ROYAL ARMED FORCES REPORT ON MEASURING OPPORTUNITIES FOR WOMEN IN PEACE OPERATIONS

SUMMARY

PREFACE

"Since my accession to the Throne, I have been keen to improve the status of women, to open up prospects for advancement and to enable them to take their rightful place in society." **Speech by His Majesty King Mohammed VI on the 23rd anniversary of his accession to the throne of his glorious ancestors on July 30, 2022.**

It was with these words that the sovereign called for the "full participation of Moroccan women in all sectors."

By virtue of his status as Supreme Commander and Chief of General Staff of the Royal Armed Forces, His Majesty had given his High Instructions in 2019 so that the cadets' academies, whose curriculum culminates in the training of future military leaders, be open to female personnel. Morocco, It should be noted that Morocco is at the forefront in terms of the employment of women in the armed forces among Arab, and especially Muslim countries, given that first recruitments date back to the 1956 s.

Also, in a context of equality between men and women, the Royal Armed Forces are distinguished by their firm and resolute commitment to strengthening female participation in their services, through the implementation of the FAR action plan on the theme "Women, Peace and Security" (WPS-FAR), aimed at increasing the presence and significant contribution of women to different functions, in particular those occupied within the contingents deployed under the United Nations (UN) Peace Operations (PO).

This perspective justifies the FAR's decision to respond favorably to the invitation of the Elsie Fund, to conduct an internal diagnosis on the participation of Moroccan military women in PO, through the administration of the Measuring Opportunities for Women in Peace Operations (MOWIP) methodology.

In light of this diagnosis results, the FAR are committed to continue working to overcome the obstacles identified as hindering the promotion of equality and equity between women and men in the military, while promoting female leadership in an inclusive environment allowing full and meaningful participation in all conflict prevention and resolution efforts.

The FAR would like to thank the Geneva Centre for Security Sector Governance (DCAF) for making the MOWIP toolkit available, and the other partners who collaborated in the development of this methodology.

In this context, the successful conduct of the MOWIP-FAR study, which led to the production of this Report, reflects the importance attached by the leadership to the "Women, Peace and Security" agenda within the Royal Armed Forces. Sincere thanks are extended to all those who, through their unwavering commitment, have contributed to the auditing and the drafting of this report.

ABSTRACT

The assessment, called MOWIP/FAR, examines the capacity of the FAR to deploy women in United Nations (UN) Peace Operations, and to ensure their meaningful participation across ten thematic areas. It uses three data collection tools:

- An Institutional Information Sheet (IIS);
- Interviews with key decision-makers;
- A general survey.

The working team began data collection for this project as of December 2023.

This study highlights a number of good practices that can be shared and replicated elsewhere, including:

- The FAR's adherence to the gender approach through the adoption of the WPS action plan, the set-up of the WPS subcommittee, and the institutionalisation of the function of the Gender Focal Point (GFP);
- The progressive recruitment of female staff in operational roles;
- The existence of equality-promoting legislation between men and women within the FAR.

On the other hand, the assessment identified four main obstacles to the meaningful participation of women in UN deployments, namely:

- Domestic constraints;
- Infrastructure of Peace Operations;
- Gender-based roles;
- Lack of eligible female personnel for deployment.

Finally, it has been concluded that in order to overcome these identified obstacles, the following recommendations could be adopted:

- Establishment of childcare facilities for deployed personnel;
- Improvement of infrastructure and acquisition of suitable equipment;
- Appointment and training of "Gender Advisors" responsible for operationalising the WPS agenda within the FAR;
- Determination in preparing enough female personnel eligible for deployment across the entire spectrum of functions.

INTRODUCTION

Over the years, the experience of peace operations has shown that greater representation of women improves their effectiveness. Indeed, effective involvement of women promotes equality and inclusion, improves relations with local populations and information gathering, strengthens the perception of legitimacy of missions by host countries, encourages the reporting of sexual violence, and promotes the understanding of complex situations. In addition, the deployment of women in tactical operations offers strategic advantages and allows the identification and resolution of problems affecting fragile populations, thus promoting the setting up of inclusive and sustainable peace processes.

The peace strategy is in this respect more inclusive and considers gender specificities on the ground. The role of women in PO allows for a more precise analysis of the reality and needs on the ground as well as greater acceptance of the operation by the local population.

Furthermore, the UN and its Member States recognize the necessity and the preference to increase the proportion of women in uniform in POs for several reasons. Indeed, a more balanced representation of both sexes in a peacekeeping force helps increase the effectiveness of operations and enable POs to better implement their mandate and achieve the objectives of the WPS Agenda. Increasing the number of women is also considered a laudable goal, since it is consistent with the Right of women to be able to perform all functions within the Armed Forces.

As a result, the UN has set a series of ambitious targets to increase women's participation in POs, especially since the 1990s. Notably, the 1995 Beijing Conference, the Windhoek Declaration, and the 2000 Namibia Action Plan on Integrating a Gender Perspective into Multidimensional Peace Operations highlighted the link between women's involvement and peace resilience, showing that gender equality principles are essential to the effectiveness of POs.

It should be noted in this regard that the promotion of gender equality and the integration of a gender perspective in these operations is the result of decades of activism and political will. The 1979 Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the Beijing Platform for Action have long affirmed that gender equality and the consideration of gender issues are essential to achieving sustainable peace.

This principle is also found in Resolution 1325 and the ten related resolutions of the UN Security Council in its WPS agenda, adopted since 2001[1], and in General Recommendation No. 30 of CEDAW[2] , which specifies the obligations of Member States before, during, and after a conflict.

It should also be mentioned that part of the WPS Agenda relating to Resolution 1325, recognizing the direct relationship between **women, peace, and security**, advocates the integration of a gender perspective in peace missions and greater involvement of women in these operations[3] .

All these legal instruments reinforce the central role that women play as agents of change in contributing to international peace and security, and put women at the heart of peace activities.

It is understood that women's participation in peace has attracted keen international interest. Thus, the rate of their participation has continued to increase, supported by the establishment of mechanisms to monitor and promote their roles in conflict prevention, conflict resolution, and peacebuilding.

It is therefore necessary to go further and take more steps towards gender diversity, so that all military contingents deployed to theatres of conflict in the years to come include a greater proportion of women.

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1. The Security Council has adopted ten resolutions on women, peace, and security: 1325 (2000), 1820 (2008), 1888 (2009), 1889 (2009), 1960 (2010), 2106 (2013), 2122 (2013), 2242 (2015), 2467 (2019), 2493 (2019) and 2538 (2020);

2. On 18 October 2013, the Committee on the Elimination of Discrimination against Women took a historic decision by adopting General Recommendation No. 30 on "Women in conflict prevention, conflict and post-conflict situations". The objective and purpose of this general recommendation is essentially to provide States parties with authoritative guidance on appropriate legislative, policy and other measures to ensure full compliance with their obligations under the Convention to protect, respect and fulfil the human rights of women in conflict and post-conflict situations;

3. United Nations Security Council 2000, 2.

MOROCCO'S COMMITMENT TO GENDER PERSPECTIVE IN PEACE OPERATIONS

I. LEGAL AND INSTITUTIONAL FRAMEWORK

1.1. GENDER EQUALITY IN MOROCCO

Over the past decades, Morocco has launched several reform projects aimed at anchoring the principles of gender equality within its legislative and legal system and its development programs. Indeed, the policy adopted by the Kingdom converges towards the adoption of political, social, and economic reforms aimed at establishing the principle of equality and equity, and making it a practical and effective reality.

In this sense, the principles of equality and non-discrimination between men and women are enshrined in the main international conventions ratified by Morocco, particularly those related to Human Rights in general and women's rights in particular.[4]

Indeed, the Kingdom has been at the forefront of countries ratifying the Universal Declaration of Human Rights and the Convention on the Political Rights of Women, as well as the International Covenant on Economic, Social, and Cultural Rights (ICESCR) and the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) in 1993[5] with reservations lifted in 2011[6], as important mechanisms for the promotion and protection of women's rights. Morocco has also ratified the first Optional Protocol to the International Covenant on Civil and Political Rights, as well as the CEDAW Protocol and the lifting of the majority of reservations thereto, and the Optional Protocol to the Convention against Torture.

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4. The ILO Conventions on Night Work of Women, on Equality of Treatment Concerning Underground Work of Women, Concerning Equal Remuneration for Men and Women Workers for Work of Equal Value, Concerning Discrimination in Employment and Occupation, and the Conventions for the Protection of the Rights of Women Workers, ratified on June 13, 1956; - The Convention against Discrimination in Education, ratified on August 30, 1968; - The Convention on the Political Rights of Women ratified on November 22, 1976; Convention No. 156 on Women Workers with Family Responsibilities of 1981; Convention No. 87 on Freedom of Association and Protection of the Association Right; ratification by Morocco of International Labor Conventions No. 100 and No. 111 relating respectively to Equal Remuneration and Discrimination in Employment and Occupation; Ratification of Convention No. 183 on Maternity Protection. Ratification of Convention No. 105 on the Abolition of Forced Labor. Ratification of Convention No. 45 on Underground Work (Women) as well as the International Convention on the Elimination of All Forms of Discrimination against Women and the lifting of reservations concerning it.

5. Adopted and opened for signature, ratification, and accession by the General Assembly in its resolution 34/180 of 18 December 1979 Entry into force: 3 September 1981, in accordance with the provisions of article 27 (1) Convention on the Elimination of All Forms of Discrimination against Women (December 18, 1979): Accession: 21 June 1993.

6. Lifting of reservations concerning paragraph 2 of Article 9 (transmission of nationality by a woman to her children) and Article 16 (marriage and family life): April 8, 2011 in the Royal Message of December 10, 2008, on the occasion of the 60th anniversary of the Universal Declaration of Human Rights, His Majesty the King was kind enough to announce the lifting of reservations in connection with the reforms of the Family and Nationality Code.

Morocco was also amongst the first countries that signed and ratified the Beijing Declaration and Platform for Action, adopted by the Fourth World Conference on Women in 1995, which calls for the integration of women's empowerment into development policies and economic projects and programs. This has improved women's access to resources, as well as their participation with other actors in society, in decision-making and access to power, thus promoting equality, development, and peace.

In addition, Morocco was one of the countries that engaged early in the Millennium Development Goals (MDGs) in 2000, while being aware of the necessity to involve the various skills and human resources, both male and female, without discrimination or exclusion to achieve advanced levels of development, and to facilitate an equal distribution of the rewards of development.

Furthermore, convinced that true social progress stems from the principles of equality, dignity and social justice, successive Moroccan governments have worked thoroughly to protect women against all forms of discrimination and violence, considering that they constitute violations of human rights and fundamental freedoms that can prevent them from enjoying all or part of their rights. At the national level, significant progress has been made in this field with the adoption of legal and institutional reforms in favor of women's rights, and the inclusion of gender equality in the design and assessment of public policies.

a. LEGAL AND INSTITUTIONAL REFORMS:

Moroccan has increased its commitments as part of its determination to eliminate all forms of discrimination against women. This has resulted in a significant legislative momentum leading to the adoption of several legal and institutional reforms, reconciling religious standards and the universally admitted human rights.

In this sense, it is worth recalling the revision of the Commercial Code, which allowed, since 1996, married Moroccan women to exercise commerce in the same way as men, and to establish an employment contract without the authorization of their spouses in accordance with article 17 of this same Code[7].

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7 Law No. 15-95 forming the commercial code;

It should also be noted that the reform of the civil status Code in 2002 granted new benefits to Moroccan women. Article 16 stipulates, **"The mother, like the father, has now the right to register the birth of her children",** an important advance in women's rights. In addition, divorced women with children in their custody were granted the right to duplicate the Family Record Book[8].

Regarding women's rights in labor law, Morocco revised the Labor Code in 2003 with a view to protecting women and children at work by adopting several measures. Indeed, in the new Code, sexual harassment is considered a serious misconduct while maternity leave is extended to fourteen weeks instead of twelve weeks, while proscribing the termination of the employment contract during this leave[9]. It should be noted in this regard that Moroccan women civil servants or employees, under an open-ended contract (CDI) or fixed-term contract (CDD), in the public or private sector, have the right to paid maternity leave and benefit from a special leave for breastfeeding of one hour per day from the date of expiry of the maternity leave, until the born child reaches the age of twenty-four months. Civil servants ensuring the kafala (adoption) of a child under twenty-four months, in accordance with the legislation and regulations in force, also benefit from the same rights.

From the same perspective, significant progress has been made in the area of family status through the revisions initiated since 1993, in particular the revision of the Family Code (CDF) of 2004. This Code established rights and obligations based on the principle of equality between the sexes in marriage and during the breakdown of the marital bond. Through the CDF of 2004, matrimonial capacity is acquired at the age of eighteen Gregorian years, equally for boys and girls in full possession of their mental faculties [10]. Equality between the two sexes is enshrined in various provisions of this Code, in particular:

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8. Law No. 37-99 relating to civil status;
9. Law No. 65-99 forming the labor code;
10. Law No. 70-03 relating to the family code.

- Shared responsibility between spouses, whereas in the old "Personal Status Code", it was the sole responsibility of the husband;
- Marital guardianship (wilaya) has become optional for adult women, who exercise it according to their choice and interests;
- Equality in the legal age of marriage for both sexes, set at 18 years, with exceptions subject solely to judicial discretion ;
- Polygamy is only permitted by court order;
- The setting up of judicial control for all methods of dissolution of the marital bond, with the possibility for the woman to request a divorce on the grounds of discord (shiqâq);
- In the event of a breakdown in the marital relationship, custody of the children reverts to the mother, then to the father, then to the maternal grandmother;
- The spouses have the option of establishing a separate contract or document from the marriage document, to manage any property acquired during the marriage;
- Inheritance rights granted to children whose mother dies before their grandfather.

In this regard, Morocco has begun, since September 2023, the revision process of the Family Code (Moudawana), with a view to ensuring its consistency with the national legal framework and the international commitments of the Kingdom, while ensuring equity between men and women in their respective rights and obligations and a consecration of the fundamental principle of non-discrimination.

Besides the Family Code, other legal reforms have strengthened equality between men and women in Morocco, in particular the reform of the nationality code, adopted in 2007, and that grants Moroccan women the right to transmit Moroccan nationality to their child from foreign father. Indeed, Article 6 of the Nationality Code stipulates that: "**Is Moroccan, every child born to a Moroccan father or a Moroccan mother.**"[11] This review is seen as a considerable step forward in terms of women's rights.

11. Law No. 62-06 on the nationality code.

This important legal arsenal was crowned by the adoption of the 2011 Constitution, which enshrines the universal principles of equality and prohibits all discrimination based on gender. Indeed, this 2011 constitution affirms, from its preamble, Morocco's commitment to achieving equality in access to civil, political, economic, social, and environmental rights. This fundamental law, which enshrines the primacy of international conventions duly ratified by the Kingdom in accordance with its national identity, also encourages equal opportunities amongst women and men and commits the State to implementing the principle of equity between women and men, through the establishment of a national body responsible for monitoring and evaluating public policies relating to parity and fight against all forms of discrimination against women. This body, called the " **Authority for Gender Equality and the Fight against Discrimination towards Women (APALD)",** is entrusted of presenting recommendations and making proposals likely to strengthen, disseminate and achieve the values of equality, parity, and non-discrimination.

In fact, Article 19 stipulates that: **"Men and women enjoy, on an equal footing, the civil, political, economic, social, cultural, and environmental rights and freedoms set out in the present title and in the other provisions of the Constitution, as well as in the international conventions and covenants duly ratified by the Kingdom, in compliance with the provisions of the Constitution, constant regulations and laws of the Kingdom. The Moroccan State is working to achieve parity between men and women. To this end, an Authority for Parity and Fight against All Forms of Discrimination has been established."**

Similarly, Article 30 includes provisions that promote equal access for women and men to elected office.

Furthermore, Law **19.12** defines the concept of domestic worker, establishes a minimum age of employability, and requires the drafting of an employment contract. This law recognizes a leading role for the Labor Inspectorate in ensuring compliance with these provisions by the persons concerned and issues coercive measures in the event of violation of these provisions. It also establishes a minimum wage and a limitation of working hours, rest periods and special measures for mothers who are domestic workers.

To strengthen the national legal arsenal in the field of gender equality, other laws and regulations have been adopted, including Law **103.13**, which came into force in September 2018 and represents a complete legal framework on the fight of violence against women and girls. This law defines different types of violence against women: **physical violence, sexual violence, psychological violence and economic violence**[12]. It also provides legal protection to women victims of violence, through four dimensions ensuring prevention, protection, and the fight against impunity and quality care. This law also provides for the setting up of Support Units for women and children victims of violence[13].

As a signatory to numerous international conventions aimed at preventing and suppressing human trafficking, forced labor and child labor, Morocco took a decisive step in its combat against all these phenomena by adopting **Law no. 27-14 on August 25, 2016**, on the fight against human trafficking, to which women are particularly exposed. It explicitly incriminates human trafficking for the purpose of labor exploitation, an offense now punishable from 5 years' imprisonment to life imprisonment[14]. It also stipulates the provision of health care and psychosocial support to affected victims.

In the same perspective, Morocco continued its path towards achieving gender equality in certain functions traditionally long reserved for men, such as Police officers, Customs officers, Territorial Authority Agents (Caïda), Adoul professions[15], and Postal workers.

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12. According to Article 1 of the first chapter of Law 103-13, violence against women concerns "any material or moral act or abstention based on discrimination on the grounds of sex, resulting in bodily, psychological, sexual or economic harm to the woman";

13. Article 10 of Law No. 103.13 on combating violence against women, which stipulates that "units for the care of women victims of violence are created within the courts of first instance and the courts of appeal as well as at the level of the central and decentralized services of the departments responsible for justice, health, youth and women, as well as the General Directorate of National Security and the High Command of the Royal Gendarmerie";

14. Articles 448-1 et seq. of the Moroccan penal code;

15. Traditional notary.

Furthermore, the political field has seen significant progress in terms of women's inclusion. Electoral law No**. 04-21** concerning the House of Representatives brought a new alternative to the national electoral constituency in order to allow women to have every chance of sitting in parliament and to promote better representation of young men and women. At the local level also, considerable progress has been made in terms of women's access to municipal and regional councils.

b. GENDER EQUALITY AND PUBLIC POLICIES:

Several initiatives have been launched since the 1990s with the aim of integrating gender into public policies, including:

- **Government Plan for Gender Equality "ICRAM"** in its two versions
- "ICRAM 1" for the period **2012-2016** and "ICRAM 2" for the period 2017-2021, constitutes the reference and converging framework for the interventions of government departments in matters of equality;
- **Gender Responsive Budgeting** launched in **2002** by the Ministry of Finance, with the aim of integrating gender into all stages of the budget cycle, including the planning, execution, monitoring and auditing of public policies and associated budgets, with a view to ensuring equitable access for women and girls to basic rights and services;

- **Integration of the gender dimension into the national statistical system,** highlighting gender differences in several areas, including demographic and socio-economic areas.

1.2. MOROCCO AND THE WPS AGENDA

With its commitment, since the very first day of independence, to multilateralism and the centrality of the UN in preserving international peace and security, and in line with the United Nations efforts in support of the **"Women, Peace and Security"** agenda as a priority for action in the field of international peace and security, Morocco has continued unwaveringly to work to achieve the objectives of resolution 1325. In accordance with this

commitment and its international obligations, the Kingdom adopted its first National Action Plan (NAP) on WPS on March 23, 2022.

Under the high instructions of **His Majesty King Mohammed VI**, may God Assist Him, the 2022 NAP aims at the integration of the gender approach in all areas as the foundation of a just, democratic and egalitarian society while relying on the principles of inclusion, innovation and a holistic approach. It is based on three main pillars including concrete commitments in the areas of preventive diplomacy, peacekeeping, promoting the culture of peace and the empowerment of women.

In execution of the orders of **His Majesty King Mohammed VI**, Supreme Commander and Chief of General Staff of the Royal Armed Forces, a specific action plan for the FAR (FAR/AP) was initiated, for the consolidation of the inclusion and integration of female military personnel within all the forces components: Land, Air, Navy, Royal Gendarmerie, and Military Health.

Since then, according to the terms of the FAR/AP, the FAR have committed through concrete and appropriate measures, to consolidate the achievements, pursue their commitments, and further refine their approach in this area, according to the three pillars below:

Pillar 1: **Participation** of military women in the management of conflict and post-conflict situations;

Pillar 2: **Prevention** of violence and sexual abuse and promotion of women's rights and gender equality;

Pillar 3: **Protection** of women's rights against violence in conflict and post-conflict periods.

II. CONTRIBUTION OF MOROCCO TO PEACE OPERATIONS

The FAR tirelessly monitor the defense of national sovereignty and territorial integrity and the preservation of the security of the Kingdom, with discipline, consistency, and loyalty, while carrying out solidarity actions and contributing to PO across multiple theatres worldwide. Thanks to the in long

experience, Morocco's FAR have become an effective and reliable partner in peace operations, through the participation of contingents and military staff in peace and humanitarian assistance missions.

Military women have also been increasingly involved in humanitarian and peace missions around the world, working side by side with men, initially in field hospitals and as assistants in various fields. Their commitment to these types of missions demonstrates their adaptability and their ability to evolve in the most difficult and challenging environments with excellence.

2.1. THE FAR IN THE SERVICE OF INTERNATIONAL PEACE AND SECURITY

In his Message addressed to the participants in the 1st World Humanitarian Summit held in Istanbul on May 23-24, 2016, **His Majesty King Mohammed VI** declared: "Since Our accession to the Throne of the Kingdom of Morocco, we have ensured that noble humanitarian action is a fundamental and structuring pillar of the Kingdom's foreign policy. It is therefore with pride that we note Morocco's effective contribution to alleviating humanitarian crises, wherever they may be, particularly in southern countries. Similarly, Morocco has always been among the first to provide, whenever necessary, the first humanitarian aid to people affected by natural disasters or armed conflicts, by providing food products, medicines, tents and multidisciplinary field hospitals, both in Palestine and in Tunisia and the Hashemite Kingdom of Jordan, to alleviate the suffering of our Syrian and Libyan brothers. In parallel with these operations carried out on the ground, an approach based on mediation, dialogue and cooperation has been adopted, in addition to effective participation in many United Nations peacekeeping operations".

For many decades, Morocco has regularly participated in PO deployed in countries mainly in Africa and Europe. The participation of the FAR in these operations as part of an altruistic tradition of the Kingdom, emanates from the High Decision of **His Majesty King Mohammed VI**, Supreme Commander and Chief of General Staff of the Royal Armed Forces, to respond to the call of the international community whenever peace and security are threatened.

Indeed, the contribution to world peace is enshrined in the preamble of the Moroccan Constitution of 2011, which emphasizes the commitment of the Kingdom to act within the framework of international organizations, in which it is an active member, and focus on Morocco's determination to work for keeping peace and stability in the world.

In the same spirit of discipline and dedication that characterizes their actions in the Kingdom, the FAR accomplish their missions abroad with a view to defending universal values of peace and solidarity through the deployment of contingents in several theaters of conflict.

2.2. DECISION-MAKING PROCESS FOR PARTICIPATION IN PEACE OPERATIONS

The decision-making process for a FAR engagement in PO is often initiated in response to a request by the UN Secretariat (UN Department of Peace Operations (DPO)) to the Permanent Mission of Morocco to the UN in New York. The note verbale is forwarded to the Ministry of Foreign Affairs, African Cooperation and Moroccan Expatriates (MAECAMRE), with an initial assessment.

Under the authority of **His Majesty King Mohammed VI**, Supreme Commander and Chief of General Staff of the FAR, the decision-making process in matters of peace involves the Parliament, the government, the General Staff of the FAR and the Permanent Mission of Morocco to the UN for for the purpose of insuring capacity implementation.

Once the Decision is made, the FAR General Staff engages with the Department of Peace Operations (DPO) via the official diplomatic channel to guarantee that the contingent to be deployed responds to the requirements. It determines, based on technical exchanges, the size of the force, its compatibility with UN standards and the materiel employability (equipment, vehicles, and weapons).

To manage all steps and phases of a PO deployment, ranging from the decision to deploy to the repatriation order, Morocco has put in place

institutional structures and procedures to appropriately address all related aspects.

Besides the crucial coordination and communication role played by the Permanent Mission in New York, several FAR Services play a central role in the pre-deployment planning phase. Their understanding of the UN organizational and financial culture allows them to quickly adapt their structure and equipment of the contingents to the standards set in the COE16 Manual and the Statement of Unit Requirements (SUR). These services also assist ministerial departments to better negotiate Memorandums of Understanding (MoU) and to adapt administratively to the UN reimbursement procedures.

2.3. COMMITMENT TO WORLD PEACE AND STABILITY SINCE THE 1960S

As of July 2024, Morocco is ranked among the world's[17] top-ten troop contributing countries. It currently deploys **1,724** blue helmets in two contingents (the Central African Republic and the Democratic Republic of Congo), with Military Mission experts also in Libya, Soudan and South Sudan[18].

In DRC (July 1960 to March 1961):

Morocco participated in ONUC, from July 1960 to March 1961, by deploying a contingent consisting of an Infantry Battalion and a Parachute Battalion, under the Command of General Hammou Kettani, also appointed as the Deputy Commander of the United Nations Expeditionary Force to the Congo.

Morocco was the largest troop contributor among the 30 countries participating in ONUC, with 2,465 troops in July increased to 3,257 in September 1960. This contingent was tasked with maintaining order and restoring peace between the belligerents as well as protecting the country's infrastructure.

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16. The COE designates the Contingent Owned Equipment and MoU designates in English the Memorandum of understanding.

17. https://peacekeeping.un.org/fr/troop-and-police-contributors accessed July 16, 2024

18. https://diplomatie.ma/fr/m.

The accomplishment of these tasks in the area of responsibility of the Moroccan contingent contributed significally to the resumption of economic activities, the return to normal life and the launch of major projects in the independent Congo.

In Somalia (January 1993 to April 1994):

True to its traditions of solidarity and humanitarian assistance, the Kingdom of Morocco deployed a FAR Contingent composed of an Intervention and Protection Group and a Medical-Surgical Field Hospital (FH), with the objective of securing areas under its responsibility and providing medical, social, and moral support to the Somali population in distress. It conducted its humanitarian and peacekeeping activities alongside 33 other countries from January 1993 to April 1994 under UNOSOM I, UNITAF (RESTORE HPOE) and UNOSOM II.

In Bosnia and Herzegovina (1996-2004-2007):

In March 1996, the Kingdom of Morocco deployed a contingent of 1,400 soldiers to Bosnia-Herzegovina as part of IFOR. It was deployed within the Multinational Division South-East (Sarajevo - Mostar).

The contribution of the Moroccan contingent was decisive through protection of the civilian population and the security of the sites of IFOR, SFOR and EUFOR as well as the base and the international airport of Mostar-Ortijes.

A humanitarian effort accompanied the operational actions of the Moroccan contingent by ensuring medical care provided by a medical detachment. Humanitarian aid in the form of clothing and food supplies was also delivered to the local population in need.

In Kosovo (1969 to 2006):

Morocco deployed to Kosovo, under NATO command, a contingent composed of a protection unit, a Field Medical-Surgical Hospital, and a detachment of the FAR Social Service. The objective was to protect the population and guarantee its rights to life, peace, and health, through local security actions and medical services along with direct social assistance.

On 26 September 2000, Her Royal Highness Princess Lalla Meryem, in her capacity as President of the Social Services of the Royal Armed Forces, and President of the National Observatory for Children's Rights and the Support Committee for Medical, Social and Humanitarian Action in Kosovo, launched during her visit to the several humanitarian and social initiatives in favor of the children of Kosovo, particularly through the rehabilitation and equipment of the Elena Gjika School hosting up to 605 students. She also overwatched the presentation of donations granted by Moroccan civil society to the population of the province of Kosovo.

In Haiti (October 2004 to March 2006):

Under the provisions of the Security Council Resolution 1542, the Kingdom of Morocco deployed in July 2004, jointly with the kingdom of Spain, a contingent to Haiti to participate in peacekeeping and humanitarian aid efforts as part of the **MINUSTAH** mandate.

Initially made up of 163 Moroccan soldiers and 200 Spanish soldiers, the Spanish-Moroccan contingent was deployed in the northeast of Haiti since October 2004. The Mission of this Contingent ended on March 30, 2006.

Furthermore, upon the High Royal Instructions and following the earthquake of January 12, 2010, the Kingdom of Morocco responded urgently with one million dollars' worth of humanitarian aid composed mainly of medical products. Morocco also took care of 50 Haitian children in Moroccan hospitals, and sent a shipment of medicines to Haitian patients affected by Cholera.

In Côte d'Ivoire (may 2004-2017):

The Kingdom of Morocco responded to the UN call by deploying a contingent of 734 soldiers starting from 11 May 2004. Initially deployed in the Bouake region, this contingent participated in monitoring the movements of armed groups and contributed to the disarmament, demobilization and reintegration operations.

In parallel with operational activities, the Moroccan contingent also initiated humanitarian actions for the benefit of the civilian population. These actions consisted of the provision of necessary assistance, through direct medical services and medical evacuations, as well as distribution of food supplies, drinkable water and medicines.

