

OPERATIONAL EFFECT AND WOMEN PEACEKEEPERS: ADDRESSING THE GENDER IMBALANCE
(AS OF 30 NOV 19)

	UNMEM				STAFF OFFICER (SO)				COMBINED UNMEM and SO				
	Male	Female	Total	%F	Male	Female	Total	%F	Male	Female	Total	%F	Number of women needed to reach 16%
	1043	228	1271	17.9%	1772	314	2086	15.1%	2815	542	3357	16.1%	Target achieved
Oct-19	1068	216	1284	16.82%	1767	599	2071	28.92%	2835	520	3355	15.50%	17

Over 100 Military Observers & Staff Officers

Ghana	31	13	44	29.5%	63	23	86	26.7%	94	36	130	27.7%	0
Ethiopia	84	20	104	19.2%	85	33	118	28.0%	169	53	222	23.9%	0
Bangladesh	32	2	34	5.9%	86	22	108	20.4%	118	24	142	16.9%	0
Pakistan	48	0	48	0.0%	79	24	103	23.3%	127	24	151	15.9%	0
India	37	6	43	14.0%	101	14	115	12.2%	138	20	158	12.7%	5
Egypt	33	0	33	0.0%	59	13	72	18.1%	92	13	105	12.4%	4
Nepal	37	9	46	19.6%	101	10	111	9.0%	138	19	157	12.1%	6
Rwanda	28	7	35	20.0%	71	3	74	4.1%	99	10	109	9.2%	7

50-99 Military Observers and Staff Officers

Kenya	16	6	22	27.3%	38	12	50	24.0%	54	18	72	25.0%	0
Zambia	17	6	23	0.0%	23	5	28	17.9%	40	11	51	21.6%	0
United Republic of Tanzania	9	2	11	18.2%	34	8	42	19.0%	43	10	53	18.9%	0
Nigeria	17	5	22	22.7%	37	2	39	5.1%	54	7	61	11.5%	3
Indonesia	24	3	27	11.1%	40	4	44	9.1%	64	7	71	9.9%	4
China	26	1	27	3.7%	50	5	55	9.1%	76	6	82	7.3%	7
Brazil	17	2	19	10.5%	34	2	36	5.6%	51	4	55	7.3%	5
France	1	0	1	0.0%	51	0	51	0.0%	52	0	52	0.0%	8

25-49 Military Observers and Staff Officers

Peru	11	5	16	31.3%	8	6	14	42.9%	19	11	30	36.7%	0
Sierra Leone	7	8	15	53.3%	21	7	28	25.0%	28	15	43	34.9%	0
South Africa	4	2	6	33.3%	13	6	19	0.0%	17	8	25	32.0%	0
Guatemala	9	6	15	40.0%	12	2	14	14.3%	21	8	29	27.6%	0
Australia	12	1	13	7.7%	13	8	21	38.1%	25	9	34	26.5%	0
Bolivia	18	7	25	28.0%	2	0	2	0.0%	20	7	27	25.9%	0
Benin	7	4	11	36.4%	18	4	22	18.2%	25	8	33	24.2%	0
Canada	8	0	8	0.0%	14	7	21	33.3%	22	7	29	24.1%	0
Morocco	3	2	5	40.0%	16	4	20	20.0%	19	6	25	24.0%	0
Malaysia	13	3	16	18.8%	12	3	15	20.0%	25	6	31	19.4%	0
Cambodia	6	4	10	40.0%	16	1	17	5.9%	22	5	27	18.5%	0
Jordan	9	6	15	40.0%	32	2	34	5.9%	41	8	49	16.3%	0
Uruguay	10	0	10	0.0%	16	5	21	23.8%	26	5	31	16.1%	0
Bhutan	10	4	14	28.6%	13	0	13	0.0%	23	4	27	14.8%	1
United Kingdom	3	0	3	0.0%	23	4	27	14.8%	26	4	30	13.3%	1
Togo	6	2	8	25.0%	23	2	25	8.0%	29	4	33	12.1%	1
Norway	12	0	12	0.0%	19	4	23	17.4%	31	4	35	11.4%	2
Ireland	12	1	13	7.7%	20	3	23	13.0%	32	4	36	11.1%	2
Italy	2	2	4	50.0%	25	1	26	3.8%	27	3	30	10.0%	2
Mongolia	12	3	15	20.0%	15	0	15	0.0%	27	3	30	10.0%	2
Sweden	15	2	17	11.8%	14	1	15	6.7%	29	3	32	9.4%	2
Ukraine	15	1	16	6.3%	16	2	18	11.1%	31	3	34	8.8%	2
Russian Federation	29	3	32	9.4%	14	1	15	6.7%	43	4	47	8.5%	4
United States of America	2	1	3	33.3%	27	1	28	3.6%	29	2	31	6.5%	3
Senegal	2	0	2	0.0%	36	2	38	5.3%	38	2	40	5.0%	4
Guinea	9	1	10	10.0%	19	0	19	0.0%	28	1	29	3.4%	4
Germany	17	0	17	0.0%	22	1	23	4.3%	39	1	40	2.5%	5
Niger	5	0	5	0.0%	22	0	22	0.0%	27	0	27	0.0%	4

