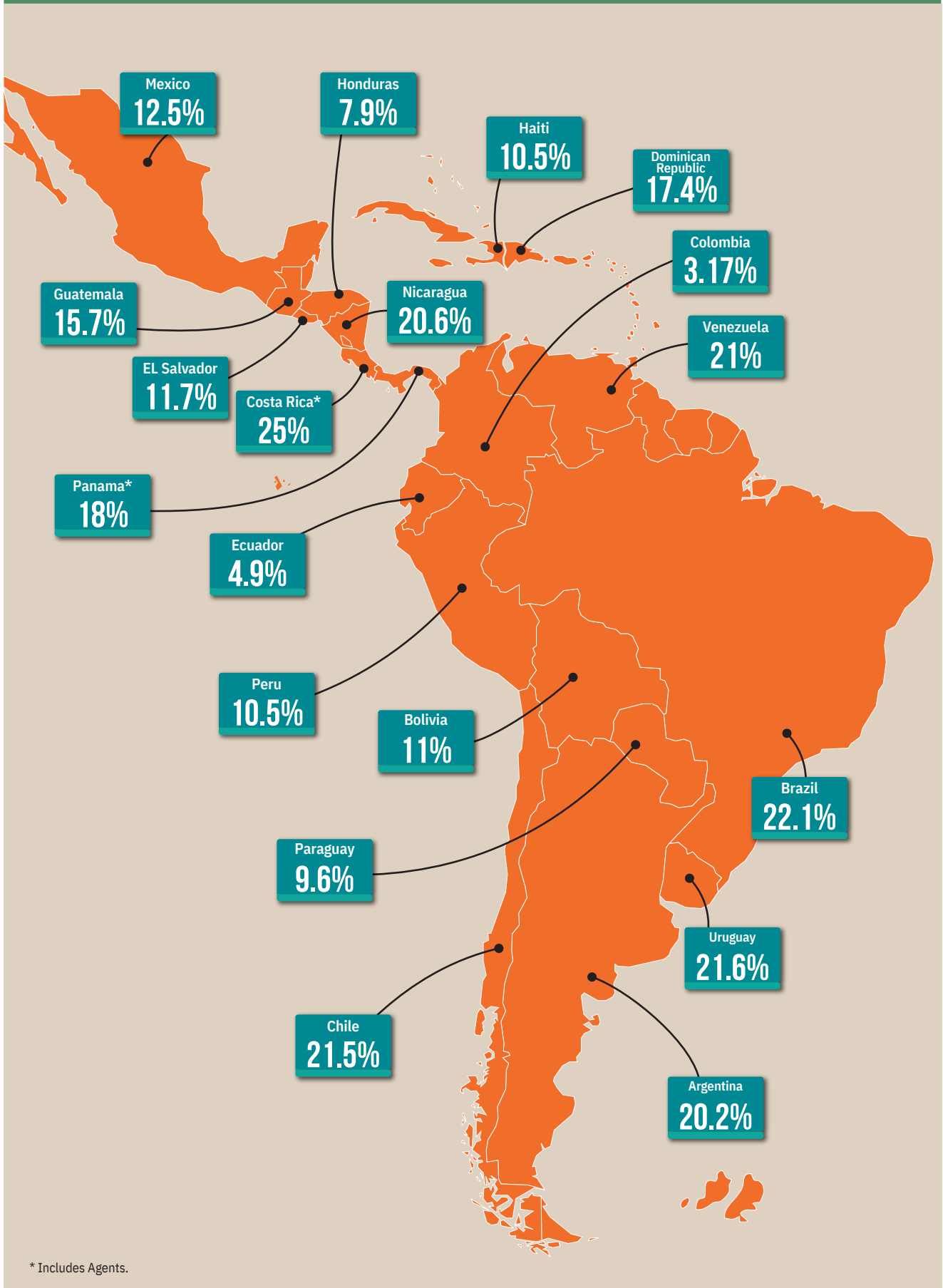


Chapter 6

WOMEN, PEACE AND SECURITY

Women in Forces. Officers and NCOs.

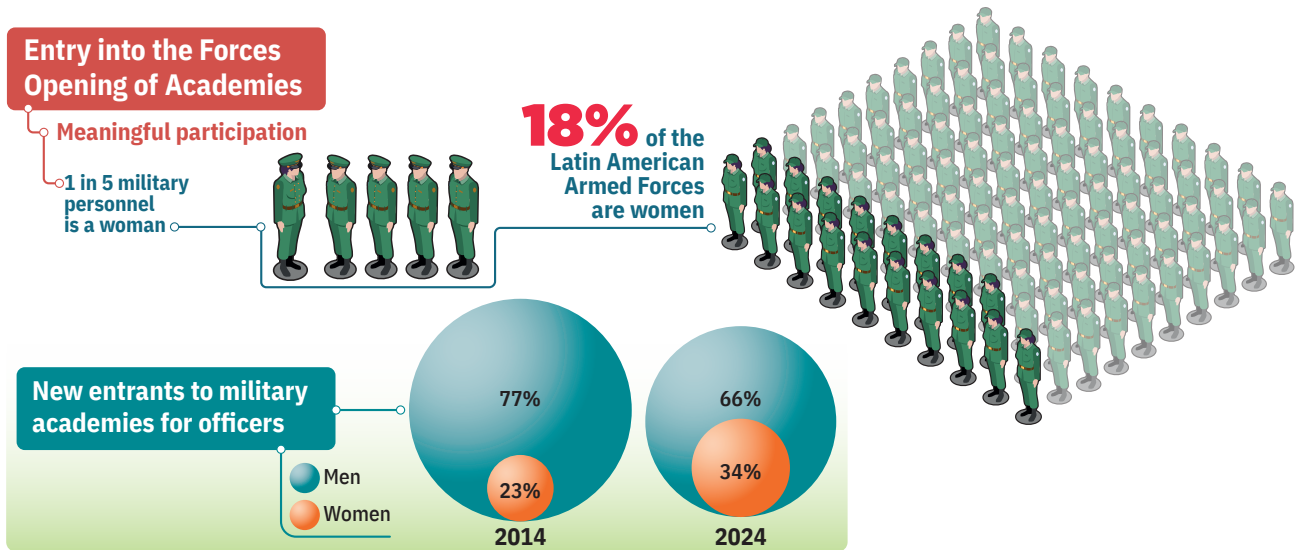


Source: Agencies and official documents as detailed in the section "The Countries" of this publication.