In recognition of their actions for the protection of civilians and the restoration of peace and security in Côte d'Ivoire, the UN awarded the commemorative medal for peacekeeping operations to Moroccan contingents in UNOCI.

In the Democratic Republic of Congo (April 2001-ongoing):

The Kingdom of Morocco also responded to the UN's call, by providing, starting from 13 April 2001, a contingent of 805 peacekeepers to MONUC, renamed MONUSCO in July 2010.

The contingent was tasked with ensuring the protection of MONUSCO facilities, facilitating the delivery of humanitarian aid, and providing medical care—through AMET medical units and Level 1 and Level 2 hospitals—to both Mission personnel and the civilian population, as part of CIMIC operations.

From September 2018, and in liaison with the UN, the Moroccan contingent in the DRC was restructured into a Rapid Deployment Battalion (BDR) to address the mission's emerging operational requirements.

In the Central African Republic (November 2013-ongoing):

In response to the call for international solidarity, **His Majesty King Mohammed VI** decided on 16 November 2013 to dispatch a contingent, initially composed of 559 soldiers to the Central African Republic, to support this country in its endeavor towards peace and stability.

Moroccan peacekeepers in MINUSCA actively engage in a wide range of critical missions to protect civilian populations, UN personnel and property, deliver humanitarian aid, and facilitate activities of the disarmament, demobilization and reintegration process.

2.4. COMMITMENT TO HUMANITARIAN ACTION

Alongside its contribution to peace operations, the Kingdom of Morocco has also been at the heart of humanitarian action, especially in the countries of the global South. 16 medical-surgical field hospitals (FH) have been deployed in 13 countries, providing millions of medical services to local populations and refugees[19], including displaced persons. These healthcare capabilities, counting numerous specialties, provided more than 500,000 medical interventions for wounded civilians.

2.5. INTEGRATION OF THE FAR FEMALE PERSONNEL INTO PEACE OPERATIONS

Female officers and soldiers of the FAR have been engaged alongside their male counterparts in Peace Operations since the early 1990s.

In fact, more than **2,100** female personnel have been deployed within the contingents, including in Somalia under the **UNITAF** and **UNOSOM I** and **II** mandates from December 1992 until April 1994, then in Kosovo under the **KFOR** mandate from December 1999 to November 2006.

This participation experienced a second increase in 2018 following the UN Secretary General's "Action for Peace" initiative launched in March of the same year.

As a result, the deployment of female personnel of the RAF in UN missions has seen a noticeable increase over the last three years, reaching a percentage of **31%** of the category of military experts of mission. This effective participation, which exceeds the threshold of **19%** set by the UN during 2022, is reflected in the three peacekeeping missions **(MINUSCA, MONUSCO, UNMISS).**

Regarding the female personnel deployed within formed units (contingents) of the FAR, they represent today about less than **3%** of the total number of soldiers deployed within MINUSCA and MONUSCO. Efforts are being made to progressively increase the numbers to ultimately reach or at least approach the required standards.

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19. FAR Magazine: Edition 395/ December 2019 - January 2020.

During these missions, the participation of female personnel at different levels within peace operations has proven efficient. Female teams, demonstrating intrinsic human qualities, such as empathy and their ease in communication, have facilitated the integration of contingents within the new environments by easily inhibiting the resistance of any host population's rejection.

III. THE MOWIP METHOD IN THE FAR CONTEXT

3.1. MOWIP BENEFITS

Despite a normative corpus advocating gender equality and the unrelenting efforts to ensure full, equal and active participation of women in peace operations, FAR female personnel are still significantly underrepresented in certain categories of functions and roles, and continue to face obstacles preventing their meaningful engagement in PO.

Under these conditions, Morocco as a troop-contributing country is striving to promote diversity, inclusion and transformation in peacekeeping. In concert with other United Nations Member States, including those contributing to PO by uniformed personnel, the country is evoking the advancement of gender equality to strengthen the impact of PO in solving peace and security challenges.

In this regard, the Kingdom, under the enlightened leadership of **His Majesty King Mohammed VI**, may God Assist Him, is determined to achieve the objectives of **DPO's 2018-2028** Uniformed Gender Parity Strategy, which seeks to achieve by 2028, a ratio of 15% of women in military contingents and 30% of women in police forces in all deployed contingents. To this end, efforts are being undertaken to identify both opportunities and obstacles to increase the participation of FAR military women in peace operations.

To overcome the obstacles preventing the achievement of DPO's strategy objectives, the Kingdom could potentially rely on partnerships, in particular the Elsie Initiative Fund, to achieve and consolidate the participation of military women in peacekeeping.

In fact, conducting the MOWIP assessment is beneficial in many ways. First, it represents a pledge and tangible proof of Morocco's commitment to implementing the WPS program of the said DPO 2018-2028 strategy, Action for Peacekeeping Plus (A4P+) and the declaration of common commitment to the United Nations PO.

It is also beneficial in the sense that it would allow the FAR to understand the factors that prevent the significant participation of military women in PO.

Beneficial above all, because it represents an opportunity to propose measures that will empower all female military personnel, and help enhance their contribution, and strengthen the culture of diversity within the FAR.

3.2. MOWIP APPLICATION ENVIRONMENT WITHIN THE FAR

a. THE ROYAL ARMED FORCES: PROFILE AND NATIONAL CHARACTERISTICS

The Royal Moroccan Armed Forces were created on May 14, 1956[20]. Under the direct authority of His Majesty King Mohammed VI, Supreme Commander and Chief of General Staff of the Royal Armed Forces, they comprise the Land component, the Royal Air Force, the Royal Navy, the Royal Gendarmerie and the Military Health Service.

Attached to their eternal motto: "God, The Homeland, The KING", the FAR spare no effort to carry out noble and tireless actions and make immense sacrifices to raise very high the colors of the Nation and defend its national sovereignty and its territorial integrity.

Military personnel is divided into three categories: officers, non-commissioned officers and enlisted soldiers. Officers hold command and leadership positions, while non-commissioned officers are responsible for the supervision and close control of troops. Enlisted soldiers carry out their assigned tasks in the field.

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20. Dahir n° 1-56-138 of June 25, 1956 establishing the Royal Armed Forces.

In this respect, the FAR's missions cover several areas, including:

- **National Defense**: defend Moroccan territory against any external threat and preserve its territorial integrity;
- **Peacekeeping**: actively participate in peace operations and contribute to regional and international stability and security;
- **Homeland Security**: plays an important role in maintaining order and homeland security in the country, and supports security forces in countering terrorism and organized crime.
- **Humanitarian assistance**: responds to natural disasters, humanitarian crises and emergencies to provide assistance to affected populations and provide relief, medical care and other forms of humanitarian assistance;

The FAR also fulfill other specific roles and missions depending on the needs and priorities of the Kingdom.

b. PROMOTING GENDER MAINSTREAMING IN THE FAR

Considered as an operational efficiency asset with invaluable talents, female personnel is now represented in all branches of the FAR and their proportion varies according to the army corps, arms and services.

The professionalization of the army has paved the way for greater recruitment of female personnel in all categories. Its role has considerably evolved and has extended to functions that were in the past exclusively entrusted to male personnel, the feminization rate has reached **6.7%** of the overall FAR personnel today, with a more diversification of career profiles, thanks to the redefinition of the status of women and the legal granting of the same rights.

In this context, the same general status of military personnel applies equally to women and men, in the sense that they have the same rights, same duties, and same professional opportunities.

The female personnel of the FAR selflessly adhere to vast and vital areas of expertise for national defense. Although recruitment shares limit their access to certain army corps or arms, all functions are open to them.

In fact, today they occupy positions as pilots, doctors, biologists, mechanics, magistrates, social workers, stewards, aeronautical technicians, air traffic controllers, parachutists, military judicial police officers, telecommunications engineers, radar and detection systems engineers or even weapons systems engineers, etc.

In this context, military training schools have worked to establish a training model free from any gender discrimination, ensuring that all military personnel, women and men, benefit from education, training and rigorous preparation, in line with the highest standards of excellence.

In addition, the provisions of Dahir No. 1-12-50 of May 10, 2013, establishing the special status of FAR Officers, corroborate the right of female officer cadres to access higher military education, particularly the Higher Defense Course and the Staff College Course. New promising prospects have opened up for these cadres to integrate the functions of planning and conducting operations within the forces' HQs, thus allowing them access to positions of responsibility.

Although the place of women within the FAR is an established fact, inequalities persist and prevent full progress towards true parity.

MOWIP METHODOLOGY AND RESULTS

I. OVERVIEW OF THE MOWIP ASSESSMENT METHODOLOGY

1.1. OVERVIEW

The MOWIP[21] methodology is a unique tool to assess and improve women's meaningful participation in peace operations. It provides a systematic and comprehensive framework to identify both existing good practices of a security institution and potential area of improvement in each of the ten themes identified as determining women's meaningful participation.

The factors relevant to assessing women's meaningful participation in POs are not limited to the specific moment of deployment. Indeed, they also include the policies, practices and experiences of women and men within the security institution. The good practices and possible improvements identified by the MOWIP methodology can be used both to improve the meaningful participation of women in uniform in POs, and to improve the conditions of equal opportunities between men and women in the security institution studied.

Peacekeeping cannot be separated from the security institution that manages deployments: advancing equality and inclusion of women and men in general within the institution also means reinforcing the trend towards the meaningful participation of women during deployments.

The ten themes discussed below encompass all factors that determine the number and nature of women's participation in peace operations, from initial recruitment to deployment on mission. These factors can be positive (good practices at the institutional level that contribute to women's meaningful participation) or negative (barriers to women's meaningful participation at the institutional level). The MOWIP methodology helps determine whether and to what extent each of the ten themes constitutes a barrier or an opportunity. Applied to a given security institution, its main objectives are to:

- List all the themes that could be improved to increase the meaningful participation of women in UN peace operations;

- Identify existing good practices that can be exploited and/or disseminated more widely;

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21. Sabrina Karim, 'MOWIP Methodology: Measuring Opportunities for Women in Peace Operations', 2020, www.dcaf.ch/sites/default/files/publications/documents/MOWIP_Methodology_2.pdf, accessed April 27, 2021.

- Apply a set of tools and a comprehensive list of indicators to measure the importance of each theme to increase the meaningful participation of women in the security institution;

- Determine the differential impact of each theme within the security institution.

The MOWIP methodology has three components, which are implemented by the national assessment team:

- The **Institutional Information Sheet** (IIS) which contains approximately 200 questions designed to collect qualitative and quantitative data from official sources on deployments of Police and Gendarmerie personnel in United Nations Peace Operations;

- Information regarding decision-making for deployment in peace operations is then collected through **interviews with key decision-makers** in security institutions as well as relevant ministries;

- The third component of the methodology is a **survey** conducted among deployed and non-deployed FAR personnel, both male and female.

After processing and analyzing the data from the three data collection tools, the themes are **color-coded**. Red indicates themes that are the highest priorities, and green indicates areas of low priority or even opportunity. Within each theme in this report, factors influencing recruitment and deployment **in general** (⚧) and those affecting **women** in particular, are presented (⚲).

The analysis of the survey data takes into consideration factors of rank[22], age, past deployment(s), and FAR membership. The statistically significant differences[23] between male and female respondents and identified during this analysis may correspond to real differences in their experiences and perceptions, rather than being linked to chance or to the fact that women are over-represented in certain ranks or services. The survey data are compared with IIS data to examine the gaps between institutional policies and the actual experiences and perceptions of FAR personnel.

22. In these models, rank has been divided into "high rank" and "low rank" persons. The following ranks belong to the "high rank" category: Inspector, Divisional Police Commissioner of exceptional class, Commissioner, Commander, Captain, Lieutenant in the Police, General, Colonel, Lieutenant-Colonel, Commander, Captain, Lieutenant, and Second Lieutenant in the Gendarmerie.

23. If the survey were repeated many times, men would still respond uniquely compared to women, controlling for other factors that may also influence responses (such as rank, age, deployment status, and service). Statistical significance was determined by a p-value of 0.1 or less in the regression models described in the box.

1.2. SURVEY DATA ANALYSIS

The data were analyzed using a descriptive approach. As such, several indicators were calculated for the full sample, both for women and men who were previously deployed or not deployed in PO.

The conducted analysis focused on the study and use of data from the three MOWIP tools mentioned above.

Any statistically significant differences between men and women (where there was a p-value less than 0.05) are clearly indicated in this report. The absence of reports of different response proportions between men and women indicates that there was no significant difference between male and female respondents; other factors remain unchanged. Regression models were run as logistic regression when the response was dichotomous (e.g. when the response options were yes or no) and as ordinal logistic regression when the response options were categorical or ordinal (e.g. questions that ask the extent to which the person agrees with a certain statement). For continuous variables, the method of ordinary least squares regression was used.

The MOWIP methodology therefore produces robust, evidence-based results. It is anchored in the perspectives of the institution, the knowledge acquired by the assessment team, as well as the expertise of specialists with academic training in gender and peace operations. It can be used to provide transformative, evidence-based recommendations that effectively target the root causes that prevent uniformed personnel, particularly women, from deploying to peace operations. Using a methodology common to many T/PCCs also helps to identify universal barriers that need to be addressed at the UN level, and to highlight good practices that can be shared and adapted to other contexts.

1.3. RESEARCH TEAM

The multidisciplinary research team is composed of qualified personnel representing all components of the FAR. It consists of roughly hundred individuals (men and women) responsible for supporting the implementation of the project within the FAR and providing support in all tasks necessary for its completion.

These include gender focal points, academics, administrators, psychologists and social workers. The commitment of this team represents a good practice and an interesting contribution to current research methodology.

In addition, a versatile team of 50 investigators successfully conducted the data collection in the field. This team brings together a variety of profiles, all with experience in the field. The investigators with knowledge of the security institution, have skills in various fields, including interviewing techniques, mastery of computer tools, knowledge of psychology, experience in documentary analysis and literature review, and in-depth knowledge of gender and peace operations. The team, operating under the supervision of a project manager, was led by a committee with more than 20 years of experience in the field of research.

a. BRIEF PRESENTATION OF MOHAMMED V UNIVERSITY IN RABAT: NATIONAL RESEARCH INSTITUTION

Mohammed V University was founded in 1957 and is the first modern Moroccan university. It hosts nearly 90,000 students including 34,000 new students supervised by more than 2,200 faculty members and 1,000 administrative and technical staff.

The University counts 16 academic branches in the fields of Health Sciences, Economics and Law, Education Sciences, Science and Technology, Engineering and Letters and Human and Social Sciences (EMI, ENSAM, ENSIAS, ENS, EST, FLSH, FMP, FMD, FSE, FSR, FSJES Agdal, FSJES Salé, FSJES Souissi, ISR, IERA, and IUEAIAEM).

The training offer consists of 304 first and second cycle diplomas and 30 PHD courses.

The university annually trains nearly 18% of Master's students, 23% of Engineers and 28% of doctors graduated from public universities and graduates nearly 17,000 students annually.

It contributes annually to the production of 25% of national research with nearly 280 research projects; 20 new patents, 5000 scientific publications including 3000 indexed in international databases (SCPOUS, WOS) and nearly 900 PHD theses. 50 research structures are certified by the University.

The University is ranked according to QS World university rankings #1001-1200 and stands out as number one at the national level. In the field of Computer Science, the university is ranked 2nd African university in 2023 and 3rd in engineering and physics.

b. ASSESSMENT TEAM

To achieve unbiased and more reliable results, the MOWIP-FAR assessment team is composed of senior military cadres and university professors with extensive knowledge in quantitative and qualitative research methods and skills in data analysis:

These selected profiles, in addition to their expertise in the WPS agenda and their working knowledge of gender studies, have the necessary skills and tact to present potentially sensitive findings to the high-level authority, and to produce realistic and actionable recommendations, which are the subject of this report.

Furthermore, although this team of researchers conforms to the universal ethical protocol for the analysis of survey data, it was required to respect the ethical and legal obligations specific to the FAR for the implementation of the MOWIP methodology.

c. MOWIP IMPLEMENTATION IN THE FAR

The implementation of the MOWIP methodology was initiated by an internal note in application of the Command instructions in response to the letter from the MAECAMRE inviting the FAR to register for the Elsie initiative project.

To this end, a committee dedicated to the WPS theme was established within the framework of the Standing Committee for External Operations (CPOPEX), composed of the Gender Focal Points (GFP) of all FAR departments.

Furthermore, a multidisciplinary team composed of members of the said committee as well as academic researchers from Mohammed V University/Rabat, was set up to conduct the said methodology.

Subsequently, investigators with the required profiles were identified and selected from among the GFPs based on their expertise and knowledge in gender matters.

The initial training of the investigators on the MOWIP methodology was provided by the Focal Point of the 3rd Bureau, and took place over a period of two months, focusing mainly on how to administer the three tools of this methodology, in particular, the Institutional Information Sheet (IIS), interviews with key decision-makers, and

surveys of men and women of the FAR. Then, the said investigators were introduced to the method of investigating respondents in an ethical and impartial manner. This involved didactic and interactive sessions as well as interview simulations in the presence of professionals in social science methods and interviewing techniques.

It should be noted that the survey specifications aimed at drawing a representative sample of 380 deployed and non-deployed men and women from different components of the FAR, namely the Land component, the Royal Air Force, the Royal Navy, the Royal Gendarmerie and Military Health services.

The survey included enough deployed women to meet the requirements of the MOWIP methodology and address their experiences in peacekeeping. Indeed, THEME area 6, "Peacekeeping experience," refers not only to that of male military personnel but also to that of women.

Similarly, existing data are sufficiently robust to examine barriers and opportunities for women in other areas related to themes 1-5 and 7-10.

Additionally, due to the time lag between survey implementation, IIS collection and interviews with key decision makers, and the validation process, there is a number of current realities that do not appear in the assessment data.

Given practical changes that occurred, such as the institutionalization of GFPs for gender equality, the survey results, particularly those pertaining to opinions, perceptions or attitudes, may also have been affected.

Table 1: Distribution of the sample by gender and by FAR component.

The total sample consisted of 380 individuals - 190 men and 190 women. Within the sample, 190 men and women have already been deployed to at least one UN PO, while the remaining 190 have no such experience.

Since the survey complied with to the Elsie Fund's sampling share, the results obtained allowed inferences to be made about the obstacles to meaningful participation of military women of all ranks.

Component Sample		Army	Health Service	Royal air force	Royal Navy	Royal Gendarmerie	TOTAL
Man	Staffing	122	29	26	5	8	190
	%	64.21%	15.26%	13.68%	2.63%	4.22%	100%
Woman	Staffing	122	29	26	5	8	190
	%	64.21%	15.26%	13.68%	2.63%	4.22%	100%

Table 2: Distribution of the sample by geographical area.

Area Sample		WEST	SOUTH	EAST	NORTH	TOTAL
Man	Staffing	49	78	36	27	190
	%	26%	41%	19%	14%	100%
Woman	Staffing	85	42	29	34	190
	%	45%	22%	15%	18%	100%

Table 3: Distribution of the sample by rank category.

Category Sample		Officer	NCO	ENLISTED	TOTAL
Man	Staffing	88	66	36	190
	%	46.3%	34.7%	19%	100%
Woman	Staffing	99	70	21	190
	%	52.1%	36.8%	11.1%	100%
Total Staffing		187	136	57	380
Percentage		49.2%	35.8%	15%	100%

For the distribution of samples by rank, 49.2% of respondents are officers, including 46.3% men and 52.1% women. The NCOs represent 35.5% of the sample, including 34.7% men and 36.8% women. As for the ORs, they represent 15% of the sample, including 19% men and 11.1% women.

In relation to the respondents' age of the survey respondents, the average age is **27.5 years**. For men, the average age is **30 years**, with the youngest being **25** and the oldest **50 years** For women, the average age was **25 years**, with the youngest woman being **21** and the oldest **50 years**.

Figure 1: Distribution of civil records
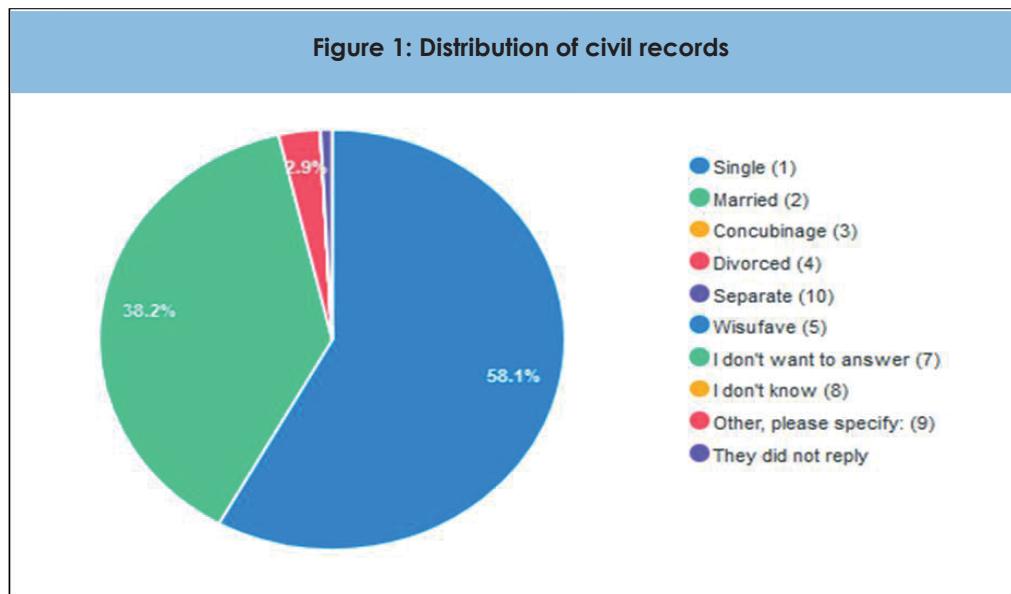
Among women and men targeted by this survey, **58.1%** are single and **38.2%** are married.

Figure 2: Distribution by child
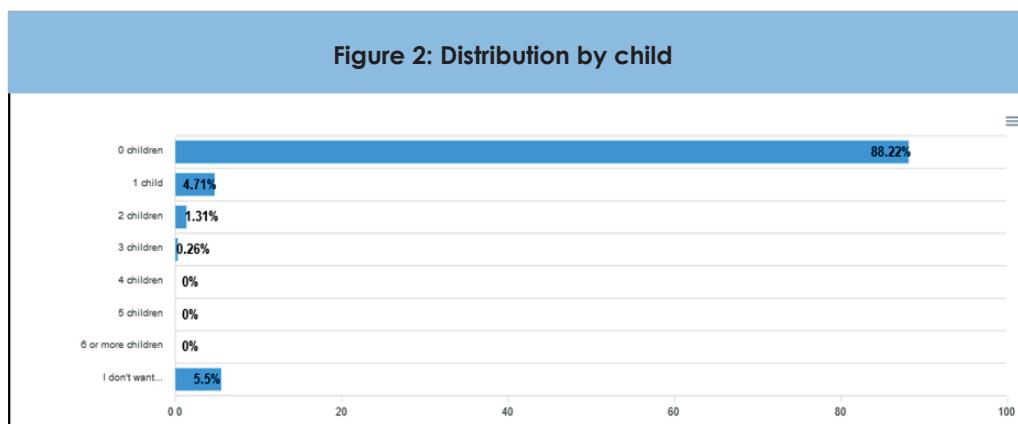
Furthermore, **88.22%** of people have no children, **4.71%** have only one, **1.31%** have **2** children and **0.26%** have **3** children.

Figure 3: Staff deployed from the sample

Legend

01	OR1 [Corto-Specific examples for each option) (1)	02	OR2 (2)
03	OR3 (3)	04	OR4 (4)
05	OR5 (5)	06	OR6 (6)
07	OR7 (7)	08	OR8 (8)
09	OR9 (9)	10	OF1 (10)
11	OF2 (11)	12	OF3 (12)
13	OF4 (13)	14	OF5 (14)
15	OF6 (15)	16/	OF7 (16)
17	OF8 (17)	18	OF9 (18)
19	[Higher post (19)	20	Other, please specify: (20)
21.	I do not wish to reply (21)	22	I don't know (22)
23	They did not reply		
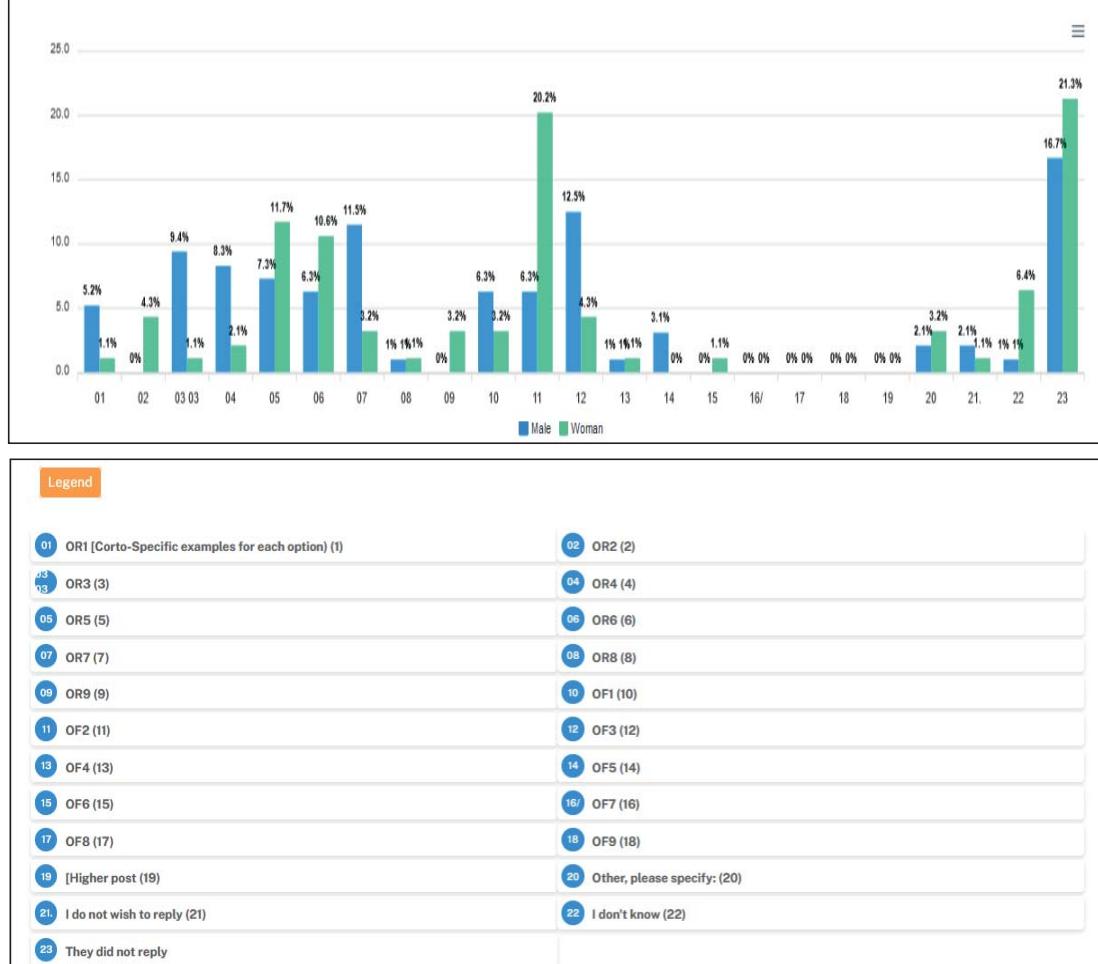
The majority of deployed military personnel are Captains with **26.5%** among which **20.2%** are women, followed by Sergeant with **19%** among which **11.7%** are women, Staff Sergeant with **16.9%** among which **10.6%** are women and Major with **16.8%** among which **4.3%** are women.

Figure 4: Non-deployed sample staff

Legend

01 OR1 [Corto-Specific examples for each option) (1)	02 OR2 (2)
03 OR3 (3)	04 OR4 (4)
05 OR5 (5)	06 OR6 (6)
07 OR7 (7)	08 OR8 (8)
09 OR9 (9)	10 OF1 (10)
11 OF2 (11)	12 OF3 (12)
13 OF4 (13)	14 OF5 (14)
15 OF6 (15)	16/ OF7 (16)
17 OF8 (17)	18 OF9 (18)
19 [Higher post (19)	20 Other, please specify: (20)
21. I do not wish to reply (21)	22 I don't know (22)
23 They did not reply	

The majority of non-deployed military personnel are Captains with **34.7%** among which **21.9%** are women, followed by that of Majors with **30.7%** among which **7.3%** are women, Sergeants with **26.3%** among which **12.5%** are women and Lieutenant-Colonels with **9.5%** among which **5.2%** are women.

The research team also conducted **21** interviews with key decision-makers, senior and intermediate decision-makers from the Land component, the Royal Air Force, the Royal Navy, the Royal Gendarmerie and Military Health services. These were the heads of the various departments of the FAR General Staff, experienced in operations management.

Interviews with key decision-makers focused on barriers to women's meaningful participation, trends in FAR participation in UN PO, the deployment of women to various ranks and positions, professional and social factors that may constitute barriers or challenges for women, while identifying practices that can increase their participation.

