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Gibbons, Deborah E.

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Peacekeeping and Women's Rights

Latin American Countries Rise to the Challenge

Deborah E. Gibbons and Sally M. Baho

“Perhaps the single most transformative step towards ensuring the success of peacekeepers as early peacebuilders would be the deployment of more women on missions.”

Ireland representative, UN Security Council, January 13, 2013

“At a time when armed extremist groups place the subordination of women at the top of their agenda, we must place women's leadership and the protection of women's rights at the top of ours.”

United Nations Secretary-General Ban Ki-moon, October 13, 2015

United Nations peacekeepers did little in the 20th century to protect individuals, as they focused mainly on reducing large-scale conflict. Many of the nations in which peacekeepers served, such as the Central African Republic, Cote d'Ivoire, and Sudan, suffered under governments that intentionally and often viciously violated the rights of their own people. United Nations (UN) peacekeepers, rather than intervening to save civilians, had occasionally been perpetrators of violence, especially against women. Eventually, public pressure led the United Nations Security Council to pass a series of resolutions demanding protection for civilians and inclusion of women during peacekeeping operations. By June of 2014, about 4.5% of deployed UN peacekeepers were women, and UN mandates had begun to include protection of civilians.

Increased responsibility to protect civilians placed new demands on UN peacekeepers, particularly with regard to reducing sexual and gender-based violence. Social trends toward de-gendering jobs and professions led Western and East Asian military organizations to favor equal opportunities for men and women. Women brought distinct strengths to peacekeeping units and peacebuilding teams, and greater female participation improved the overall capacity for protection of civilians. These intertwined goals—protection of civilians and inclusion of women—held increasing priority for Latin American governments. To achieve these goals, military organizations needed to lead social and structural changes, develop new operational strategies, and increase peacekeepers' skills in building cooperation with local populations. Several peacekeeper training institutions rose to the challenge.

Women, Peace, and Security



United Nations Security Council Resolution (UNSCR) 1325 required participation and protection of women during peacekeeping

(United Nations, 2000)

UNSCR 1820 explained that “rape and other forms of sexual violence can constitute war crimes, crimes against humanity or a constitutive act with respect to genocide”

(United Nations, 2008)

UNSCR 1888 demanded that all parties involved in armed conflicts take immediate action to protect women and children from sexual violence

(United Nations, 2009)

UNSCR 1889 emphasized involvement of women during post-conflict and reconstruction periods and among peacebuilding and peacekeeping personnel

(United Nations, 2009)

UNSCR 2106 called for stronger action to prevent sexual violence

(United Nations, 2013)

UNSCR 2242 called for training and incentives to increase participation of women in peace processes

(United Nations, 2015)

Natalie: Peacekeeper and Translator



Refugee Classroom, DRC (photo used by permission)

Natalie Noble was 19 years old when she joined the Army and deployed as a Uruguayan translator to the Democratic Republic of Congo. Inspired by the story of invisible children, she wanted to help the people of Africa. Her primary job was communication, largely via reports from the field. One day, as Natalie rode in a UN food truck, local villagers blocked their convoy. The men and boys carried weapons, and the women trilled war calls. Natalie explained to them that the peacekeepers were transporting only food and supplies, but the villagers attacked using guns, RPGs, and enormous tree-mounted slingshots. The convoy pressed forward under fire, and the life-threatening, life-changing hours that followed increased Natalie's sympathy for the displaced Congolese who could not return to the safety and comfort of home as she would do after her deployment.

Natalie was particularly impressed by people who had "lost it all. And they were smiling, I mean even though they lost it all, they had a big smile because I think they saw enough hope... and our presence there brings them tranquility. How do you say it? Peace, calm. They knew that they were safe there with us... And that's the point of it. That's when I learned that was the main reason and the main mission of UN peacekeepers: that when the population, civilians, when they see us, to see hope in us, to see that they are safe, that we are there."