Meaningful Participation

In military institutions with more than 150 years of history, once decided upon, the processes of institutional transformation are progressive and permanent. Changes are inserted in the institutional structures and produce different images in the conformation.

Women have been in the Armed Forces since early times, first through civilian specialties that were incorporated into the military institution. A significant change occurs when the academies of career officers are opened, which make up the heart of the institution in any armed force. From there, women's participation is incremental, opening also the entry to weapons and specialties, including infantry, cavalry, divers and others, some of them still closed to women in other parts of the world.



Women's Admission to the Armed Forces (Year)

Country	OFFICERS						NON-COMMISSIONED OFFICERS					
	SERVICE CORPS			COMMAND CORPS			SERVICE CORPS			COMMAND CORPS		
	Army	Navy	Air Force	Army	Navy	Air Force	Army	Navy	Air Force	Army	Navy	Air Force
Argentina	1982	1981	1982	1997	2002	2001	1981	1980	2006	1996	1980	1998
Bolivia	1982	2010	2007	1979-1985/2003	2010	2007	1950	2010	2004	2008	2010	2004
Brazil	1992	1980	1982	2012/ 2017 ⁽¹⁾	2012 ⁽¹⁾	1996	2001	1980	1982	2012/17 ⁽¹⁾	2012	2002
Chile	1974	2003	1952	1995	2007	2000	1974	1937	1974	1998	2009	2009
Colombia	1976	1984	1979	2008	1997	1997	1983	1997	1992	2017	2000	1997
Dominican Republic	1981	1981	1981	2001	2001	2001	1961	1961	1961	2001	2001	2001
Ecuador	1956	1977	2000	1999	2001	2007	1958	1953	2008	s/d	1965	2008
El Salvador	1985			2000			(2)					
Guatemala	1967	2001	2000		1997		1967	2000	2002	1997	1997	1997
Honduras	1970	1975	1964	1998	1999	1996	2004	1999	1997	2004	1999	1997
Mexico	1938	1972	1937	2007	2010	2007	1938	1972	1938	2007	1995	2007
Nicaragua	1979			1993			1979			1994		
Paraguay	1932	1970	1970	2003			1932	1970	1970			
Peru	1997	1997	1997	1997	1999	1998	1997	1997	1997	1998	1998	1998
Uruguay	1973	1998	1997	1998	2000	1997	1973	1992	1990	1973	1992	1997
Venezuela	1980	1979	1980	2001	1978	1978	(3)			2001	1975	1975

(1) In August 2012, the laws establishing admission requirements for officer courses at the Army and Navy were amended, providing for the admission of women (N° 12705 – 2012/08/09 and N° 12704 – 2012/08/09).

(2) Women cannot enter the Forces as NCO's.

(3) Under the *Ley orgánica de la Fuerza Armada Nacional Bolivariana* (N° 6020 – 2011/03/21), the senior professional non-commissioned officers were promoted to technical officers. Students who graduate from the Bolivarian Military Technical Academy are in the same category. Career sergeants fall under the professional troop category.

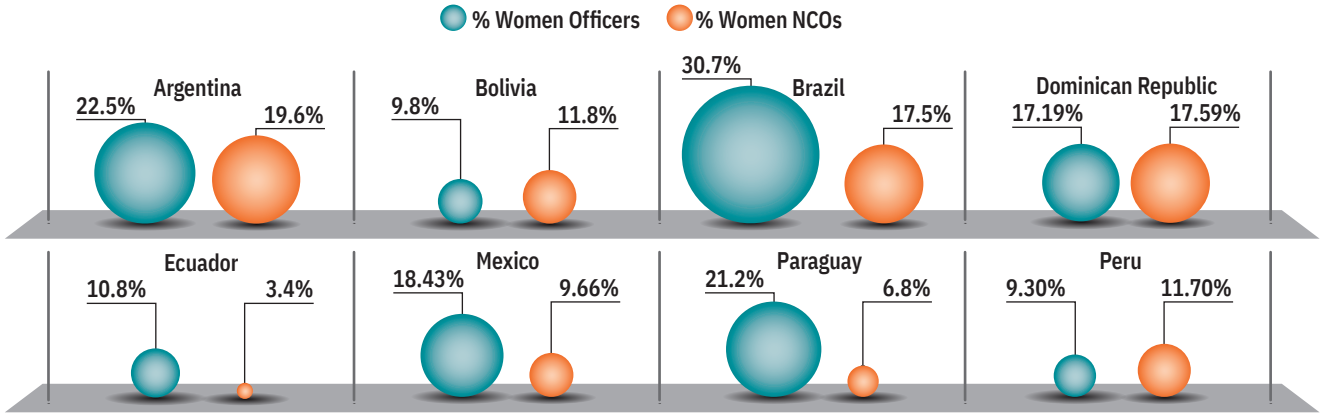
Note: The Command corps includes officers who have been educated at military academies from the beginning of their professional careers. The Service corps refers to those who develop a career in the civilian sphere and are then incorporated to the Armed Forces, or those entering the Armed Forces developing a service specialty.

Source: Compilation based on research conducted by RESDAL and information as detailed in section "The Countries".

Institutional Transformations

The Officer Corps changes

One of the most illustrative data for significant participation is that the highest participation occurs in the Officer Corps, above the overall average.



Care and Support Systems | Several countries have developed care centers serving both women and men's family care, psychological services, and support offices.



