 13.7% (290 out of 2133 total personnel) of Canada’s expeditionary missions are composed of women. For UN mission, in total, 143 women out of 980 CAF personnel (14.59%) were deployed in 2019-2020: 75 Non-Commissioned Members (NMC), 40 Officers, and 19 Senior Officers.” [[327]](#footnote-327)  **Note 2**: **Suitable military equipment/uniforms for both sexes.**  “Military equipment and uniforms are adapted for both men and women. The procurement of new CAF capabilities considers both women and men in the design, selection, testing and validation phases of the project.”[[328]](#footnote-328) | [**NAP 2010-2016** (2010)](https://www.wpsnaps.org/app/uploads/2019/09/Canada-NAP-1-2010-2016.pdf)  [**NAP 2017-2022** (2017)](https://www.international.gc.ca/transparency-transparence/women-peace-security-femmes-paix-securite/2017-2022-action-plan.aspx?lang=eng)  No precise goals |

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5. When this list is green, it should include all election quotas for the national, sub-, and (in EU Member States) supranational level. [↑](#footnote-ref-5)
6. Limited to supervisory boards. [↑](#footnote-ref-6)
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