0-24 Military Observers and Staff Officers

Albania	0	0	0	0.0%	0	2	2	100.0%	0	2	2	100.0%	0
Latvia	0	0	0	0.0%	0	1	1	100.0%	0	1	1	100.0%	0
Dominican Republic	1	2	3	66.7%	0	0	0	0.0%	1	2	3	66.7%	0
Zimbabwe	6	8	14	57.1%	0	3	3	100.0%	6	11	17	64.7%	0
Philippines	7	6	13	46.2%	0	0	0	0.0%	7	6	13	46.2%	0
Ecuador	4	3	7	42.9%	1	1	2	50.0%	5	4	9	44.4%	0
Uganda	2	2	4	50.0%	2	1	3	33.3%	4	3	7	42.9%	0
Mexico	6	5	11	45.5%	3	1	4	25.0%	9	6	15	40.0%	0
Gambia	4	5	9	55.6%	8	2	10	20.0%	12	7	19	36.8%	0
Thailand	3	3	6	50.0%	6	2	8	25.0%	9	5	14	35.7%	0
Gabon	0	0	0	0.0%	2	1	3	33.3%	2	1	3	33.3%	0
Cameroon	6	1	7	14.3%	5	4	9	44.4%	11	5	16	31.3%	0
Honduras	10	4	14	28.6%	0	0	0	0.0%	10	4	14	28.6%	0
Kazakhstan	4	2	6	33.3%	1	0	1	0.0%	5	2	7	28.6%	0
New Zealand	8	2	10	20.0%	0	1	1	100.0%	8	3	11	27.3%	0
Liberia	1	2	3	66.7%	10	2	12	16.7%	11	4	15	26.7%	0
Hungary	6	1	7	14.3%	6	3	9	33.3%	12	4	16	25.0%	0
Namibia	5	1	6	16.7%	4	2	6	33.3%	9	3	12	25.0%	0
Japan	0	0	0	0.0%	3	1	4	25.0%	3	1	4	25.0%	0
Lithuania	1	0	1	0.0%	2	1	3	33.3%	3	1	4	25.0%	0
Mali	3	1	4	25.0%	0	0	0	0.0%	3	1	4	25.0%	0
Czech Republic	6	1	7	14.3%	5	2	7	28.6%	11	3	14	21.4%	0
Côte d'Ivoire	2	3	5	60.0%	13	1	14	7.1%	15	4	19	21.1%	0
Moldova, Republic of	6	2	8	25.0%	2	0	2	0.0%	8	2	10	20.0%	0
Bosnia and Herzegovina	3	0	3	0.0%	1	1	2	50.0%	4	1	5	20.0%	0
Poland	4	1	5	20.0%	0	0	0	0.0%	4	1	5	20.0%	0
Croatia	12	3	15	20.0%	1	0	1	0.0%	13	3	16	18.8%	0
Argentina	6	0	6	0.0%	8	3	11	27.3%	14	3	17	17.6%	0
Sri Lanka	9	2	11	18.2%	10	2	12	16.7%	19	4	23	17.4%	0
Tunisia	4	1	5	20.0%	15	3	18	16.7%	19	4	23	17.4%	0
Republic of Korea	13	1	14	0.0%	7	3	10	30.0%	20	4	24	16.7%	0
Malawi	6	2	8	25.0%	9	1	10	10.0%	15	3	18	16.7%	0
Estonia	2	1	3	33.3%	3	0	3	0.0%	5	1	6	16.7%	0
Viet Nam	6	1	7	14.3%	5	1	6	16.7%	11	2	13	15.4%	1