Child Development Centres (CENDI) (SEDENA - Mexico)

The facility provides ongoing childcare and education for active military personnel, even during their 24-hour shifts. They accept children from 45 days to 6 years.

Naval Child Development Centres (CENDIN) (SEMAR - Mexico)

Centres for the care of children of military mothers or fathers serving in the Mexican Armed Forces.

The service is available from 7:00 to 20:00 hours on Monday through Friday (and weekends and holidays from 7:00 to 13:00), covering both educational and childcare services.

The childcare services of SEDENA and SEMAR are complemented by agreements, allowing staff from both organizations to use any service regardless of their home institution.

The **Child Rehabilitation Centres (CRI) of SEDENA** are a complementary service for the institution's personnel. Its purpose is to provide medical care and rehabilitation for all disabled children dependent on the Armed Forces, in a range of ages from one month to 15 years. Three centres are in operation: in Guadalajara, Jalisco; Monterrey, Nuevo León; and Mexico City.

Psychological Cabinets

The Armed Forces in Bolivia, as part of the activities carried out by the Gender Council of the Commander-in-Chief, have set up psychological offices that work on issues such as domestic violence, sexual and occupational harassment, and mental health care.



Focal Points System

Military institutions in Argentina have focal points distributed across the country.

- Argentine Army
- Argentine Navy
- Argentine Air Force
- Joint Chief of Staff

Source: Compilation based on the UDLAP's MOWIP Report 2021 SEDENA and the MOWIP Report 2021 SEMAR; Reunión VII del Consejo de Género, Comando en Jefe de las Fuerzas Armadas de Bolivia; research conducted by RESDAL; and information as detailed in section "The Countries".

National Legislation

Defence institutions are governed and developed in national contexts. Some of the most relevant legislative bodies are:

Argentina

Law on Women's Political Rights (N° 13010).
 Law on the Penalization of Discriminatory Acts (N° 23592. Last Amendment: N° 24782).
 Female Quota Law (N° 24012).
 Law on Protection Against Domestic Violence (N° 24417).
 Law on the Creation of a Special Regime of Justified Absences due to Pregnancy for Female Students Attending All Levels in All Jurisdictions (N° 25273).
 Law on the Prevention and Punishment of Human Trafficking and Assistance to Its Victims (N° 26364. Last Amendment: DNU 157/20).
 Comprehensive Protection Law to Prevent, Punish, and Eradicate Violence Against Women (N° 26485. Last Amendment: N° 27736).
 Law on the Rights and Guarantees of Crime Victims (N° 27372).
 Law on Awareness of Gender Violence (N° 27410).
 Law on Mandatory Gender Training for All People in the Three Branches of Government (N° 27499).
 Comprehensive Protection Law for Women (N° 27533).
 National Law on Comprehensive Care for Health During Pregnancy and Early Childhood (N° 27611).
 Law on Comprehensive Care for Victims of Gender-Based Violence (N° 27696).

Bolivia

Law on the Protection of Victims of Crimes Against Sexual Freedom (N° 2033).
 Law on the Plurinational Victim Assistance Service (N° 464).
 Comprehensive Law to Guarantee Women a Life Free from Violence (N° 348).
 Law on the Truth Commission (N° 879).
 Law on Criminal Procedure Streamlining and Strengthening of the Comprehensive Fight Against Violence Towards Girls, Boys, Adolescents, and Women (N° 1173. Last Amendment: N° 1226).

Brazil

Maria da Penha Law to Prevent, Punish, and Eradicate Violence Against Women (N° 11340. Last Amendment: N° 14550).
 Joana Maranhão Law that Amends the Rules on the Statute of Limitations for Crimes Committed Against Children and Adolescents in the Penal Code (N° 12650).
 Law on Mandatory and Comprehensive Care for People in Situations of Sexual Violence (N° 12845).
 Femicide Law (N° 13104).
 Sexual Harassment Law (N° 13718).
 Law to Include Content on the Prevention of Violence Against Women in Basic Education Curricula, and to Establish the School Week to Combat Violence Against Women (N° 14164).
 Law that Defines the Red Light Cooperation Program Against Domestic Violence (N° 14188).
 Law that Establishes Rules to Prevent, Suppress, and Combat Political Violence Against Women (N° 14192).
 Law that Establishes the National Policy on Data and Information on Violence Against Women (N° 14232).
 Law to Restrict Practices that Offend the Dignity of the Victim and Witnesses, and to Establish an Aggravating Circumstance for the Crime of Coercion During Legal Proceedings (N° 14245).
 Law that Creates Specialized Police Stations for Women's Assistance (N° 14541).
 Law that Establishes Criteria for Equal Pay Between Women and Men (N° 14611).
 Law that Creates the "No Means No" Protocol to Prevent Shame and Violence Against Women and Protect Victims (N° 14786).

Chile

Law Establishing Legal Equality Between Men and Women (N° 19611).
 Law Amending the Penal Code, Criminal Procedure Code, and Other Legal Bodies Regarding the Crime of Rape (N° 19617).
 Law Establishing Measures Against Discrimination (N° 20609. Last Amendment: N° 21438).
 Law Amending the Penal Code, Criminal Procedure Code, and Law N° 18216 Regarding the Classification of Femicide (N° 21212).
 Law Amending Various Legal Bodies to Improve Procedural Guarantees, Protect the Rights of Victims of Sexual Crimes, and Prevent Their Revictimization (N° 21453).
 Law Establishing a Protection and Comprehensive Reparation Regime in Favor of Femicide Victims and Their Families (N° 21565).
 Law Establishing a Protection Statute in Favor of Whistleblowers (N° 21592).
 Law Amending Title II of Book II of the Labor Code "On the Protection of Maternity, Paternity, and Family Life" and Regulating Remote Work and Teleworking Under Certain Conditions (N° 21645).
 Law Instituting Measures to Prevent, Punish, and Eradicate Violence Against Women Based on Their Gender (N° 21675).

