



FROM COMMITMENT TO **IMPACT**

Advancing Uniformed Women's Participation and Leadership in UN Peacekeeping

WHY IT MATTERS

Delivering concrete results: improved effectiveness, legitimacy, and capability of peacekeeping

When peacekeepers, women and men, work together, missions benefit from better access to and trust by host communities. This leads to better information gathering and fuller understanding of security dynamics.

IN PRACTICE

In UNMISS, the 2025 Woman Police Officer of the Year strengthened the mission's presence through approachable foot patrols during heightened tensions. Information gathered improved early warning mechanisms.

Mixed teams bring broader perspectives. Women and men often pick up on different threat signals on patrol, improving situational awareness. Women peacekeepers also help promote more inclusive host country security services.

IN PRACTICE

Engagement Teams in MONUSCO and UNISFA adapted patrol routes to better cover high-risk areas, leading to improved response to conflict-related sexual violence.

MONUSCO women peacekeepers helped encourage a significant increase in women in DRC prison leadership.

ACHIEVEMENTS



Doubled share of uniformed women in peacekeeping, from less than 5% in 2018 to more than 10% in 2025.



Achieved **gender parity** in police and corrections **leadership**.



Increased share of peacekeeping camps with **gender-responsive designs** (around 45%).



Medical personnel better equipped to provide **healthcare for women peacekeepers**.

GAINS MADE ARE FRAGILE - CONTINUED CONCERTED EFFORTS BY THE UN SECRETARIAT AND CONTRIBUTING COUNTRIES ARE NEEDED

Barriers to equal access remain, particularly to military roles in contingents and leadership.

Instances of gender bias and misconduct persist.

Mission accommodations, facilities and services not fully adapted to women's participation.

UNITED NATIONS

Department of Peace Operations

Department of Operational Support

Department of Management Strategy, Policy and Compliance

For more information:

dppa-dpo-ocss-gpdi@un.org



PRIORITY ACTIONS 2025 - 2028

In 2025, UN peacekeeping reviewed its efforts under the Uniformed Gender Parity Strategy (UGPS (2018-2028)). To build on progress and address remaining barriers, the UN Secretariat launched its UGPS Integrated Action Plan. Its priority actions are outlined below.



LEADERS AT ALL LEVELS TAKE ACTION

- **Build leaders' capacity** on gender-responsive leadership through targeted training and annual good practice peer exchanges
- **Map entry points to institutionalize** gender-responsive leadership in policy and processes
- **Strengthen accountability** through performance management frameworks



ACCESS TO ALL PEACEKEEPING ROLES, INCLUDING LEADERSHIP

- **Develop Military Leadership Framework and data analysis platform** to track women's participation across all roles
- **Strengthen pools of eligible women** through Women Police Command Cadre, pre-selection (SAAT) training, Corrections Officers Recruitment Exercise and Women's Military Peace Operations Course
- **Assess and address unnecessary barriers** to selection and continue factoring women's participation into TCC selection criteria



ENABLING ENVIRONMENTS

Work culture

- **Expand Network for Uniformed Women Peacekeepers**
- **Pilot mentoring programme** for uniformed women
- **Increase awareness** of sexual harassment policies and reporting mechanisms