Women in Peacekeeping

Inclusion of women as peacekeepers equalized job opportunities regardless of sex, and it also expanded the capacity of a unit to provide needed security. Research has shown that mixed-gender teams perform better, on average, than teams including only men (Woolley, Chabris, Pentland, Hashmi and Malone, 2010). During peacekeeping operations, women often built positive relationships with community members, especially other women, more easily than could men. Local women who had suffered because of male soldiers in their region often found it easier to trust a woman than a man, and this affected intelligence-gathering, advocacy, and ability to develop community-based security plans. In addition, female peacekeepers were especially valuable in situations that their male colleagues could not enter. For example, some societies restrict women from interacting with men outside their families. The United States Army addressed this problem in Afghanistan by sending female soldiers to establish relationships with Afghani women, reducing their fears and giving them opportunities to express concerns and obtain assistance. Likewise, female peacekeepers worked effectively with populations where the presence of a foreign man was perceived as threatening or socially unacceptable. International women at checkpoints, on medical missions, and in humanitarian operations opened the door for increased services and safety for resident women and their children. At the same time, mixed-gender teams served as role models for the local people, demonstrating how men and women worked successfully together. Throughout the UN, women began to play larger peacekeeping roles, as Major General Kristin Lund of Norway became the first female commander of a United Nations peacekeeping force in August, 2014, in Cyprus (United Nations, 2014).

In Latin American countries that supported UN Peace Operations (see Figure 1), complementary abilities of men and women had generally been acknowledged. This

attitude simplified women’s integration into military organizations, but it also limited the range of jobs that was seen as appropriate. As of July 2014, several Central and South American nations were actively working to increase women’s participation as peacekeepers. Some had national action plans, others had equal opportunity legislation. Nevertheless, women composed a small proportion of Latin American security contingents serving the UN, reflecting low overall participation of women in the armed forces.

Protection of Women during Peacekeeping

In 2005, representatives from 191 member states gathered at the 2005 World Summit to discuss development, security, human rights, and the reform of the UN. This led to the adoption of UN Security Council Resolution (UNSCR) 1674 (2006, article 4) on the protection of civilians during armed conflict, which reaffirmed “the responsibility to protect populations from genocide, war crimes, ethnic cleansing and crimes against humanity.” Although the UN had previously passed other Security Council Resolutions regarding the protection of civilians during armed conflict (UNSCR1265, 1999; UNSCR1296, 2000), this was the first time that the UN declared that the international community was responsible to protect civilians whose governments were unwilling or unable to protect them. Humanitarian agencies lauded the resolution.

Despite the plethora of resolutions and political statements calling for inclusion of women in peacekeeping and for protection of civilians in all types of conflict, the UN Security Council reported limited progress by June of 2013. Decades of international documents had addressed human rights, protection of civilians, and roles of women in peacekeeping and peace-building situations, but these words had not produced adequate action. For example, the United Nations General Assembly resolution 217 A (III), passed on 10 December, 1948, established an international agreement regarding the universal, inalienable rights of every human being. The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), adopted in 1979 by the UN General Assembly, outlined an international bill of rights for women, and it established an agenda for national action to end discrimination against women. UN Security Council Resolutions 1325, 1820, 1888, 1889, and 1960 revealed the difficult and vulnerable positions of women in conflict situations and urged participating nations to include women in peacekeeping and peacebuilding. Recognizing the need for peacekeeper training, the Security Council (UNSCR2106, article 14) in 2013 called “for all pre-deployment and in-mission training of troop- and police-contributing country contingents to include training on sexual and gender-based violence, which also takes into account the distinct needs of children,” and repeated the goal for “troop- and police-contributing countries to increase the number of women recruited and deployed in peace operations.”