Colombia

Law on Women's Participation in Decision-Making Levels of Public Power (N° 581).
 Law Creating the Crime of Human Trafficking (N° 747).
 Law Establishing Rules on Equal Opportunities for Women (N° 823).
 Law Against Human Trafficking (N° 985).
 Law on Awareness, Prevention, and Punishment of Forms of Violence and Discrimination Against Women (N° 1257).
 Law Guaranteeing Equal Pay and Remuneration Between Women and Men, and Establishing Mechanisms to Eradicate Any Form of Discrimination (N° 1496).
 Law Guaranteeing Access to Justice for Victims of Sexual Violence, especially in the Context of Armed Conflict (N° 1719).
 Law Creating the Crime of Femicide (N° 1761).
 No More Silence Law Declaring the Criminal Action for Crimes Against Sexual Freedom, Integrity, and Education, or the Crime of Incest, as Not Subject to a Statute of Limitations (N° 2081).
 Law to Strengthen and Promote Women's Equality in Access to Employment (N° 2117).
 Law on Priority Access to Housing Programs for Women Victims of Extreme Gender-Based Violence (N° 2172).

Costa Rica

Menstruation and Justice Law (N° 10424).
 Law on Preferential Access to the Institutional Supply Program for Women's Organizations and People with Disabilities (N° 10317).
 Law for the Consolidation of the Operational Center for Attention to Domestic and Gender-Based Violence, and Declaration of Services for the Attention of Violence Against Women as Essential Services (N° 10158).
 Law on Comprehensive Reparation for Femicide Survivors (N° 10263).
 Law to Prevent, Address, Punish, and Eradicate Violence Against Women in Politics (N° 10235).
 Law to Establish Expanded Femicide (N° 10022).
 Law Against Sexual Harassment in Employment and Education (N° 7476).

Dominican Republic

Law Amending the Penal Code, the Criminal Procedure Code, and the Code for the Protection of Children and Adolescents (N° 24-97).
 Code for the Protection System and the Fundamental Rights of Children and Adolescents (N° 136-03).
 Law Establishing Safe Houses or Shelters Across the National Territory to Temporarily Accommodate Women, Children, and Adolescents Victims of Domestic or Family Violence (N° 88).

National Legislation

Ecuador

Law on Labor Protection for Women (RO N° 124).
 Organic Law for the Prevention and Eradication of Violence Against Women (RO N° 175).
 Organic Law Against Human Trafficking and the Illicit Trafficking of Migrants (RO N° 252).
 Organic Law on National Councils for Equality (RO N° 283).
 Organic Law on the Ombudsman's Office (RO N° 481).

General Law to Prevent, Investigate, and Punish Torture and Other Cruel, Inhuman, or Degrading Treatment or Punishment (DOF 2017/06/26. Last Amendment: DOF 2022/04/28).

Protocol for the Prevention, Attention, and Punishment of Sexual Harassment and Sexual Assault (DOF 2020/01/03).

Federal Law to Prevent and Eliminate Discrimination (DOF 2023/06/11. Last Amendment: DOF 2023/12/08).

Protocol for the Action of Ethics Committees in Handling Complaints and Preventing Acts of Discrimination (DOF 2023/12/22).

El Salvador

Law Creating Specialized Courts and Tribunals for a Life Free from Violence and Discrimination Against Women (DL N° 286. Last Amendment: DL N° 397).
 Law on the Promotion, Protection, and Support of Breastfeeding (DL N° 404).
 Civil Service Law (DL N° 507).
 Special Comprehensive Law for a Life Free from Violence for Women (DL N° 520. Last Amendment: DL N° 664).
 Law on Equality, Equity, and the Eradication of Discrimination Against Women (DL N° 645).
 Special Law Against Human Trafficking (DL N° 824).
 Law Against Domestic Violence (DL N° 902. Last Amendment: DL N° 546).

Nicaragua

Equal Rights and Opportunities Act (N° 648).
 Nicaraguan Code of Labour and Social Security (N° 815).
 Comprehensive Law Against Violence Towards Women (N° 779; Last Amendment: N° 1058).
 Human Trafficking Law (N° 896).
 Law on the Nicaraguan Legal Digest of Family, Women, Childhood, Youth, Older Adults and Gender Equity (N° 1034).

Guatemala

Law to Prevent, Punish, and Eradicate Domestic Violence (DL N° 97-96).
 Law on the Dignification and Comprehensive Promotion of Women (DL N° 07-99).
 Educational Promotion Law Against Discrimination (DL N° 81-2002).
 Law Against Femicide and Other Forms of Violence Against Women (DL N° 22-2008).
 Law Against Sexual Violence, Exploitation, and Human Trafficking (DL N° 09-2009).
 Law on Criminal Jurisdiction in High-Risk Cases (DL N° 21-2009).
 Law on Immediate Search for Missing Women (DL N° 9-2016).
 Law on the Genetic Database for Forensic Use (DL N° 22-2017).

Panama

Law Establishing that It Is Optional for Married Women to Adopt Their Spouse's Surname in Personal Identity Documents (N° 22).
 Law on the Protection of Crime Victims (N° 31).
 Law on Equal Opportunities for Women (N° 4).
 Law Establishing the Mandatory Use of Gender Perspective in Language, Content, and Illustrations in School Works and Texts (N° 6).
 Law Amending and Adding Articles to the Penal and Judicial Codes on Domestic Violence and Child Abuse (N° 38).
 Executive Decree Regulating Law N° 4 on Equal Opportunities for Women (N° 53).
 Law Enacting Provisions for the Prevention and Classification of Crimes Against Sexual Integrity and Freedom (N° 16).
 Law on Human Trafficking and Related Activities (N° 79).
 Law Adopting Measures for Preventing Violence Against Women and Amending the Penal Code to Classify Femicide and Penalize Acts of Violence Against Women (N° 82).
 Law Amending Articles of Law N° 38 on Domestic Violence Procedures (N° 73).
 Law Creating Paternity Leave for Employees of Private Companies and Public Servants (N° 27).
 Law Establishing Women's Participation on State Boards (N° 56).
 Law Adopting Measures to Prevent, Prohibit, and Punish Discriminatory Acts (N° 7).