The results of the interviews thus provide a comprehensive overview of various issues related to the opportunities and challenges associated with the participation of women in peace operations.

Regarding the IIS, two teamwork group meetings within the CPOPEX WPS subcommittee were held to complete this tool. The respondents were mainly representatives of different FAR components. The respondents completed the IIS by exploiting all the documentation relating to service within the FAR and national legislation to answer the questionnaire.

1.4. THE (10) THEMES DETERMINING THE PARTICIPATION OF FAR WOMEN IN PEACE OPERATIONS

The MOWIP methodology assesses opportunities and barriers across ten distinct THEME areas. Each area is assigned a score to highlight priority areas where the security institution should converge future efforts to foster meaningful participation of uniformed women in peace operations. The table below summarizes the findings; subsequent sections of the report provide in-depth details on the barriers and opportunities identified in each THEME area.

Pre-deployment phase: including factors affecting force generation	Priority	Cross-cutting issues	
1 Eligible population Are there enough women in national institutions?	**High**		
2 Deployment criteria Do the criteria match the skills needed within the peace operation?	**Moderate**		10 **Social exclusion**
3 Selection for deployment Does everyone have a fair chance of being deployed?	**Moderate**	9	
4 Domestic constraints Are there any provisions for families of deployed women?	**High**		
Deployment phase: including difficulties encountered by women during operations		**Gender-based roles**	Are women treated as equal members of the team?
5 Peace operations infrastructure Accommodation and facilities are they designed to meet the needs of women?	**High**		
6 Experiences in peace operations Positive experiences and negative experiences during operations affect women's deployment decisions?	**Weak**	Do preconceived attitudes towards women hinder their ability to unfold?	
Post-deployment phase: including factors that affect Redeployment			
7 Career advancement Do deployments advance women's careers?	**Moderate**		
All stadiums			**Moderate**
8 Cascade Leadership Do leaders at all levels support the deployment of women?	**Moderate**	**High**	

ROYAL ARMED FORCES REPORT ON MEASURING OPPORTUNITIES
FOR WOMEN IN PEACE OPERATIONS

ANALYSIS OF RESULTS

In the following sections, a brief overview of the results will be presented for each theme, followed by an in-depth analysis of the obtained data.

Assessment of the classification of each theme (high, moderate, or low priority)

Findings for each theme were derived from three data sources: the IIS, interviews and the survey. These data are then used to assess a set of indicators for each theme. Subsequently, all indicators within a theme are examined collectively to determine whether the theme in question represents a high, moderate, or low priority for monitoring activities.

To classify the themes, the methodology also considers the differences in results between the IIS, the interviews and the survey. More accurately, it examines:

- If the responses from the IIS and interviews with decision-makers on policies, practices and programs differed from the survey responses, which measure staff experiences with these policies, practices, and programs;

- If certain policies or practices disproportionately affect women and men (for example, requiring a minimum height might advantage men because they are on average taller than women);

- If there is a significant difference in how women and men responded to each survey question.

The findings highlight opportunities and barriers to meaningful participation of women in United Nations peace operations, as well as gaps in the implementation of existing policies and divergences in perceptions between senior and lower-level staff, as well as between women and men.

Cross-disciplinary themes

Themes 9 (gender roles) and 10 (social exclusion) reflect the values, norms, perceptions, behaviors and practices of individuals within security institutions, as well as the resulting institutional cultures and group dynamics. They impact all themes 1 to 8. The findings for themes 1 to 8 also include a section on how these cross-disciplinary themes influenced the results. This will help guide recommendations, as transformational change may require both policy adjustments and attitudinal changes.

II. RESULTS OF THE APPLICATION OF MOWIP IN THE FAR

2.1. THEME 1: ELIGIBLE POPULATION

High

Are there enough women in national institutions to meet deployment targets?

The theme of the eligible population aims to determine whether there are enough women in the security institution to achieve the objectives set by the United Nations 2018-2028 strategy on gender parity[24] (25% of female personnel in terms of staff and military observers and 15% deployed within contingents).

SUMMARY OF RESULTS

MAIN OPPORTUNITIES:

- The Royal Armed Forces (FAR) have implemented an approach integrating the gender perspective, focused on training and recruitment;
- Moroccan female soldiers benefit from the same high-level training as their male counterparts;
- Although the number of women holding positions of responsibility within the military institution remains proportionally low compared to men, women now hold intermediate positions of command and leadership within the FAR.

MAIN OBSTACLES:

- The number of female staff remains proportionally low. It currently constitutes approximately 7% of the total number of staff;
- Moroccan women are still a minority in tactical and operational roles, which may limit their ability to serve in certain missions;
- Moroccan women are often encumbered with family responsibilities, which can deter them from pursuing a military career.

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24. António Guterres, the United Nations Secretary-General, launched the Global Strategy on Gender Parity in mid-September 2017. The strategy includes recommendations for actions to achieve gender parity by 2028. It covers, among other things, targets and accountability, special measures, an enabling environment, senior appointments and mission frameworks.

OBSTACLES RELATED TO CROSS-DISCIPLINARY THEMES

- Cultural and societal barriers relegate women to subordinate positions;
- The confinement of the role of women to the family space, which is marked by gender stereotypes.

DETAILED RESULTS OF THE STUDY:

a. OPPORTUNITIES

Policy established for the inclusion of women:

Within the FAR, a holistic plan integrating the gender perspective is being implemented targeting various areas, including training. This approach includes adapting training programs to operational needs, integrating modules on gender equality into the curricula of Schools and Training Centers, redefining the recruitment policy with the inclusion of female Officer Cadets since 2019 at the Royal Military Academy and since 2014 at the Royal Naval School, as well as developing a new approach to military service based on women's volunteering. In addition, particular attention is paid to operational preparation and pre-deployment training, ensuring that profiles are optimally matched to the requirements of PO.

Equal access to training on the same basis as men

Moroccan women have access to the same military training as men, which allows them to develop the skills needed to serve in the military institution. This equal access to training is a key element for women who wish to join the army.

Presence of women in decision-making roles

Some women hold an intermediate decision-making positions in the FAR, their increasing presence in key positions makes them inspiring role models for young recruits, demonstrating their ability to hold the same positions as their male counterparts. This female presence in leadership roles shows that women are taken seriously and that their expertise is valued.

Figure 5: Proportion of middle-ranked and higher-ranks-range women

35.6%

64.4%

● Median or higher ● Lower rank
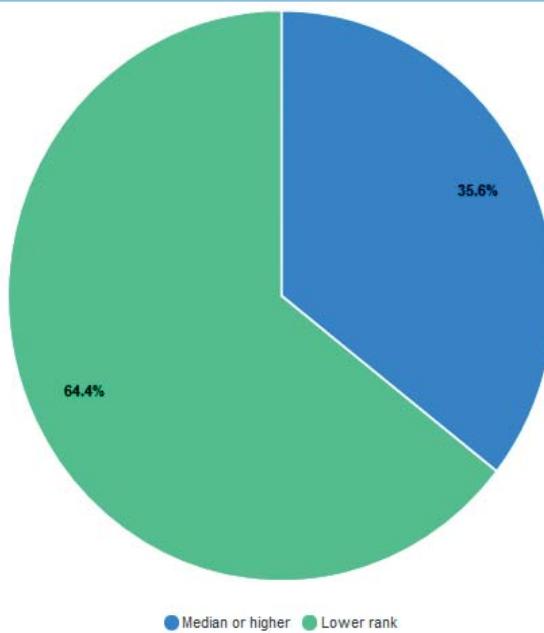
Also, analysis of the survey results shows that 35.6% of women in the sample hold mid-rank or higher positions, indicating that women are significantly represented at mid-rank or higher levels in the institution.

Equal opportunities for participation in international missions

The Moroccan military men and women have the same opportunities to participate in international missions. These women actively participate in various peacekeeping missions on a global scale, where they enrich the effectiveness of operations through their remarkable capacity.

b. OBSTACLES

Limited number of women in the military institution:

The number of women in the FAR remains relatively low, representing approximately 7% of the total force. Despite efforts to promote inclusion and gender equality, women remain underrepresented compared to their male counterparts. This proportion highlights the persistent challenges in recruiting and retaining women in a traditionally male-dominated environment. To increase this proportion, it is

essential to continue and expand initiatives aimed at attracting more women to military careers, and to create a more inclusive work environment that is conducive to the professional development of women in the military.

Underrepresentation of women in tactical roles

Moroccan women are still a minority in tactical and operational roles, which may limit their ability to serve in certain missions. This underrepresentation can be attributed to factors such as perceptions of traditional roles and social culture that does not encourage women to hold leadership positions. However, efforts to promote gender equality and inclusion within the FAR continue to make progress, as evidenced by the increase in the number of women in decision-making roles.

In 2023, women represented only **1.7%** of personnel in combat units. This figure highlights the persistent marginalization of women in frontline roles. The low female presence in these essential units reflects the specific challenges they face, such as gender stereotypes, physical barriers, and cultural biases.

Balancing work and family life

Women in the military often face a delicate dilemma between their professional responsibilities and their family obligations. Work demands can conflict with family expectations, forcing women to juggle their career aspirations with their commitment to their families. This tension can deter women from volunteering for deployments on international operations because they fear compromising the delicate balance between their career and family life. The need to juggle work and family demands presents a major challenge for women in the military, who often have to make difficult choices and sacrifice career opportunities to meet the needs of their families.

c. RECOMMENDATIONS

Achieving the objectives set for the inclusion of women in the FAR and their deployment in peacekeeping operations depends on efforts made in the following areas of improvement:

Promoting gender equality:

Promoting gender equality within the FAR requires a proactive approach to go beyond the mere integration of women and ensure their full and equitable inclusion. This can be achieved through the implementation of various specific policies and programs including:

- Increase the share reserved for women during the recruitment process;

- Review the criteria for promotion to higher rank.

Improving the representation of women in tactical roles

To improve representation of women in tactical roles within the FAR, it is essential to establish specific training programs adapted to the needs of women soldiers in transition. These programs should particularly target former promotions of female personnel who have not benefited from basic operational training. By developing these initiatives, women will be able to acquire the skills and knowledge necessary to excel in operational roles.

Mentoring and support:

Provide mentors and specific support to women to help them overcome barriers and obstacles that prevent them from deploying in tactical roles.

Family support:

Provide family support for military women, such as childcare or family support programs, to help them balance work and family life.

Wages:

Increasing wages in peacekeeping missions is not only a matter of recognizing the risks and sacrifices involved, but also a key strategy for attracting and retaining qualified personnel, improving morale, and ensuring a perception of fairness and justice. To this end, troop-contributing countries must implement specific measures to increase wages of their contingents, to enhance the effectiveness and success of their peacekeeping operations.

2.2. THEME 2: DEPLOYMENT CRITERIA

Moderate

Do female FAR personnel meet deployment requirements to the same extent as male personnel?

The theme of deployment criteria emphasizes **the combination of the required profiles of female personnel and the criteria** required for deployment to peace operations. Indeed, the non-conformity of profiles with the requirements of the mission may prevent the contribution of women to the PO even if there is a willingness to deploy.

SUMMARY OF RESULTS

MAIN OPPORTUNITIES

Selection for deployment is based on physical fitness criteria that take into account biological differences between men and women.

The deployment of an all-female engagement section gives women more opportunities to deploy.

MAIN OBSTACLES

The UN criteria for certain Staff positions are very demanding, which poses specific challenges for women members of the FAR and places them at a disadvantage. In addition, the FAR is currently going through an important transitional phase regarding the specific operational training of women in operational and tactical areas, a sensitive period that the current criteria do not consider.

DETAILED RESULTS OF THE STUDY

a. OPPORTUNITIES

Physical fitness test standards differ based on biological differences between men and women

It was unanimously considered that sports testing was important in selection for deployment while considering biological distinctions between men and women.

As part of professional equity, military personnel take the same sports performance tests according to scales that vary according to their gender, age and discipline.

100% of military personnel selected for deployment successfully completed physical fitness tests during the pre-deployment training phase.

100% female engagement platoon.

Since 2018, the FAR deploys a 100% female Engagement platoon within the Rapid Deployment Battalions, which gives more opportunities for female soldiers to deploy. This contributes effectively to increasing the participation rate of female personnel in peace operations.

The majority of criteria deemed necessary for deployment by participants are met.

Figure 6: Distribution of skills and perceived requirements

Légende

01	Compétences en communication/écoute/relations interpersonnelles (1)	02	Compétences en résolution de conflit/négociation (2)
03	Aptitude à travailler avec la population du pays hôte (3)	04	Aptitude à travailler avec le personnel d'autres pays (4)
05	Aptitudes au combat/tactiques (5)	06	Compétences d'informatique (6)
07	Capacité à conduire une voiture manuelle (7)	08	Capacité à parler la langue du pays hôte (8)
09	Capacité à parler anglais (9)	10	Capacité à parler français (10)
11	Aptitude physique (11)	12	Aptitude médicale (12)
13	Expérience au sein des Forces Armées Royales (13)	14	Grade minimum (14)
15	Âge approprié (15)	16	Personnalité/caractère approprié·e (16)
17	Dossier disciplinaire vierge (17)	18	N'avoir aucun engagement familial dans son pays d'origine (18)
19	Avoir l'autorisation de votre superviseur·se (19)	20	Sensibilité au genre (20)
21	⊗Je ne sais pas (21)	22	⊗Je ne souhaite pas répondre (22)
23	Autre, veuillez préciser : (23)	24	Ils n'ont pas répondu

77.7% Participants claim to have the skills and meet the requirements required by the UN for deployment.

b. OBSTACLES

The criteria required by the UN for certain positions of Staff/Military Observers are difficult for female personnel to meet.

The UN requires competency criteria that favor men over women in the context of the FAR, particularly in tactical combat operational areas.

The majority of female personnel cannot meet the required profiles for certain positions, given that their training and orientations do not converge towards operational/tactical combat positions or functions. Consequently, the positions occupied by female personnel within the contingents remain very limited.

It is important to note that the FAR has launched a gradual process to train female personnel capable of operational combat. However, the profiles meeting the criteria required for operational missions are not yet ready.

c. RECOMMENDATIONS

Further, train female staff to meet UN standards

In order to enable women to fill UN positions that are predominantly filled by men, it is essential to provide female staff with qualifying training enabling them to acquire the necessary knowledge and skills.

2.3. THEME 3: DEPLOYMENT SELECTION

Moderate

Are female FAR personnel prevented from deploying?

The theme of "Selection for Deployment" focuses on the force generation process in the country. It assesses the processes in place for selecting personnel to deploy. It measures whether women have equal access to information about deployment opportunities in peace operations, whether the process is fair and whether it facilitates the selection of women.

SUMMARY OF RESULTS

MAIN OPPORTUNITIES

Efforts are being made to meet the quotas set by the United Nations regarding the participation of women in POs.

Thus, the FAR has branches, which promote the recruitment of women, which allows for a greater role of female personnel in the organization.

In addition, the majority of survey participants considered the recruitment process for peace operations to be fair, ensuring equal opportunities.

MAIN OBSTACLES

Family obligations, Shared negative experiences, lack of motivation and lack of information are the main challenges to increasing women's participation in peace operations.

OBSTACLES RELATED TO CROSS-DISCIPLINARY THEMES

Female personnel within the FAR are generally recruited to fill administrative positions, which reduces their chances of occupying tactical operational positions in peace operations.

DETAILED RESULTS OF THE STUDY

a. OPPORTUNITIES

EFFORTS MADE

Currently, the FAR has not reached the percentage required by the UN for the participation of female personnel, but, annually, a significant number of women are deployed to the PO. Indeed, Morocco annually deploys female personnel within its contingents as well as personnel serving as Staff or military observers.

Branches promoting women's engagement

Also, internally the FAR has branches, which promote the recruitment of female personnel, which could provide significant representation of women within this organization.

Access to information

Figure 7: Means of communicating information on UN peace operations

Legend:
- 01 Organization-wide email (1)
- 02 Organization Newsletter (2)
- 03 TV (3)
- 04 Radio (4)
- 05 Social networks (5)
- 06 Internal job advertisement site (6)
- 07 Word of mouth (7)
- 08 Through formal professional associations (8)
- 09 Via training academies (9)
- 10 Via informal mentoring (10)
- 11 Via immediate superiors (11)
- 12 ⊗Aucune (12)
- 13 ⊗I don't know (14)
- 14 ⊗I do not wish to answer (15)
- 15 Other, please specify: (13)
- 16 They didn't answer
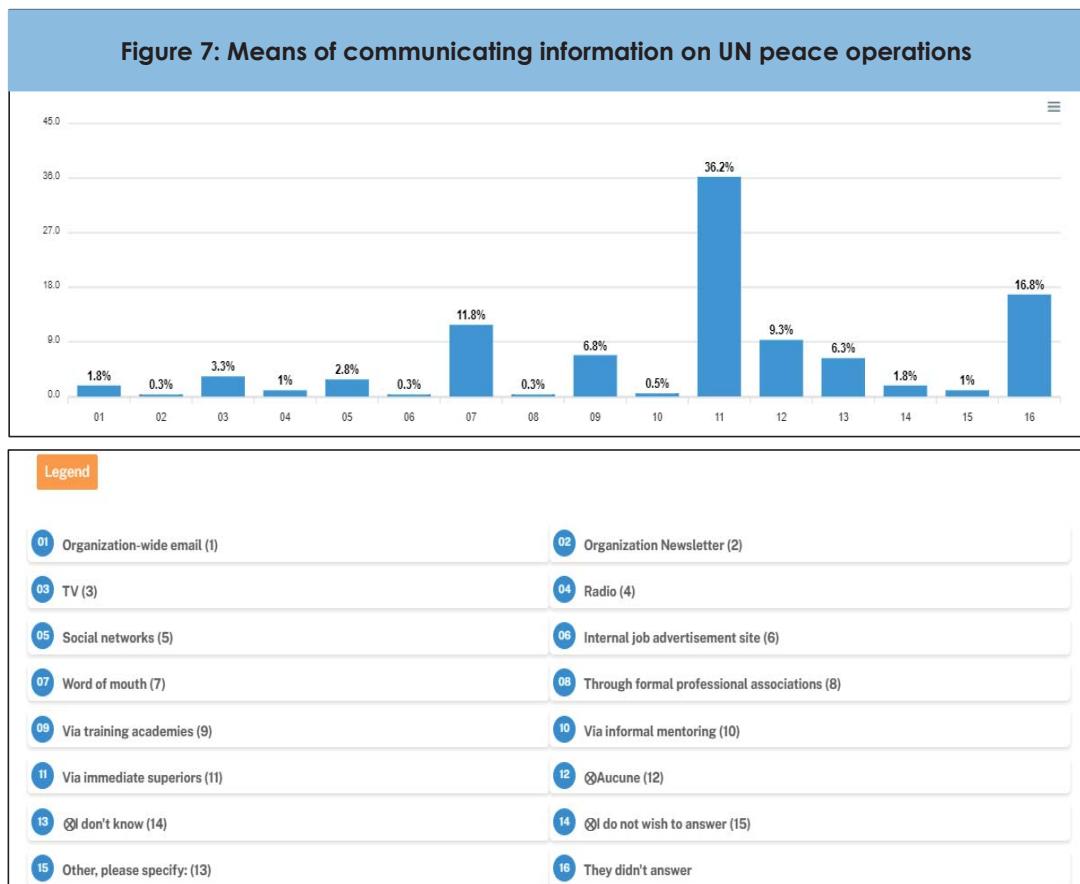
61.2% of military personnel receive information related to peace operations mainly through their immediate superiors and other means (word of mouth, training academies, etc....

Figure 8: Ways of deploying staff

Legend	
01 Toi I was selected by mu superiors without having applied to be a military observer/personnel (1)	**02** Do I applied voluntarily (2)
03 Of I was part of an existing unit (e.g. peloton) deployed as part of a UN Peacekeeping Operations (3)	**04** Ca I joined a Battalion/unit I was not part of before that was created to be deployed in a UN peace operation (4)
05 Lei I joined a Battalion/unit that was created to be deployed in a UN peace operation (5)	**06** Un Government officials on detachment appointed me (6)
07 He I have been consulted on an independent/detached basis (7)	**08** Eq Non-applicable (8)
09 ⊗ Other, please indicate (9)	**10** ⊗ I don't want to answer (11)
11 ⊗ I don't know (13)	**12** They didn't answer

It is worth noting that **19.2%** of deployed soldiers were individually selected by their superiors, which clearly highlights the importance of this selection method for international missions.

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b. OBSTACLES

Challenges to women's participation in POs

Figure 9: Keys challenges to increasing women's participation in UN peace operations

Legend

01 There are not enough eligible women in the armed forces (1)

02 Many women do not have the adequate skills required to be deployed (3)

03 The selection process is not fair and/or is biased against women (2)

04 Women have too many domestic or family obligations (4)

05 Equipment and infrastructure are not adapted to women in peace operations (5)

06 There are testimonies from women recounting their negative experiences during their deployment (6)

07 Deployments to a UN peacekeeping operation do not contribute to career advancement (7)

08 Management or supervisors do not support increased deployment of women (8)

09 Cultural attitudes create doubts about women's ability to thrive (9)

10 Women are not treated equally in the armed forces (10)

11 They didn't answer

17.2% claim that sharing negative experiences of women who have been deployed influences participation or not in POs.

This obstacle was raised by 10.3% of the responses, making it one of the main obstacles to overcome.

OBSTACLES RELATED TO CROSS-DISCIPLINARY THEMES

Family obligations constitute the major constraint to the contribution of women in peace operations.

Indeed, 26.6% of the responses reported these obligations as the main challenge to increase the participation of women in peace operations. It should be noted that these family obligations are linked to the perception of the notion of family, which leads the majority to favor the deployment of men.

c. RECOMMENDATIONS

- Provide a bonus for female staff to be deployed to cover the costs of placing children in daycare centers;
- See recommendations for theme 2.

2.4. THEME 4: DOMESTIC CONSTRAINTS

Are there any measures taken in support of the families of deployed women?

Pre-deployment phase: including factors affecting force build-up

The Domestic Constraints theme recognizes that the majority of unpaid care work, such as caring for children, elderly parents or other family obligations, is primarily undertaken by women. These responsibilities can be a major barrier to women's active engagement and participation in peacekeeping operations. This theme examines the existence of policies and working conditions within security institutions that promote work-life balance, thereby encouraging a more equitable distribution of domestic responsibilities between men and women. It also analyzes potential social pressures that may discourage women from volunteering for deployment missions.

SUMMARY OF RESULTS:

MAIN OPPORTUNITIES:

- Military women are demonstrating increasing independence in their deployment decisions on missions, thereby strengthening their position and contributing fully to peace operations as agents of change and stability;
- The deployment of women to peace missions is generally accepted in a neutral manner, reflecting a move towards more autonomy and equality in military career choices;
- Women can openly discuss family issues with their superiors, fostering an understanding and adaptable work environment;
- FAR childcare facilities are present in most cities across the kingdom. They are accessible during duty hours and offer an affordable solution for military families;
- Extended families, including grandparents, contribute to the care and support of children during deployment;
- Servicewomen receive 14 weeks of paid maternity leave and flexibility for medical appointments, while fathers are entitled to six days of paid paternity leave;

- Sick leave and disability leave are paid, providing financial security in times of need, and beneficiaries receive moral and financial assistance in the event of death.

MAIN OBSTACLES:

The obstacles to women's participation in United Nations peacekeeping operations are multiple and often interconnected. The main challenges identified include:

- Family responsibilities such as childcare and caring for family members limit women's availability for extended deployments overseas;
- Some disappointing past experiences, such as discrimination during deployments, hinder meaningful representation of women in the military;
- Some women perceive that peacekeeping missions do not offer meaningful professional development opportunities.

CROSS-DISCIPLINARY THEMES:

In our society, domestic tasks fall primarily on women, while men are rarely designated as primary caregivers or stay-at-home fathers. As a result, families seem to adjust better to fathers' departure than to mothers'.

The lack of institutional policies that support work-life balance negatively impacts women's career opportunities. However, to advance in the hierarchy within our institution, the emphasis is often placed on dedication to work rather than taking charge of family responsibilities. This creates a disadvantage for women, who may find it more difficult to reconcile their family obligations with their career aspirations.

GAPS IN PERCEPTIONS AND EXPERIENCES

- Although institutions offer financial compensation to personnel deployed in peace operations, their perception of this compensation varies as to whether it is sufficient to meet their needs;
- Leave (maternity, illness, disability, etc.) may impact the availability of female staff for scheduled training. This situation may hinder their professional development and compromise their ability to fully meet operational requirements;

- Childcare facilities such as FAR nurseries and kindergartens are present in most cities across the Kingdom. However, it is important to note that they have limited capacity and do not offer services outside of training hours;

- Despite UN standards specifying the right of military personnel to have vacation, personnel deployed within our contingent (94.80%) do not claim this right, which restricts their flexibility in the event of an urgent family need.

Figure 10: Proportion off staff went on leave

5.20%

94.80%

● Leave ● No leave taken

Figure 11: Number of leaves taken

Legend		
01 Maternity leave (1)	02 Paternity leave (2)
03 Family (3)	04 Sick leave (4)
05 Annual leave (9)	06 Elderly care leave (5)
07 Disability (6)	08 ⊗None (8)
09 Other, please specify: (7)	10 They didn't answer
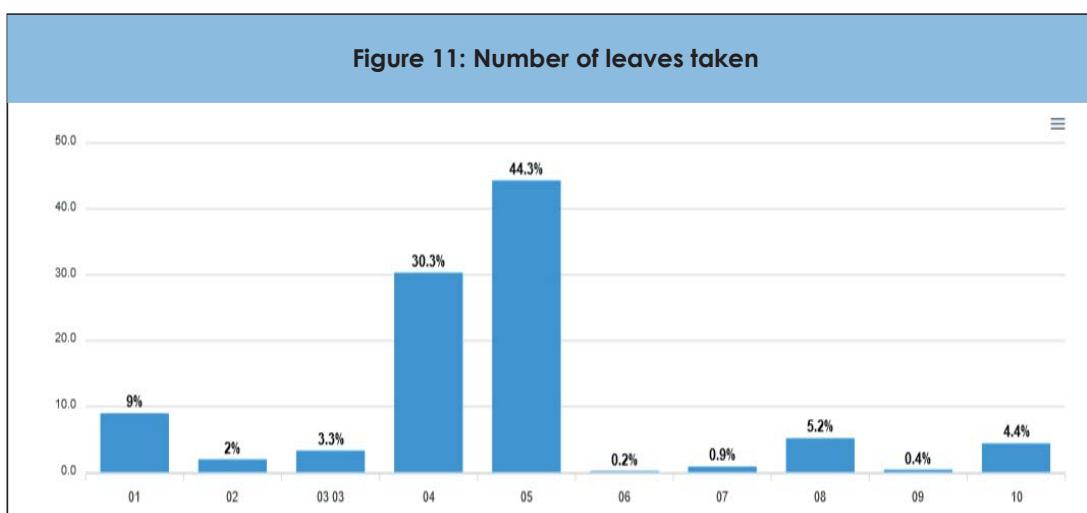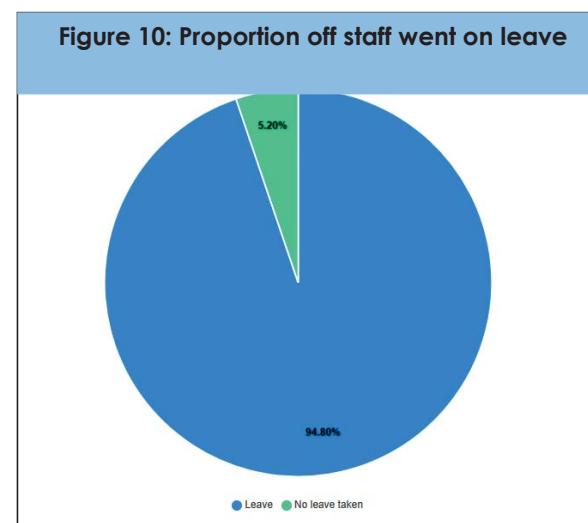
However, this personnel may be eligible for other types of leave at the end of their deployment as indicated in the graph below.