Burundi	7	1	8	12.5%	10	2	12	16.7%	17	3	20	15.0%	1
Chad	3	0	3	0.0%	16	3	19	15.8%	19	3	22	13.6%	1
Congo	3	1	4	25.0%	10	1	11	9.1%	13	2	15	13.3%	1
Finland	12	3	15	20.0%	9	0	9	0.0%	21	3	24	12.5%	1
El Salvador	8	2	10	20.0%	6	0	6	0.0%	14	2	16	12.5%	1
Slovakia	2	0	2	0.0%	6	1	7	14.3%	8	1	9	11.1%	1
Netherlands	11	1	12	8.3%	6	1	7	14.3%	17	2	19	10.5%	1
Chile	12	1	13	7.7%	0	0	0	0.0%	12	1	13	7.7%	1
Fiji	4	0	4	0.0%	8	1	9	11.1%	12	1	13	7.7%	1
Burkina Faso	3	0	3	0.0%	17	1	18	5.6%	20	1	21	4.8%	2
Denmark	11	1	12	8.3%	10	0	10	0.0%	21	1	22	4.5%	3
Mauritania	8	1	9	11.1%	13	0	13	0.0%	21	1	22	4.5%	3
Romania	13	0	13	0.0%	10	1	11	9.1%	23	1	24	4.2%	3
Switzerland	17	1	18	5.6%	6	0	6	0.0%	23	1	24	4.2%	3
Spain	5	0	5	0.0%	17	0	17	0.0%	22	0	22	0.0%	4
Austria	10	0	10	0.0%	11	0	11	0.0%	21	0	21	0.0%	3
Serbia	3	0	3	0.0%	10	0	10	0.0%	13	0	13	0.0%	2
Paraguay	10	0	10	0.0%	2	0	2	0.0%	12	0	12	0.0%	2
Portugal	2	0	2	0.0%	6	0	6	0.0%	8	0	8	0.0%	1
Belgium	1	0	1	0.0%	5	0	5	0.0%	6	0	6	0.0%	1
Colombia	2	0	2	0.0%	2	0	2	0.0%	4	0	4	0.0%	1
Turkey	2	0	2	0.0%	2	0	2	0.0%	4	0	4	0.0%	1
Kyrgyzstan	3	0	3	0.0%	0	0	0	0.0%	3	0	3	0.0%	1
Slovenia	3	0	3	0.0%	0	0	0	0.0%	3	0	3	0.0%	1
Algeria	2	0	2	0.0%	0	0	0	0.0%	2	0	2	0.0%	1
Armenia	0	0	0	0.0%	2	0	2	0.0%	2	0	2	0.0%	1
Azerbaijan	2	0	2	0.0%	0	0	0	0.0%	2	0	2	0.0%	1
Belarus	0	0	0	0.0%	1	0	1	0.0%	1	0	1	0.0%	1
Cyprus	0	0	0	0.0%	1	0	1	0.0%	1	0	1	0.0%	1
Djibouti	1	0	1	0.0%	0	0	0	0.0%	1	0	1	0.0%	1
Greece	0	0	0	0.0%	1	0	1	0.0%	1	0	1	0.0%	1
Iran	1	0	1	0.0%	0	0	0	0.0%	1	0	1	0.0%	1
Montenegro	1	0	1	0.0%	0	0	0	0.0%	1	0	1	0.0%	1
North Macedonia	0	0	0	0.0%	0	1	1	0.0%	0	1	1	0.0%	1
Brunei Darussalam	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	1
Malta	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	1

