

**WOMEN PEACEKEEPERS: GENDER IMBALANCE**

**UN MILITARY EXPERTS ON MISSION (UNMEM) AND STAFF OFFICERS - NOVEMBER 2023**

Month	UNMEM				Staff Officer (SO)				Combined UNMEM and SO				Number of women to reach 20%
	Men	Women	Total	%F	Men	Women	Total	%F	Men	Women	Total	%F	
November 2023	876	311	1,187	26.2 %	1,413	357	1,770	20.2 %	2,289	668	2,957	22.59 %	0
October 2023	885	314	1,199	26.2 %	1,551	366	1,917	19.1 %	2,436	680	3,116	21.82 %	0

**Over 100 Military Observers & Staff Officers**

Country	UNMEM				SO				Combined UNMEM and SO				Number of women to reach 20%
	Men	Women	Total	%F	Men	Women	Total	%F	Men	Women	Total	%F	
Rwanda	21	13	34	38.2 %	60	15	75	20.0 %	81	28	109	25.7 %	0
Ghana	35	17	52	32.7 %	77	14	91	15.4 %	112	31	143	21.7 %	0
Nepal	31	11	42	26.2 %	87	17	104	16.3 %	118	28	146	19.2 %	2
Bangladesh	51	9	60	15.0 %	112	24	136	17.6 %	163	33	196	16.8 %	7
Pakistan	45	4	49	8.2 %	75	19	94	20.2 %	120	23	143	16.1 %	6
India	42	8	50	16.0 %	120	23	143	16.1 %	162	31	193	16.1 %	8

**50-99 Military Observers & Staff Officers**

Country	UNMEM				SO				Combined UNMEM and SO				Number of women to reach 20%
	Men	Women	Total	%F	Men	Women	Total	%F	Men	Women	Total	%F	
Kenya	10	8	18	44.4 %	26	16	42	38.1 %	36	24	60	40.0 %	0
Zambia	11	9	20	45.0 %	24	11	35	31.4 %	35	20	55	36.4 %	0
Nigeria	14	11	25	44.0 %	25	5	30	16.7 %	39	16	55	29.1 %	0
Egypt	39	2	41	4.9 %	26	21	47	44.7 %	65	23	88	26.1 %	0
Morocco	9	6	15	40.0 %	32	6	38	15.8 %	41	12	53	22.6 %	0
Brazil	14	6	20	30.0 %	38	7	45	15.6 %	52	13	65	20.0 %	0
Indonesia	15	2	17	11.8 %	29	8	37	21.6 %	44	10	54	18.5 %	1
China	20	2	22	9.1 %	41	5	46	10.9 %	61	7	68	10.3 %	7

**25-49 Military Observers & Staff Officers**

Country	UNMEM				SO				Combined UNMEM and SO				Number of women to reach 20%
	Men	Women	Total	%F	Men	Women	Total	%F	Men	Women	Total	%F	
Zimbabwe	3	15	18	83.3 %	6	5	11	45.5 %	9	20	29	69.0 %	0
Peru	13	7	20	35.0 %	5	10	15	66.7 %	18	17	35	48.6 %	0
Australia	8	4	12	33.3 %	9	5	14	35.7 %	17	9	26	34.6 %	0
Malawi	7	4	11	36.4 %	15	7	22	31.8 %	22	11	33	33.3 %	0
United Republic of Tanzania	2	4	6	66.7 %	27	10	37	27.0 %	29	14	43	32.6 %	0
Malaysia	11	3	14	21.4 %	9	5	14	35.7 %	20	8	28	28.6 %	0
South Africa	1	1	2	50.0 %	19	7	26	26.9 %	20	8	28	28.6 %	0
Republic of Korea	11	2	13	15.4 %	7	5	12	41.7 %	18	7	25	28.0 %	0
Benin	8	4	12	33.3 %	13	4	17	23.5 %	21	8	29	27.6 %	0
Tunisia	7	1	8	12.5 %	20	8	28	28.6 %	27	9	36	25.0 %	0
Cambodia	4	4	8	50.0 %	17	3	20	15.0 %	21	7	28	25.0 %	0
Norway	9	4	13	30.8 %	14	3	17	17.6 %	23	7	30	23.3 %	0
Guatemala	18	6	24	25.0 %	10	2	12	16.7 %	28	8	36	22.2 %	0
Bolivia	15	5	20	25.0 %	6	1	7	14.3 %	21	6	27	22.2 %	0
Paraguay	22	4	26	15.4 %	3	2	5	40.0 %	25	6	31	19.4 %	1
Mongolia	15	2	17	11.8 %	16	4	20	20.0 %	31	6	37	16.2 %	2
Jordan	5	2	7	28.6 %	19	2	21	9.5 %	24	4	28	14.3 %	2
Russian Federation	21	5	26	19.2 %	16	1	17	5.9 %	37	6	43	14.0 %	3
Uruguay	12	4	16	25.0 %	19	1	20	5.0 %	31	5	36	13.9 %	3
Senegal	0	1	1	100.0 %	28	3	31	9.7 %	28	4	32	12.5 %	3
United Kingdom	3	0	3	0.0 %	19	3	22	13.6 %	22	3	25	12.0 %	2
Ireland	12	1	13	7.7 %	12	2	14	14.3 %	24	3	27	11.1 %	3
Argentina	22	2	24	8.3 %	12	2	14	14.3 %	34	4	38	10.5 %	4
France	2	1	3	33.3 %	25	2	27	7.4 %	27	3	30	10.0 %	3
United States of America	3	1	4	25.0 %	20	1	21	4.8 %	23	2	25	8.0 %	3
Spain	7	1	8	12.5 %	20	0	20	0.0 %	27	1	28	3.6 %	5

