



UN WOMEN

AKACMUN'26

STUDY GUIDE

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Dear Delegates,

As the Under-Secretary-General of the United Nations Women Committee, it is my utmost pleasure to welcome you all to AKACMUN'26. I am truly honored to accompany you on this journey toward a deeper understanding of one of the most significant issues faced by the international community today. Throughout this conference, you will be expected to approach the agenda with diplomacy, strategic thinking, and a strong sense of responsibility.

Our agenda item, "Strengthening the Role of Female Peacekeepers in UN Operations," calls for a comprehensive examination of the current challenges and opportunities within UN peacekeeping missions. Female peacekeepers play a crucial role in maintaining international peace and security. Their participation contributes not only to operational effectiveness, but also to the protection of civilians, the promotion of trust within local communities, and the advancement of gender equality in conflict and post-conflict regions. However, despite ongoing efforts, women remain significantly underrepresented in peacekeeping operations, while many missions continue to face issues such as insufficient resources, limited representation, and operational challenges.

As delegates of UN Women, your responsibility will be to analyze the existing barriers preventing greater female participation in peacekeeping, evaluate previous initiatives and reforms, and propose realistic and innovative solutions to strengthen the role of women in UN operations. During the debate, you will need to balance humanitarian concerns, political realities, and international cooperation while remaining loyal to the principles and values of the United Nations.

I highly recommend that you carefully review the study guide, as it contains essential background information and frameworks that will greatly assist you throughout the committee sessions and ensure more productive debates.

I sincerely hope that this committee will not only challenge you academically, but also provide you with an enjoyable and meaningful experience through diplomacy, collaboration, and problem-solving. I am eager to witness your ideas, negotiations, and contributions during the conference.

If you have any questions, please do not hesitate to contact me via the email address provided below.

Best Regards,

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1) Introduction To The Committee:

a) Introduction to UN Women:

UN Women (*United Nations Entity for Gender Equality and the Empowerment of Women*) is an independent United Nations entity established in 2010 by a resolution of the UN General Assembly. It carries global responsibilities in the areas of gender equality and the empowerment of women. In this context, UN Women is mandated to carry out specific activities in four key areas: increasing women's leadership and participation, promoting women's economic empowerment, addressing and ending violence against women, and supporting women's participation in peace and security processes.

b) The Role of the Committee in Strengthening the Role of Female Peacekeepers in UN Operations:

The committee will focus on improving the role of female peacekeepers in UN operations by addressing the barriers to their full and meaningful participation stemming from institutional, cultural, and operational constraints. The lack of representation of women in peacekeeping missions negatively impacts the effectiveness, inclusiveness, and sustainability of peace processes, as women are able to better interact with and relate to other women, children, build trust with them, and address gender-based violence in the communities they serve. Furthermore, increasing the number of female peacekeepers will lead to improved operational performance, increased protection for civilians, and stronger community relations, in addition to advancing gender equality in security sector institutions.

This committee will provide an avenue for delegates to identify the root causes of the gender imbalance in peacekeeping and assess the challenges women face in recruitment, deployment, and leadership and propose concrete recommendations (*both nationally and globally*). Through collaboration, policy development, and capacity building, this committee will work towards creating a more inclusive peacekeeping framework that guarantees both equal opportunities and principle-based implementation of peacekeeping effectiveness and the respect for equality and human rights within UN operations globally.

c) Key Words:

Female peacekeeper: A woman serving as military, police, or civilian personnel in UN peacekeeping operations.

UN Peacekeeping Operations: International missions run by the UN to uphold security and peace, safeguard civilians, and assist nations affected by conflict in their transition to stability.

Women, Peace and Security (WPS): A global policy framework that acknowledges the value of women's involvement in peacebuilding, conflict prevention, and post-conflict recovery.

Gender equality: The state in which people of all genders have equal rights, obligations, opportunities, and access to resources.

Gender mainstreaming: The incorporation of a gender perspective into all programs, policies, and decision-making procedures to promote equality.

Gender imbalance: When different genders are not equally represented or involved in institutions or sectors.

Recruitment and retention: The processes of attracting, selecting, and maintaining personnel within an organization.

Institutional barriers: Structural, cultural, or policy-related obstacles that prevent equal participation or advancement within institutions.