Detailed results of the study

a. OPPORTUNITIES

Independence of Women in Missions Decision Making

Figure 12: Proportion of women not requiring permission

36.70%

63.30%

● No need for permission ● Need for permission
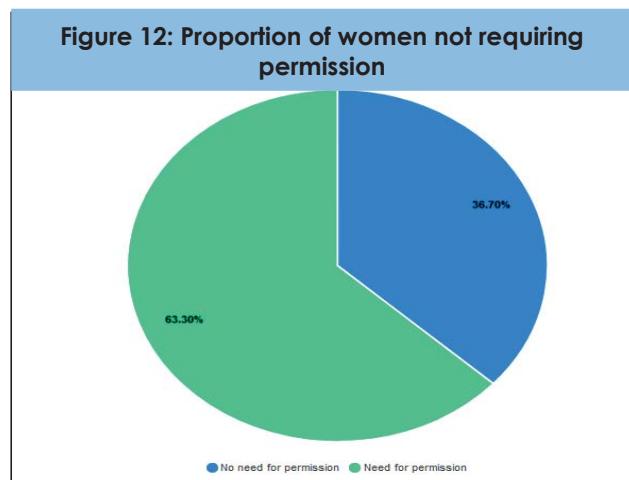
Figure 13: Perception of the need to ask permission before deploying
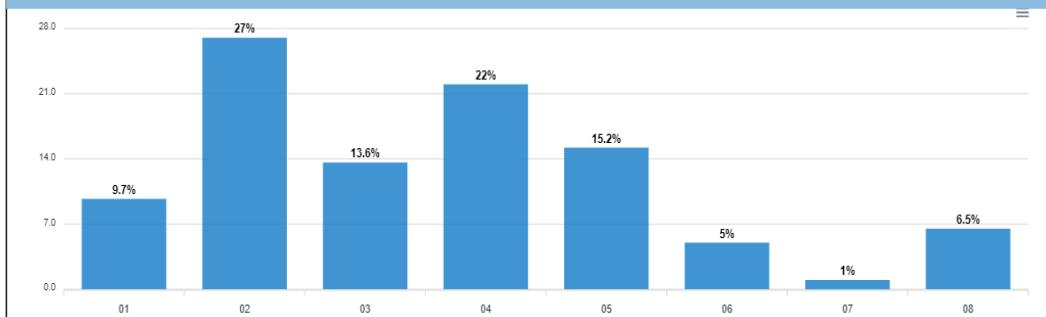
9.7% 27% 13.6% 22% 15.2% 5% 1% 6.5%

01 02 03 04 05 06 07 08

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36.70% of women feel that they do not need permission from their husband or father to go on a mission. Although this result does not reach the required 50%, it nevertheless demonstrates a certain independence in the decision-making process to deploy on a mission, reflecting a shift towards greater autonomy and equality in career choices. This independence strengthens their position within the army and allows them to contribute fully and effectively to peacekeeping missions, thus affirming their role as agents of change and stability.

Social Acceptability of the Women Deployment

Figure 14: Fear of family judgment for deployed women
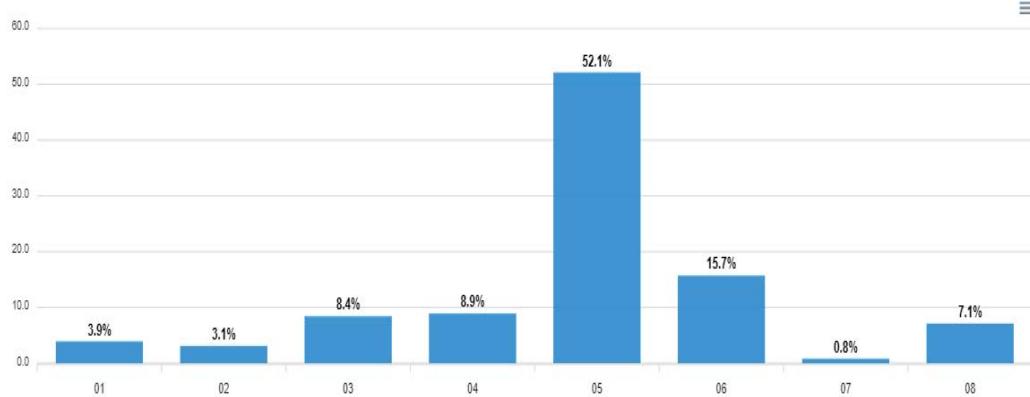
Figure 15: Perception of family judgment for women deployed
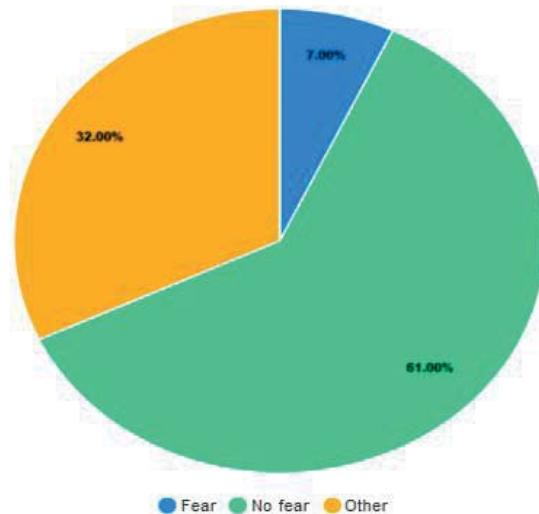
According to the survey, **61%** of people do not express any feeling of fear of family judgment upon deployment, compared to only **7%** who feel some apprehension.

To this end, the deployment of women to peacekeeping missions is generally perceived without significant fear in Morocco. There is neither significant opposition nor enthusiastic support, but acceptability varies according to cultural dynamics and local values. This perception can influence individual women's and families' decisions regarding their participation in peacekeeping missions.

Arrangements to Discuss Family Issues with Superiors

Figure 16: Willingness to discuss family problems with a superior

Figure 17: proportion of staff willing to discuss family problems with higher level

51.60%

48.40%

● Ready to discuss family issues ● Not ready to discuss family problems
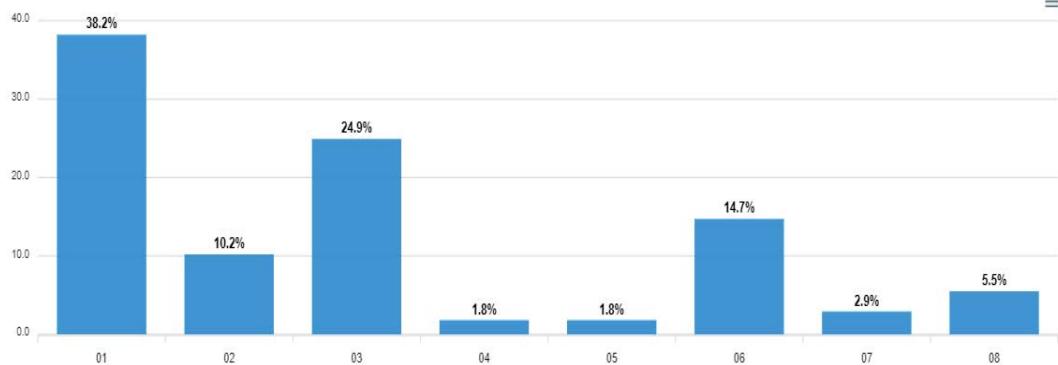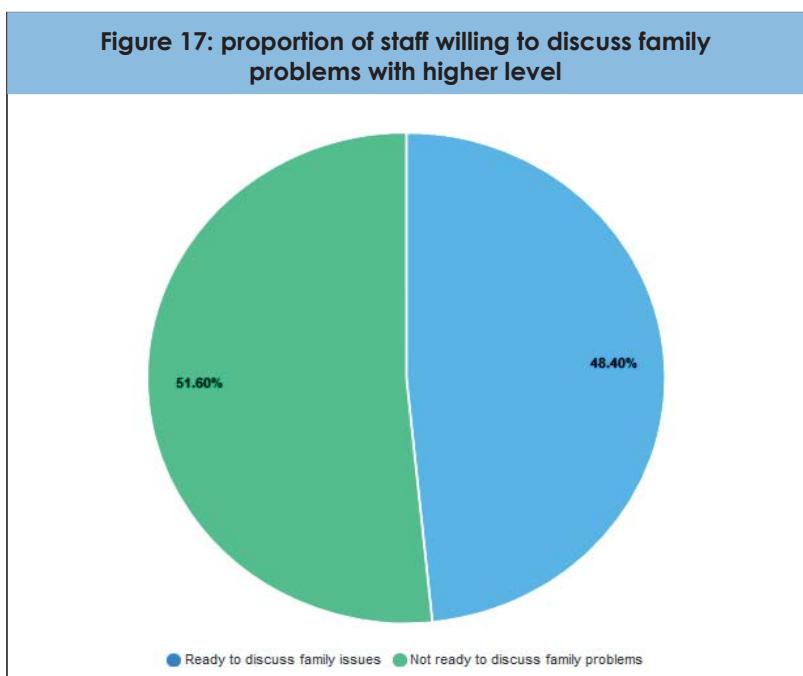
48.4% of personnel is willing to approach their superiors to discuss family issues. Among military women, there is a real willingness to engage in this type of discussion with their superiors. This openness to dialogue fosters an understanding and adaptable work environment, where personal challenges can be addressed constructively. Strong hierarchical support helps to find suitable solutions, thereby improving the well-being and effectiveness of serving military personnel.

Child Care Facilities

Figure 18: Types of childcare facilities available

Legend	
01 National childcare grants/allowances (1)	02 National childcare facilities (2)
03 Childcare subsidies/allowances provided by the armed forces (3)	04 Childcare facilities in the armed forces (4)
05 Private childcare (eg: private daycare centers, nannies, etc.) (5)	06 None (6)
07 Other, please specify: (7)	08 ⊗I don't know (8)
09 ⊗I do not wish to answer (10)	10 They didn't answer

Figure 18 values: 01: 3.2%, 02: 4.2%, 03 03: 9.4%, 04: 10.4%, 05: 5.5%, 06: 25.6%, 07: 3% 3%, 08: 30.8%, 09: 1.7%, 10: 6.2%

Figure 19: Availability of childcare facilities

- Childcare infrastructure available: 32.70%
- Childcare infrastructure not available: 67.30%

Also, the survey shows that 32.70% of the personnel in the sample have access to childcare facilities for military personnel. These facilities are available in many cities of the Kingdom, offering thus a local solution to families. The fees remain symbolic, making these services financially accessible. However, these facilities only operate during working hours and do not offer boarding or special provisions for women pre-deployment, which can pose additional challenges for military mothers on mission.

Extended Family Childcare Practice

Figure 20: Agreement with the statement concerning childcare by the extended family

Legend

01	Not at all agree (1)	02	Disagree (2)
03	Neutral (3)	04	Okay (4)
05	Totally agree (5)	06	I don't know (6)
07	I do not wish to answer (7)	08	They didn't answer
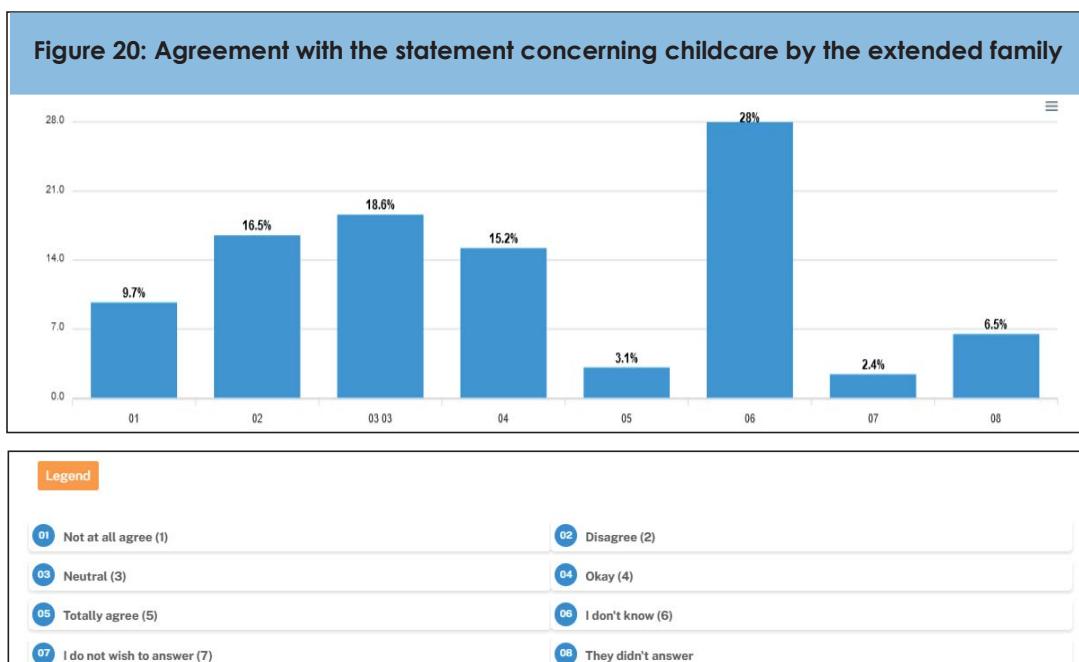
Figure 21: Agreement with the
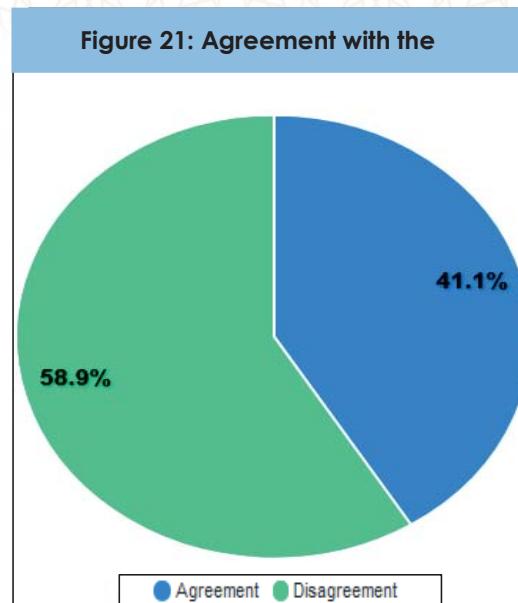
In Morocco, it is common place that extended families be granted the care of children, and among the respondents who spoke out on this question 41.1% support this practice.

Rights and Flexibility for Pregnant Women

Pregnant servicewomen benefit from the ability to remain in service while having flexibility for medical appointments. They are provided with 14 weeks of paid maternity leave, ensuring financial support during this crucial time. Additionally, military fathers are entitled to six days of paid paternity leave, which promotes a more balanced distribution of parental responsibilities and supports the commitment of both parents to childcare.

Sick Leave/Disability and Death Assistance

Service members are entitled to paid sick leave and disability leave, allowing them to recover without fear of loss of income. In the event of death, beneficiaries are provided with moral and financial assistance, and the families of peacekeepers receive a retirement pension for widows and orphans. These measures ensure long-term financial security and continued support for service members' families.

b. OBSTACLES

Figure 22: Key challenges to increasing women's participation in UN peace operations
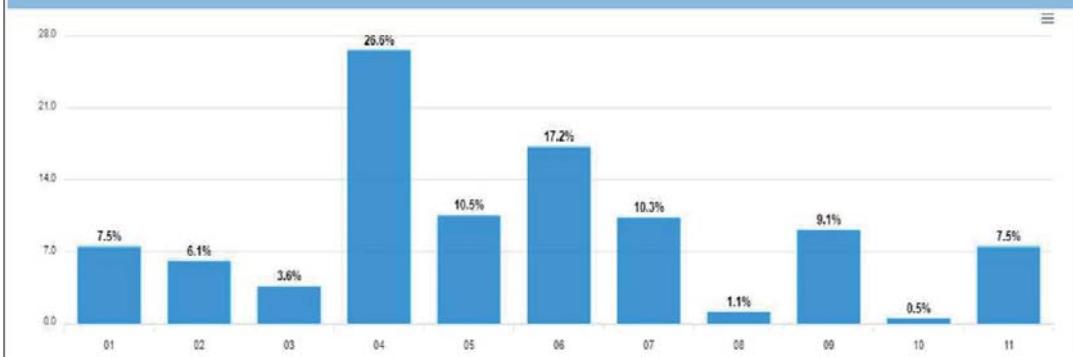
Figure 23: Top 3 challenges identified by women to increase their participation

● Women have too many domestic obligations or towards their families
● There are testimonies from women telling their negative experience during their deployment
● Equipment and infrastructure are not suitable for women in peace operations ● Other
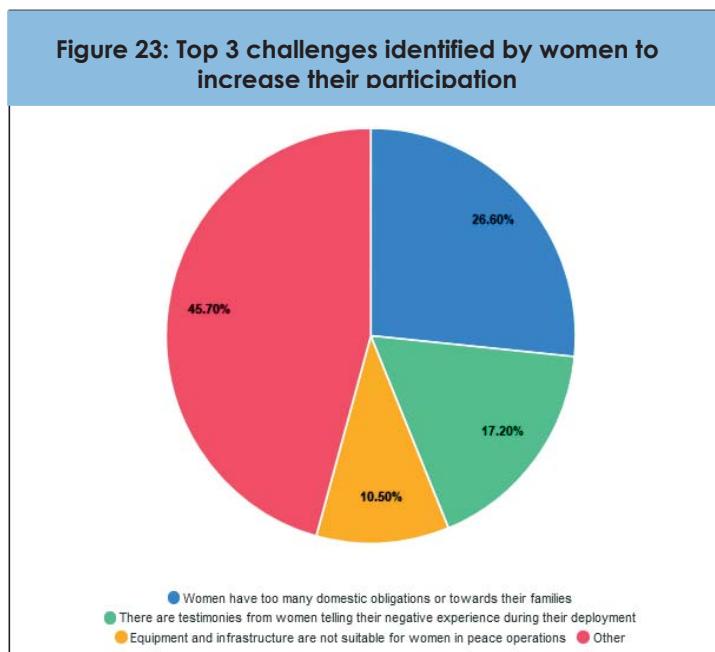
Family constraints:

According to the survey results, the family and domestic responsibilities disproportionately shouldered by women constitute a major obstacle. Obligations related to childcare, caring for elderly parents or other sick family members limit their availability and flexibility to be deployed on long-term missions abroad. This family burden can also discourage some women from applying for or pursuing a career in this field. According to a recent analysis, 26.60% of respondents say that family obligations represent a major challenge to their participation in missions.

Previous experiences:

According to the previous analysis, 17.20% of participants say that disappointing experiences prevent them from participating in missions. Previous unfavorable experiences of deployed women can dissuade other women from engaging. Specific challenges encountered in the field, such as discrimination and lack of psychological support, reinforce reluctance to engage in such missions.

Professional perception:

Another major barrier is the perception that deployment to peace operations does not necessarily generate tangible professional benefits. According to the analysis, 10.30% of participants say that deployment does not contribute to their career advancement. Some women perceive that these missions may not contribute significantly to their career progression or professional development, which reduces their motivation to engage in them.

c. RECOMMENDATIONS

To maximize women's participation in peacekeeping operations and mitigate the barriers they face, it is crucial to adopt appropriate strategic measures and supportive policies. The following recommendations aim to strengthen equity, flexibility and institutional support within the armed forces, thereby creating an environment conducive to the professional and personal development of military women deployed in peacekeeping missions.

Fair sharing of domestic responsibilities: To mitigate the barriers faced by women during deployments, it is important to encourage an equitable distribution of domestic responsibilities and care for dependents. Reducing women's domestic workload will make it easier for them to focus on their peacekeeping missions;

- Family support policies: It is imperative to implement strong family support policies, such as general parental leave, childcare services accessible outside working hours and during pre-deployment training, and flexible family leave. These measures will help alleviate family responsibilities and promote gender equality in the workplace;

- Awareness programs: Implement increased awareness-raising programs on diversity and inclusion in gender equality, in order to combat gender stereotypes and promote the equitable participation of women in peacekeeping operations;

- Mentoring programs: Establish specific mentoring and professional development programs for female military personnel deployed in peacekeeping operations. These programs should include leadership training, networking opportunities and ongoing support to ensure that their deployment contributes positively to their career advancement.

2.5. THEME 5: INFRASTRUCTURE FOR PEACE OPERATIONS

Does inadequate infrastructure constitute an obstacle to the deployment of women in peace operations?

The theme of Peace Operations Infrastructure assesses **whether there is a lack of adequate equipment and infrastructure** for female personnel and assesses whether **this lack prevents women from deploying** in peace operations.

SUMMARY OF RESULTS

MAIN OPPORTUNITY

Morocco has training centers for peace operations that meet the international criteria required by the UN.

MAIN OBSTACLES

Infrastructure at deployment sites is considered inadequate. Added to this is the fact that female personnel do not have access to feminine hygiene products.

OBSTACLE RELATED TO CROSS-CUTTING THEMES

Figure 24: Care received by a female doctor

Legend

01	Yes, a female doctor in the UN health infrastructure (1)	02	Yes, a female doctor in the health infrastructure of the armed forces/police of [Country Name] (9)
03	Yes, female doctors in UN health facilities and [Country Name] armed forces/police forces (3)	04	No (4)
05	I don't know (5)	06	I do not wish to answer (6)
07	They didn't answer		
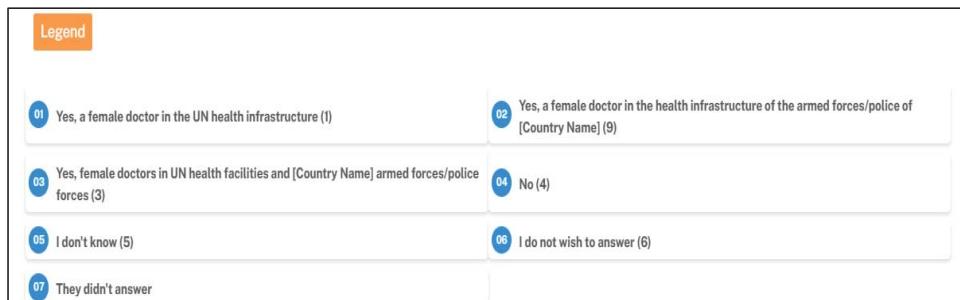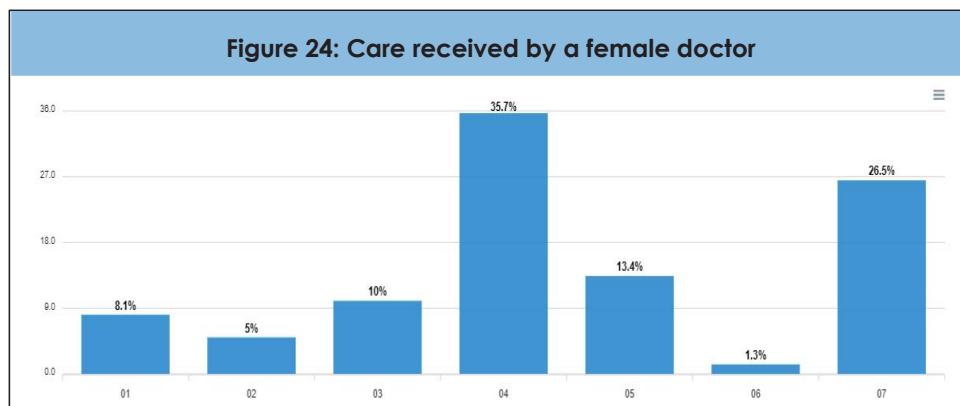
Figure 25: Proportion of staff received care by a female doctor

23.10%

76.90%

● Received from a woman doctor ● Has not been cared for by a woman doctor
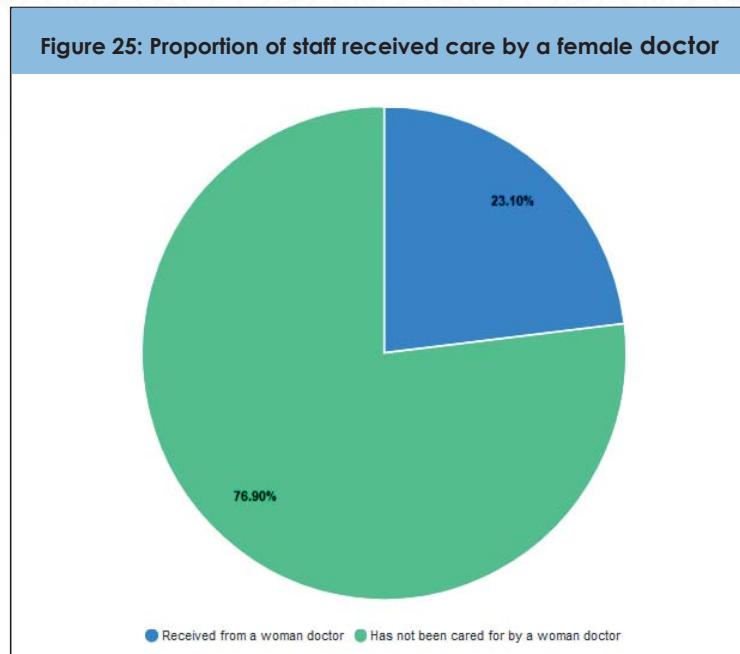
According to the MOWIP survey results, **23.10%** of deployed female military personnel reported receiving care from a female physician. This indicates a low presence of female medical personnel at all levels.

DETAILED RESULTS OF THE STUDY

a. OPPORTUNITIES

Morocco has pre-deployment training centers

For pre-deployment training, the FAR has qualified national centers that allow the preparation of troops to be deployed. The training offered includes that of a UNIBAT contingent, the engagement section, an MSO staff officer, a MILOBS, etc.

The FAR set up dormitories and toilets reserved for each gender separately

During deployments, military personnel are provided with gender-appropriate facilities, such as restroom facilities and dormitories. They also ensure restroom facilities are set up at their workplaces.

Figure 26: Types of dormitories available during Peace Operation
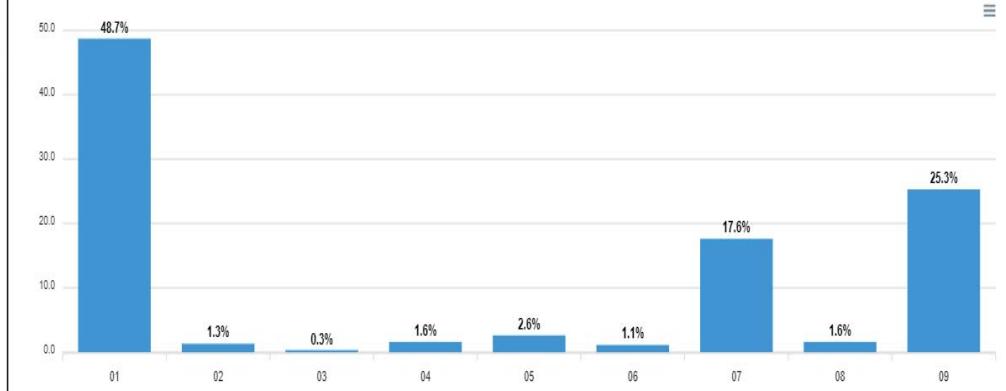
According to the survey, **48.7%** of participants responded that they had access to dormitories and toilets that suited them (same-sex dormitories only).

b. OBSTACLES

Inadequate infrastructure

Figure 27: Facilities/equipment deemed inadequate
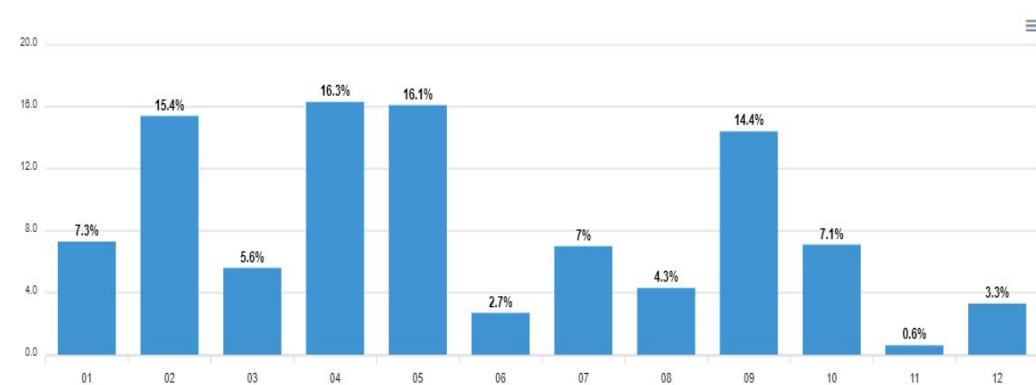
Legend

01	Toilets (1)	02	Dormitories (2)
03	Offices (3)	04	Catering area (4)
05	Leisure area (5)	06	Uniforms (6)
07	Health facilities (11)	08	Equipment (7)
09	⊗No equipment/facilities were inadequate (they were all adequate) (8)	10	⊗I don't know (9)
11	⊗I do not wish to answer (10)	12	They didn't answer

At the deployment sites, the infrastructure is often insufficient in terms of capacity. According to the survey, **16.3%** consider catering areas inadequate and **16.1%** believe that leisure facilities do not meet needs.

Uniforms and equipment provided to female staff are not adapted to their body shape

During their deployment, female FAR personnel receive uniforms and equipment that are not adapted to their body shape; due to inappropriate cuts, unavailability of small-sized boots and absence of bulletproof vests.