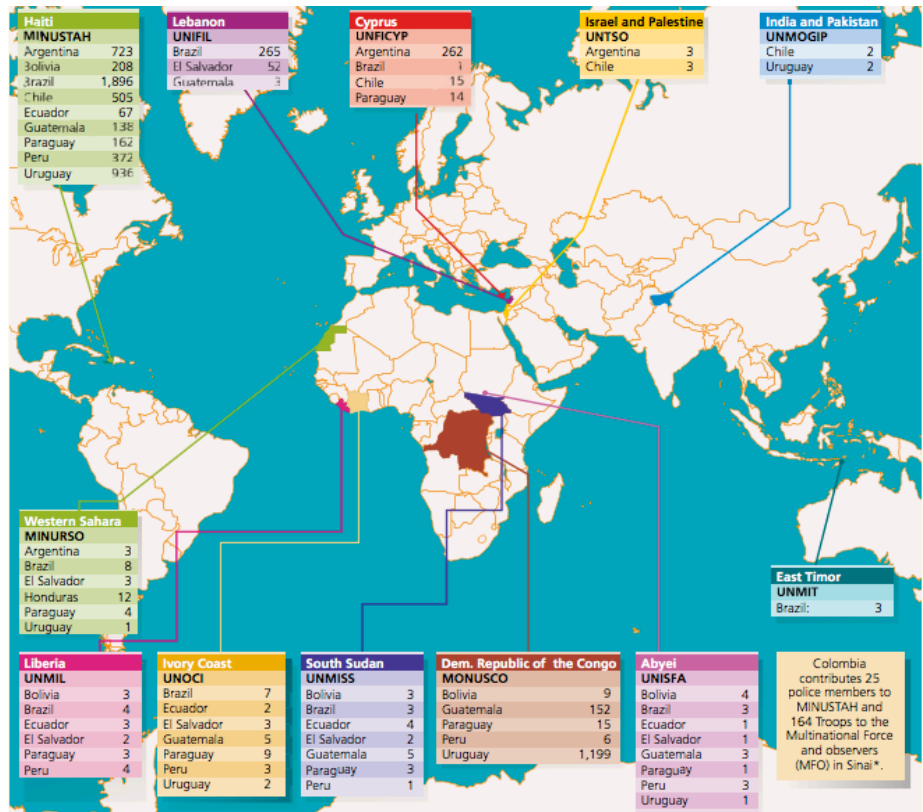


Figure 1: Latin American Troops Involved in Peace Operations. Source: RESDAL, 2012



Latin American Instructors Discuss Gender Issues

Under UN Security Council pressure, peacekeeper-contributing nations needed training programs that would help them meet international expectations. Several Latin American countries began to educate troops regarding their responsibilities toward women, generally as part of their overall pre-deployment training. Because the UN directives aligned with Latin American values, governmental and military leaders were largely willing to comply, but they needed more understanding about how to manage changes in their organizations and how to introduce resistant cultures to gender equality. To answer this need, we formed a workshop-development team in 2013 with colleagues at the Chilean Joint Peacekeeping Operations

Center (*Centro Conjunto para Operaciones de Paz de Chile*, CECOPAC). By 2014, instructors from Guatemala and Peru had joined our team, and in 2015, Uruguay's Peace Operations School (*Escuela Nacional de Operaciones de Paz del Uruguay*, ENOPU) coordinated a five-day workshop to help peacekeeping instructors prepare deploying troops to support inclusion and protection of women throughout their missions. In 2016, Colombia launched their program to teach thousands of peacekeepers about inclusion and protection of women.

“Women, Peace, and Security” Workshops

Latin American workshop participants included leaders of military training centers, personnel managers, and gender experts from several Latin American nations. As people shared their experiences, themes emerged: Integration of women into previously-male units required new facilities, new ways of thinking, new uniforms... Differences between men and women should be acknowledged and respected... Protection of civilians during peacekeeping depended on partnership between the UN troops and local leaders... Cooperative relations took time and effort to develop... Community support depended on strong inter-cultural communication... Alignment of incentives with desired behaviors was difficult but crucial.

Expectancy theory (Vroom, 1964) became particularly useful as a reference for motivating cooperation with UN goals. This approach to motivation includes three major questions, and it applies well to inclusion and protection of women during peacekeeping. Each question should be considered from the perspective of the person or group that we hope to motivate. The first question is about potential outcomes. People ask themselves, “If I do this, what could happen?”