Honduras

Law on Equal Opportunities for Women (N° 34-2000).
 Law on Equity and Comprehensive Development for People with Disabilities (Decree N° 160-2005).
 Law Against Domestic Violence (Decree N° 132-97. Last Amendment: Decree N° 66-2014).
 Law on the National Prevention Mechanism Against Torture and Other Cruel, Inhuman, or Degrading Treatment (Decree N° 136-2008. Last Amendment: Decree N° 356-2013).
 Law Against Human Trafficking (Decree N° 59-2012).
 Creation of the Unit for the Investigation of Violent Deaths of Women and Femicides (Decree N° 106-2016).
 Law for the Protection of Women in Humanitarian Crises, Natural Disasters, and Emergencies (Decree N° 9-2023).
 Decree Amending the Law Against Domestic Violence N° 34,201 (Decree N° 66).
 Decree Amending the Penal Code (Executive Decree N° 33092).

Paraguay

Law on the Civil Rights of Women (N° 236).
 Law Against Domestic Violence (N° 1600).
 Law on Partial Reform of the Civil Code (N° 1/92).
 Law on Rural Women (N° 5446).
 Law on Comprehensive Protection of Women Against All Forms of Violence (N° 5777).
 Law Eliminating Discrimination Based on Maternity and Paternity, and Guaranteeing Equal Conditions (N° 6634).

Mexico

General Law for Equality Between Women and Men (DOF 2006/08/02. Last Amendment: DOF 2022/10/31).
 General Law on Women's Access to a Life Free from Violence (DOF 2007/02/01. Last Amendment: DOF 2024/01/26).
 General Law to Prevent, Punish, and Eradicate Human Trafficking and for the Protection and Assistance of Victims of These Crimes (DOF 2012/06/14. Last Amendment: DOF 2023/04/05).

Peru

Law Establishing Public Criminal Action for Crimes Against Sexual Freedom (N° 27115).
 Law Regulating Extraordinary Administrative Measures for Teaching or Administrative Staff Involved in Crimes of Violating Sexual Freedom (N° 27911. Last Amendment: N° 29988).

National Legislation

Law on the Prevention and Punishment of Sexual Harassment (N° 27942. Last Amendment: N° 29430).

Law on Equal Opportunities Between Women and Men (N° 28983). To Prevent and Punish Sexual Harassment in Public Spaces (N° 30314).

Law to Prevent, Punish, and Eradicate Violence Against Women and Family Members (N° 30364).

Law Declaring National Interest in the Incorporation of Curricular Content to Prevent Violence Against Women and Family Members Through Education (N° 30815).

Supreme Decree Approving the National Gender Equality Policy (N° 008-2019-MIMP).

Supreme Decree Amending the Regulation of the Law on Prevention and Punishment of Sexual Harassment (N° 021-2021-MIMP).

Supreme Decree Mandating Mandatory Gender Perspective Training for Prevention of Violence and Gender Discrimination in Public Administration (N° 010-2022-MIMP).

Legislative Decree Strengthening the Fight Against Femicide, Domestic Violence, and Gender Violence (N° 1323).

Legislative Decree Incorporating the Crimes of Harassment, Sexual Harassment, Sexual Blackmail, and Distribution of Images, Audiovisual Materials, or Audio with Sexual Content into the Penal Code, and Amending the Sanction Procedure for Sexual Harassment (N° 1410).

Law on the Eradication of Domestic Violence (N° 17514).

Law Authorizing the Supreme Court of Justice to Create Family Courts of First Instance Specializing in Domestic Violence (N° 17707).

Law on Sexual Harassment (N° 18561).

Law Creating a Monthly Pension and Special Family Allowance for Children of Victims Who Died Due to Domestic Violence (N° 18850).

Law Establishing the Integrated National Care System (N° 19353).

Law Amending the Penal Code to Include Acts of Discrimination and Femicide (N° 19538).

Law on Gender-Based Violence Against Women (N° 19580).

Law on the Prevention and Combating of Human Trafficking (N° 19643).

Law Declaring the National Interest of the Code of Ethics in Public Service (N° 19823).

Law on Equality and Non-Discrimination Between Women and Men (N° 19846).

Venezuela

Law on Equal Opportunities for Women (GO Extraordinary N° 5398).

Organic Law on Prevention, Working Conditions, and the Working Environment (GO N° 38236).

Law for the Protection of Families, Maternity, and Paternity (GO N° 38773. Last Amendment: GO N° 6686).

Organic Law on the Right of Women to a Life Free from Violence (GO N° 40548. Last Amendment: GO Extraordinary N° 6667).

Law for the Promotion and Use of Gender-Focused Language (GO Extraordinary N° 6654).

Uruguay

Law Prohibiting All Discrimination Violating the Principle of Equality of Treatment and Opportunities for Both Genders in Any Sector (N° 16045).

Law Enacting Regulations for All Public or Private Workers Who Are Pregnant or in the Lactation Period (N° 17215).

Source: Compilation based on research from the project: Women in Peace Operations: Supporting Inclusive Environments, implemented by RESDAL.

Participation in International Treaties

El Salvador, Honduras and Mexico: accession

Convention on the Political Rights of Women

17 of 20 countries ratified the Convention, of

JULY 7, 1954

Colombia: accession

Belem do Pará Convention

18 of 20 countries ratified the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women, of

JUNE 9, 1994

The Beijing Declaration and Platform for Action

18 countries unanimously adopted it at the Fourth World Conference on Women, of

SEPTEMBER 15, 1995

El Salvador: signed. Haiti, Honduras and Nicaragua: not signed.

Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)

17 of 20 countries ratified the Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women, of

OCTOBER 6, 1999

Source: Compilation based on own research.

Work Environments. Inclusion of Issues Regarding Sexual Harassment and Abuse

References in Codes of Justice and/or Military Discipline

Argentina	Serious misconduct is defined as: a military officer who makes a sexual request, for themselves or for another person, under threat of causing service or career-related harm to the victim. And as a serious fault: sexual harassment of the superior. The military officer who, taking advantage of a situation of superiority, makes a sexual request for themselves or for another person under threat of causing service or career-related harm to the victim. (Arts. 10 and 13, Law N° 26394, <i>Código de Disciplina de las Fuerzas Armadas</i>).
Bolivia	Military personnel who use armed force or influence in command or office to violate the dignity, health, liberty or property of any person for private purposes shall be liable to imprisonment from six months to one year. (Art. 200, <i>Código Penal Militar</i> , Law Decree 13321).
Brazil	Force someone, by violence or serious threat, to have carnal relations or to perform or allow another libidinous act to be performed with them. Perform or allow a soldier to perform a libidinous act with them in a place subject to military administration or in the exercise of a military function. (Arts. 232, 235, 238, 239, 407 and 408 <i>Código Penal Militar</i> , Decree 1.001, Last Amendment Law N° 14688).
Colombia	The offense shall be minor in promoting, performing, permitting or participating in sexual practices within military units, facilities or assets when performed in public, the development of the activities of the service and which thereby compromise the basic objectives of military activity and discipline. (Art. 77, <i>Código Disciplinario Militar</i> , Law N° 1862). Anyone who, during and in the course of an armed conflict, commits sexual acts by violence against a protected person shall be liable to imprisonment for ten (10) to ten and eight years and a fine. (Arts. 138, 139 <i>Código Penal Militar</i> , Law N° 1407).
Dominican Republic	Any conduct by a military officer which in their interpersonal relationships involves or tends to involve situations of sexual or occupational harassment, domestic violence, rape and any attack on personal integrity, although they do not fall within the scope of military disciplinary law, should be subject to the greatest possible attention when receiving complaints in this regard, and whoever receives them is obliged to act in accordance with the legal procedures in force. Considered to be moderate, concurrent misconduct: not taking action when reported sexual harassment, domestic violence, rape, among military personnel. Serious concurrent misconduct is considered: retaliating against someone who has reported sexual harassment or any other act of abuse of authority. Are considered to be breaches of morality and moderate good manners: adopting sexual expression, whether in a visual, verbal, written, corporal or other way, or displaying objects or images such as: underwear, magazines, books or multimedia with sexual content. (Art. 26, <i>Reglamento Militar Disciplinario de las Fuerzas Armadas</i> , Decree N° 2).
Ecuador	Military personnel who become aware of and have evidence of gender-based violence, abuse, sexual or labour harassment or criminal offenses committed by military personnel in or related to deserted acts are obliged to report to the competent authorities. Serious misconduct: committing actions that constitute harassment at work against military personnel or servants of the military institution, duly verified. Making sexual innuendo, provided it does not constitute sexual harassment. Offences: committing acts of sexual harassment or abuse against military personnel, servants or servants of the military institution, duly verified. (Art. 189, 195 sub. 38, 66, 196 sub. 14, <i>Ley Orgánica de Personal y Disciplina de las Fuerzas Armadas</i>).
Guatemala	It is a serious offence to instruct subordinate personnel in the exercise of their duties or rank to affect or promote their rights with the purpose of obtaining sexual favours. (Art. 5, <i>Reglamento de Sanciones Disciplinarias</i> , <i>Acuerdo Gubernativo 24-2005</i>).
Honduras	Any offense is punishable if the offender abused the superiority of their sex in terms that the offended person could not defend. (Art. 7, <i>Código Militar</i> , Decree 76-06).
Nicaragua	Considered to be offences against morality and good manners, and shall be punishable by arrest from one day to three months: acts aimed at achieving sexual relations with staff, provided that it does not constitute an offence. (Art 231, Sub. b, <i>Código Penal Militar</i> , Law N° 566).
Paraguay	The offender of violent rape shall be punished by military prison for five to seven years, extending to the maximum according to the circumstances of the place and the quality of the person. The violent abduction of a woman from any state shall be punished by military prison not exceeding five years. (Art. 287 and 289, <i>Código Penal Militar</i> , Law N° 843).
Peru	Serious faults: making indecent insinuations, propositions, obscene gestures and/or using terms of a sexual nature or connotation (verbal or written), which are unbearable and offensive to the aggrieved. Use the position or rank to give, implicitly or explicitly, preferential treatment or benefits in exchange for sexual favours. (Annex III, <i>Ley del Régimen Disciplinario de las Fuerzas Armadas</i> , Law N° 29131).
Uruguay	Military offenses are defined as the offenses committed by military personnel in service, with detriment to property, domicile and other rights protected by the Ordinary Penal Code, of other military personnel, on account of or for the purpose of their service, unless it is an attack on the physical integrity, honour or personal liberty of a superior, in which case this last requirement is not required. (Art. 59, <i>Código Penal Militar</i>).

Protocols for Action

Several countries have made progress in developing protocols for action. These include:

In **Uruguay**, by Presidential decree, the Protocol for action against sexual harassment at work and teacher-student relations was established in 2020 in the Ministry of National Defence.

In **Ecuador**, the Organic Law of Personnel and Discipline of the Armed Forces enacted in 2023 stipulates that the Ministry of Defence, in accordance with international human rights standards, shall issue protocols for action in cases of sexual harassment, labour and gender-based violence.

Zero Tolerance Pronouncements and Codes of Conduct

The highest ministerial authorities of defence have issued Zero Tolerance directives in Bolivia and Mexico.

