WOMEN DO NOT HAVE EQUAL OPPORTUNITY TO DEPLOY

Barriers:
- Lack of information about deployment opportunities
- Corruption, bribery and patronage in deployment selection processes
- The view that women need protection and are not protectors

DEPLOYMENT CRITERIA EXCLUDES WOMEN

Barriers:
- Years of prerequisite experience for deployment
- Physical fitness tests that don’t correspond with roles
- Lack of learning opportunities for core deployment competencies like driving, languages and IT skills

Recommendations
- Use women peacekeepers as role models in recruitment processes
- Ensure selection processes are transparent and open to oversight
- Facilitate women’s access to roles where they are underrepresented
- Reconsider if physical fitness criteria correspond to designated roles
- Ensure all personnel have learning opportunities for core skills
- Consider reducing minimum lengths of deployment for parents
- Allow men personnel to take parental leave and receive support

FAMILY CONSTRAINTS PREVENT WOMEN FROM DEPLOYING

Barriers:
- Lack of adequate family-friendly policies and support for children
WOMEN ARE NOT PROVIDED WITH THE NECESSARY CONDITIONS TO DEPLOY

**Barriers:**
- Ostracism within training cohorts and contingents
- Inadequate accommodation, facilities and equipment
- Lack of specific medical care

**Recommendations**
- Ensure that group bonding processes do not involve behaviour that degrades or discriminates against recruits
- Ensure all uniforms are adapted to fit women properly
- Include at least one woman physician, as well as one obstetric and gynaecological specialist in all medical teams
- Create awareness for mechanisms to report abuse, complaints and gender-based harassment
- Ensure women have the opportunity to assume senior roles
- Place the same expectations on men and women in operations, including with respect to 'second shift' activities

WOMEN ARE NOT TREATED EQUALLY ON DEPLOYMENT

**Barriers:**
- Sexual and gender-based harassment
- Unequal opportunities on deployment and missed opportunities at home
- Unreasonable and unequal expectations

**Recommendations**
- Ensure that group bonding processes do not involve behaviour that degrades or discriminates against recruits
- Ensure all uniforms are adapted to fit women properly
- Include at least one woman physician, as well as one obstetric and gynaecological specialist in all medical teams
- Create awareness for mechanisms to report abuse, complaints and gender-based harassment
- Ensure women have the opportunity to assume senior roles
- Place the same expectations on men and women in operations, including with respect to 'second shift' activities

WOMEN DO NOT HAVE EQUAL OPPORTUNITY FOR ADVANCEMENT

**Barriers:**
- Lack of support networks, including formal and informal mentoring for women personnel

Read the full report: tinyurl.com/DCAF-Baseline