

**OPERATIONAL EFFECT AND WOMEN PEACEKEEPERS: ADDRESSING THE GENDER IMBALANCE
(AS OF 31 Dec 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%
	1008	232	1240	18.71%	1756	324	2080	15.58%	2764	556	3320	16.75%	Target achieved
Nov-19	1043	228	1271	17.9%	1772	314	2086	15.1%	2815	542	3357	16.1%	Target achieved

Over 100 Military Observers & Staff Officers

Ghana	29	13	42	30.95%	62	23	85	27.06%	91	36	127	28.35%	0
Ethiopia	84	20	104	19.23%	86	32	118	27.12%	170	52	222	23.42%	0
Bangladesh	35	2	37	5.41%	89	20	109	18.35%	124	22	146	15.07%	1
Pakistan	49	0	49	0.00%	78	22	100	22.00%	127	22	149	14.77%	2
Egypt	35	0	35	0.00%	58	15	73	20.55%	93	15	108	13.89%	2
India	38	6	44	13.64%	99	16	115	13.91%	137	22	159	13.84%	3
Nepal	36	8	44	18.18%	103	12	115	10.43%	139	20	159	12.58%	5
Rwanda	24	7	31	22.58%	72	4	76	5.26%	96	11	107	10.28%	6

50-99 Military Observers and Staff Officers

Kenya	17	6	23	26.09%	38	12	50	24.00%	55	18	73	24.66%	0
Zambia	14	7	21	33.33%	24	5	29	17.24%	38	12	50	24.00%	0
United Republic of Tanzania	9	2	11	18.18%	35	6	41	14.63%	44	8	52	15.38%	1
Nigeria	16	6	22	27.27%	36	2	38	5.26%	52	8	60	13.33%	2
Indonesia	21	3	24	12.50%	38	5	43	11.63%	59	8	67	11.94%	3
China	25	2	27	7.41%	50	5	55	9.09%	75	7	82	8.54%	6
Brazil	14	2	16	12.50%	32	2	34	5.88%	46	4	50	8.00%	4
France	1	1	2	50.00%	50	0	50	0.00%	51	1	52	1.92%	7

25-49 Military Observers and Staff Officers

South Africa	3	2	5	40.00%	14	8	22	36.36%	17	10	27	37.04%	0
Sierra Leone	6	8	14	57.14%	21	7	28	25.00%	27	15	42	35.71%	0
Peru	11	5	16	31.25%	7	5	12	41.67%	18	10	28	35.71%	0
Morocco	3	4	7	57.14%	18	6	24	25.00%	21	10	31	32.26%	0
Guatemala	8	6	14	42.86%	13	2	15	13.33%	21	8	29	27.59%	0
Bolivia	18	7	25	28.00%	2	0	2	0.00%	20	7	27	25.93%	0
Benin	6	4	10	40.00%	18	4	22	18.18%	24	8	32	25.00%	0
Australia	13	0	13	0.00%	13	8	21	38.10%	26	8	34	23.53%	0
Canada	8	0	8	0.00%	15	6	21	28.57%	23	6	29	20.69%	0
Malaysia	13	3	16	18.75%	12	3	15	20.00%	25	6	31	19.35%	0
Cambodia	7	4	11	36.36%	16	1	17	5.88%	23	5	28	17.86%	0
Bhutan	10	4	14	28.57%	14	0	14	0.00%	24	4	28	14.29%	1
United Kingdom	3	0	3	0.00%	21	4	25	16.00%	24	4	28	14.29%	1
Uruguay	10	0	10	0.00%	15	4	19	21.05%	25	4	29	13.79%	1
Jordan	9	4	13	30.77%	31	2	33	6.06%	40	6	46	13.04%	1
Mongolia	12	3	15	20.00%	15	1	16	6.25%	27	4	31	12.90%	1
Togo	7	2	9	22.22%	20	2	22	9.09%	27	4	31	12.90%	1
Russian Federation	28	3	31	9.68%	14	3	17	17.65%	42	6	48	12.50%	2
Finland	13	3	16	18.75%	9	0	9	0.00%	22	3	25	12.00%	1
Norway	12	0	12	0.00%	19	4	23	17.39%	31	4	35	11.43%	2
Italy	2	2	4	50.00%	25	1	26	3.85%	27	3	30	10.00%	2
Sweden	15	2	17	11.76%	13	1	14	7.14%	28	3	31	9.68%	2
Ukraine	15	1	16	6.25%	16	2	18	11.11%	31	3	34	8.82%	2
United States of America	2	1	3	33.33%	27	1	28	3.57%	29	2	31	6.45%	3
Ireland	11	1	12	8.33%	19	1	20	5.00%	30	2	32	6.25%	3
Senegal	2	0	2	0.00%	35	2	37	5.41%	37	2	39	5.13%	4
Guinea	8	1	9	11.11%	18	0	18	0.00%	26	1	27	3.70%	3
Germany	16	0	16	0.00%	21	1	22	4.55%	37	1	38	2.63%	5
Niger	5	0	5	0.00%	20	0	20	0.00%	25	0	25	0.00%	4

