



EUPOL COPPS

EU Co-ordinating Office for Palestinian Police Support



Women in CSDP missions and operations

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The focus of the study

- gender equality structures in member states
- the managerial and operational effects of the growing number of women in CSDP missions and operations

Women in CSDP

5 missions

3 civilian

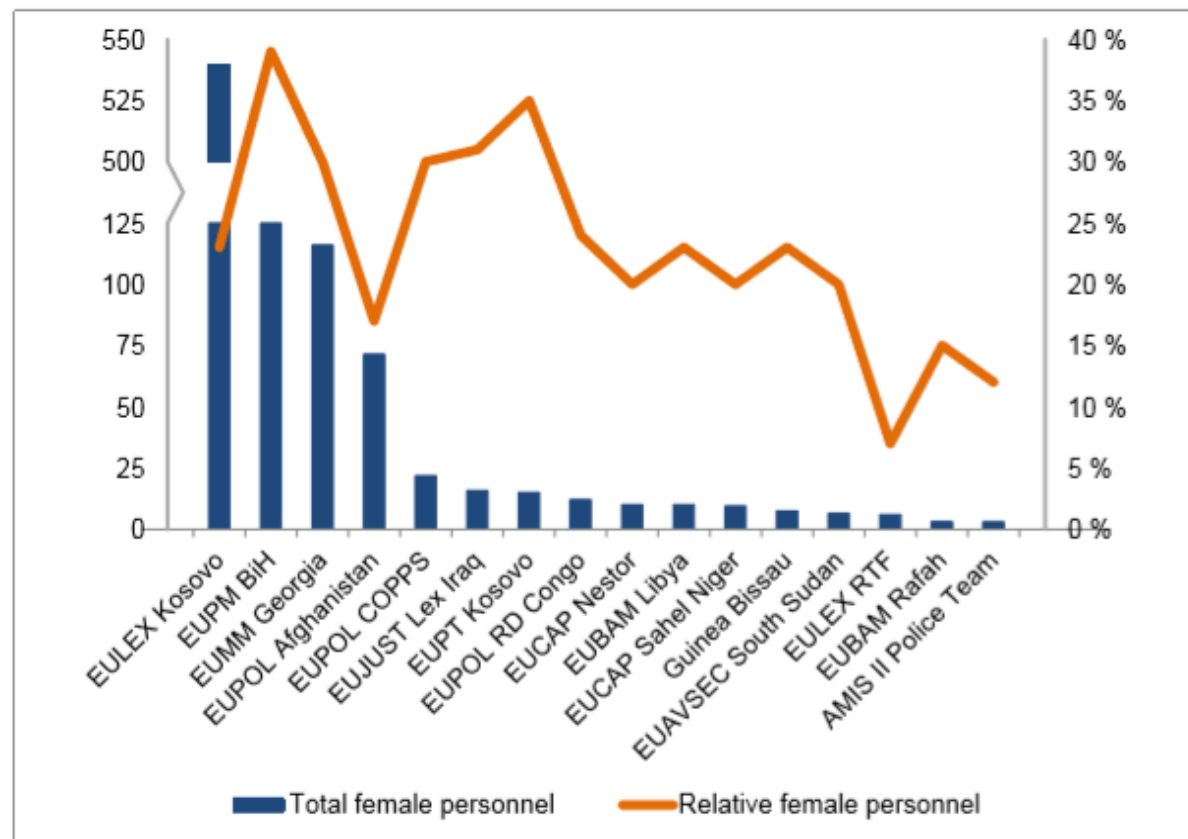
- European Union Advisory Mission Ukraine (EUAM Ukraine)
- EU Maritime Security Capacity Building Mission in Somalia (EUCAP Nestor)
- EU Police Mission in Afghanistan (EUPOL Afghanistan)

2 military

- EUFOR Operation Althea in Bosnia and Herzegovina, BiH)
- EU Training Mission in Mali (EUTM Mali)

Women in CSDP

Absolute numbers and percentages of women deployed in individual civilian CSDP missions (2007-2013 averages)



The presence of women in CSDP

- ◉ contributes to operational effectiveness and mandate implementation
- ◉ promotes equality at home and abroad
- ◉ sustains EU's credibility

The presence of women in senior management positions

- ◉ increased attention to gender-related activities
- ◉ brought different decision making styles
- ◉ is perceived as creating a safer working environment

The presence of women in CSDP

Contributes to operational effectiveness and mandate implementation by:

- increasing situational awareness
- reaching out and being accepted by different groups in society
- Handling security concerns that affect a large part of the population (i.e. women) who often cannot be served by male security or military personnel due to cultural restrictions
- Bringing in more creative solutions

Women in CSDP

- ◉ Women as role models and contributors to cultural change
 - Women as patrol leaders, or police officers, challenge the stereotypes of host communities and redefine the kind of roles women can play in societies
 - Women performing military duties
- ◉ Strengthen EU's credibility in the host nation

Women in leadership in CSDP

- Leads to increased attention to gender-related activities by the counterparts
- Makes a difference in decision-making
- Contributed to an environment that is perceived as safer and more positive

Challenges and way forward

- ◉ Leadership commitment
- ◉ Tackle prejudices and misconceptions
- ◉ Strengthen strategies to promote equality
- ◉ Collect sex-disaggregated data

To conclude

Research for this report found that political commitment and hands-on leadership by the EU and its Member States is key to more diversity and inclusivity in CSDP structures.

A pro-active approach to recruitment and retention of female staff, adapted job-descriptions, revised family policies, and employing an approach that values diversity and creates a positive work environment are all necessary in this regard.

Questions?



Thank you for your attention