Women do not have access to feminine hygiene products

Figure 28: Supply of feminine hygiene products

Legend

01 Yes, the UN provided feminine hygiene products (1)

02 Yes, the armed forces of [Country Name] provided feminine hygiene products (2)

03 Yes, both provided (3)

04 No (4)

05 I don't know (5)

06 They didn't answer
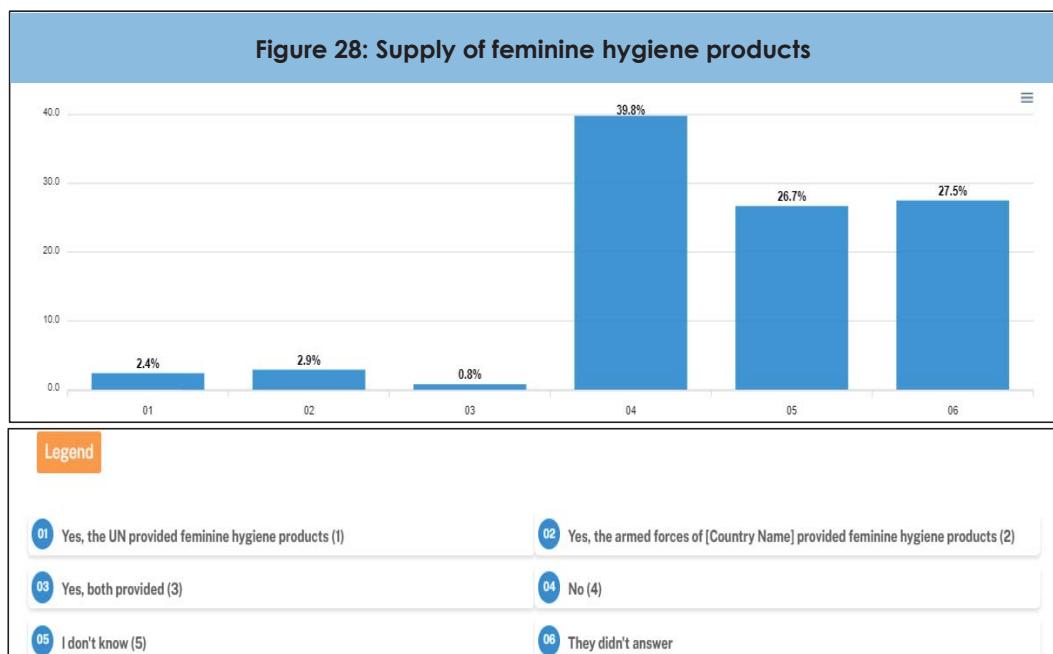
39.8% of deployed women were not provided with feminine hygiene products, forcing them to procure them themselves for the entire period of their deployment. This results in financial loss and excess baggage upon departure for deployment.

c. RECOMMENDATIONS

Setting up more dormitories for female personnel

The construction of additional dormitories, toilets and leisure facilities at the deployment sites will ensure better living conditions for female personnel and therefore encourage their participation in PO.

Providing feminine hygiene product kits

Provide female personnel with feminine hygiene product kits that can meet the specific needs of women

Assigning female medical personnel (doctor or nurse) to each deployment location

Expanding infirmaries and hospitals to the level of the units deployed by hospitalization rooms reserved for women and equipping them with female medical staff. An approach that will facilitate women's access to reproductive health care.

2.6. THEME 6: EXPERIENCES IN PEACE OPERATIONS

Weak

Theme 6, relating to positive or negative experiences of deployment to UN peace operations, examines the impact of previous deployment experiences, including experiences of meaningful participation, on women's decisions to redeploy or not, and to encourage or discourage other women from doing so.

Meaningful participation means the presence and leadership of women in United Nations peace operations, at all stages of preparation, planning and conduct of these operations, at all levels and in all functions.

It should also be noted that, for some questions, the interpretation of the results required the merging of the percentages of some choices available on the questionnaire, to draw significant conclusions.

Summary of results

MAIN OPPORTUNITIES

Most personnel deployed to UN peace operations feel satisfied with their contributions during the deployment.

- The vast majority of personnel interviewed did not experience or witness any attacks on personal integrity during deployment;
- The positive experiences of those who have deployed to a UN peace operation favorably influence the decision of others to request deployment;
- The overwhelming majority of personnel took advantage of deployment benefits.

MAIN OBSTACLES

- Most staff feel unprepared for UN peace operations;
- Very few respondents were found to be familiar with the practice of mentoring and networking;
- A gap has been identified in the institutional psychological support after deployments in the UN peace operations.

CROSS-CUTTING THEMES

- The specific needs of women in terms of health infrastructure and well-being should be taken into consideration during deployments as part of contingents in UN peace missions.

GAPS IN PERCEPTIONS AND EXPERIENCES

- After returning from UN peacekeeping missions, the percentage of women personnel who felt ill-prepared for deployment was higher than their male colleagues;
- The impact of the lack of institutional support for personnel returning from deployment is more noticeable among women.

Detailed results

a. OPPORTUNITIES

Staff Contributions during Deployment:

Figure 29: Feeling of accomplishment

23.9%

76.1%

● Feeling of unfulfillments ● Feeling of accomplishment
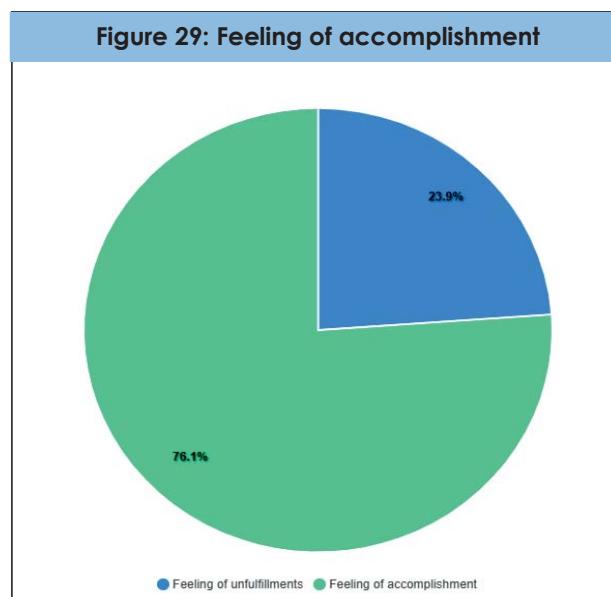
From the analysis of the data collected, **76.1%** of respondents expressed a sense of accomplishment, denoting their satisfaction with their contribution to improving peace and security in the host country and fulfilling the Mission mandate.

Personal Integrity during Deployment:

Figure 30: Jokes about women

5.4%

94.6%

● Jokes about women ● No jokes about women
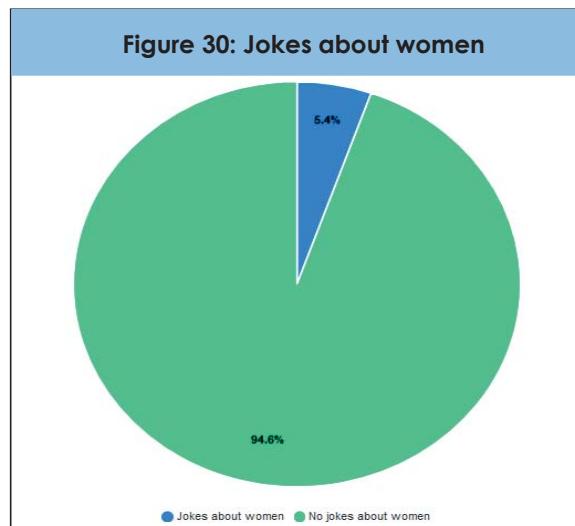
According to the survey results, a minority of **5.4%** say they have heard jokes about women in peace operations. This result reflects the respect for the personal integrity of women during deployment

Treatment within UN Peace Operations

Figure 31: Proportion of staff who believe that everyone is treated with respect

13.6%

86.4%

● Everyone is treated with respect ● Treated with less respect
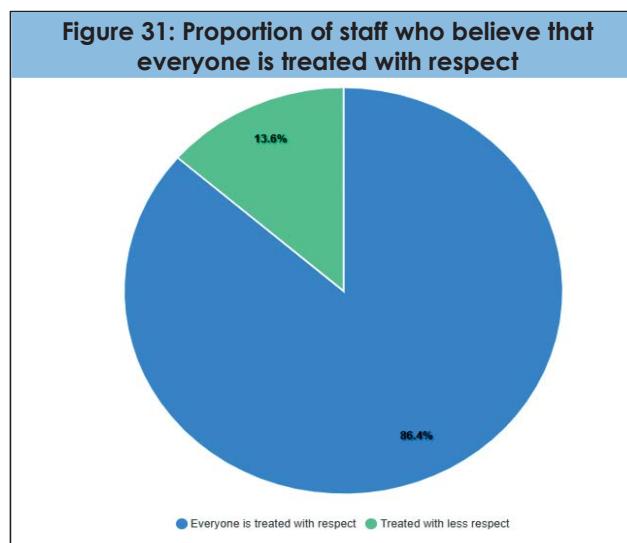
The majority **(86.4%)** demonstrates a tendency to treat deployed personnel with respect. However, a minority **(13.6%)** feels they are treated with less respect.

Reintegration upon Return from Deployment:

Figure 32: Problems encountered during the return from mission transition

Legend	
01 Problems in my personal relationship (1)	13 Physical health problems (13)
02 Problems with my partner (2)	14 Boredom (14)
03 Problems with family members (3)	15 Social stigma (15)
04 Problems with my children (4)	16 Missed/delayed career advancement opportunities (16)
05 Problems with my friends (5)	17 Rumors about me spread by others (17)
06 Financial problems (6)	18 Problems accessing redeployment (18)
07 Infidelity (7)	19 Pressure to provide for my community and family (23)
08 Divorce/Separation (8)	20 ⊗No problem (19)
09 Demotion (9)	21 ⊗I don't know (22)
10 Deployment was a waste of time (10)	22 ⊗I do not wish to answer (20)
11 I came to dislike my colleagues in my home country (11)	23 Other, please specify: (21)
12 Mental health issues (12)	24 They didn't answer

The survey results show that only 21% of respondents did not experience any problems upon returning from deployment. Among those reporting problems, the most common difficulties were health issues (6.3%), personal and relationship issues (8.6%). No cases of dismissal or difficulties in being redeployed were reported.

Benefits drawn from deployment:

Figure 33: Proportion of responses regarding the perceived benefits of participating in a peace mission

Legend

01 Additional salary (1)

02 CV Improvement (2)

03 Promotion (3)

04 New skills (4)

05 New friends/network development (5)

06 Increased professional skills (6)

07 Increased cultural awareness/travel to new countries (7)

08 Other, please specify: (8)

09 ⊗No advantage (9)

10 ⊗I don't know (10)

11 ⊗I do not wish to answer (11)

12 They didn't answer
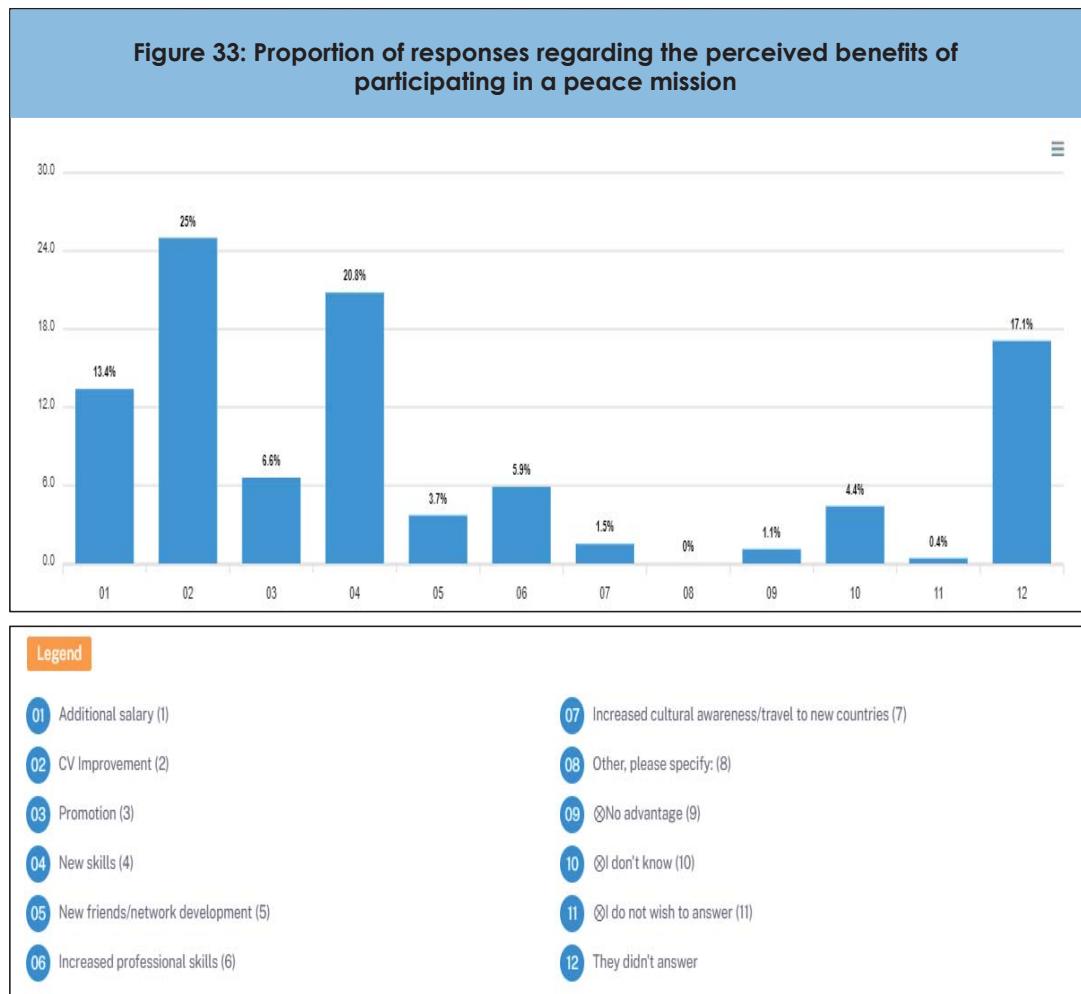
According to the survey results, deployment to UN peace operations offered benefits to the majority of respondents **(76.9%)**, including the acquisition of new skills **(20.8%)**, receiving additional salary **(13.4%)**, and career advancement (rank and professional skills) **(12.5%)**.

Impact of negative experiences on the decision to deploy:

Figure 34: Proportion of staff whose deployment decisions were not influenced by negative women's stories

19.9%

80.1%

● Not influenced ● Influenced
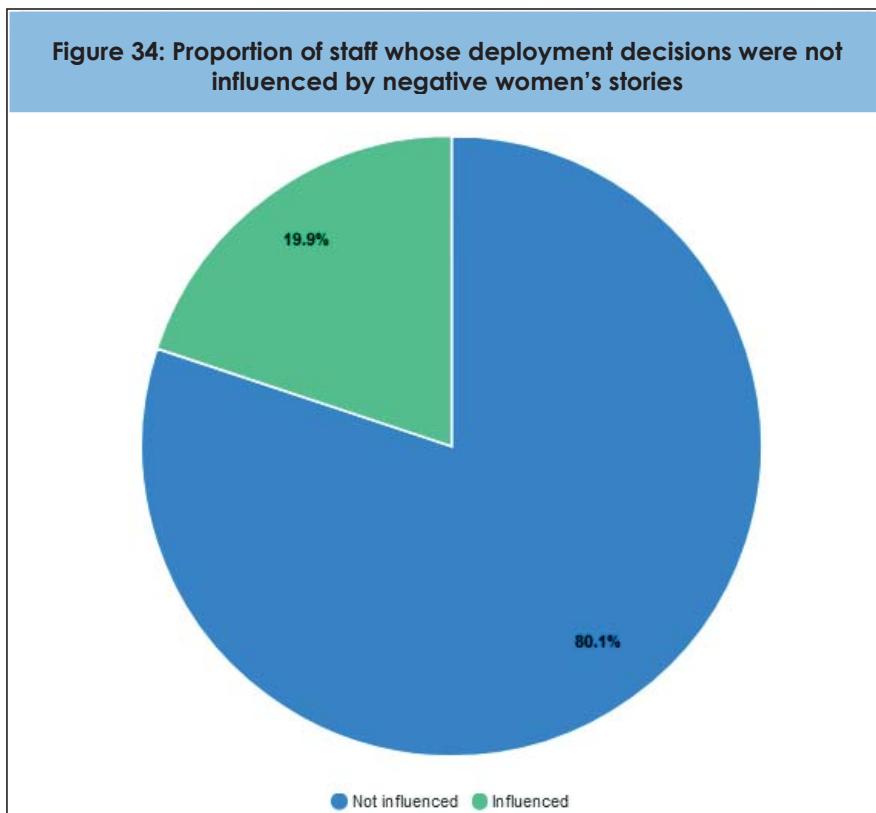
Negative experiences of those who have been deployed to a UN peace operation only influence **19.9%** of the personnel surveyed in their decision to request deployment.

b. OBSTACLES

Pre-deployment training and preparation:

Preparation:

Figure 35: Preparation for peace operations

Legend

01 Unprepared (1)
02 Partially prepared (2)
03 Prepared (3)
04 Very well prepared (4)
05 I don't know (5)
06 I do not wish to answer (6)
07 They didn't answer
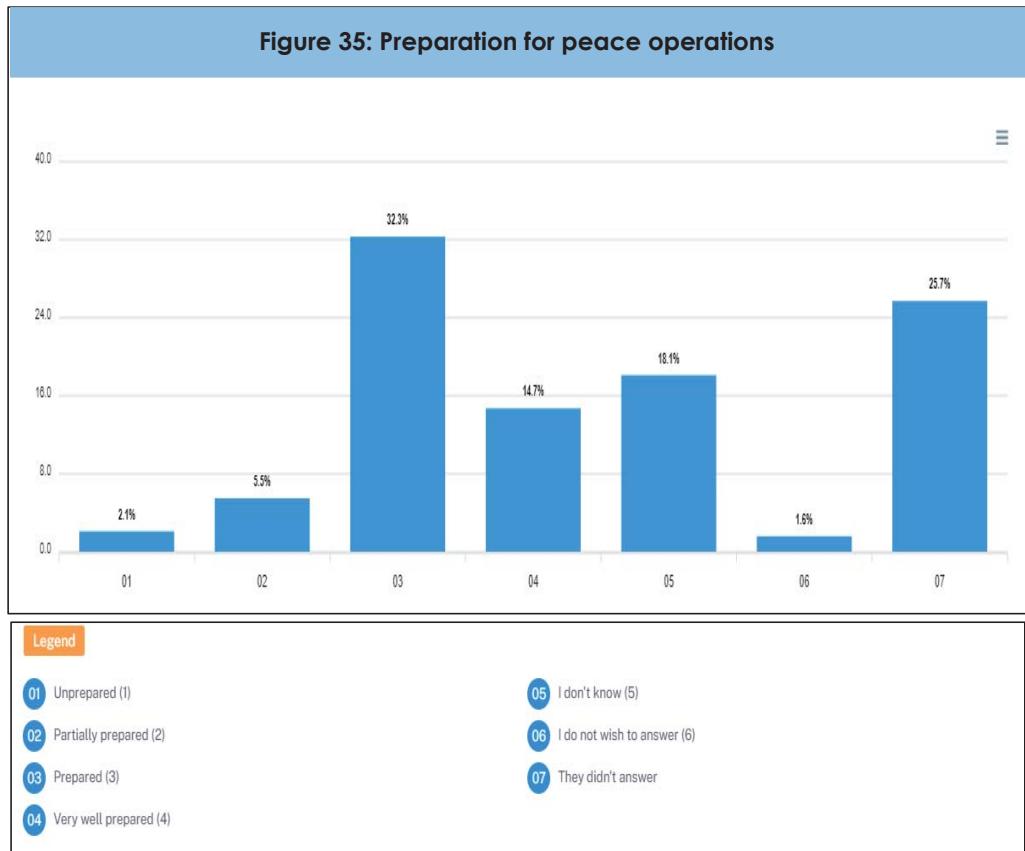
The survey shows that **47% of** deployed personnel feel prepared or very well prepared to take on the tasks assigned to them. This is below the required indicator (90%). This requires a strengthening of pre-deployment preparation.

Social interactions:

Figure 36: Participation in social activities during the mission

Legend

01 Everyday (1)
02 Once a week (2)
03 Once every two or three weeks (3)
04 Once a month (4)
05 Once every two or three months (5)
06 Once during deployment (6)
07 Never (7)
08 I don't know (8)
09 I do not wish to answer (9)
10 They didn't answer
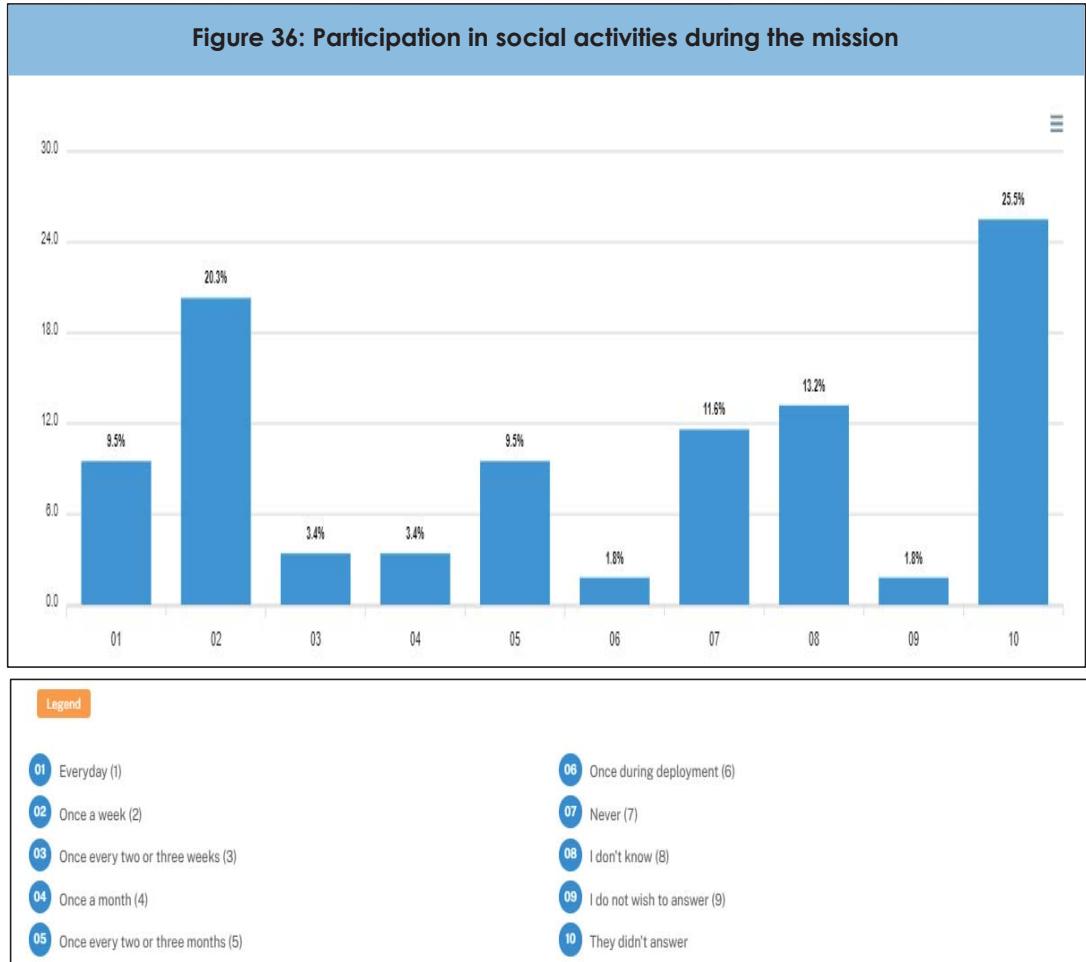
It was found that a percentage of **47.9%** of the surveyed personnel participated in a social activity during the mission. However, this percentage remains lower than the required indicator, which is 90.

Support during deployment and reintegration:

Psychosocial support for reintegration:

Figure 37: Sources of support for the transition to reintegration after deployment

Legend

01	The UN (2)	08	Mentors (9)
02	Official program of the Royal Armed Forces (3)	09	⊗No body (1)
03	Government (4)	10	⊗I do not wish to answer (10)
04	Supervisor (5)	11	⊗I don't know (12)
05	Friends (6)	12	Other, please specify: (11)
06	Family (7)	13	They didn't answer
07	Colleagues (8)		
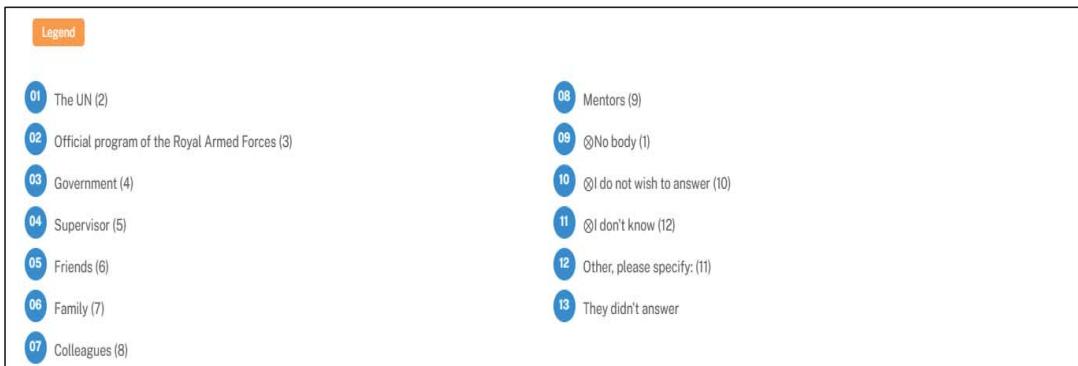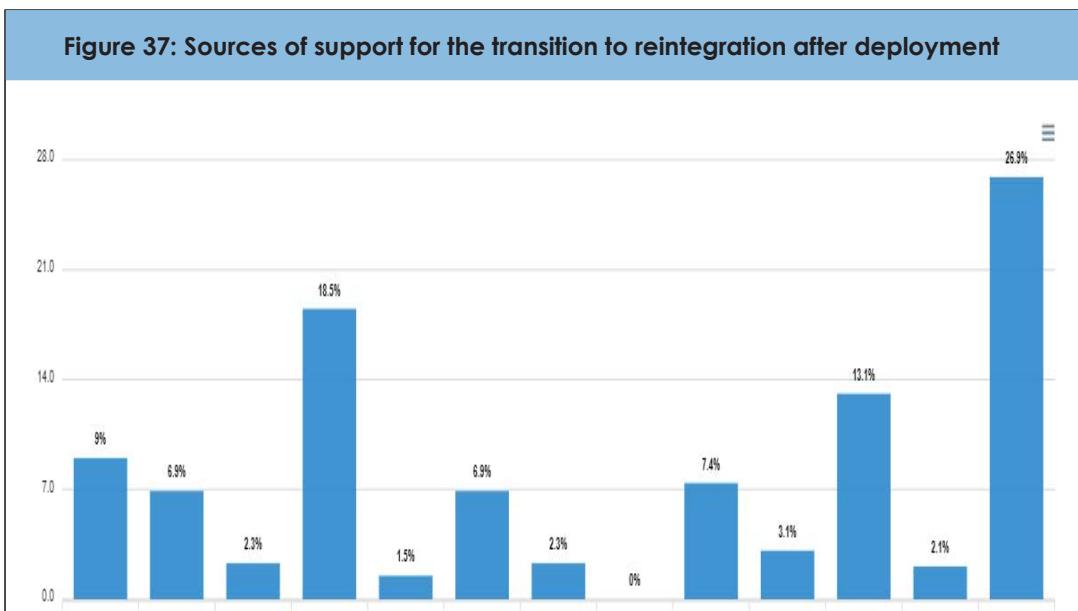
Upon their return to Morocco, only a percentage of **(6.9%)** benefited from an official FAR program, revealing a gap in the support of the military institution upon their repatriation.

Negative rumors and stigma:

Figure 38: Negative rumors and stigma
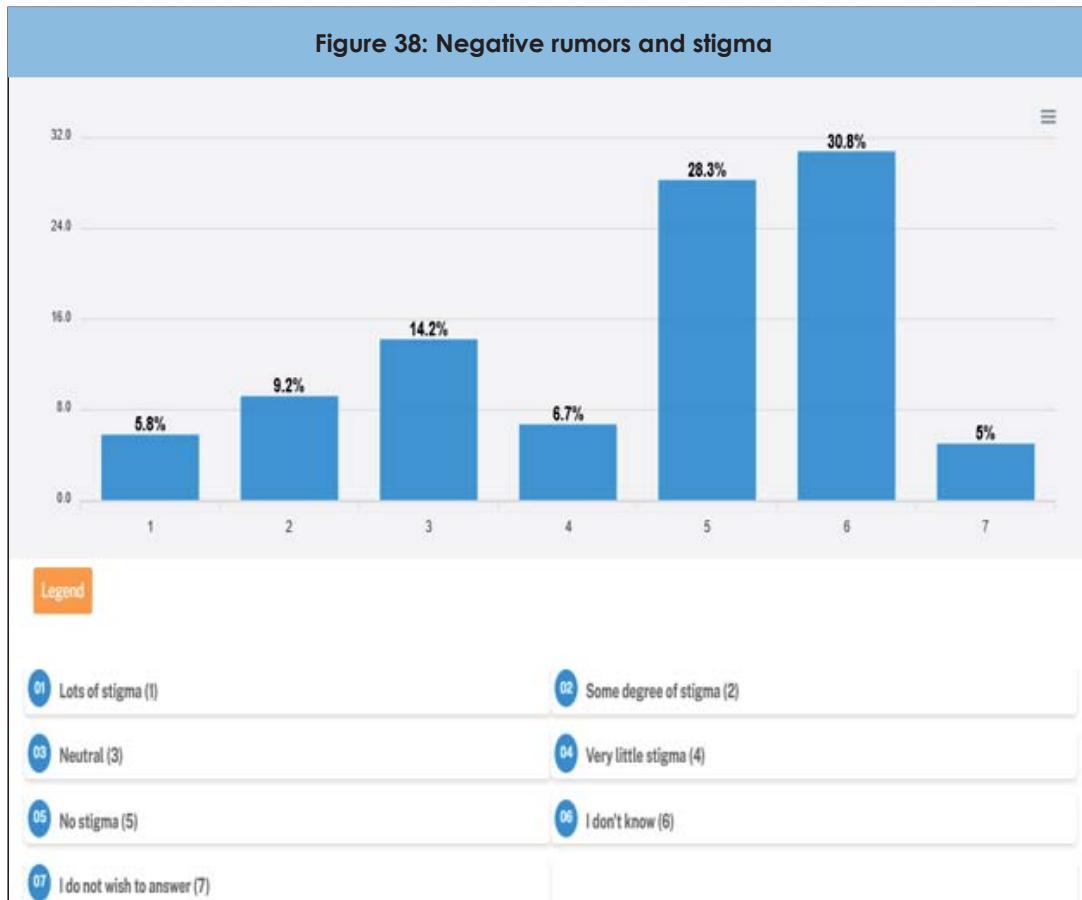
According to the survey results, a significant proportion of respondents **(21.7%)** acknowledged the existence of some form of social stigma towards women deployed in a UN peacekeeping mission.