0-24 Military Observers and Staff Officers

Albania	0	0	0	0.00%	0	2	2	100.00%	0	2	2	100.00%	0
North Macedonia	0	0	0	0.00%	0	1	1	100.00%	0	1	1	100.00%	0
Zimbabwe	6	9	15	60.00%	0	3	3	100.00%	6	12	18	66.67%	0
Dominican Republic	1	2	3	66.67%	0	0	0	0.00%	1	2	3	66.67%	0
Philippines	6	6	12	50.00%	0	0	0	0.00%	6	6	12	50.00%	0
Uganda	2	3	5	60.00%	2	1	3	33.33%	4	4	8	50.00%	0
Gambia	3	6	9	66.67%	8	4	12	33.33%	11	10	21	47.62%	0
Ecuador	4	3	7	42.86%	1	1	2	50.00%	5	4	9	44.44%	0
Mexico	6	5	11	45.45%	3	1	4	25.00%	9	6	15	40.00%	0
New Zealand	7	3	10	30.00%	0	1	1	100.00%	7	4	11	36.36%	0
Thailand	3	3	6	50.00%	6	2	8	25.00%	9	5	14	35.71%	0
Gabon	0	0	0	0.00%	2	1	3	33.33%	2	1	3	33.33%	0
Cameroon	6	1	7	14.29%	5	4	9	44.44%	11	5	16	31.25%	0
Liberia	1	3	4	75.00%	10	2	12	16.67%	11	5	16	31.25%	0
Czech Republic	5	1	6	16.67%	5	3	8	37.50%	10	4	14	28.57%	0
Honduras	10	4	14	28.57%	0	0	0	0.00%	10	4	14	28.57%	0
Republic of Korea	10	3	13	23.08%	7	3	10	30.00%	17	6	23	26.09%	0
Hungary	6	1	7	14.29%	6	3	9	33.33%	12	4	16	25.00%	0
Japan	0	0	0	0.00%	3	1	4	25.00%	3	1	4	25.00%	0
Lithuania	1	0	1	0.00%	2	1	3	33.33%	3	1	4	25.00%	0
Tunisia	3	1	4	25.00%	15	4	19	21.05%	18	5	23	21.74%	0
Namibia	6	1	7	14.29%	5	2	7	28.57%	11	3	14	21.43%	0
Moldova, Republic of	6	2	8	25.00%	2	0	2	0.00%	8	2	10	20.00%	0
Bosnia and Herzegovina	3	0	3	0.00%	1	1	2	50.00%	4	1	5	20.00%	0
Poland	4	1	5	20.00%	0	0	0	0.00%	4	1	5	20.00%	0
Congo	3	2	5	40.00%	10	1	11	9.09%	13	3	16	18.75%	0
Croatia	12	3	15	20.00%	1	0	1	0.00%	13	3	16	18.75%	0
Argentina	6	0	6	0.00%	8	3	11	27.27%	14	3	17	17.65%	0
Malawi	6	2	8	25.00%	9	1	10	10.00%	15	3	18	16.67%	0
Sri Lanka	6	1	7	14.29%	9	2	11	18.18%	15	3	18	16.67%	0
El Salvador	5	2	7	28.57%	5	0	5	0.00%	10	2	12	16.67%	0
Belgium	1	0	1	0.00%	4	1	5	20.00%	5	1	6	16.67%	0
Estonia	2	1	3	33.33%	3	0	3	0.00%	5	1	6	16.67%	0
Kazakhstan	4	1	5	20.00%	1	0	1	0.00%	5	1	6	16.67%	0
Burundi	3	0	3	0.00%	8	2	10	20.00%	11	2	13	15.38%	1
Viet Nam	6	1	7	14.29%	5	1	6	16.67%	11	2	13	15.38%	1