Troops: Soldiers on duty in a large group: troops are deployed traditionally, United Nations troops have been deployed only in a peacekeeping role.

Gender-based violence (GBV): Physical or psychological violence experienced by a person because of their gender or gender identity.

2) Introduction To The Agenda Item:

a) What Are Female Peacekeepers and Why Are They Important?

Female peacekeepers include women serving as military, police and civilian personnel in UN peacekeeping missions. Their involvement has been acknowledged as essential according to the *Women, Peace and Security (WPS)* agenda to increase the number of women involved in processes related to peace and security.

Even with international commitments, women remain highly underrepresented in UN peacekeeping operations. This is most prominent in terms of military contingents and in leadership roles. Systemic issues like gender inequality, a lack of job opportunities, cultural stereotypes, inadequate facilities, and a lack of institutional support make it difficult for female peacekeepers to carry out their work.

Female peacekeepers increase the effectiveness of their missions. Due to cultural restrictions and issues of human rights violations, most women and children living in conflict zones are more likely to be placed in a position to interact positively with female members of peacekeeping teams. In addition to responding to incidents of sexual and gender-based violence, female peacekeepers assist in gathering information about issues facing the community. They also provide female peacekeeping teams with an element of trust in the local population and strengthen the protection mechanisms for civilians.

It is important to enhance the role of female peacekeepers not only for representation, but to ensure the success of the mission. Multiple studies have shown that both male and female-dominated peacekeeping forces are more accountable and have a lower level of misconduct, which leads to more sustainable peacebuilding results. Increasing recruitment, retention, leadership opportunities and safe working conditions for female personnel is a strategic priority for the UN.

What is Gender-Based Violence?

Gender-Based Violence (GBV) refers to any harm that is perpetrated against a person because of their gender. It can take many forms, including physical, sexual, psychological, and economic violence. GBV can occur to women, men and children. GBV is a violation of human rights and is often rooted in gender discrimination, inequality and norms. GBV does more than harm. It inhibits education and economic participation and hinders community development. Ending GBV requires laws to prohibit violence, awareness raising, support services for survivors, and action from the international community.

b) Causes:

1. Institutional and Structural Barriers

1.1. Male-Dominated Security:

Throughout history, nearly all of the national military and law enforcement agencies all over the world have been systematically built for only men to participate in. Standards of office culture, promotion and hiring have been created without consideration to the needs and perspective of the women. Therefore, women experience indirect discrimination in such types of organizations, and women have limited access to the kind of experiential data required to gain access to combat or operational jobs.

1.2. Unfair Training and Career Promotion Opportunities:

Jobs for women in national security areas are limited in weapons, special forces, and advanced training. Women are disqualified from many UN peacekeeping missions due to lack of previous field experience or attainment of the required rank. Also, informal networks for support within the institution are dominated by men, thereby blocking the progress of women in their careers. Besides, cultural gender stereotypes influence women's perceptions. Women working in security institutions face scrutiny related to their physical strength, leadership skills, and emotional stability. These assumptions influence the decision-making and evaluation mechanisms when choosing leaders. Therefore, this presents a systemic barrier to women security officers that prevents them from joining and pursuing a long-term security career.

2. Cultural and Social Norms

2.1. Negative Social Image and Community Pressure:

In many societies, women are associated with caregiving and domestic chores, while security and defense roles are viewed as a male domain. Such deeply traditional beliefs keep women away from the military or police professions. Even families or communities do not support such career choices. Women who enroll for careers in the armed forces suffer negative social image and reputational challenges. In conflict affected regions, societal expectations related to marriage and motherhood can limit women's mobility and participation in international missions.

2.2. Limited Educational and Economical Opportunities:

In some countries, women have limited access to education, more specifically, limited access to sciences, technologies, or defense-related education. This reduces their chances of security career qualification. Economic dependence and limited professional development opportunities further widen the gender gap in national security sectors.

3. Safety and Workplace Concerns

3.1. Risk of Harassment and Discrimination:

Women who are in national military forces and deployed as peacekeepers may also be subject to sexual harassment, gender discrimination, or hostile work environment. The number of women who opt to leave their jobs increases due to the lack of proper reporting pathways and accountability of those who commit violations.