Involvement of women in mentoring programs:

Figure 39: Participation in various activities
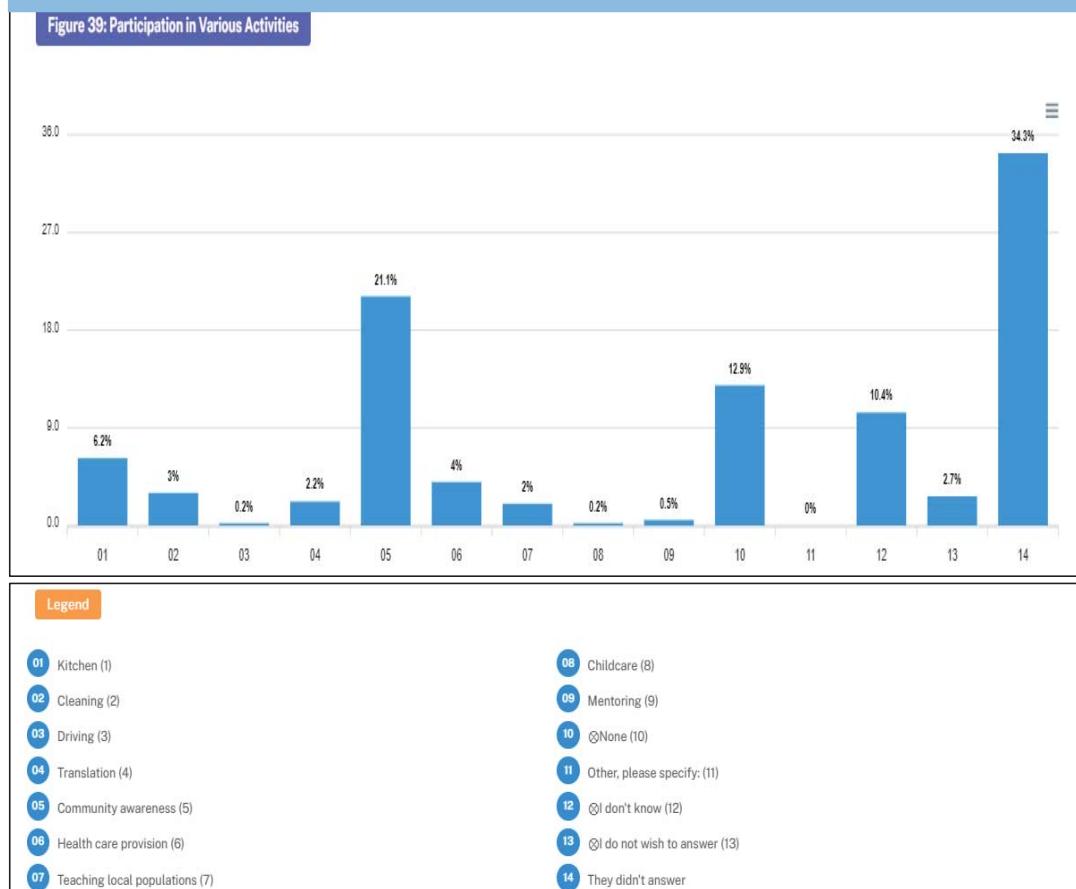
Only a percentage of **(0.5%)** of respondents say they have benefited from a mentoring program.

Related Obstacles: Intra-theater transportation:

Figure 40: Access to a vehicle

Legend

01 Yes (1)	02 No (2)
03 It depended on the peace operation (3)	04 I do not wish to answer (4)
05 I don't know (5)	06 They didn't answer
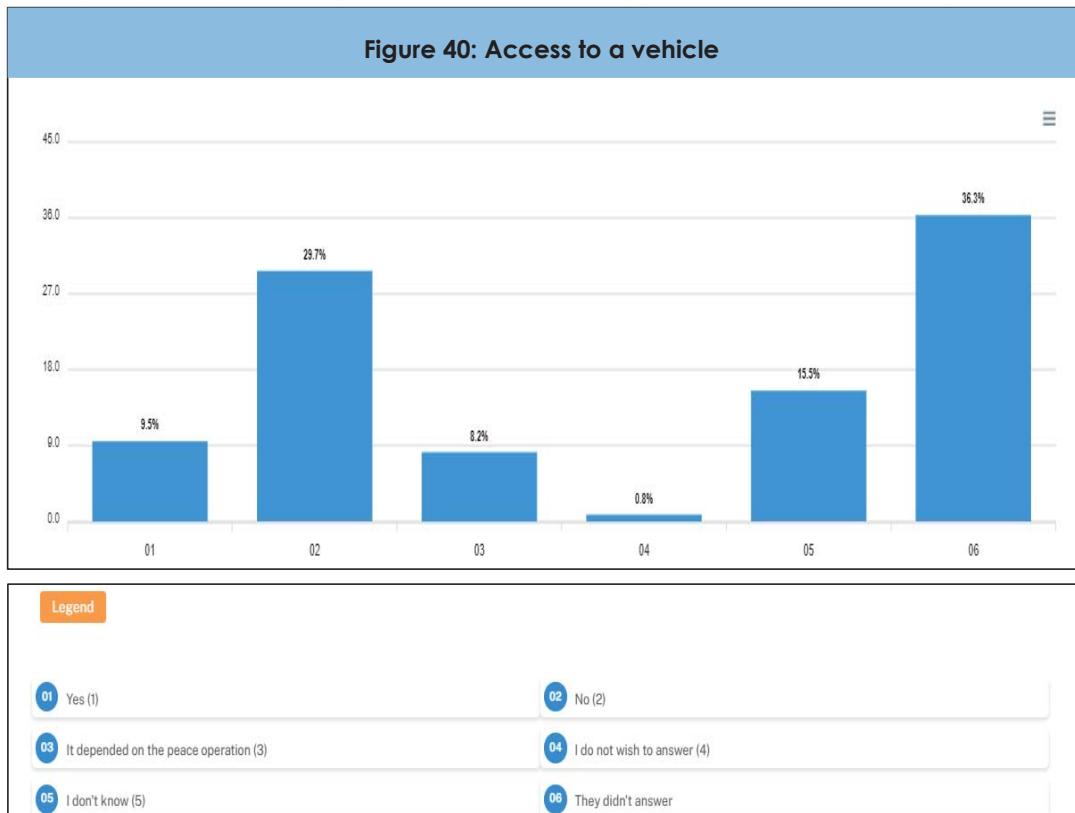
The survey indicates that only **9.5%** of deployed personnel had access to a vehicle when needed while on mission in the UN peace operation, suggesting limited accessibility to transportation for personnel on mission.

Perceptions of favoritism and fairness:

Figure 41: Reasons for discrimination or favors observed during deployments

01	Friendship (1)	02	Geographic origin (2)
03	Shared interest outside of work (3)	04	Ethnic group/race (4)
05	Religion/personal beliefs (5)	08	Being a man/woman (9)
09	Family relationships (8)	10	⊘I do not wish to answer
0	⊘It has never been the case (10)	11	They didn't answer
12	Other, please specify: (12)		
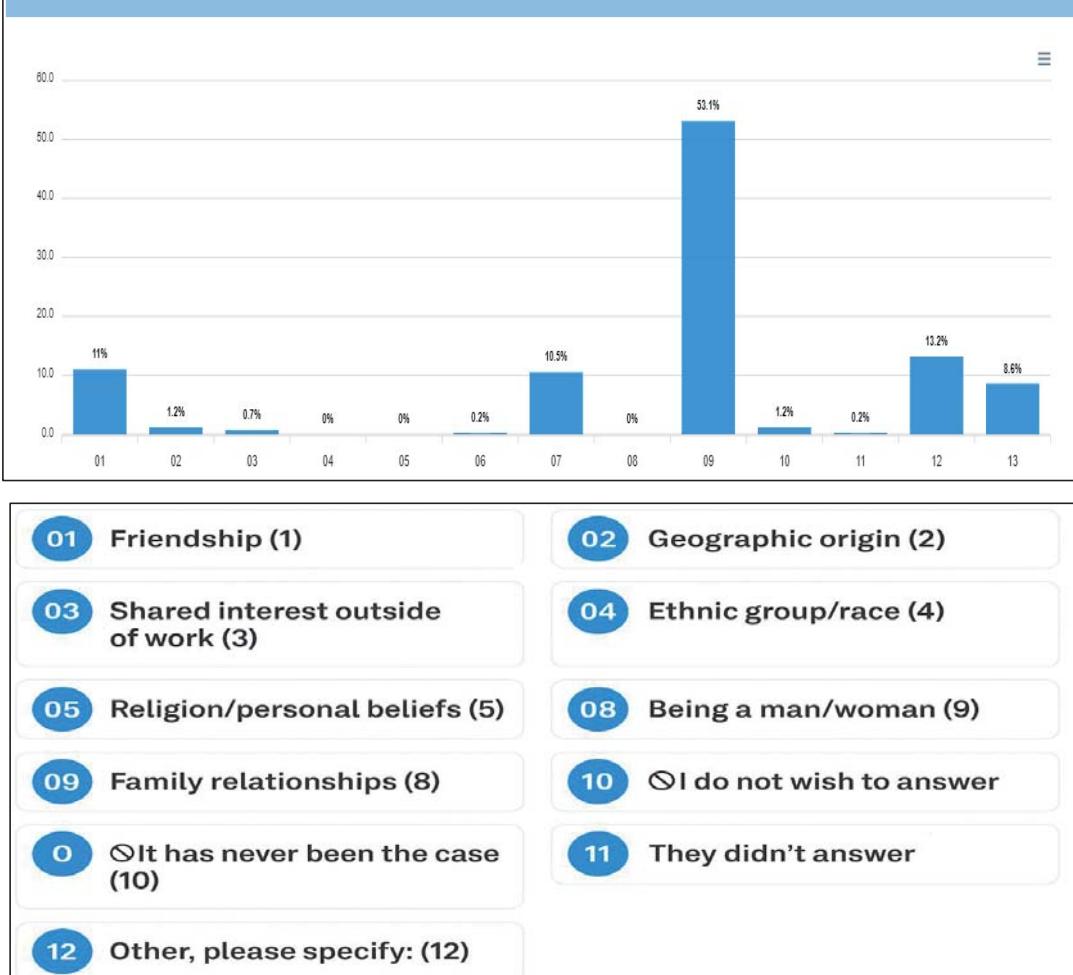
There is a perception among those deployed on UN peace missions **(23.6%)** that some individuals are favored during their deployment for reasons based not only on merit, but also on factors such as friendships and family relationships.

c. RECOMMENDATIONS

Strengthening pre-deployment training and preparation:

- Develop more comprehensive training programs adapted to the different roles and levels of experience of staff, particularly women;
- Include simulations and practical exercises to better prepare staff for field realities;
- Actively include feedback from previously deployed personnel in pre-deployment training.
- Psychosocial support during deployment and reintegration:
- Provide psychosocial support programs in the deployment theater and after return;
- Make available counselling and therapy services that are accessible to all.
- Organize support groups for former deployed personnel;
- Disseminate, where appropriate, information about resources available for mental health and well-being.
- Women's participation in networking and mentoring programs:
- Establish a formal mentoring system between experienced and novice women;
- Encourage women to share their experiences and support each other;
- Organize specific workshops and events for women, including those advocating for improved meaningful participation of female personnel in UN peace operations.

2.7. THEME 7: CAREER ADVANCEMENT

Moderate

Are deployments beneficial for women's careers?

The career progression theme measures the impact of participation in UN peace missions on the career progression of uniformed personnel, and therefore on the likelihood that men and women will be deployed and redeployed.

Women who have already been deployed may choose not to redeploy or negatively influence the decisions of other women to take part in peace missions, if they judge that these missions do not provide significant added value to their career prospects.

SUMMARY OF RESULTS

MAIN OPPORTUNITIES

- Acquisition/Development of professional skills;
- Strengthening personal files for promotion and career advancement.

MAIN OBSTACLES

- The deployment of female FAR personnel in peace operations does not present any major obstacles to their professional advancement. However, some constraints could be mitigated.

CROSS-CUTTING THEMES

- Gender stereotypes, including lack of confidence in women and their under-representation in senior positions, combined with insufficient recognition of their contributions to POs, can limit opportunities for career progression and advancement for female staff.

GAPS IN PERCEPTIONS AND EXPERIENCES

- There is a notable gap in perceptions regarding the impact of UN peace operations on careers. About 20% of the staff surveyed believe that these missions disrupt their career opportunities and prospects, since the skills and experiences acquired during these missions are not always fully recognized by military structures. However, according to the Institutional Sheet, deployment to peace operations does not significantly hinder career

opportunities, and deployed personnel generally do not encounter major problems after returning from missions.

- This gap in perception highlights the need to improve the recognition and appreciation of the peacekeepers contributions.

DETAILED RESULTS

a. OPPORTUNITIES

Impact of deployment on career and skills development

Figure 42: Impact of deployment to a UN peace operation on career

Legend:
- 01 Not at all (1)
- 02 Very little (2)
- 03 Neutral (3)
- 04 Many (4)
- 05 Enormously (5)
- 06 I don't know (6)
- 07 I do not wish to answer (7)
- 08 They didn't answer
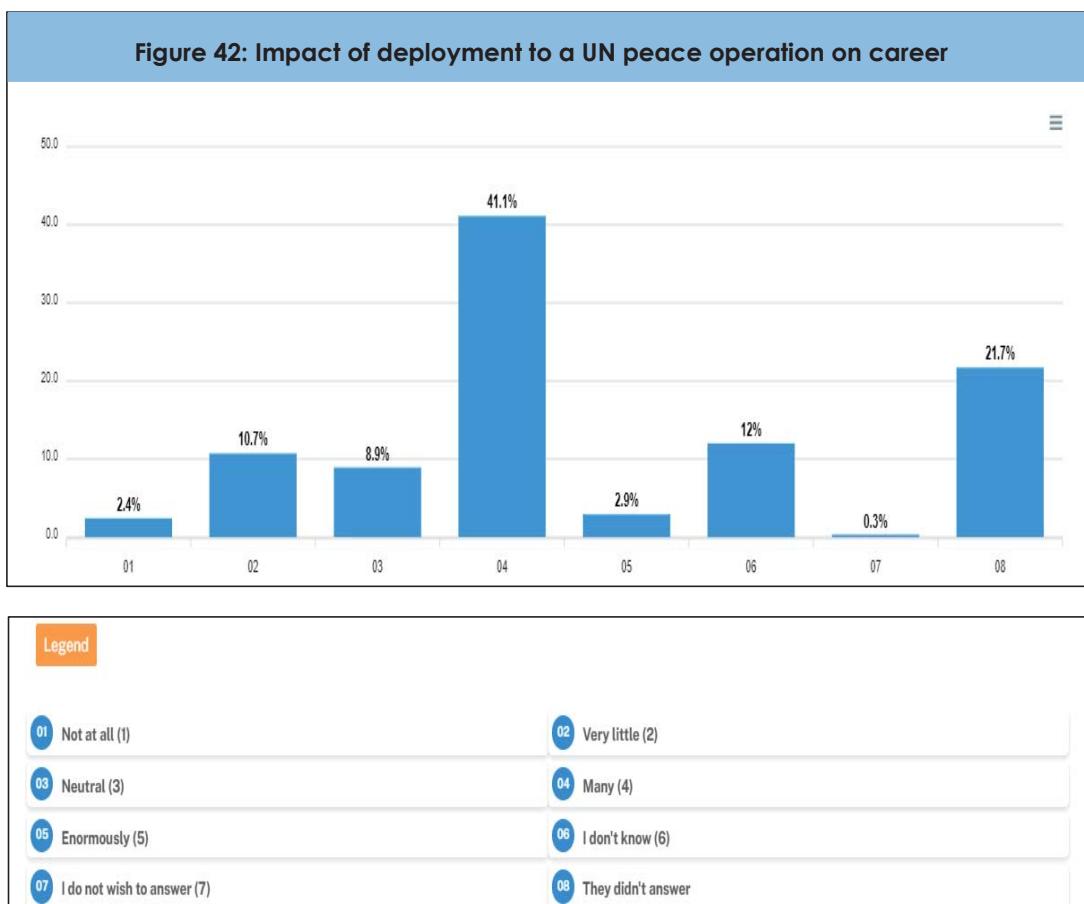
The survey results show that **11.3%** of respondents are neutral or believe that deployment in peace operations has no impact on career at all. However, deployment is always associated with the allocation, by the FAR human resources bodies, of additional bonuses taken into account in the career advancement process.

Figure 43: Perceived benefits of deployment in a UN peace operation

Legend

01	Additional salary (1)	02	CV Improvement (2)
03	Promotion (3)	04	New skills (4)
05	New friends/network development (5)	06	Increased professional skills (6)
07	Increased cultural awareness/travel to new countries (7)	08	Other, please specify: (8)
09	⊗No advantage (9)	10	⊗I don't know (10)
11	⊗I do not wish to answer (11)	12	They didn't answer
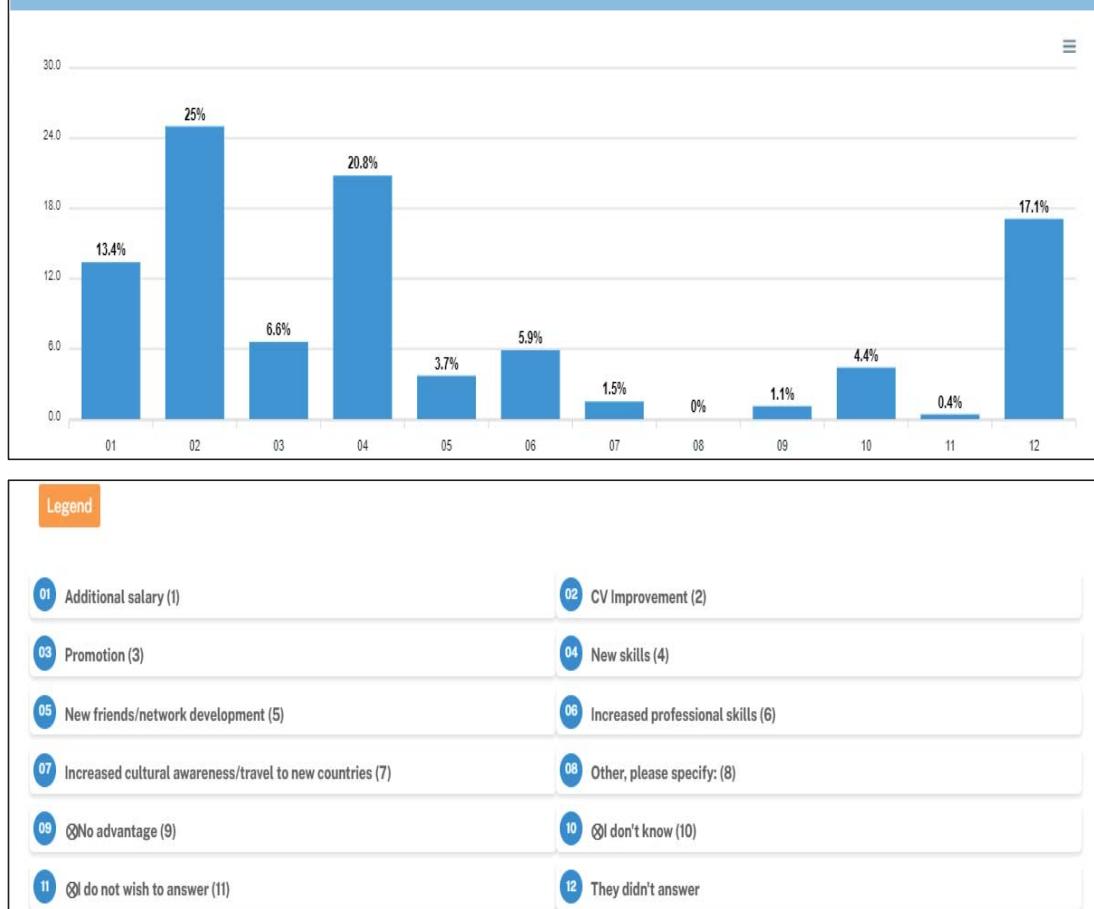
In terms of skills, a proportion of around 30% **(26.7%)** of participants said they had acquired new skills or increased professional skills.

Return to work and possibility of redeployment

Figure 44: Reintegration into the former position after returning from a Peace Operation mission

Legend
01 Yes (1)
02 No (2)
03 I do not wish to answer (3)
04 I don't know (4)
05 They didn't answer
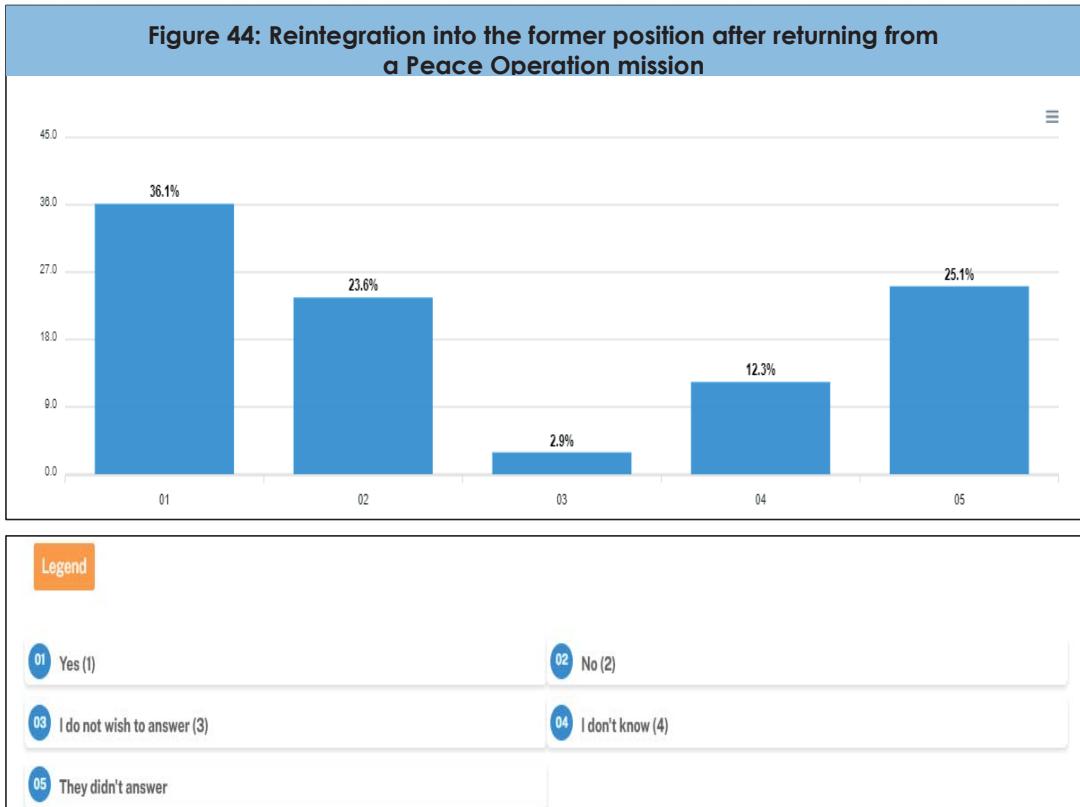
The results show that only **23.6%** of respondents clearly stated that they did not return to their former positions upon returning from a peacekeeping deployment.

Financial benefits and improved living standard

A significant proportion of respondents said that deployment to peace operations was a way to earn extra money to improve their living conditions.

b. OBSTACLES

The deployment of FAR personnel in peace operations does not present any major obstacles in terms of career advancement, especially for women in uniform. However, some constraints have been identified.

Promoting deployment in peace operations:

Limited recognition:

The skills and experiences acquired during peace missions may not be fully recognized or valued by the relevant military structures. This may limit career progression opportunities after women return from deployment, de facto affecting their representation in decision-making/leadership positions compared to their total proportion in the various FAR bodies.

Lack of motivation:

While the survey results show that the main reasons for women not volunteering for deployment in peace operations are related to family considerations, nearly 20% of personnel attribute this to a lack of clear added value for their professional advancement.

Absence of memorials and statues:

According to the IIS, there are no memorials or statues specific to blue helmets in the country, which does not help to valorize the sacrifices of those who have been deployed in peace operations.

Deployment duration:

Career management after long deployments:

The decision-makers interviewed believe that prolonged periods of deployment in peace operations can hinder the optimal career management of deployed military. If this happens, they may miss opportunities to take on leadership roles within the various FAR structures, or lack significant training for their professional progression.

The effects of cross-cutting themes (themes 9 and 10) on career advancement

Perceptions and prejudices within the FAR military structures can also constitute obstacles. According to the results of the survey, women are likely to face gender stereotypes that can limit their opportunities for advancement, even if they have the required skills and experience. Insufficient recognition of their contributions in UN peace operations can discourage redeployments and new deployments of uniformed women, as well as negatively affect their career advancement.

c. RECOMMENDATIONS

Promoting participation in peace operations:

- Promote bonuses in the advancement grid for deployed personnel;
- Improve communication about the benefits of deployment to encourage more applications;
- Integrate participation in peace operations as a significant criterion in career assessments, access to positions of responsibility, promotions, and advancements;
- Materialize collective recognition towards national peacekeepers, particularly women, through the dedication of a "Peacekeepers" day and the setting up of memorials.

Establish support measures during the deployment period:

- Provide support plans for the preparation of those deployed for the various competitions, internships, and career training;
- Provide additional support for family obligations, particularly for women, which would consist of assistance with the daily needs of their families;
- Increase the expedition bonus and provide additional financial benefits, particularly for contingents, to encourage women to deploy.

2.8. THEME 8: CASCADING LEADERSHIP

<div style="float:right">

Moderate

</div>

Theme 8, cascading Leadership, explores the impact of the political will (or lack thereof) of those in influential positions on the deployment of women and their meaningful participation in peace operations.

SUMMARY OF RESULTS:

MAIN OPPORTUNITIES:

- Existence of a clearly pronounced political will for the promotion of women;
- Action plans at national and FAR level are already in place;
- Commendable efforts are being made to raise awareness among military personnel on the issue.

MAIN OBSTACLES :

- Insufficient suitable profiles among female staff to hold decision-making or command positions;
- Absence of a module specifically dedicated to gender training;
- Absence of a Gender Division at the level of the FAR HQ;
- Importance of the gender perspective is not approved by a majority of staff;
- Insufficient support measures to encourage women to volunteer for Peace Operations.

CROSS-CUTTING THEMES

The true commitment of senior officials in the Royal Armed Forces reflects the Kingdom's political will to highlight an inclusive approach, making the gender perspective a major priority. This leadership commitment is an opportunity to move forward in increasing the significant participation of women in positions of responsibility where they are currently underrepresented. To develop an inclusive institutional culture, a sustained effort must be focused on male personnel to positively influence their perception in favor of accepting a greater role for women within the institution and to become more involved in this gender perspective.

DETAILED RESULTS:

a. OPPORTUNITIES

1. High Royal vision and harmonized National policy:

The High Royal Vision makes gender equality and respect, protection and promotion of women's rights a priority.

In this regard, the Kingdom has a national policy aimed at promoting women's rights, gender equality and gender mainstreaming in various areas. This policy is fully aligned with international commitments, including resolution 1325 and subsequent ones, which constitute the essential pillar of the legal and political framework.

The FAR pays particular attention to the recruitment of women and increasing the rates of their participation in peace operations.

2. Institutionalized mechanisms:

Morocco's National Action Plan (NAP) on the theme of Women, Peace and Security for the implementation of Resolution 1325, reiterates the importance of respecting women's rights and their participation in decision-making processes as fundamental objectives and essential means to prevent conflicts, resolve them and promote a culture of peace. The general provisions of this NAP are based on a comprehensive and integrated approach that encourages better gender integration.