Source: Compilation based on the legislation mentioned; Ministry of Defence of Bolivia, Resolution 340, 2022-11-09; Uruguay, *Decreto N° 1339, 2020/02/07*. Mexico: *Código de conducta de las personas servidoras públicas de la Secretaría de la Defensa; Código de conducta de la Secretaría de Marina; Pronunciamiento de cero tolerancia de la conductas de hostigamiento y acoso sexual en la SEDENA; Pronunciamiento de cero tolerancia a las conductas de hostigamiento sexual y acoso sexual en la SEMAR*.

The Elsie Initiative for Women in Peace Operations

The Elsie Initiative was launched in 2017 to increase the meaningful participation of uniformed police and military women in UN peace operations.



Components of the Initiative

The Elsie Initiative consists of 6 components:

- 1 Bilateral partnerships with selected troop- and police-contributing countries.
- 2 The Elsie Initiative Fund.
- 3 Working with and at the United Nations to create more receptive environments in the context of UN missions.
- 4 Targeted research on women in peace operations.
- 5 Global advocacy.
- 6 Monitoring and evaluation.

The Elsie Initiative Fund

Launched in 2019, aims to support and encourage efforts to increase the meaningful participation of uniformed women in UN peace operations through assistance and incentives for troop- and police-contributing countries.



Project Funding:

- Barrier assessments to women’s full equal and meaningful participation.
- Projects addressing the recommendations resulting from the above-mentioned assessments.

Gender Strong Unit (GSU):

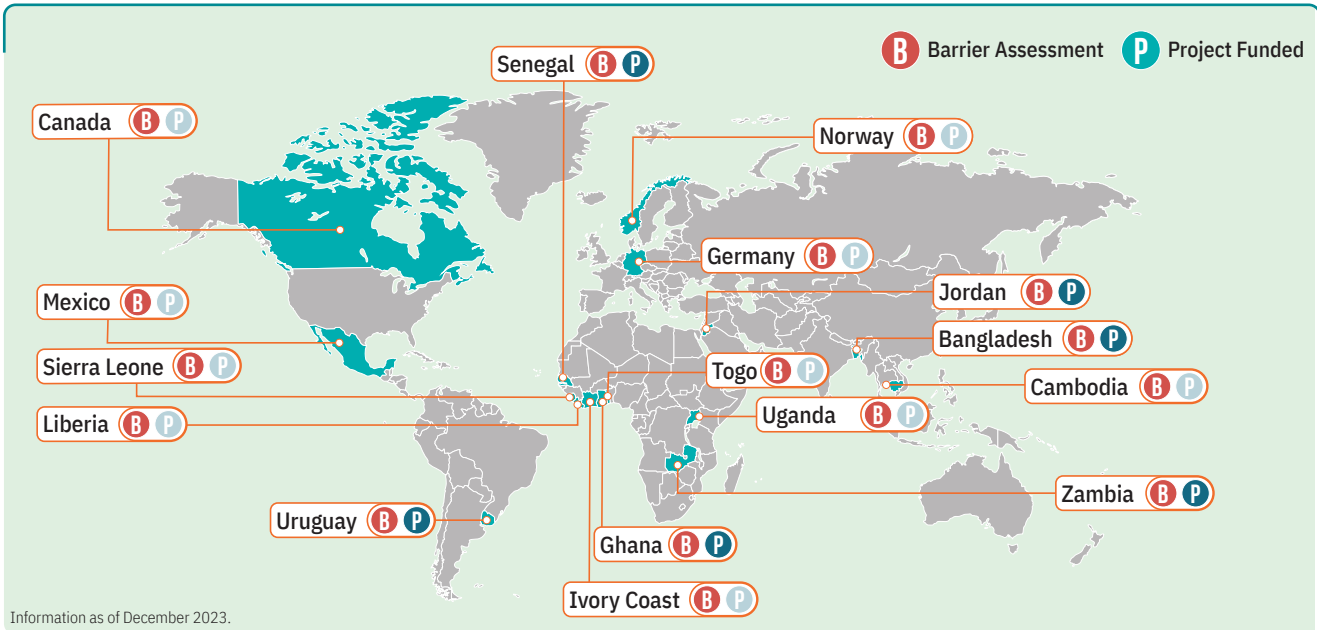
- Designed to incentivize troop- and police-contributing countries to deploy and integrate more women into formed police units (FPU) and/or military contingents in command, leadership, operational and technical positions.

The barrier assessment methodology used is the **Measuring Opportunities for Women in Peace Operations (MOWIP)**, developed in 2019 by DCAF and Cornell University’s GSS Lab as part of the research component of the Elsie Initiative. Several countries have applied this methodology: through DCAF’s pilot study (Bangladesh, Ghana, Jordan, Norway, Senegal, Uruguay and Zambia), independently (Canada and Germany), or with support from the Elsie Initiative Fund’s grant program (Cambodia, Ivory Coast, Liberia, Mexico, Sierra Leone, Togo and Uganda).

Three Latin American countries have been awarded and/or selected:

- Mexico conducted the barrier assessment and was subsequently selected for project funding in 2024.
- Peru was selected for assessment in 2024.
- Uruguay was part of the pilot study, and was selected for project funding in 2022.

In all three cases RESDAL was selected as one of the implementing partners for the barrier assessments.