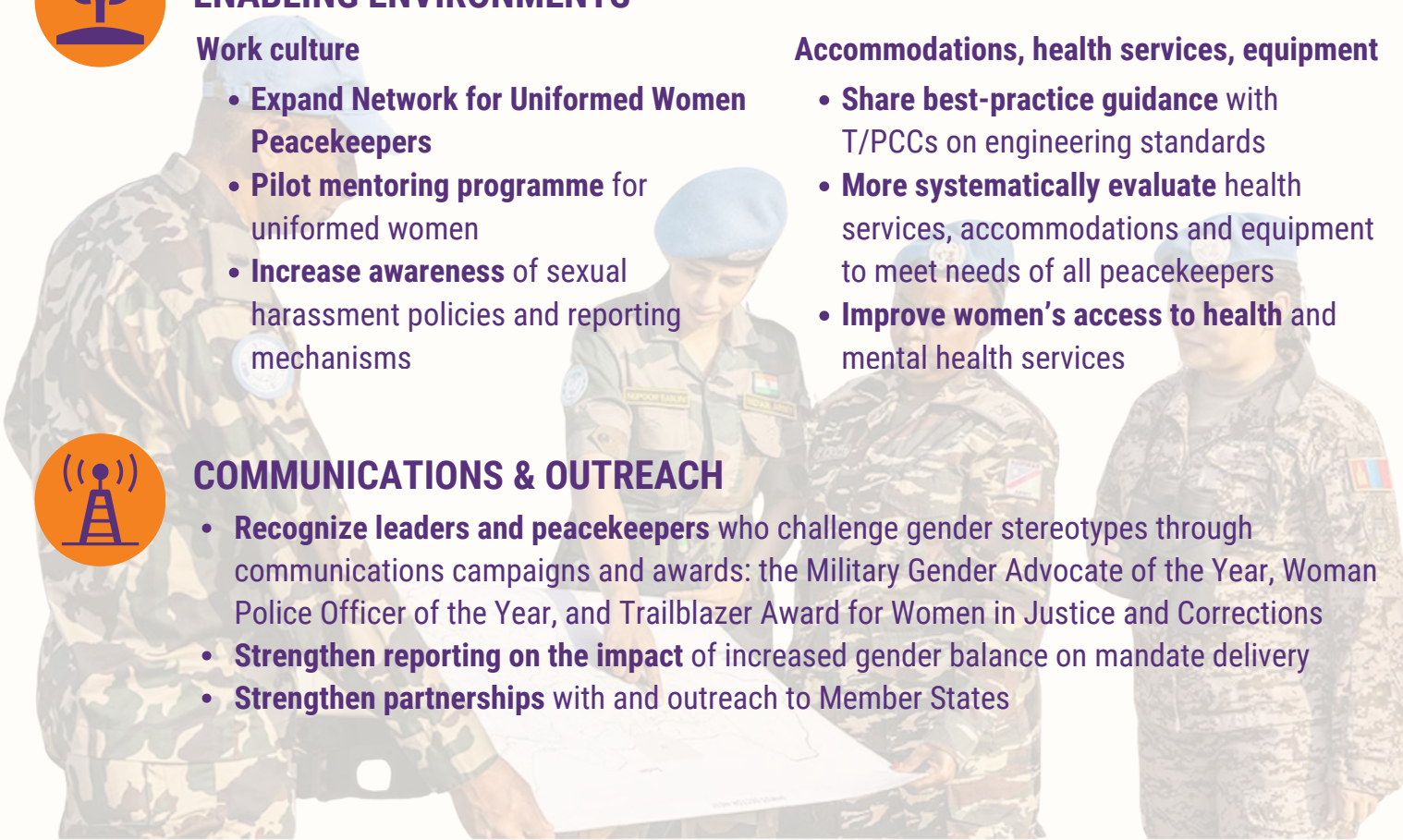
Accommodations, health services, equipment

- **Share best-practice guidance** with T/PCCs on engineering standards
- **More systematically evaluate** health services, accommodations and equipment to meet needs of all peacekeepers
- **Improve women's access to health** and mental health services



COMMUNICATIONS & OUTREACH

- **Recognize leaders and peacekeepers** who challenge gender stereotypes through communications campaigns and awards: the Military Gender Advocate of the Year, Woman Police Officer of the Year, and Trailblazer Award for Women in Justice and Corrections
- **Strengthen reporting on the impact** of increased gender balance on mandate delivery
- **Strengthen partnerships** with and outreach to Member States



NETWORK FOR UNIFORMED WOMEN PEACEKEEPERS

Launched in 2023, the Network for Uniformed Women Peacekeepers is a unique platform to connect uniformed women from the military, police, and justice and corrections across UN Peacekeeping Operations.

NETWORK GOALS



CONNECT

Enhanced **peer support and learning** through connection across components, locations, and peacekeeping missions.



INFORM

Improved **access to information** specific to uniformed women's deployment experience.



ELEVATE VOICES

Capturing uniformed women's **deployment experience** and **elevating insights** to mission and HQ leadership to inform decision-making.

NETWORK REACH

1,700+

**Total
Membership**
(since launch)

100 - 300

**Average Event
Attendance**

3

Components

11

Missions

CALLS TO ACTION FOR MEMBER STATES

The Pact for the Future reaffirmed Member State commitment to "accelerate efforts to ensure the full, equal, safe and meaningful participation of women in peace operations".

- 1. Assess barriers** faced by women in national services and peacekeeping and share lessons learned
- 2. Nominate women for deployment** as military, police, justice and corrections personnel, including as leaders
- 3. Train all commanding officers in gender-responsive leadership** and deploy those with a track record in gender-responsive leadership
- 4. Protect personnel from sexual harassment and retaliation** when reporting misconduct
- 5. Provide infrastructure, uniforms, equipment, health services** that support needs of men and women
- 6. Support the Network for Uniformed Women Peacekeepers** and encourage participation
- 7. Continue supporting this agenda through political and financial commitments**