Peacekeepers are usually deployed in regions that are affected by conflicts, the necessary facilities to assist women in everyday operations are significantly limited or do not even take place. There are no gender specific facilities to support women. Long durations of deployment in remote places or the need to shift around causes more problems for women than for men. This is true in societies where women are still the main caregivers. Support systems at an institutional level are limited too, increasing the number of women who quit eventually.

c) Consequences:

1. Consequences of The Lack of Female Peacekeepers:

1.1 Operational Impact:

The operational capacity of the UN missions is decreased when there aren't enough female peacekeepers. Many conflict affected societies may have many women and girls *who don't want to report cases of sexual violence, exploitation or abuse in general*; especially when individuals who are responsible for receiving reports are male. With no female officers it becomes difficult to access critical information and protect civilians and decreases the mission's capability of responding to gender based violence cases.

1.2. Leadership and Gender Parity:

Having no women in national armed forces and police translates to limited numbers of women being qualified for leadership roles in UN missions. This leads to a gap of continuation of female leadership and slows progress towards targets of gender parity.

1.3. Social and Community Implications:

The ongoing lack of female representation in peacekeeping operations continues the existing global and local gender inequality. Peacekeeping operations that are led by males may inadvertently reinforce patriarchal norms in the host country. This breaches the goal of gender equality and the WPS agenda at the international level. Female peacekeepers not only act as role models destroying stereotypes about women, but also encourage women to participate in public life. The failure of female members to participate in peacekeeping negatively affects their ability to create such transformations within their communities.

By including both men and women in peace operations, the peacekeepers can more adequately address the social, economic, and political disadvantages that women face; encourage stability and greater inclusivity; and provide for a less unstable environment on which to base the rebuilding of countries.

d) Historical Background:

The first UN Peacekeeping Missions were established after World War II to carry out assignments. During that time, Peacekeeping Missions were only accepting men by military troops from contributing countries. Women only participated for administrative, medical, or additional support rather than both operational or leadership work in Peacekeeping Missions. Structurally, women were unable to serve and weren't properly equipped to take roles in decision making processes around key tasks, so they were unable to serve as soldiers or mission leaders. Change started in the late 20th century, when women's rights issues got more on the international level.

After the war concluded, UN Peacekeeping Missions and UN Peacekeeping Personnel were formed in the 1990s. In that time, missions were becoming complex; usually involving civilian protection, human rights monitoring and post conflict reconstruction and traditional peacekeeping duties. The world was starting to look at the impact of war on both gender populations in a different light. Women shouldn't only be engaged and aware of the process of peace but also have an opportunity to participate in the decision making functions when deciding what would bring peace and security if we are going to have sustainable peace.

1995 was a crucial year for women. The Beijing Declaration and the Platform for Action were both formulated to strengthen women's involvement in security and peacekeeping operations. In 2000, by adopting UN Security Council Resolution 1325, the development of women's role in peace processes, peace building, conflict prevention and peacekeeping changed. The Women, Peace and Security (WPS) agenda was the first to be created by Resolution 1325. In recognition of the need to recruit women into peace operations at every level and prevent women and girls from gender based violence during periods of conflict. Additional solutions that focused on accountability, involvement and security sector reform, have expanded upon this foundation.

Since then, the United Nations has also aimed for gender equality, training programs and financial motivations to encourage those countries that participate to deploy more women to peacekeeping and other operations. An important departure of 2007 saw the deployment of India's first Formed Police Unit (FPU); and all female recruits were sent to Liberia; all women officers proved to be effective in their operational roles. However, over this time, it has taken a really slow change that has led to a gradual increase in the number of female peacekeepers participating in UN peace operations. Women are still severely underrepresented, notably in leading positions and at higher level military units.

e) Statistics / Data Highlights:

Gender diversity plays an important operational role within UN Operations, according to UN Women and UN Peacekeeping. Although female members constitute about 7-10% of all military personnel and approximately 25% of all police personnel in UN operations globally, there is a shortage of female members in positions of authority. Of the command positions available to peacekeepers, only 5% are held by women. It has been shown through research that missions with a higher proportion of female personnel have higher levels of civilian engagement, report more cases of sexual and gender-based violence, and earn greater trust from local communities than those who do not have many female participants in their operations.

f) Positions of Relative Countries:



India: For many years, India has been one of the largest contributors to UN peacekeeping missions. It has sent both military troops and police personnel to many different places in the world. Occasionally, India has also sent many women to participate in peacekeeping missions and provided many female officers for its military and police contingents. In July 2007, India deployed one of the first all female Formed

Police Units to Liberia, which served as a model for other troop contributing countries, showed India's commitment to operational effectiveness, and showed its commitment to promoting gender equality throughout all aspects of the UN peacekeeping effort. India has highlighted that women in peacekeeping have a significant role in engaging with local communities, particularly with respect to women and children, and enabling peacekeeping missions to more effectively address issues related to gender based violence.