They weigh the possible outcomes, and they react emotionally to them. If a desired outcome seems likely, people are more motivated to invest time and resources to make it happen. If an unwanted outcome seems likely, people are motivated to avoid the task or to block others' efforts. When multiple outcomes are possible, people tend to consider the overall value of the outcomes that are important to them. The perceived worth of possible outcomes varies by person and culture, so international workers should learn about stakeholders' personal values and social norms before trying to gain cooperation from others. The second question is about linkage between accomplishing the task and obtaining the

Motivating Cooperation with UN Activities

People will be more likely to cooperate with peacekeeping activities if they:

- expect that UN success will bring results that they value
- believe that their cooperation with UN requests will produce the desired results
- feel able to complete their share of the task

Peacekeepers need to identify outcomes that the population values, clarify the linkage between cooperation and obtaining those outcomes, and empower people to act.

outcomes. “If I do this, how likely is it that I’ll get the desired outcome?” When people are confident that accomplishing their task will produce a desired outcome, they are more motivated to try. Especially if they face potential risks, people need to understand how and why their efforts are crucial for reaching a goal that they share with the international community. The third question is about self-efficacy, which is defined as the person’s confidence in his or her ability to accomplish a task. “Can I do this?” If people believe strongly that they have the necessary ability and resources, self-efficacy is high. If they lack confidence, self-efficacy is low. International workers can raise self-efficacy through training, provision of resources, and encouragement. All three questions must be answered positively before residents will be motivated to take action.

During the workshops, representatives from each country shared insights regarding inclusion and protection of women during peacekeeping. Participants universally supported the vision of protecting civilians, and they acknowledged that women and children are particularly vulnerable to violence. Experienced peacekeepers emphasized the difficulty of protecting women amid cultural influences that supported gender-based violence, and they noted that these negative influences were prevalent in some countries that sent peacekeepers to UN missions. When working alongside troops from such cultures, it became even more difficult to support equal treatment for women and men because fellow peacekeepers showed little respect for women.

Col. Luis Hurtado, an experienced instructor from Guatemala, summarized the challenge of maintaining cultural sensitivity while upholding human rights. “We have to differentiate acceptance of culture from violations of standards that

Flight Captain (Capitán Piloto Aviador) Claudia Carolina Pineda Larin’s Story

“When I told my parents that I wanted to join the military, my family told me I was crazy. My grandfather, who had a very strong character, told me, ‘I’ll buy you a car, I’ll pay for your university education, just don’t join the military.’ I joined anyway. When I graduated from the Military Academy as a pilot, we walked out of the auditorium; my grandfather was congratulating me and telling me how proud he was of me when all of a sudden his voice cracked, and for the first time in my life I saw a tear fall from his eye.”

Aviator Claudia Carolina Pineda Larin is a young El Salvador Air Force pilot, of the first cohort of female aviators in the country. “In my third year as a First Lieutenant I became a mom, and my life changed. I needed to balance my time between my career and my family, but I managed my time and was able to find a balance with the help of my own mother and my family. In the professional sense, the Institution of the Armed Forces has given us the opportunity to adequately develop ourselves in each service, Army, Air Force and Navy.”

Claudia told us about inaugural activities for graduating pilots: after completion of their first solo flight, the young aviator has his head shaven, first with the design of the runway, and after a brief period of camaraderie and photos, the remainder of the hair is shaved. After her first solo flight, everybody stood bewildered as to whether the first female pilot would or should have her hair cut. Claudia said, “we asked for inclusion, we want to go all in, we don’t want separate treatment,” so she had her hair ceremoniously and proudly shaved off!



Capitán Piloto Aviador Claudia Carolina Pineda Larin’s haircut after her first solo flight. (Used by permission)

should never be violated. We have to say, ‘stop, maybe it is culturally acceptable for you, but we cannot accept that.’ For example, in one place, local people were trafficking persons, and when a police officer who ran such a program was confronted, he said, ‘what is wrong with you? This is how we do it here.’ Trafficking persons is not acceptable. That is one of the huge challenges. We have to respect the culture, but some things are not acceptable regardless of the culture. There are very clear mandates and procedures. It is easy to say but difficult to do.” Deployment of women as peacekeepers is one way to introduce new gender roles to countries that have traditionally constrained or abused women. Luis explained, “When a powerful person is a woman, although she might be wearing a UN hat, this is a strong message for local women. That is how they realize that women can do more things than what they are being allowed to do. They start to raise their voices to let someone hear.”