Netherlands	11	1	12	8.33%	6	2	8	25.00%	17	3	20	15.00%	1
Chad	3	0	3	0.00%	15	3	18	16.67%	18	3	21	14.29%	1
Fiji	4	0	4	0.00%	9	2	11	18.18%	13	2	15	13.33%	1
Côte d'Ivoire	2	1	3	33.33%	13	1	14	7.14%	15	2	17	11.76%	1
Slovakia	2	0	2	0.00%	6	1	7	14.29%	8	1	9	11.11%	1
Burkina Faso	3	0	3	0.00%	16	2	18	11.11%	19	2	21	9.52%	1
Chile	11	1	12	8.33%	0	0	0	0.00%	11	1	12	8.33%	1
Denmark	11	1	12	8.33%	10	0	10	0.00%	21	1	22	4.55%	3
Mauritania	8	1	9	11.11%	13	0	13	0.00%	21	1	22	4.55%	3
Romania	12	0	12	0.00%	10	1	11	9.09%	22	1	23	4.35%	3
Switzerland	17	1	18	5.56%	6	0	6	0.00%	23	1	24	4.17%	3
Austria	10	0	10	0.00%	11	0	11	0.00%	21	0	21	0.00%	3
Spain	5	0	5	0.00%	15	0	15	0.00%	20	0	20	0.00%	3
Paraguay	11	0	11	0.00%	4	0	4	0.00%	15	0	15	0.00%	2
Serbia	3	0	3	0.00%	10	0	10	0.00%	13	0	13	0.00%	2
Portugal	2	0	2	0.00%	5	0	5	0.00%	7	0	7	0.00%	1
Turkey	2	0	2	0.00%	2	0	2	0.00%	4	0	4	0.00%	1
Kyrgyzstan	3	0	3	0.00%	0	0	0	0.00%	3	0	3	0.00%	1
Slovenia	3	0	3	0.00%	0	0	0	0.00%	3	0	3	0.00%	1
Algeria	2	0	2	0.00%	0	0	0	0.00%	2	0	2	0.00%	1
Armenia	0	0	0	0.00%	2	0	2	0.00%	2	0	2	0.00%	1
Azerbaijan	2	0	2	0.00%	0	0	0	0.00%	2	0	2	0.00%	1
Colombia	1	0	1	0.00%	1	0	1	0.00%	2	0	2	0.00%	1
Cyprus	0	0	0	0.00%	2	0	2	0.00%	2	0	2	0.00%	1
Mali	2	0	2	0.00%	0	0	0	0.00%	2	0	2	0.00%	1
Belarus	0	0	0	0.00%	1	0	1	0.00%	1	0	1	0.00%	1
Djibouti	1	0	1	0.00%	0	0	0	0.00%	1	0	1	0.00%	1
Greece	0	0	0	0.00%	1	0	1	0.00%	1	0	1	0.00%	1
Iran (Islamic Republic of)	1	0	1	0.00%	0	0	0	0.00%	1	0	1	0.00%	1
Latvia	0	0	0	0.00%	1	0	1	0.00%	1	0	1	0.00%	1
Brunei Darussalam	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	1
Bulgaria	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	1
Madagascar	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	1
Malta	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	1
Montenegro	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	1
Samoa	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	1
Tajikistan	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	1