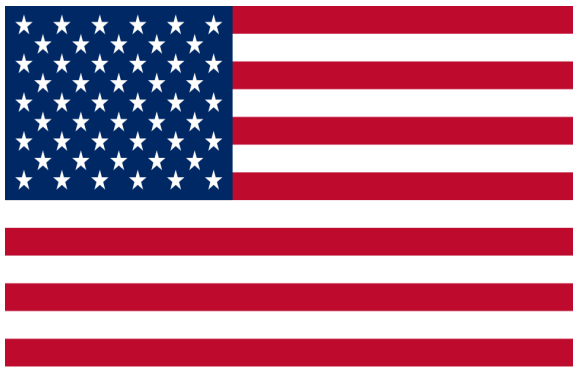


Rwanda: Rwanda has become recognized worldwide for its efforts to promote gender equity through good governance and peace-building processes, national gender policies, and the United Nations Security Council Resolution 1325's Women, Peace and Security (WPS) agenda. The nation has significantly increased female representation in the Rwanda Defence Force and in peacekeeping efforts and has developed several plans, such as the creation

of female engagement teams and providing resources to facilitate the carrying out of gender sensitive security. However, there are still some obstacles; females occupying limited roles in decision making positions, inadequate long-term financing, insufficient attention to the effects of gender-based violence, and lack of local participation. To enhance the effectiveness and inclusivity of Rwanda's WPS agenda, the country needs to enhance leadership opportunities for women, develop more sustainable long-term financing mechanisms, improve accountability through cross-sector information sharing, and actively engage local women's organisations in support of recognising women's contributions to the WPS agenda and improving access to decision making positions.



Canada: As a leading advocate of gender parity within peacekeeping operations worldwide, Canada employs a complex strategy to promote female participation that includes policy, funding, and operational support. In addition to providing technical assistance and funding to domestic forces and nations that provide troops for gender specific training, Canada strongly emphasizes developing women as future leaders through the development of command level representation. Canada also funds research and evaluation activities related to female peacekeepers' impact on civilian protection, engagement with communities, and preventing future violence. Through integrating gender considerations into planning, logistics, and field operations and cooperating with UN Women and local partners, Canada aims to enhance mission success.

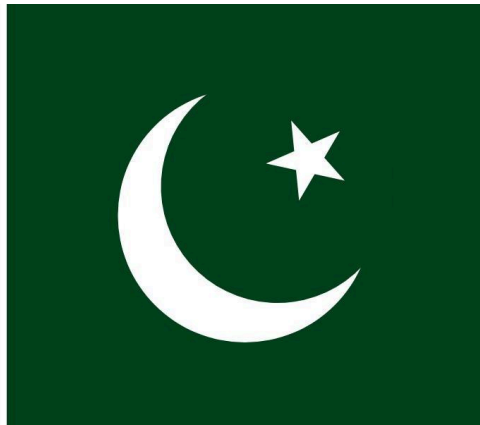


United States of America (USA): The United States is committed to the WPS agenda and has implemented innovative methods to improve the role of women as peacekeepers. In addition to increasing the number of women peacekeepers, the U.S. has developed and executed global mentoring programs to assist women into leadership roles. They have provided gender sensitive training for all peacekeepers, focusing on cultural awareness, and how to engage with the community in a positive way. In addition to providing mentoring and training, the U.S. uses operational research and data monitoring to determine how female peacekeepers affect mission success and identify best practices for replicating internationally. The United States has established partnerships with civil society organizations that strengthen faith in local communities and facilitate safe and effective access for women in conflict areas.