In addition to role-modeling, experienced peacekeepers noted that deployment of women as peacekeepers increased a unit’s direct relation-building capacity. For example, a Guatemalan officer discussed a peacekeeping mission where, despite his smile and friendly demeanor, local civilian women and children preferred to interact with the women in his unit. Further, when international women discussed shared concerns with local women, they obtained information that enabled the UN peacekeepers to address local needs more effectively. Leymah Gbowee, a Liberian peace activist and 2011 recipient of the Nobel Peace Prize, explained the importance of local women’s advice regarding disarmament, “The UN comes, they bring in their experts and these experts are supposed to collect weapons; a lot of these experts didn’t live in these communities to know who held guns or who didn’t. You have to...find community members to help you take those arms out and who are those community members that are in the best position to do so? Some of the mothers who know that their sons were fighters. The level with which we achieve disarming these boys will determine whether we live peacefully.” (Bull, 2011).

Chilean Women’s Military Experiences

We talked with several people about women’s roles, challenges, and opportunities in Chilean security jobs. Most of the military women seemed to be content with their career decisions. Generous provisions for pregnancy and motherhood enabled them to continue military careers while having children. Many deployed women worked with local children, and others flew planes, operated heavy equipment, or served as paratroopers.

Chilean Major Andrea Diaz Ortiz, a human resources officer serving her 19th year, spoke positively about her military career. “It has been a challenge, but my graduating class [the first to include women] marked a big change. We took a big step forward, we opened the way and showed in this man’s world that we are able and intelligent; we have the same capacity as men, except in the physical part, anatomically speaking. I graduated from the Military Academy, and from when I started until I got married I had the honor of instructing [female] students in the Military Academy and then at the School for Non-Commissioned Officers. I was an instructor in both institutions for five years, until I got married. Prior to being married, I was more available as an instructor and was expected to be in the fields during training with the students—the military takes advantage of the single officers, as they are more available. The women are not exempt from any physical training, maneuvers or field training exercises.” Andrea did not think that Chilean culture made it more difficult for women to enter. “Sure,” she said “in the beginning,



Chilean Second Lieutenant Camila Ramos Loo
(Used by permission)

when women were first allowed in the Military School, it was difficult for some of the men to accept, but they have accepted it, this is the world we are in.”

In contrast, a Navy officer, who chose to remain anonymous, felt that she was held to a higher standard than her male peers despite completion of comparable studies in a Chilean military academy. She had to prove her capabilities step by step, until others began to recognize her as an equal partner. She advised that women who join the Navy should expect a difficult entry to the shipboard environment, and she expressed pride in overcoming the biases against her. Similarly, a Chilean public employee expressed concern that “although gender equality has improved a great deal, particularly in the professional environment, there are still barriers for women.” She explained that, “there is still cultural pressure for women to remain in the domestic sphere, raising children and working in the home.” Despite Chile’s efforts to mainstream women into the military and professional realms, many people felt that the opportunities were not yet equal.

As Latin American women moved into security-related jobs, many integrated their femininity into the workplace. A Chilean general spoke about the importance of designing uniforms to suit women’s bodies, commenting that maternity uniforms had been unavailable until recently. Sara, like many police officers, wore modest but elegant makeup and tied her hair in a bun. Politely opinionated, she argued that women must never lose their femininity. “We are *Carabineros* [police] and officers and peacekeepers, but we are not men. We can perform these jobs but look, even our uniforms, our shoes, are different. This is a very important point.” Sara was expressing an idea that we heard repeatedly, that women can and should participate in government, military, and police, but their security role need not masculinize them.