Furthermore, the FAR/AP in its second version 2021-2024 structured around the 3 pillars; the participation of military women in the management of conflict and post-conflict situations, the prevention of violence and sexual abuse and the promotion of women's rights and gender equality, and the protection of women against violence and the protection of women's rights in conflict and post-conflict periods, finds its foundations in the national plan. It sets itself the objectives of promoting and integrating military women in the management of conflict and post-conflict situations, of making their participation in decision-making positions and in peace mechanisms, effective and equitable, as well as taking into account the needs of women victims of conflict.

In this regard, the FAR have appointed gender focal points and their deputies at the level of all bodies to ensure the proper application of the FAR/AP.

3. Awareness-raising and training

Increased efforts are being made in terms of training to ensure that the participation of female FAR personnel in peace operations allows them to cover all positions within the Forces, Sectors and Contingents Headquarters.

The regulations in force allow female officers to access higher military education, including the Higher Defense course, Staff course and the Senior Officers' course. New promising prospects have opened up for female officers, allowing them to integrate the planning and conduct of operations functions within the Forces' HQ and thus access positions of responsibility within the missions.

Likewise, Non-commissioned Officers (NCOs) benefit from all qualifying training.

Focal points were trained to provide the command with qualified and specialized personnel in gender matters. These focal points take part in the permanent committee on external operations for the processing of issues and files relating to gender.

b. OBSTACLES

1. Human resources management

The predominance of male staff, with a female population mainly oriented towards social or medical roles and not having followed operational training, leads to a lack of suitable profiles for decision-making or command positions. This lack of profiles is mainly linked to the absence of a career plan that prepares female staff in advance to meet the requirements of a dedicated position of responsibility.

The quota reserved for women for operational and command positions in peace operations remains very limited. Most of the female military personnel deployed are assigned to contingents for civil-military operations (CIMIC). Although a large portion of the female personnel are graduates of leading schools with a diploma that allows them to perform operational functions within the Units, until now, their deployment remains confined to administrative or CIMIC missions.

2. Training

Gender training is not integrated into the initial and continuing training curriculum; however, staff in the pre-deployment phase, already deployed, or those who work closely on gender issues (PFG) benefit from it. However, a module dedicated to the Gender perspective is in the preparation phase to fill this gap.

Figure 45: Proportion of senior managers who have attended at least one Gender Training Course

43.53%

56.47%

● Gender training (total gender training) ● Other training
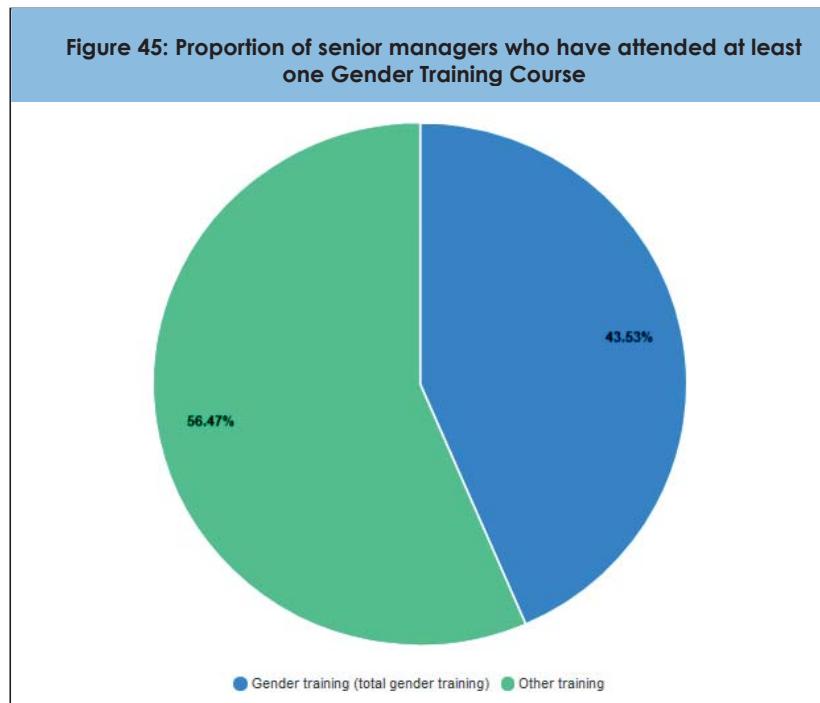
The analysis shows that **43.53%** of senior officials have taken at least one course on gender, including specific or general training. More than half of senior officials are not informed about the various gender analysis tools and related mechanisms, in this case the NAP, the FAR/NAP or Resolution 1325, due to a lack of popularisation of the said theme.

3. Procedure and structure

Figure 46: Knowledge of the Gender Focal Point

14.79%

85.21%

● Knows ● Does not know
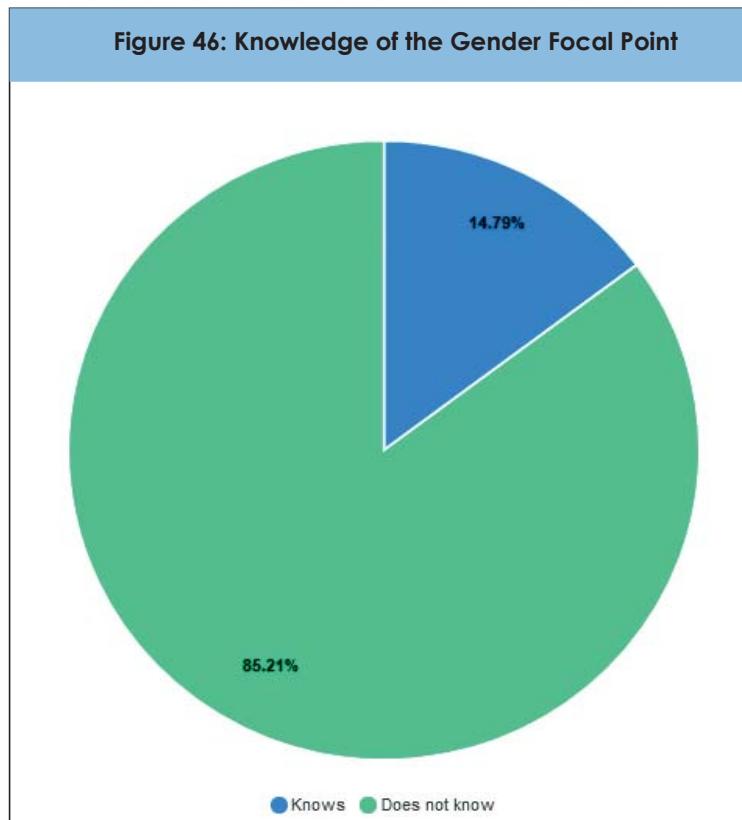
The analysis showed that only **14.79%** are aware of the existence of Gender Focal Points, a percentage which is far from the required indicator (50%).

However, even though the FAR now has gender focal points, no internal note to date defines their roles, their responsibilities and their employment framework.

4. Perception of Gender Perspective

The Gender perspective is not yet well assimilated within the FAR and is perceived as secondary and not a priority and does not bring any added value to operational efficiency. However, a large part of the staff expressed their wish to follow training on Gender. The analysis showed that 73% wish to have training on the theme, which constitutes an opportunity for awareness raising and the progressive integration of the Gender perspective within the institution.

5. Deployment

Still considered the central pillar of the family, women's volunteering for deployment remains very limited, they may even refuse a position of responsibility or even qualifying training for fear that their professional success will disrupt the balance of their family life, due to a lack of support and encouragement measures. The analysis showed that a large number of them considered that women have domestic obligations or obligations towards their families that prevent them from progressing in the same way as their male counterparts.

The lack of involvement of female personnel in the assessment of the gender-specific needs of women intended for deployment in peace operations in terms of suitable and adequate infrastructure and equipment.

c. RECOMMENDATIONS

Establish a Gender structure

Create and implement a structure dedicated to the operationalization of the gender perspective within the FAR. This structure must have a well-defined mission in space and time in order to achieve clearly formulated objectives.

Develop a communication strategy

Develop a communication strategy for the popularization of gender issues at the FAR level and the positive influence of perception through training, awareness raising and media coverage.

Valuing the female experience

Promote the experiences of pioneering women in PO with a view to encouraging female volunteering for deployment through:

- The organisation of mission return ceremonies;
- The setting up of a memorial for their benefit;
- The organisation of a day for military women.

Implementation of standards for equipment and infrastructure

Involve female personnel in the implementation of FAR-wide standards regarding equipment and infrastructure taking into account the gender perspective.

Setting up a dedicated training module

Integrate into the curricula of FAR schools and academies a dedicated module aimed at educating and raising awareness among military personnel on the key principles of gender promotion.

Assisting female staff in the training curriculum

Increase female leadership by supporting them in preparing for competitive entrance exams to major military schools, through the setting up of concentration sessions for their benefit in order to increase their chances of success and prepare them.

2.9. THEME 9: GENDER BASED ROLES

<div style="background:red;color:black;padding:4px">**HIGH**</div>

The participation of female personnel in UN peace operations under the auspices of the FAR is a crucial issue for promoting gender equality and diversity within these Forces. Cross-cutting theme 9, dealing with gender-based roles, highlights the assessment of the impact of gender stereotypes and discriminatory attitudes that hinder the full and meaningful participation of women in these missions.

This study aims to understand the socio-cultural and institutional biases and factors, often implicit, which influence the participation of women in peace operations within the FAR, even when authorities and personnel explicitly display their support for gender equality.

The results thus obtained will make it possible to issue proposals aimed at promoting a more inclusive participation of women in this area.

SUMMARY OF RESULTS

MAIN OPPORTUNITIES:

- Existence of a political will of the Kingdom, also felt at the level of the FAR;
- Preferences of local communities to interact with women;
- Predisposition of female FAR personnel to hold positions of responsibility or to deploy in risk areas;
- Operational skills of women in some areas;
- Deployment in the same type of UN peace missions, regardless of the gender of the personnel.

MAIN OBSTACLES

- Lack of suitable female profiles.
- Male perceptions towards some female abilities.

GAPS IN PERCEPTIONS AND EXPERIENCES

- After returning from UN peacekeeping missions, the percentage of women among the portion of personnel who felt ill prepared for

deployment was found to be higher than among their male colleagues.

- The impact of the lack of institutional support for personnel returning from deployment is more noticeable among women.

DETAILED RESULTS

a. OPPORTUNITIES

Political will:

The political will of the Kingdom, also felt at the level of the FAR in their Women-Peace-Security action plan, is clearly oriented towards achieving gender equality (Male-Female parity 2018-2028).

Local Community Preferences:

According to the survey results, local communities prefer to interact more with women than with men deployed in UN peace missions.

Predisposition of women:

The results of the survey show that within the FAR, women do not express any complexes about holding positions of responsibility or deploying to risk areas.

Women skills:

According to the census of the results obtained from the study conducted, the abilities of women to hold operational positions during deployments in peace operations are positively perceived by a large number of men.

Deployment of personnel in the same type of UN peace missions:

The analysis of the survey results reveals that FAR personnel are deployed to the same types of UN peace missions, regardless of the gender of these personnel.

b. OBSTACLES

Lack of suitable female profiles:

Within the FAR, the lack of suitable female profiles is felt in the prospecting of personnel called upon to hold positions of high responsibility within peace missions.

Insufficient female representation in decision-making bodies:

The number of female personnel assigned to decision-making positions is incomparable to that of their male counterparts. The impact of this situation is reflected in the facilitation of decision-making in favor of gender equality, particularly on aspects related to the meaningful participation of women in UN peace operations.

Male perceptions

Perception of decision-makers regarding the deployment of women in some positions:

Figure 47: Perception of women's ability to participate in tactical operations

Legend

01	Not at all agree (1)	02	Disagree (2)
03	Neutral (3)	04	Okay (4)
05	Totally agree (5)	06	I don't know (6)
07	I do not wish to answer (7)	08	They didn't answer
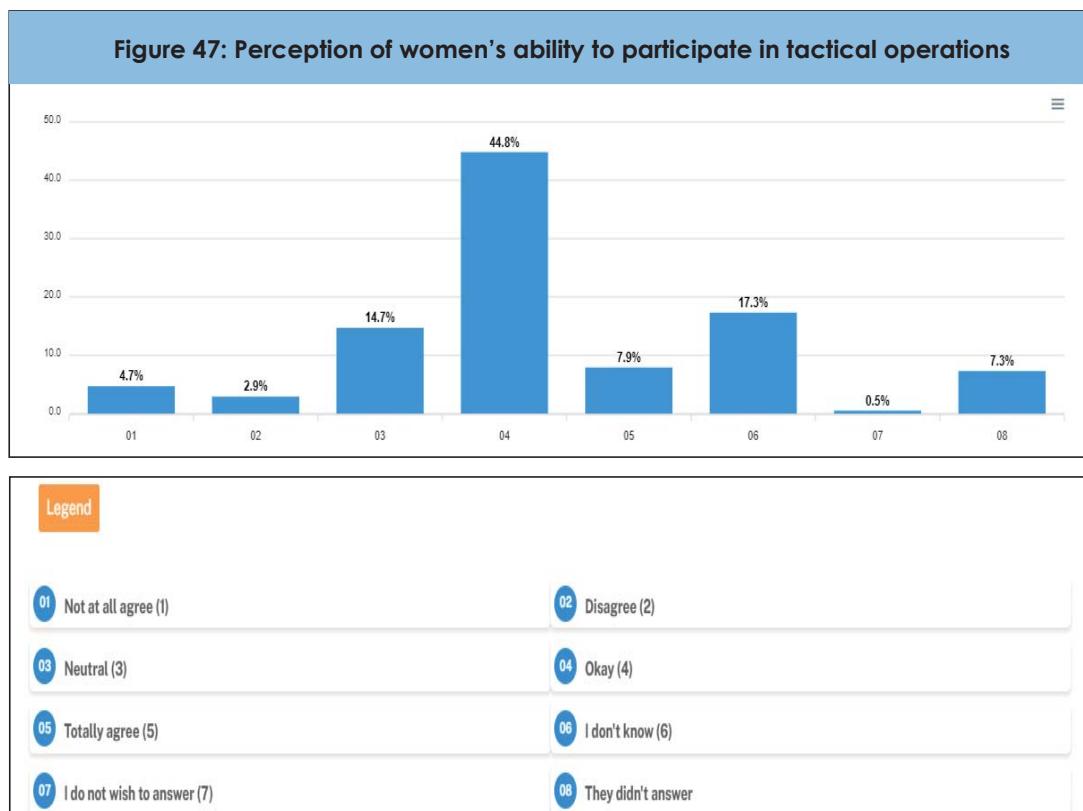
At the end of the survey, **52.7%** agreed or strongly agreed about the ability of women to participate in peace operations. This percentage remains far from the required indicator (75%).

Despite the official orientation of the military institution and national authorities in favor of gender equality, the institution struggles to deploy women in some professions perceived as reserved for men. This reflects the entrenchment of the perception of gender roles at the level of society.

c. RECOMMENDATIONS

Work to strengthen the availability of suitable female profiles:

- Increase the quota of female personnel admitted to the FAR's major schools.
- Assist female personnel in the practical preparation of the training courses necessary for the development of women's military careers.
- Promote women's access to positions of responsibility.

Acting on male perception:

- Organise more awareness sessions for troops on issues related to gender.
- Train more FAR personnel to serve as gender and GENAD focal points.
- Propose the setting up of a central body at the strategic level, responsible for the implementation of the "gender" perspective within the FAR.
- Encourage the leaders of the deployed Units on equity and gender equality in the exercise of the various activities of the contingents.

2.10. THEME 10: SOCIAL EXCLUSION

Moderate

Are women treated as full members of the team?

Social exclusion examines the extent to which women feel included as full members. This analysis focuses on group cohesion dynamics and the evolution of institutional culture since the integration of women. The aim is to assess whether collective mindsets lead to the marginalisation, denigration or harassment of women, thereby preventing them from fully participating in peacekeeping operations. The aim is to strengthen the meaningful participation of women, ensuring that they have a tangible impact on the conduct of operations and that the effects of their deployment are as positive for them as for their male counterparts.

This process involves changing individual attitudes and institutional culture so that women are treated as equal members. Social exclusion is a cross-cutting phenomenon, as negative or stereotypical beliefs of a dominant group towards an "outside" group can create a hostile work environment for the latter.

SUMMARY OF RESULTS:

MAIN OPPORTUNITIES:

The Royal Armed Forces provide an environment conducive to gender equality, fostered by strong cohesion and solidarity among personnel. Various outreach activities further promote this harmony. In addition, a legislative framework is in place, providing rigorous measures to prevent and combat sexual violence and harassment. Here are the key points highlighting the opportunities and measures taken to promote social inclusion:

- **Legislation and Legal Protection Against Violence and Harassment:**

Strict laws and criminal procedures, including the Military Justice Code, are in force to prevent and punish violence and sexual harassment, as well as any other inappropriate behavior. These measures ensure a safe and respectful working environment for all members of the Royal Armed Forces.

- **Solidarity and Social Cohesion within the Royal Armed Forces:**

Solidarity and social cohesion within the Royal Armed Forces are authentic and deeply rooted. This solidarity is constantly reinforced by various social activities without forgetting the organization of mixed sports activities, in a professional environment and which undeniably allow the strengthening of ties between members of the Royal Armed Forces.

- **Mixed training courses promoting social cohesion:**

Women have access to mixed training, allowing them to progress professionally alongside their male counterparts.

Culture of mutual aid and collaboration within military units:

The Royal Armed Forces actively encourage a culture of cooperation and mutual aid, where men and women work together to accomplish their missions by sharing skills and experiences. This not only strengthens operational efficiency, but also the solidarity and unity of the troops.

MAIN OBSTACLES

- **Lack of male-female interactions outside working hours during deployment:**

Interaction between men and women outside of working hours is very limited during deployment. This measure is intended to prevent any potential problems and to ensure that staff remain fully focused on carrying out their tasks.

- **Lack of suitable infrastructure to accommodate mixed training:**

The military institution offers personnel mixed training to deepen their knowledge and share their skills. However, the current infrastructures are not all adapted to guarantee optimal conditions during these training.

- **Reluctance to Report Inappropriate Behavior:**

It is unfortunately quite common for staff members to be reluctant to report inappropriate behavior, even if they know how serious it is. This can be due to a number of reasons, such as fear of retaliation, lack of trust in the reporting process, or even fear of not being taken seriously.

- **Lack of Information on Reporting Procedures:**

A significant portion of those deployed are unaware of the procedures for reporting harassment or inappropriate behavior, of the national and international policies in place to protect personnel, and of the legal action that can be taken against those who fail to comply.

CROSS-CUTTING THEMES:

Social exclusion between men and women during military deployment is often influenced by pre-established gender norms, affecting assigned roles and available opportunities. Discriminatory behaviors, such as sexual harassment or derogatory remarks, can undermine troop cohesion and morale. Unequal access to resources and emotional support reinforces feelings of isolation and disadvantage. The underrepresentation of women in leadership positions limits their influence and opportunities for advancement.

- **Gender stereotype:** Social exclusion during military deployment is often influenced by preconceived ideas about roles, expectations and behaviors rigidly attributed to men and women;
- **Discriminatory Behaviors and Impact on Cohesion**: Discriminatory behaviors, which include sexual harassment or derogatory remarks, can compromise staff cohesion and morale;
- **Unequal access to command positions:** the disparity in the opportunity to hold leadership and command positions reinforces the feeling of isolation and limits the professional development of female personnel. Consequently, the limitation of women's roles in peace missions negatively affects the effectiveness and legitimacy of these operations, which always encourage the inclusive and representative process during engagements.

GAPS IN PERCEPTIONS AND EXPERIENCES

- Women are often subjected to sexist teasing and remarks aimed at devaluing them, such as jokes about their appearance or competence. These behaviors create a hostile and uncomfortable environment, affecting their self-confidence and commitment;

- Women often participate less actively in mixed sports and social activities, due to lack of support, inadequate infrastructure, or a feeling of exclusion. This low participation limits their interactions and integration.
- Gender stereotypes assign specific roles to men and women, for example by perceiving some activities as being more suitable for men. These stereotypes limit women's opportunities and negatively influence their self-confidence, thus discouraging them from fully participating in missions.

DETAILED RESULTS OF THE STUDY

a. OPPORTUNITIES

Information on the existence of strict legislation against violence and sexual harassment:

Figure 48: Level of staff awareness of official harassment policies

21.87%
43.16%
34.97%

● Informed ● Not informed ● Other
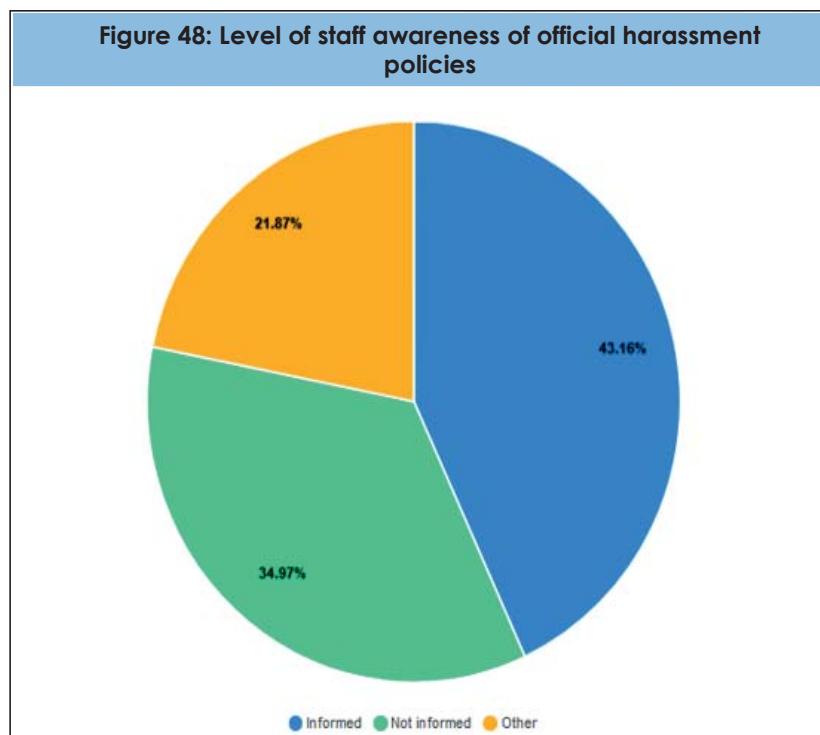
According to the analysis, **43.16%** of participants indicated that they were aware of the existence of official policies on harassment, while **34.97%** were not. Only **21.87%** mentioned other responses. The Royal Armed Forces have implemented strict criminal laws and procedures, including the Military Justice Code, to prevent and punish sexual violence, harassment, and any other harmful

behavior. These measures ensure a safe and respectful work environment based on respect for the dignity and rights of military personnel.

Solidarity and Social Cohesion within the FAR:

Figure 49: Perception of family cohesion in the Roval Armed Forces

- Consider the police/armed forces as a family ● Do not consider the police/armed forces to be a family
- Other

34.00%

61.30%

4.70%
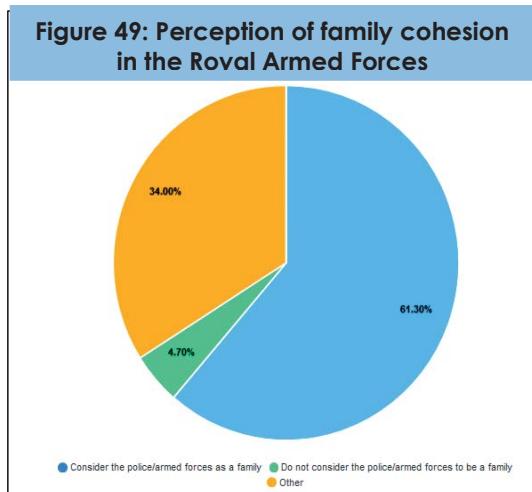
Figure 50: Proportion of staff socialising outside work

- Socialization with other members outside work ● Non-socialization ● Other

29.60%

7.30%
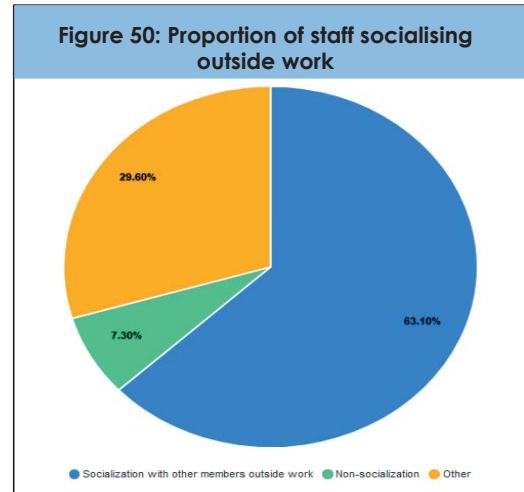
63.10%

According to the pre-established analysis, **61.30%** of the participants confirmed that there is strong family cohesion within their institution. At the same time, **63.10%** of the sample considers that socialization with other members of the institution outside of work is common.

Figure 51: Perception of friendships within the unit

3.1% — 01
20.4% — 02
43.5% — 03
17.5% — 04
2.6% — 05
4.5% — 06
2.6% — 07
5.8% — 08

Legend

01 Not at all agree (1)	02 Disagree (2)
03 Neutral (3)	04 Okay (4)
05 Totally agree (5)	06 I don't know (6)
07 I do not wish to answer (7)	08 They didn't answer
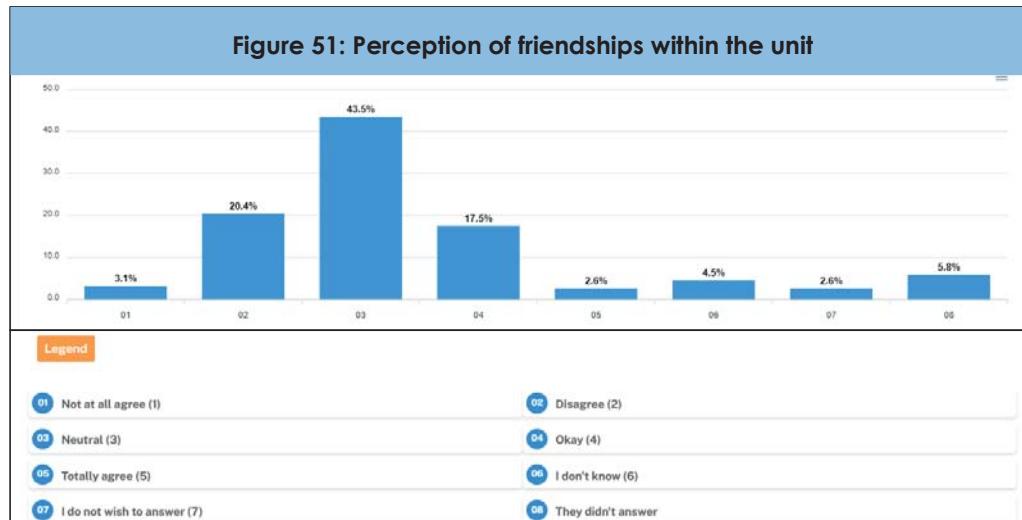
20.10% of respondents have a positive perception of friendships within their unit. Solidarity and social cohesion within the Royal Armed Forces are deeply rooted. This

unity is constantly reinforced by various social activities organized within the professional framework. Such as celebrations and commemorative events.

Existence of mixed activities by Mixed Sports Teams :

Figure 52: Organisation of mixed team sports

Legend	
01 Yes (1)	02 No (2)
03 I don't know (3)	04 I do not wish to answer (4)
05 They didn't answer	

Chart values: 01 = 26.7%, 02 = 46.3%, 03 = 20.2%, 04 = 0.3%, 05 = 6.5%
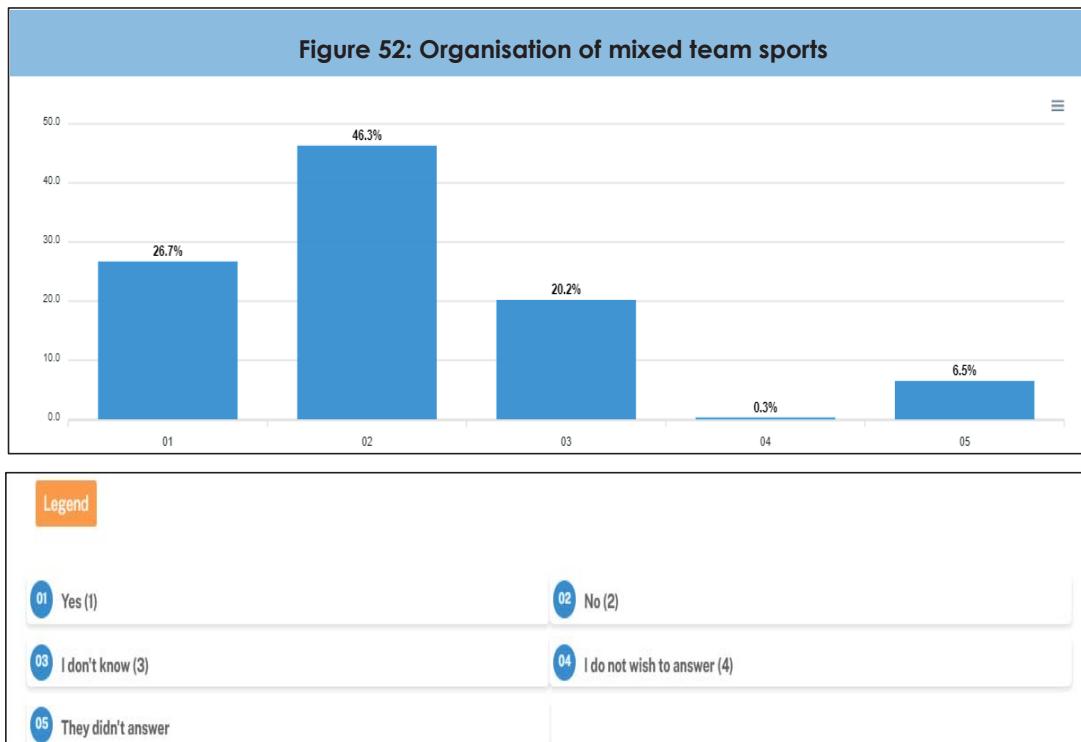
The analysis shows that **46.30%** declare the non-organization of mixed team sports, which could be explained by a low representation of military women in theaters of operations.