Jordan: Jordan is a lead in promoting female participation within police forces in UN peacekeeping operations. The government of Jordan has made training programs for female police officers in the country, covering areas such as community policing, as well as the protection of civilians. The presence of female peacekeepers directly improves the relationship between police and local population, where gender and cultural

differences create barriers to such interactions. Female peacekeepers in Jordan have the ability to assist male law enforcement personnels when using the most vulnerable members of society in these types of cultures, namely ladies and neighbourhoods also to report and prevent any violence against these women by male officers. Jordan has placed an emphasis on providing deployment training and leadership support for female peacekeepers in order to ensure effective operational capabilities. By that, Jordan is making a strong case for increased gender equality, and therefore providing a substantial contribution to the overall success of the UN Peacekeeping Mission.



Pakistan: Women's participation in these missions has a limited extent because of social, cultural and institutional impediments in Pakistan. The traditional norms connected with gender roles, lack of educational opportunities for women, and the male dominated nature of security block women from attending positions within the peacekeeping framework to participate and progress their role. Pakistan has other options to increase female participation within the

peacekeeping structure, such as recruiting targeted women, preparing women through pre deployment training and developing awareness programmes on the need for gender inclusion in the national security sector after seeing that barriers exist for women in the security establishment. Pakistan identified areas where international cooperation and partnerships can assist in empowering women to perform to their fullest potential within peacekeeping operations and enhance the overall effectiveness of the mission. Pakistan has made a commitment to addressing systemic barriers through the promotion of capacity building, cultural sensitization and women empowerment by actively working to improve the gender inclusion of women in the contributions that Pakistan makes to the UN peacekeeping missions.



Egypt: The result of deeply rooted cultural norms, social barriers, and male dominated security institutions; opportunities for women in peacekeeping operations in Egypt are limited. Women generally don't have access to educational opportunities or professional training. They experience societal pressure to follow traditional gender roles and limited prospects for career advancement within military and police organizations. This negatively impacts the opportunity for women

to deploy into both leadership and field positions, and therefore reduce both gender diversity and operational effectiveness of the mission. Nowadays, the Republic of Egypt has begun to implement targeted recruitment programs, pre deployment training programs, and awareness campaigns and acknowledges the importance of developing partnerships with United Nations Women and local civil society organizations, as well as promoting the concept of mentorship, to assist in the gradual development of women.

g) Positions of Other Important Countries:

France: France includes gender perspectives into all of UN peacekeeping operations through mentorship and leadership development programmes to women in the armed forces. France is working to ensure that women have meaningful roles in both field deployments and command positions, thereby increasing the operational effectiveness of peacekeeping efforts while at the same time addressing gender inequality within the peacekeeping missions.

Ethiopia: In Ethiopia, women are serving by utilizing a skills-based approach through the military and police on-the-field positions, which builds trust among communities and provides the ability to engage with them. Their recruitment process prepares females with both technical and physical requirements in addition to changing traditional gender roles by showcasing effective women in leadership and operational roles. Ethiopia's peacekeeping policies for gender illustrate the strategic benefits of including women in peacekeeping missions.

Indonesia: The number of women participating in operations was limited because of cultural norms and the existence of male dominated security structures in Indonesia. Indonesia employs strategies that include targeted recruitment, pre deployment training and awareness programs. Indonesia has partnered with UN women and civil society to develop female empowerment initiatives and provide women access to greater roles in both leadership and field operations.

3) Questions To Be Addressed

1. What specific measures can the UN implement to increase the recruitment and representation of female peacekeepers in conflict zones?
2. How can the UN ensure that women peacekeepers have the necessary training, resources, and support to effectively carry out their duties?
3. What strategies can be used to challenge cultural norms and societal expectations that limit women's participation in peacekeeping work?
4. How can peacekeeping missions be restructured to ensure the inclusion of a gender perspective in all aspects of conflict resolution and peacebuilding?
5. What measures should be taken to prevent and address gender-based violence (GBV) both within peacekeeping forces and in the communities they serve?
6. How can data collection, monitoring, and reporting help assess the impact of women on mission effectiveness and civilian protection?
7. How can international partnerships, including collaboration with UN Women, NGOs, and civil society organizations, enhance the capacity and deployment opportunities of women peacekeepers?
8. How can women peacekeepers be actively involved in leadership roles, peace negotiations, and decision-making processes to ensure inclusive peacebuilding?
9. How can mentoring programs and leadership development initiatives be structured to ensure sustainable career development for women peacekeeping personnel?

4) Further Reading

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