Results of Integrating Women and Men during Peacekeeping Missions

By integrating men and women in UN missions, the Latin American peacekeeping community provided a model for people in host nations. Carolina Cespedes, a captain in the Chilean army, explained. “The UN cannot change cultures; cultures change by observation... Once I went out jogging, and children threw stones at me. Then I turned around and asked them what was happening, why were they being aggressive to me. One of them, in perfect Spanish, told me, ‘the point is, you are a woman. Women should be at home; they should not be soldiers.’ It was part of his culture, twelve years old. Because we were there, because we worked, we changed his reality. He is nineteen now, and he has a business working with his sister, so his view of the world has changed. We can preach with our example.” Through the increased focus on including and protecting women, Latin American peacekeepers broadened their capacity to work effectively with local men and women. This, in turn, expanded the resources available to improve security for the civilians whom the UN peacekeepers were charged to protect.

*“Those who say it cannot be done should not interrupt those who are doing it.”
–Chinese Proverb*



Ana Lucas, second from left, with other members of the “Delta” company from Uruguay in the MONUSCO (United Nations Organization Stabilization Mission in the Democratic Republic of the Congo)
(Used by permission)

Uruguayan Captain Ana Lucas was kind, soft-spoken, and accomplished, such that others looked to her for her expertise and experience on UN peacekeeping missions. Rather than announcing her skills and capabilities, she listened to others, shared stories when appropriate, and never bragged or called attention to herself. She proved herself by her actions.



Ana Lucas (a Second Lieutenant at the time, in blue helmet, on the left), on an escort mission with UN Military Observers in Dekese, Democratic Republic of the Congo, 2006.
(Used by permission)

“In 2006, I was deployed on a 9-month mission with the Uruguayan Battalion (URUBATT IV) based in Kinshasa, Democratic Republic of the Congo. There were three companies; I was the Section Chief of one, the “Delta” company. We were deployed to Mbuji-Mayi, the diamond province where our mission was to provide security for the headquarters and ensure that the national elections took place smoothly and normally. I was a Second Lieutenant at the time and our platoon consisted of 56 men and the chief (my boss) who was a Captain.

Every Monday and Wednesday we had morning drills where we would run through the city, singing cadences as we ran in formation; as section chief, I ran in the lead with the 56 men behind me. At first, the locals would simply move out of our way and watch us run by - the local women found it very strange to see a woman running in front of so many men. But after a few weeks, the kids and women would smile at us and shout "URUGUAY!" Some of them would even run along with us for a few meters, singing. This surprised us because they had learned the words to some of our cadences! From then on the community treated us very well.

In 2010, I was a first lieutenant on a six-month mission, again with the "Delta" company. Our base was in Goma (in eastern Democratic Republic of the Congo). My platoon was given the mission of going to the Jungle of Busurungi to establish a military detachment and to protect the local population because they were being massacred by the Democratic Forces for the Liberation of Rwanda (FDRL). They had already burned down many huts, killed a great deal of the population, and raped many women. I was in charge of 40 soldiers as the base chief. My mission, apart from protecting the local population and disarming the FDRL, was to find and communicate with the Armed Forces of the Democratic Republic of the Congo (FARDC) who had been located a week prior. Once we had established security, a DDRRR (Disarmament, Demobilization, Repatriation, Reintegration, and Resettlement) team would deal with the rebels who were going to come to surrender and turn in their weapons. The Commander of the FARDC told his troops that I, being a woman, would not last even 3 days in the jungle. At the completion of the mission, he came over to me and said that he was really surprised that I had been given command of the troop and how I had performed; he thought I never would have been able to complete the mission. He told me that he had made a bet that in less than a week, a man would come to replace me, but that never happened."



Captain Ana Lucas on patrol, traveling via helicopter to Kabinda, Democratic Republic of the Congo to deliver material for the national elections. (Used by permission)



Ana Lucas of Uruguay leads her platoon in a parade for the International Day of United Nations Peacekeepers in Kananga, Democratic Republic of the Congo, 2006. (Used by permission)

Thoughts to Consider

Think about your native culture. What kinds of roles are usually given to men? What kinds of roles are usually given to women? How might these gender roles affect inclusion of women in security-related jobs? How might they affect your interactions with people from other countries?

When women become peacekeepers, some colleagues welcome them, while others need to be convinced that women can contribute to the peacekeeping mission. Some local people may be hostile toward military women. How might women in these situations bridge the gender barrier? How could their male colleagues help?

