



Enhancing peacekeeping through improved capabilities, mindsets and working environments: Focus on women peacekeepers

Key findings



Impact of women's participation: their experiences, perspectives and skills contribute to improved mandate delivery, including by strengthening community engagement, information gathering and protection measures



Challenges remain: Despite progress, barriers to equal access to peacekeeping roles remain, particularly for military contingents and leadership. Also, gender bias and instances of misconduct persist and physical environments and services in missions are not fully adapted to women's participation



Deepen rather than broaden efforts: UN focus should be on strengthening impactful actions and implementing existing policies; sharing lessons learned; and enhancing accountability



Partnerships are key e.g. with Member States, Elsie Initiative Fund, UN Women, training providers, research institutions, and more

Key achievements

- **Doubled share of uniformed women** in PKOs, 4.9% in 2018 to 9.8% in 2024, increase in all types of personnel
- **Improved gender balance** in police and corrections leadership
- Approximately 45% of camps **fully reflect gender-responsive design recommendations** of the DOS Elsie Initiative for Field Missions Project
- **Medical personnel better trained and equipped** to provide healthcare for women peacekeepers
- Better understanding of and support to **women's deployment experiences**

Review methodology: consultations with key UN stakeholders, including uniformed leaders and women (e.g. interviews, focus group discussions, written feedback, surveys); feedback from Member States (e.g. briefings); and desk review of UN policies, plans and external research. The review project has been supported by Global Affairs Canada.

Taking stock of progress, identifying priorities for the future

In 2025, 25 years after the adoption of UN Security Council Resolution 1325, UN peacekeeping has taken stock of its efforts to enhance the participation of uniformed women (military, police, and justice and corrections). The

UN has reviewed the implementation of the Uniformed Gender Parity Strategy, launched in 2018. The result is a set of findings that will inform future discussions on peacekeeping reform and priority actions for 2025-2028. This comes in a context of renewed commitment of the UN and Member States for this objective through the Pact for the Future

UNITED NATIONS

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Priority Actions for 2025-2028



LEADERS AT ALL LEVELS TAKE ACTION

- Build leaders' capacity and share good practices on gender-responsive leadership
- Strengthen accountability through performance management



ACCESS TO ALL PEACEKEEPING ROLES, INCLUDING LEADERSHIP

- Set up military leadership pipeline, with a focus on women
- Strengthen pools and recruitment through Women Police Command Cadre, pre-selection (SAAT) training, Corrections Officers Recruitment Exercise
- Continue considering women's participation as important criterion for TCC selection
- Assess and address barriers to selection in context of broader review of skills for the future of peacekeeping



ENABLING ENVIRONMENTS

Work culture

- Expand Network for Uniformed Women Peacekeepers, explore alumni networks and enhance connections to professional networks
- Increase awareness of sexual harassment policies and reporting mechanisms and review existing policies

Accommodations, health services, equipment

- Share best-practice guidance with T/PCCs on engineering standards to support women's participation
- Improve planning and evaluation of accommodations, health services and equipment to meet needs of all peacekeepers
- Improve women's access to health & mental health services
- Discuss at next Contingent Owned Equipment Working Group how to improve access to communications/internet for all contingent members



COMMUNICATIONS & OUTREACH

- Recognize role of leaders and peacekeepers in challenging stereotypes, through communications campaigns and awards, such as the Military Gender Advocate of the Year, Woman Police Officer of the Year and Trailblazer Award for Women Justice and Corrections Officers



Calls to Action for Member States

1. Conduct barrier assessments and share lessons learned

2. Support women's participation in military, police, justice and corrections

3. Deploy leaders who take action to support women's participation

4. Protect personnel from sexual harassment

5. Provide infrastructure, uniforms, equipment and health services that support needs of men and women peacekeepers

6. Support the Network for Uniformed Women Peacekeepers