Research Component

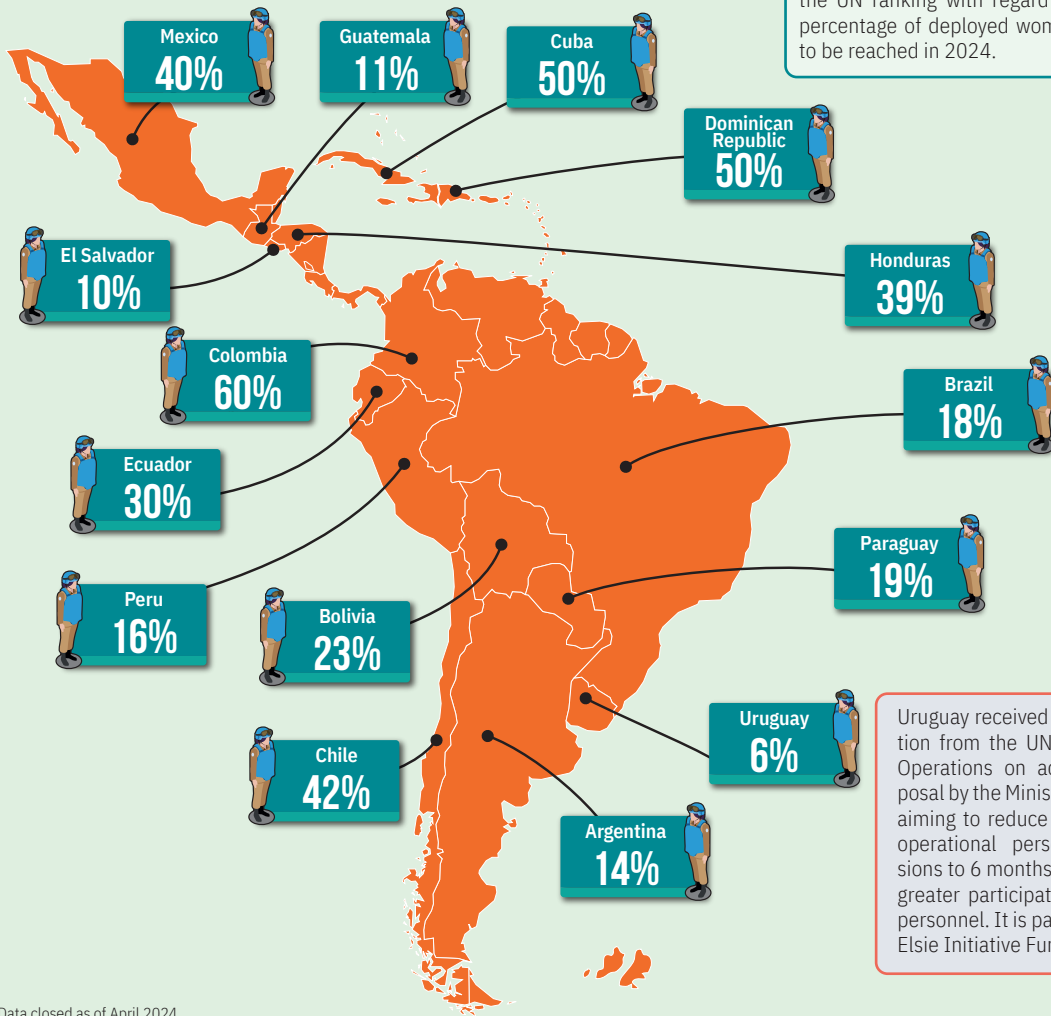
Global Affairs Canada supports six organizations around the world in the second phase of the Initiative (2023-2025) to conduct research on key areas:

DCAF Geneva Centre for Security Sector Governance	DCAF Lessons learned and best practices on implementing MOWIP and the resulting recommendations.
GSS LAB	GSS Lab – University of Cornell Data-driven policy research using existing data from MOWIP. Support to the Elsie Initiative Fund.
IPI INTERNATIONAL PEACE INSTITUTE	International Peace Institute Gender bias in missions and relationship between troop cohesion and sexual abuse.
MONASH University	Monash University Caring responsibilities in the security sector and in peace operations.
RESDAL LATIN AMERICAN SECURITY AND DEFENCE NETWORK	RESDAL Operational environment and responses to sexual harassment and abuse: interregional perspective.
STIMSON	The Stimson Center Gender-responsive leadership in peace operations.

Source: Compilation based on the official website of the Elsie Initiative and the Elsie Initiative Fund, and the 2023 annual report of the Elsie Initiative Fund.

Women in Peace Operations

Percentage of Women in Total Deployed Personnel*



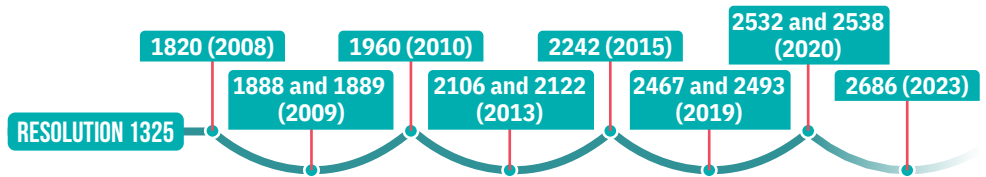
Latin American contributing countries stand out in the UN ranking with regard to meeting the target percentage of deployed women that is encouraged to be reached in 2024.

Uruguay received an official communication from the UN Department of Peace Operations on acceptance of the proposal by the Ministry of National Defence, aiming to reduce the rotation period for operational personnel in peace missions to 6 months, as a way of promoting greater participation by women military personnel. It is part of its project with the Elsie Initiative Fund.

*Data closed as of April 2024.

The UN Security Council Resolution 1325

Resolution 1325/2000 recognized that armed conflict affects women differently. The Security Council identified the need to empower women and increase their participation in decision-making related to conflict prevention and resolution.



National Action Plans (NAPs)

These are strategy documents that outline the country's approach and course of action to implement the Women, Peace and Security Agenda at international and national levels and the implementation of Resolution 1325/2000.

Include objectives, activities, methodologies and expected results to ensure the human rights of women and girls in conflict situations; prevent armed conflict and violence and ensure women's meaningful participation in peace and security.



Source: Compilation based on research conducted and on Women Peace and Security Programme of the Women's International League of Peace and Freedom, WILPF Monitoring and Analysis of National Action Plans; and on statistics from the official website of the Department of Peace Operations of the United Nations, Contribution of Uniformed Personnel to UN by Mission and Personnel Type, in its various submissions. Data closed as of April 2024.