International peacekeepers and aid workers are likely to encounter human rights abuses while serving in distressed regions. If the local government is not willing or able to defend its people, what steps could international organizations take to develop community-based action?

Human trafficking occurs worldwide. Many governments try to stop it, but in some places slavery is culturally accepted. As a member of the international community, what could you do if you encountered a police-led trafficking network? Who are the stakeholders in this situation, and how might you or your organization motivate them to take action against human trafficking?

What did Carolina Cespedes mean by saying that, "We can preach with our example."? How can you do this as a member of your organization?

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Table 1. UN Police and Troop Contributors by Latin American Country

Country	Jun-10				Dec-15			
	Total ^a	Men ^b	Women ^b	Percent Women	Total ^c	Men ^d	Women ^d	Percent Women
Argentina	1,011	962	49	5.09%	362	329	33	9.12%
Bolivia	438	414	24	5.80%	30	28	2	6.67%
Brazil	2,254	2,248	6	0.27%	1,231	1,205	26	2.11%
Chile	545	527	18	3.42%	415	403	12	2.89%
Colombia	23	23	0	0.00%	0	0	0	0.00%
Dominican Republic	0	0	0	0.00%	0	0	0	0.00%
Ecuador	92	92	0	0.00%	12	11	1	8.33%
El Salvador	115	106	9	8.49%	209	204	5	2.39%
Guatemala	324	304	20	6.58%	227	212	15	6.61%
Honduras	12	12	0	0.00%	57	57		0.00%
Paraguay	89	89	0	0.00%	119	115	4	3.36%
Peru	395	392	3	0.77%	216	206	10	4.63%
Uruguay	2,566	2,444	122	4.99%	1,446	1,356	90	6.22%
Total	7,864	7,613	251	3.30%	4,324	4,126	198	4.58%

^aUnited Nations Peacekeeping, 2010a; ^bUnited Nations Peacekeeping, 2010b; ^cUnited Nations Peacekeeping, 2015a;

^dUnited Nations Peacekeeping, 2015b

Table 2. Women's Participation in Latin American Armed Forces, by Country, as of 2012

Country	Total	Men	Women	Percent Women	Highest Ranking Woman
Argentina	74,624 [†]	65,066 [†]	9,558 [†]	12.81%	Captain [†]
Bolivia	40,330 [†]	Information not available			General [‡]
Brazil	339,365 [†]	Information not available			Lt. Colonel [†]
Chile	50,925 [†]	47,401 [†]	3,524 [†]	6.92%	Captain [†]
Colombia	274,543 [†]	Information not available			Captain [†]
Costa Rica	no standing army*				
Cuba	49,000*	Information not available			
Dominican Republic	46,547 [†]	39,487 [†]	7,060 [†]	15.17%	
Ecuador	38,264 [†]	37,617 [†]	647 [†]	1.69%	Lieutenant [†]
El Salvador	15,770 [†]	Information not available			Lieutenant [†]
Guatemala	15,580 [†]	Information not available			Second Captain [†]
Haiti	no regular military*				
Honduras	10,550 [†]	10,032 [†]	518 [†]	4.91%	Captain [†]
Mexico	261,930 [†]	250,752 [†]	11,178 [†]	4.27%	Second Lieutenant [†]
Nicaragua	10,404 [†]	Information not available			Lt. Colonel [†]
Panama	no standing army*				
Paraguay	12,221 [†]	11,508 [†]	713 [†]	5.83%	First Lieutenant [†]
Peru	106,034 [†]	100,066 [†]	5,968 [†]	5.63%	Captain [†]
Uruguay	22,372 [†]	18,448 [†]	3,924 [†]	17.54%	First Lieutenant [†]
Venezuela	113,558 [†]	96,524 [†]	17,034 [†]	15.00%	Major General [†]

[†]RESDAL, 2012; [‡]IHS Jane's, 2014; *IISS, 2014

Table 3. Percentage of Women in UN Peacekeeping Missions (Police and Troops) by Contributing Countries, Listed by highest percentage of women (blue indicates Latin American countries)²