Promotion of Professional Equality through Mixed Training:

Figure 53: Preference for training method

Legend

01 Training for men separate from training for women (1)

02 Mixed gender training (2)

03 Other, please specify: (3)

04 They didn't answer
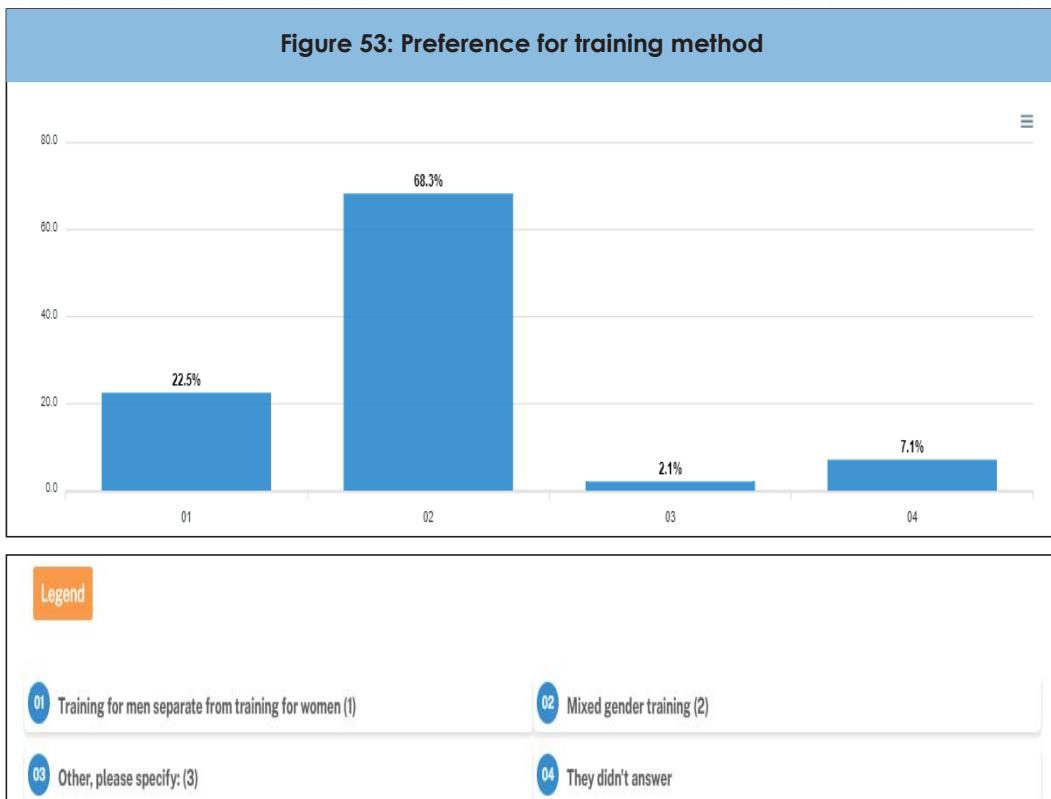
According to the results of the analysis, **68.30%** of respondents prefer mixed training in terms of gender. The Royal Armed Forces guarantee women access to mixed training, thus offering significant opportunities for professional development to female personnel. These trainings ensure better integration of women within military units through the sharing of skills and experiences in a rich and inclusive environment.

Culture of Mutual Aid and Collaboration within military units:

Figure 54: Overall perception of aid between members of the unit

42.15%

53.15%

4.70%

● Considers receiving assistance   ● Does not consider receiveng assistance   ● Other
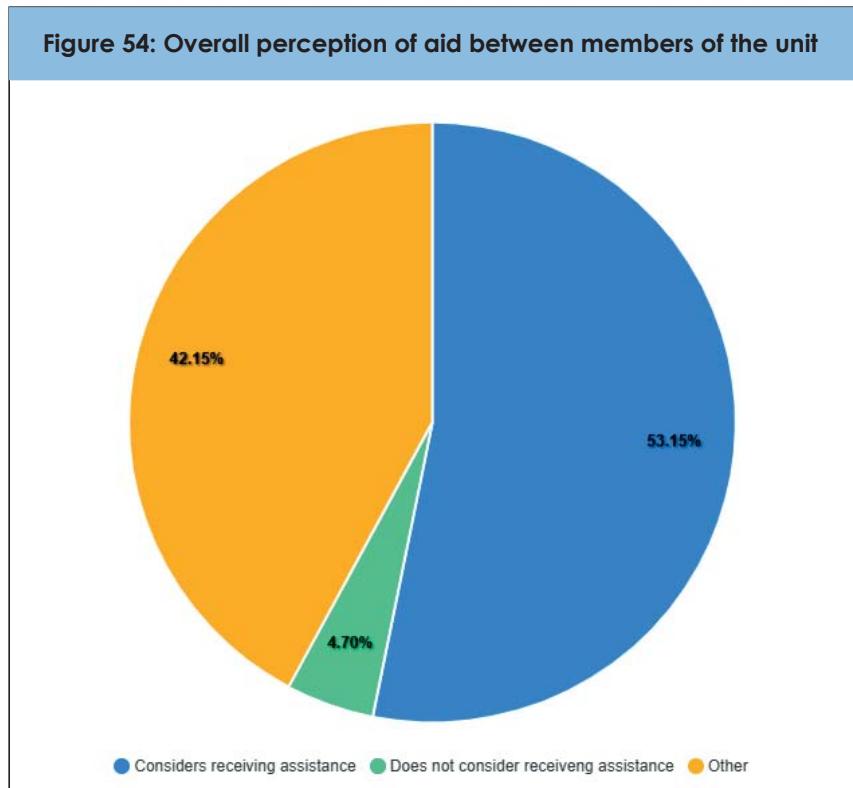
According to the analysis, **53.15%** of participants believe they receive help in the professional environment.

The Royal Armed Forces actively promote a culture of mutual support, where men and women work together to accomplish assigned missions. This approach not only enhances operational efficiency, but also strengthens bonds of solidarity and encourages a positive and productive work dynamic within units.

b. OBSTACLES

Limiting male-female interactions outside working hours during deployment:

During peacekeeping missions, interactions between men and women outside of working hours are limited.

Lack of suitable infrastructure to accommodate mixed training:

Although the Royal Armed Forces offer their personnel mixed training courses to deepen their knowledge and pool their skills, one obstacle remains. Indeed, some

infrastructures are not adapted to host these training courses in optimal conditions. This inadequacy of the facilities hinders the possibility for personnel to fully follow these training programs.

Serious behaviors:

Figure 55: Types of serious behaviors reported

Legend:
- 01 Women (1)
- 02 Men (2)
- 03 Nationality (3)
- 04 Race/Ethnicity (4)
- 05 Age (5)
- 06 Rank/Function (12)
- 07 Physical appearance (6)
- 08 Socioeconomic class (7)
- 09 Sexual orientation (8)
- 10 Religion/personal beliefs (13)
- 11 ⊗None (9)
- 12 ⊗I do not wish to answer (10)
- 13 Other, please specify: (11)
- 14 They didn't answer
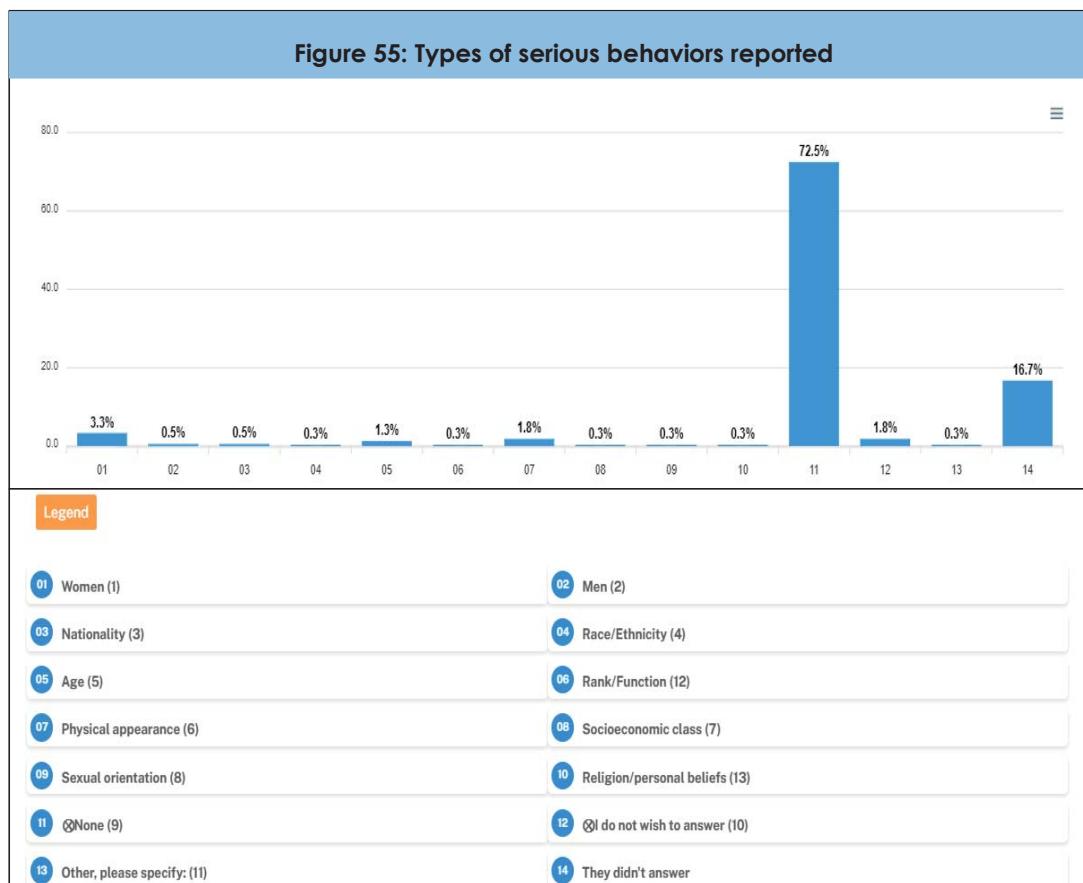
According to respondents, the analysis shows that **7%** have been victims of or witnessed incidents of undesirable behavior during deployment. Of these incidents, cases of teasing represent **7%**, jokes about women **3.29%** and those about physical appearance **1.8%**. Jokes about sexual orientation represent **0.3%** and undesirable photos are **3.6%**. Although infrequent, these behaviors such as teasing, sexist jokes and devaluation can have a negative impact on morale and psychological well-being, as well as the willingness to redeploy or encourage other women to take part in these missions

Figure 56: Proportion of staff considering drunk driving as severe

21.50%

12.30%

66.20%

● Severe ● Not serious ● Other
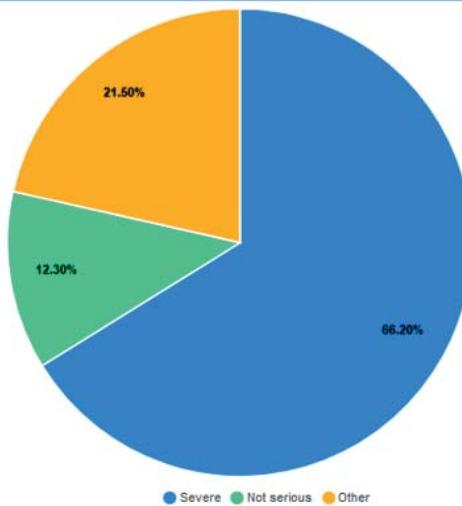
Regarding serious behavior: The analysis of the study showed that 66.20% of the participants consider drunk driving as a serious behavior, while 33.80% do not share this perception.

Lack of Information on Reporting Procedures:

Figure 57: Level of information provided by staff on official policies on the protection of whistle-blowers


21.87%

43.16%

34.97%

● Informed ● Not informed ● Other
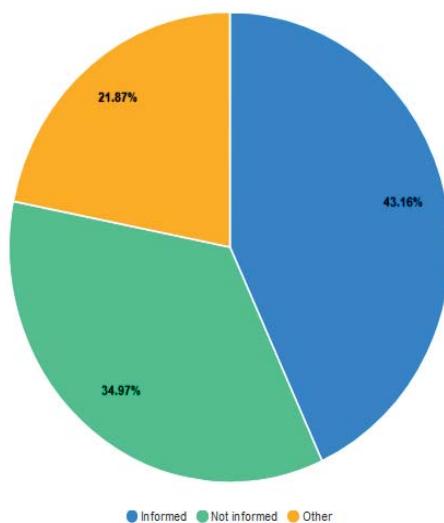
According to the analysis, **34.97%** of the participants are not informed about official policies regarding the protection of whistleblowers.

Figure 58: Existence of official policies on whistleblower protection in the institution

Legend

01 — Guidelines on what to do if you are being harassed or threatened by your colleagues (1)

02 — Whistleblower Protection Policy "Whistleblower Protection Policy is a policy that protects an institution member from retaliation when they report internal activities that they consider illegal or dishonest." (2)

03 — Policy against sexual harassment (3)

04 — Internal complaints system (4)

05 — Ombudsman (5)

06 — Other, please specify: (6)

07 — ⊗I don't know (7)

08 — ⊗I do not wish to answer (8)

09 — They didn't answer

According to the analysis, **46.3%** of participants recognize the existence of official policies on whistleblower protection. Mainly the policy against sexual harassment (**29.3%**), internal complaint system (**9.3%**), however, only **4.6%** are aware of the existence of guidelines on how to proceed in the event of harassment or threat by one of your colleagues.

c. RECOMMENDATIONS

To mitigate the obstacles encountered by women during deployments, several measures can be considered, covering various aspects, as follows:

Diversity awareness and training:

- Provide ongoing training tailored to the contexts of POs on diversity, gender equality and the prevention of sexism;
- Developing an institutional culture that encourages social interactions between male and female personnel during deployments, in order to foster an inclusive and collaborative work environment.

Encourage the concept of Reporting:

- Establish clear reporting procedures, accessible at all levels of the organisation and adapted to the realities of POs.
- Ensure absolute confidentiality of whistleblowers and provide extensive training on the correct use of reporting systems.

Establishing psychological monitoring structures:

- Create listening centers and set up psychological support services and women's support groups to help them cope with the difficulties encountered during POs;
- Promote a culture where asking for help is encouraged and psychological well-being is a priority to strengthen individual resilience and collective support within deployed teams.

Adapting structures to enable mixed training to be delivered:

- Develop and adapt the infrastructure to enable the implementation of mixed training, and thus offer female and male staff the opportunity to exchange and share experiences.

Promoting Mixed Activities:

- Introduce mixed activities such as professional development sessions, workshop on current topics and cultural events. These initiatives are crucial to increase positive interactions between men and women and strengthen social bonds.

CONCLUSION

The empirical results of the survey show that the three main obstacles to the meaningful participation of women in peacekeeping operations relate to domestic constraints, infrastructure in peace operations and gender-based roles.

To a lesser extent, the availability of an eligible population has also proven to be a considerable challenge facing the engagement of women in peace operations, thus impacting the achievement of the objectives set by the 2018-2028 UN strategy on gender parity.

In terms of perception of these major challenges, there was a clear alignment between staff and key decision-makers on the significance of the two main obstacles relating to gender-based roles and domestic constraints.

Indeed, despite the official orientation of the military institution and national authorities in favor of gender equality, there is still reluctance at the intermediate decision-making level to deploy women in some professions perceived as reserved for men.

This reflects the entrenchment of gender role perception at the very level of society.

A discrepancy has been observed between the perceptions of staff and decision-makers regarding obstacles to women's participation in Peace Operations: while staff emphasize inadequate infrastructure as a major barrier, key decision makers point to a lack of eligible female personnel for deployment.

The perceptions of staff and key decision-makers are broken down, by theme, as follows:

STAFF

Respondents were asked to state, in an open manner, what they considered to be the main obstacles to the deployment of women in peace operations.

Among those who acknowledged challenges, the most commonly cited barrier was **gender-based roles**, with 40% of men surveyed reporting that they had not performed any additional tasks related to gender stereotypes, compared to just 11% of women.

The second most frequently mentioned obstacle by survey respondents was **domestic constraints**. 25% of female respondents directly linked their non-volunteering to participate in peace operations to family constraints, and 42% of male respondents made women's deployment conditional on the agreement of their father/spouse.

As for the third major obstacle, 50% of respondents attributed it to the lack of **infrastructure in peace operations theatres**. Women were more likely than men to report these difficulties, particularly those related to sanitary facilities.

KEY DECISION MAKERS

When key decision-makers were asked about the main challenges for women in peacekeeping, the three most commonly discussed obstacles were:

1. Gender-based roles;

2. Domestic constraints;

3. The population of eligible women.

About 60% of respondents mentioned at least one challenge related to gender-based roles, including cultural constraints (55%), as well as concerns about women's physical ability to participate in difficult missions (25%). This "gendered protection norm" is seen by key decision-makers as a hindrance to women's participation in peace missions, through its negative influence on the themes of "Selection for deployment" and "Gender-based roles".

Furthermore, about 50% of key decision-makers acknowledged that **domestic constraints,** related to household management or motherhood, also constituted significant problems for women.

Finally, the third obstacle most often raised by key decision-makers was the **population of eligible women** (40%), particularly due to the relatively late start of the engagement of women in the FAR Schools and Training Centers for operational training cycles.

Furthermore, a significant number of key decision-makers also mentioned deployment criteria (30%) and cascading leadership (30%) as barriers to women's participation. Specifically, the major concern was women's ability to meet the physical criteria, or their lack of experience to thrive in a context as complex as that of UN peace operations. The lack of women in leadership positions within the FAR was also seen as problematic for encouraging the deployment of women in peace operations.

To ensure the effective and meaningful participation of women in United Nations peace operations, the FAR goes beyond simply considering the numbers or proportions of female personnel deployed. It ensures that women's needs are met when they participate in missions, that women have access to the same opportunities, roles and resources as men, and that women skills and qualifications match their responsibilities and the expectations of the Command of their deployment.

In this context, and for the sake of a smooth deployment of women in peace operations and maximize the effects of their contributions to international peace and security, addressing the obstacles, clearly identified through the conduct of this survey, will require the adoption of a holistic approach, acting efficiently and complementary in four areas that are as different as they are important:

- Organizational measures;

- Training and capacity building;

- Practical measures;

- Organizational culture.

Thus, the recommendations developed by the Committee in charge of the WPS theme within the FAR are broken down, by theme, as follows:

RECOMMENDATIONS BREAKDOWN BY TYPE OF INTERVENTION	
Organizational Measures	**Promoting gender equality through:** - Increasing the quota reserved for women during the recruitment process. - Reviewing of the criteria for promotion to the next rank. **Establish a system for disseminating information related to peace operations** to enable military personnel at all levels to have an idea of the opportunities available and to provide fair opportunities for all military personnel to participate and voluntarily apply for peace operations. **Family support policies via:** Implementing strong family support policies, such as providing accessible childcare outside working hours and during pre-deployment training. **Promote participation in peace operations through:** - The valuation of bonuses in the advancement grid for female staff. - Improving communication about the benefits of deployment to encourage more applications. - The integration of participation in peace operations as a significant criterion in career evaluations, access to positions of responsibility, promotions and advancements. - The materialization of collective recognition towards national blue helmets, particularly women, through the dedication of a "Soldiers of Peace" day and the creation of memorials. **Establish a Gender entity at all levels by:** -The establishment of Gender Advisors at the strategic and operational level and the generalization of GFPs at the tactical level with definition of their mission in space and time in order to achieve the objectives prescribed by the WPS agenda. **The revaluation of the expedition bonus and the granting of additional financial advantages for expedition, particularly**

Training and Capacity building	**Improve the representation of women in tactical roles through:**
	- Establishing of specific training programs adapted to the benefit of former promotions of female staff who have not benefited from basic operational training.
	- Providing more training for female personnel to meet the deployment criteria required by the UN and the FAR, particularly to occupy staff positions within contingents and HQs
	Schedule awareness –raising program by:
	- Establishing sessions focusing on diversity and inclusion in gender equality,
	Establish a female mentoring network within the FAR:
	Strengthen pre-deployment training and preparation by:
	- Developing additional training curricula adapted to the different roles and levels of experience of staff, particularly women.
	Integrate a WPS training module into the initial and continuing training program of the FAR centers
	Assist female staff in the training course by:
	Supporting preparation for entry examination to major military higher education schools through the implementation of concentration sessions for their benefit in order to increase their chances of success and prepare them.
	Act on male perceptions of female staff by:
	- Organising awareness sessions for troops on issues related to gender issues.
	- Expanding the network of gender focal points at unit level.

Practical Measures	**Encourage women to share their experiences and support each other.** **-Organize specific workshop and events for women, including those advocating for improved meaningful participation of female personnel in UN peace operations.** **-Provide sufficient dormitories for female staff:** The construction of additional dormitories, toilets and resetting up all areas at the deployment sites will ensure better living conditions for female personnel, which will encourage women to deploy. **Produce suitable uniforms and equipment:** The production of combat outfits, boots, helmets and bulletproof vests adapted to the morphology of female personnel will allow women to work in more favorable conditions. **Provide feminine hygiene product kits:** Provide female staff with feminine hygiene product kits that can meet the specific needs of women. **Assign female medical personnel (doctors or nurses) to each deployment location** **Work to increase the availability of suitable female profiles by:** - Increasing the quota of female personnel admitted to the FAR's major schools. - Assistance to female personnel in the practical preparation of training courses necessary for the development of women's military careers. - Promoting women's access to positions of responsibility. **Raise awareness among those responsible for deployed units regarding respect for equity and gender equality in the implementation of the various activities of the contingents.** **Encourage the concept of Reporting through:** - Review of reporting procedures relating to cases of moral and sexual harassment, while ensuring the protection of complainants. **Promoting the female experience through:** - The organization of mission return ceremonies; - The setting up of a memorial for their benefit; - The organization of a day for military women
Organizational Culture	**Provide psychosocial support during deployment and reintegration through:** - Psychosocial support programs in the deployment theater and after return. - Counseling and therapy services accessible to all. - Support groups for former deployed personnel. - Raising awareness of resources available for mental health and well-being. **Develop a communication strategy for popularizing the WPS theme across the FAR** **Promote Mixed Activities to break down prejudices and overcome preconceived ideas.**

Research topics to be further explored

Several theme gaps were identified during the implementation and consolidation of MOWIP data, in combination with comments noted by administrators of the three tools of this method.

Besides the results presented above from this survey, it would also be wise to explore other aspects which have not been or have been summarily addressed for various considerations, but which seem to hinder the availability of female personnel to deploy in UN peace operations.

This involves:

- Practices that could ensure the best selection of personnel to be deployed in peace operations, regardless of stereotypical perceptions based on gender;
- Formal mechanisms through which feedback from the deployment of personnel of all genders could be shared with potential candidates;
- Promoting the deployment of women to operational positions of responsibility in peace operations;
- The impact of fear of sexual harassment on women's volunteering to deploy in peace operations.

The following lines of thought can be considered:

- What are the experiences of women deployed on missions?
- How do the experiences and perceptions of high-ranking women differ from those of NCOs and OR women?
- Why do the military, and to a lesser extent the military, believe that joint or mixed training is not appropriate?
- What does a gender assessment involve, what needs did this process identify and how were these needs addressed by the institution?
- What impact have the focal point system and the gender mainstreaming policy had on women and men?
- What is the impact of prolonged deployment on the families of those interviewed?

- In order to increase the number of women to be deployed and achieve the objectives of the 2018-2028 UN Gender Parity Strategy, what solutions should be considered regarding the deployment of female personnel directly after their initial training period?
- What factors cause deployed men and women to report different experiences during deployment?
- To what extent does the phenomenon of sexual/moral harassment affect personnel deployed in peace operations?
- What types of assistance are provided to personnel returning from deployment to facilitate reintegration?
- How can women in uniform be consulted more to take into account their needs and concerns?

LIST OF ABBREVIATIONS ACRONYMS

AND : National Defense Administration

AMET : Aero-Medical Evacuation Team

APALD : Authority for Parity and the Fight against all Forms of Discrimination

AU : African Union

A4P+ : Action for Peacekeeping Plus

BDR : Rapid Deployment Battalion

CDD : Fixed-Term Contract

CDF : Family Code

CDI : Open-ended contract

CEDAW : Convention on the Elimination of All Forms of Discrimination against Women

CEOMP : Center of Excellence for Peace Keeping Operations

CIMIC : Civil-Military Cooperation

COE : Contingent Owned Equipment

CPOPEX : Standing Committee on External Operations

CREMS : Royal College of Higher Military Education

CRERD : Royal Centre of Defense Studies and Research

DCAF : Geneva Centre for Security Sector Governance

DGSS : General Directorate of Social Services

DPO : Department of Peace Operations

DRC : Democratic Republic of the Congo

EAS : Sexual Exploitation and Abuse

EUFOR : European Union Force

FAR : Moroccan Royal Armed Forces

FAR/AP : Moroccan Royal Armed Forces Action Plan

FH : Medical-surgical Field Hospital

FHII OSAMAC :		Hassan II Foundation for Social Works of Former Military Personnel and Veterans
FRA	:	Moroccan Royal Air Force
FS	:	Female Staff
GENAD	:	Gender Advisor
GFP	:	Gender Focal Point
GR	:	Moroccan Royal Gendarmerie
HQ	:	General Staff
ICESCR	:	International Covenant on Economic, Social, and Cultural Rights
ICRAM	:	Government Plan for Gender Equality
IFOR	:	Implementation Force
IIS	:	Institutional Information Sheet
ILO	:	International Labor Organization
KFOR	:	Kosovo Force
MAECAMRE :		Ministry of Foreign Affairs, African Cooperation and Moroccans Resident Abroad
MDG	:	Millennium Development Goals
OR	:	soldiers (Other ranks)
MILOBS	:	Military Observer
MINUSCA	:	United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic
MINUSTAH :		United Nations Stabilization Mission in Haiti
MONUC	:	United Nations Organization Mission in the Democratic Republic of the Congo
MONUSCO:		United Nations Organization Stabilization Mission in the Democratic Republic of the Congo
MoU	:	Memorandum of Understanding

MOWIP	:	Methodology of Measuring Opportunities for Women in Peace Operations
MR	:	Moroccan Royal Navy
MSO	:	Maritime Security Operations
NATO	:	North Atlantic Treaty Organization
NCO	:	Non-commissioned officers
ONUC	:	United Nations Operation in the Congo
ONUCI	:	United Nations Operation in Côte d'Ivoire
PAN	:	National Action Plan
PKO	:	Peacekeeping Operations
PO	:	Peace Operations
SFOR	:	Stabilization Force
SPCMP	:	Peacekeeping Capability Building System
SUR	:	Statement of Unit Requirements
TCC/PCC	:	Troop/police contributing country
TM	:	Court martial
UN	:	United Nations
UNIBAT	:	United Nations Infantry Battalion
UNITAF	:	Unified Task Force
UNMISS	:	United Nations Mission in South Sudan
UNOSOM I	:	United Nations Operation in Somalia I
UNOSOM II	:	United Nations Operation in Somalia II
UNSCR	:	United Nations Security Council Resolution
WPS	:	Women, Peace and Security

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TABLE OF GRADES USED BY THE MOWIP METHOD AND THEIR EQUIVALENT RANKS WITHIN THE FORCES

Grades	Correspondence within the Royal Armed Forces
O-1	Second Lieutenant
O-2	First Lieutenant
O-3	Captain
O-4	Major
O-5	Lieutenant Colonel
O-6	Colonel
O-7	Brigadier General
O-8	Major General
O-9	Lieutenant General
O-10	General
E-1	Private
E-2	Private
E-3	Private first class
E-4	Specialist/ Corporal
E-5	Sergeant
E-6	Staff Sergeant
E-7	Sergeant first class
E-8	Master sergeant/ First sergeant
E-9	Sergeant major/ Command Sergeant major