**11-24 Military Observers & Staff Officers**

Country	UNMEM				SO				Combined UNMEM and SO				Number of women to reach 20%
	Men	Women	Total	%F	Men	Women	Total	%F	Men	Women	Total	%F	
Thailand	3	6	9	66.7 %	3	2	5	40.0 %	6	8	14	57.1 %	0
Sierra Leone	5	5	10	50.0 %	8	6	14	42.9 %	13	11	24	45.8 %	0
Mexico	9	8	17	47.1 %	1	0	1	0.0 %	10	8	18	44.4 %	0
Gambia	1	3	4	75.0 %	9	5	14	35.7 %	10	8	18	44.4 %	0

Honduras	11	6	17	35.3 %	0	0	0	-	11	6	17	35.3 %	0
Togo	6	3	9	33.3 %	8	4	12	33.3 %	14	7	21	33.3 %	0
Portugal	1	1	2	50.0 %	7	3	10	30.0 %	8	4	12	33.3 %	0
Czech Republic	8	2	10	20.0 %	4	3	7	42.9 %	12	5	17	29.4 %	0
Romania	7	2	9	22.2 %	3	2	5	40.0 %	10	4	14	28.6 %	0
Ecuador	5	1	6	16.7 %	3	2	5	40.0 %	8	3	11	27.3 %	0
Viet Nam	7	0	7	0.0 %	9	5	14	35.7 %	16	5	21	23.8 %	0
Netherlands	10	2	12	16.7 %	0	1	1	100.0 %	10	3	13	23.1 %	0
Italy	3	1	4	25.0 %	14	4	18	22.2 %	17	5	22	22.7 %	0
Cameroon	4	2	6	33.3 %	7	1	8	12.5 %	11	3	14	21.4 %	0
Hungary	7	1	8	12.5 %	4	2	6	33.3 %	11	3	14	21.4 %	0
Burundi	8	2	10	20.0 %	11	3	14	21.4 %	19	5	24	20.8 %	0
Ethiopia	7	1	8	12.5 %	9	3	12	25.0 %	16	4	20	20.0 %	0
Bhutan	7	4	11	36.4 %	12	0	12	0.0 %	19	4	23	17.4 %	1
Guinea	5	2	7	28.6 %	5	0	5	0.0 %	10	2	12	16.7 %	1
Burkina Faso	2	1	3	33.3 %	9	1	10	10.0 %	11	2	13	15.4 %	1
Switzerland	10	2	12	16.7 %	2	0	2	0.0 %	12	2	14	14.3 %	1
Niger	1	0	1	0.0 %	11	2	13	15.4 %	12	2	14	14.3 %	1
Germany	11	3	14	21.4 %	9	0	9	0.0 %	20	3	23	13.0 %	2
Finland	12	2	14	14.3 %	5	0	5	0.0 %	17	2	19	10.5 %	2
Canada	4	0	4	0.0 %	16	2	18	11.1 %	20	2	22	10.00 %	2
Serbia	3	0	3	0.0 %	8	1	9	11.1 %	11	1	12	8.3 %	2
Fiji	4	0	4	0.0 %	7	1	8	12.5 %	11	1	12	8.3 %	2
Croatia	11	1	12	8.3 %	1	0	1	0.0 %	12	1	13	7.7 %	2
Austria	11	1	12	8.3 %	10	0	10	0.0 %	21	1	22	4.5 %	4
Mauritania	8	0	8	0.0 %	10	0	10	0.0 %	18	0	18	0.0 %	4
Chad	7	0	7	0.0 %	4	0	4	0.0 %	11	0	11	0.0 %	3