Country	Total ^a	% women ^b	Country	Total	% women	Country	Total	% women
Sierra Leone	99	48.48%	Spain	618	6.31%	Japan	272	1.47%
Belarus	5	40.00%	Uruguay	1446	6.22%	Chad	1203	1.33%
Thailand	29	34.48%	United Kingdom	290	6.21%	Ukraine	539	1.30%
Zimbabwe	101	33.66%	Slovakia	170	5.88%	Indonesia	2854	1.09%
Bulgaria	3	33.33%	Mali	106	5.66%	Guinea	913	0.77%
Namibia	74	25.68%	Rwanda	6077	5.58%	Jordan	1617	0.43%
Montenegro	4	25.00%	Cambodia	883	5.44%	Pakistan	7643	0.29%
Samoa	10	20.00%	Ireland	370	5.14%	Algeria	5	0.00%
Bosnia and Herzegovina	46	19.57%	Russia	80	5.00%	Armenia	34	0.00%
Kenya	1231	19.25%	Tanzania	2324	4.86%	Belgium	8	0.00%
New Zealand	11	18.18%	Peru	216	4.63%	Brunei	29	0.00%
Madagascar	45	17.78%	Fiji	635	4.57%	Cote d'Ivoire	6	0.00%
Canada	113	17.70%	Finland	339	4.42%	Cyprus	2	0.00%
Norway	87	17.24%	Bhutan	23	4.35%	Denmark	46	0.00%
South Africa	2131	16.71%	Benin	1490	4.09%	Djibouti	143	0.00%
Kyrgyzstan	19	15.79%	Liberia	49	4.08%	Egypt	2809	0.00%
Czech Rep.	13	15.38%	Estonia	51	3.92%	Gabon	444	0.00%
Uganda	53	13.21%	Italy	1087	3.59%	Georgia	2	0.00%
Sweden	267	12.73%	Nepal	5344	3.56%	Greece	50	0.00%
Hungary	93	11.83%	Burkina Faso	2906	3.48%	Grenada	2	0.00%
Croatia	17	11.76%	Paraguay	119	3.36%	Guinea-Bissau	1	0.00%
Serbia	319	11.60%	Rep. of Korea	627	3.35%	Honduras	57	0.00%
Gambia	301	9.97%	Switzerland	30	3.33%	Iran	4	0.00%
Australia	41	9.76%	Tunisia	211	3.32%	Jamaica	2	0.00%
Ghana	3198	9.54%	Zambia	938	3.20%	Kazakhstan	7	0.00%
Malawi	961	9.16%	Chile	415	2.89%	Lesotho	2	0.00%
Argentina	362	9.12%	Togo	1804	2.88%	Lithuania	1	0.00%
Nigeria	2954	8.77%	Austria	188	2.66%	Mauritania	297	0.00%
USA	80	8.75%	China	3045	2.53%	Mexico	12	0.00%
Germany	175	8.57%	Burundi	1241	2.50%	Morocco	2308	0.00%
Ecuador	12	8.33%	Bangladesh	8496	2.40%	Myanmar	4	0.00%
Moldova	12	8.33%	El Salvador	209	2.39%	Papau New Guinea	4	0.00%
Philippines	173	8.09%	DR Congo	936	2.14%	Poland	12	0.00%
Mongolia	947	8.03%	Brazil	1231	2.11%	Portugal	4	0.00%
Cameroon	1371	7.66%	Malaysia	889	2.02%	Qatar	3	0.00%
Romania	101	6.93%	India	7798	1.83%	Slovenia	17	0.00%
Netherlands	605	6.78%	Senegal	3475	1.73%	The former Yugoslav Rep of Macedonia	1	0.00%
Bolivia	30	6.67%	Congo	906	1.66%	Timor-Leste	3	0.00%
Guatemala	227	6.61%	Niger	2055	1.65%	Vanuatu	13	0.00%
Ethiopia	8296	6.52%	Turkey	193	1.55%	Vietnam	5	0.00%
France	934	6.42%	Sri Lanka	522	1.53%	Yemen	328	0.00%

^aUnited Nations Peacekeeping, 2015a; ^bCalculated from United Nations Peacekeeping, 2015b