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

TROOPS

	Male	Female	Total	Percent female	Nov-19	Number of women needed to reach 5.25%
	67538	3349	70887	4.72%		373
Nov-19	69133	3327	72460	4.6%		477
Over 5000 troops						
Ethiopia	5841	541	6382	8.48%	8.6%	0
Rwanda	4998	213	5211	4.09%	4.2%	61
Bangladesh	5544	83	5627	1.48%	1.5%	212
India	5110	52	5162	1.01%	0.8%	219
1000 - 4999 troops						
South Africa	946	170	1116	15.23%	15.5%	0
Ghana	2019	292	2311	12.64%	12.6%	0
United Republic of Tanzania	2043	162	2205	7.35%	7.3%	0
Uruguay	1017	73	1090	6.70%	6.7%	0
Senegal	1076	47	1123	4.19%	13.8%	12
Indonesia	2392	103	2495	4.13%	2.8%	28
Italy	994	42	1036	4.05%	3.0%	12
Nepal	4787	164	4951	3.31%	3.4%	96
Burkina Faso	1036	35	1071	3.27%	3.2%	21
China	2363	74	2437	3.04%	3.0%	54
Chad	1373	23	1396	1.65%	1.6%	50
Morocco	2076	34	2110	1.61%	1.6%	77
Pakistan	4063	31	4094	0.76%	16.7%	184
Egypt	2152	0	2152	0.00%	0.0%	113
500-999 troops						
Uganda	539	86	625	13.76%	13.8%	0
Zambia	801	108	909	11.88%	11.9%	0
Cameroon	679	71	750	9.47%	9.5%	0
France	593	62	655	9.47%	9.0%	0
United Kingdom	501	50	551	9.07%	9.1%	0
Cambodia	684	60	744	8.06%	8.1%	0
Mongolia	790	60	850	7.06%	7.1%	0
Malawi	810	42	852	4.93%	4.9%	3
Republic of Korea	522	26	548	4.74%	5.0%	3
Spain	589	29	618	4.69%	4.7%	3
Togo	877	43	920	4.67%	3.3%	5
Malaysia	786	34	820	4.15%	4.1%	9
Guinea	820	30	850	3.53%	3.5%	15
Burundi	725	20	745	2.68%	2.8%	19
Sri Lanka	659	10	669	1.49%	1.6%	25
Niger	850	12	862	1.39%	25.8%	33

100-499 troops

Sweden	169	34	203	16.75%	13.6%	0
Serbia	211	35	246	14.23%	100.0%	0
Liberia	91	14	105	13.33%	13.3%	0
Greece	138	21	159	13.21%	18.0%	0
Slovakia	209	25	234	10.68%	10.7%	0
Gambia	118	14	132	10.61%	10.6%	0
Argentina	211	23	234	9.83%	9.8%	0
Gabon	404	44	448	9.82%	9.8%	0
Peru	184	20	204	9.80%	7.1%	0
El Salvador	237	19	256	7.42%	7.8%	0
Fiji	274	21	295	7.12%	6.9%	0
Poland	211	16	227	7.05%	6.1%	0
Germany	452	34	486	7.00%	7.1%	0
Finland	182	13	195	6.67%	6.8%	0
Portugal	168	11	179	6.15%	4.9%	0
Benin	235	15	250	6.00%	6.0%	0
Ireland	467	26	493	5.27%	5.1%	0
Romania	114	6	120	5.00%	4.1%	1
Austria	171	6	177	3.39%	3.8%	3
Guatemala	144	4	148	2.70%	2.7%	4
Côte d'Ivoire	195	5	200	2.50%	3.0%	6
Brazil	193	2	195	1.03%	1.0%	8
Mauritania	446	4	450	0.89%	0.9%	20
Thailand	272	0	272	0.00%	0.0%	14
Ukraine	250	0	250	0.00%	0.0%	13
Kazakhstan	122	0	122	0.00%	0.0%	6

1-99 troops

Belarus	2	2	4	50.00%	50.0%	0
Norway	7	2	9	22.22%	0.7%	0
Kenya	59	16	75	21.33%	21.3%	0
Paraguay	10	2	12	16.67%	10.1%	0
Viet Nam	53	10	63	15.87%	15.9%	0
Belgium	30	5	35	14.29%	14.3%	0
Nigeria	56	7	63	11.11%	0.0%	0
Hungary	8	1	9	11.11%	11.1%	0
Denmark	56	4	60	6.67%	6.6%	0
Armenia	30	2	32	6.25%	6.3%	0
Tunisia	72	3	75	4.00%	1.3%	1
Lithuania	31	1	32	3.13%	3.1%	1
Turkey	84	0	84	0.00%	0.0%	4
Jordan	52	0	52	0.00%	0.0%	3
Brunei Darussalam	30	0	30	0.00%	0.0%	2
Chile	12	0	12	0.00%	0.0%	1
Malta	9	0	9	0.00%	0.0%	1
Slovenia	6	0	6	0.00%	0.0%	1
Estonia	2	0	2	0.00%	0.0%	1
Netherlands	2	0	2	0.00%	0.0%	1
North Macedonia	2	0	2	0.00%	0.0%	1
Switzerland	2	0	2	0.00%	0.0%	1

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