Exceeding contribution target
Contributing 0.1% or more women peacekeepers
Not contributing women peacekeepers

TROOPS

	Male	Female	Total	Percent female	Oct-19	Number of women needed to reach 5.25%
	69133	3327	72460	4.6%		477
October	69109	3345	72454	4.6%		459

Over 5000 troops

Ethiopia	5909	554	6463	8.6%	8.49%	0
Rwanda	5000	212	5212	4.1%	3.60%	62
Bangladesh	5542	82	5624	1.5%	1.20%	213
India	5819	49	5868	0.8%	0.80%	259

1000 - 4999 troops

South Africa	959	176	1135	15.5%	13.36%	0
Ghana	2017	291	2308	12.6%	12.47%	0
United Republic of Tanzania	2044	161	2205	7.3%	7.99%	0
Uruguay	1016	73	1089	6.7%	6.70%	0
Senegal	1075	47	1122	4.2%	4.18%	12
Nepal	4775	169	4944	3.4%	3.66%	91
Burkina Faso	1045	35	1080	3.2%	2.81%	22
Italy	1022	32	1054	3.0%	3.57%	23
China	2365	72	2437	3.0%	2.95%	56
Indonesia	2446	70	2516	2.8%	2.78%	62
Chad	1375	23	1398	1.6%	1.64%	50
Morocco	2077	34	2111	1.6%	1.51%	77
Pakistan	4752	33	4785	0.7%	0.69%	218
Egypt	2150	0	2150	0.0%	0.00%	113

500-999 troops

Uganda	539	86	625	13.8%	13.76%	0
Zambia	801	108	909	11.9%	11.88%	0
Cameroon	679	71	750	9.5%	2.81%	0
United Kingdom	497	50	547	9.1%	9.19%	0
France	600	59	659	9.0%	4.71%	0
Cambodia	684	60	744	8.1%	8.45%	0
Mongolia	790	60	850	7.1%	7.07%	0
Malawi	810	42	852	4.9%	4.93%	3
Republic of Korea	562	29	591	4.9%	4.90%	2
Spain	593	29	622	4.7%	7.95%	4
Malaysia	786	34	820	4.1%	9.60%	9
Guinea	820	30	850	3.5%	1.41%	15
Togo	890	30	920	3.3%	3.27%	18
Burundi	725	21	746	2.8%	8.06%	18
Sri Lanka	616	10	626	1.6%	13.76%	23
Niger	838	12	850	1.4%	4.15%	33

100-499 troops

Greece	123	27	150	18.0%	18.00%	0
Serbia	213	34	247	13.8%	13.77%	0
Sweden	216	34	250	13.6%	14.11%	0
Liberia	91	14	105	13.3%	13.33%	0
Slovakia	209	25	234	10.7%	11.16%	0
Gambia	118	14	132	10.6%	10.61%	0
Peru	178	20	198	10.1%	10.00%	0
Argentina	211	23	234	9.8%	9.83%	0
Gabon	404	44	448	9.8%	9.80%	0
El Salvador	236	20	256	7.8%	7.81%	0
Poland	208	16	224	7.1%	11.16%	0
Germany	444	34	478	7.1%	7.38%	0
Fiji	270	20	290	6.9%	6.94%	0
Finland	164	12	176	6.8%	9.23%	0
Portugal	169	11	180	6.1%	6.11%	0
Benin	235	15	250	6.0%	6.00%	0
Ireland	463	25	488	5.1%	5.74%	1
Romania	114	6	120	5.0%	5.00%	1
Austria	204	8	212	3.8%	3.95%	3
Côte d'Ivoire	194	6	200	3.0%	2.01%	5
Guatemala	145	4	149	2.7%	2.68%	4
Brazil	193	2	195	1.0%	1.02%	8
Mauritania	446	4	450	0.9%	0.89%	20
Thailand	272	0	272	0.0%	0.00%	14
Ukraine	250	0	250	0.0%	0.00%	13
Kazakhstan	122	0	122	0.0%	0.82%	6

1-99 troops

Sierra Leone	0	1	1	100.0%	0.00%	0
Belarus	2	2	4	50.0%	50.00%	0
Nigeria	46	16	62	25.8%	25.81%	0
Kenya	59	16	75	21.3%	21.33%	0
Norway	13	3	16	18.8%	18.67%	0
Paraguay	10	2	12	16.7%	16.67%	0
Viet Nam	53	10	63	15.9%	15.87%	0
Belgium	30	5	35	14.3%	14.29%	0
Hungary	8	1	9	11.1%	20.00%	0
Slovenia	14	1	15	6.7%	6.67%	0
Denmark	57	4	61	6.6%		0
Armenia	30	2	32	6.3%	6.25%	0
Lithuania	31	1	32	3.1%	3.13%	1
Tunisia	74	1	75	1.3%	1.33%	3
Turkey	87	0	87	0.0%	0.00%	5
Jordan	52	0	52	0.0%	0.00%	3
Brunei Darussalam	30	0	30	0.0%	0.00%	2
Chile	12	0	12	0.0%	0.00%	1
Malta	9	0	9	0.0%	0.00%	0
Estonia	2	0	2	0.0%	0.00%	1
North Macedonia	2	0	2	0.0%	0.00%	1
Switzerland	2	0	2	0.0%	0.00%	1

	Exceeding contribution target
	Contributing 0.1% or more women peacekeepers
	Not contributing women peacekeepers