1-10 Military Observers & Staff Officers

Country	UNMEM				SO				Combined UNMEM and SO				Number of women to reach 20%
	Men	Women	Total	%F	Men	Women	Total	%F	Men	Women	Total	%F	
Montenegro	0	1	1	100.0 %	0	0	0	-	0	1	1	100.0 %	0
Chile	1	5	6	83.3 %	0	0	0	-	1	5	6	83.3 %	0
Namibia	1	5	6	83.3 %	1	3	4	75.0 %	2	8	10	80.0 %	0
Colombia	1	3	4	75.0 %	1	0	1	0.0 %	2	3	5	60.0 %	0
Côte d'Ivoire	0	2	2	100.0 %	2	1	3	33.3 %	2	3	5	60.0 %	0
Uganda	1	3	4	75.0 %	2	1	3	33.3 %	3	4	7	57.1 %	0
Philippines	4	5	9	55.6 %	1	0	1	0.0 %	5	5	10	50.0 %	0
Dominican Republic	5	5	10	50.0 %	0	0	0	-	5	5	10	50.0 %	0
Congo	1	2	3	66.7 %	4	3	7	42.9 %	5	5	10	50.0 %	0
Mali	1	1	2	50.0 %	0	0	0	-	1	1	2	50.0 %	0
Botswana	0	0	0	-	1	1	2	50.0 %	1	1	2	50.0 %	0
Papua New Guinea	1	1	2	50.0 %	0	0	0	-	1	1	2	50.0 %	0
Azerbaijan	1	1	2	50.0 %	0	0	0	-	1	1	2	50.0 %	0
Kyrgyzstan	3	2	5	40.0 %	0	0	0	-	3	2	5	40.0 %	0
New Zealand	5	2	7	28.6 %	0	1	1	100.0 %	5	3	8	37.5 %	0
Republic of Moldova	4	3	7	42.9 %	2	0	2	0.0 %	6	3	9	33.3 %	0
Estonia	3	2	5	40.0 %	1	0	1	0.0 %	4	2	6	33.3 %	0
Turkiye	1	1	2	50.0 %	1	0	1	0.0 %	2	1	3	33.3 %	0
Poland	6	3	9	33.3 %	1	0	1	0.0 %	7	3	10	30.0 %	0
Liberia	2	2	4	50.0 %	4	0	4	0.0 %	6	2	8	25.0 %	0
Denmark	6	1	7	14.3 %	0	1	1	100.0 %	6	2	8	25.0 %	0
Albania	1	0	1	0.0 %	2	1	3	33.3 %	3	1	4	25.0 %	0
Japan	0	0	0	-	3	1	4	25.0 %	3	1	4	25.0 %	0
El Salvador	4	0	4	0.0 %	1	1	2	50.0 %	5	1	6	16.7 %	1
Sri Lanka	1	1	2	50.0 %	4	0	4	0.0 %	5	1	6	16.7 %	1
Slovakia	0	0	0	-	5	1	6	16.7 %	5	1	6	16.7 %	1
Kazakhstan	6	1	7	14.3 %	3	0	3	0.0 %	9	1	10	10.0 %	1
Sweden	6	0	6	0.0 %	0	0	0	-	6	0	6	0.0 %	2
Slovenia	5	0	5	0.0 %	0	0	0	-	5	0	5	0.0 %	1
Belgium	2	0	2	0.0 %	1	0	1	0.0 %	3	0	3	0.0 %	1
Armenia	0	0	0	-	2	0	2	0.0 %	2	0	2	0.0 %	1
Cyprus	0	0	0	-	2	0	2	0.0 %	2	0	2	0.0 %	1
Bosnia and Herzegovina	2	0	2	0.0 %	0	0	0	-	2	0	2	0.0 %	1
Algeria	2	0	2	0.0 %	0	0	0	-	2	0	2	0.0 %	1
Timor-Leste	2	0	2	0.0 %	0	0	0	-	2	0	2	0.0 %	1
North Macedonia	0	0	0	-	1	0	1	0.0 %	1	0	1	0.0 %	1
Qatar	0	0	0	-	1	0	1	0.0 %	1	0	1	0.0 %	1
Latvia	1	0	1	0.0 %	0	0	0	-	1	0	1	0.0 %	1

Meeting/exceeding contribution target of at least women

Contributing 0.1% or more women peacekeepers

Not contributing women peacekeepers