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NOTE

From:	General Secretariat of the Council
To:	Political and Security Committee
Subject:	European Union input to the Global Study on Women, Peace and Security

1. The United Nations Working Party reached agreement on the European Union's input to the Global Study on Women, Peace and Security on 26 March 2015.
2. The Political and Security Committee is invited to endorse the text as set out in the Annex to this note.

European Union Input to the Global Study on Women, Peace and Security

The European Union (EU) is committed to ensuring the promotion of the Women, Peace and Security (WPS) agenda, both internally and in its relations with third countries. Implementing the objectives of the United Nations Security Council Resolution 1325 and its follow-up resolutions ("UNSCR 1325") in the areas of prevention, participation and protection is a long-term undertaking, which requires the concerted efforts of EU institutions and EU Member States alike.

In almost 15 years since UNSCR 1325 was adopted, the international community has undertaken substantial efforts to implement it and undeniable progress has been made. Policies, action plans, guidelines, programmes and trainings have been developed, and awareness has been raised about the need to include women in conflict prevention and resolution, peacebuilding and decision making, while sexual and gender-based violence during armed conflict is increasingly documented.

However, numerous challenges remain. The use of rape and sexual violence in armed conflict are war crimes and grave breaches of the Geneva Conventions and of the Rome Statute; however, this does not seem to have a deterrent effect. Grave abuses and violence against women, including sexual violence and rape, continue to be a common occurrence in conflict and post-conflict settings, and current cycles of violence in different parts of the world stand out for their disproportionate impact on women and girls. Representation of women at all decision-making levels and inclusion of women in the prevention, management, and resolution of conflict remain marginal.

In the context of the upcoming High-level Review of UNSCR 1325, the present paper aims at providing input to the Global Study on Women, Peace and Security. It is structured along the basic set of questions suggested as guidance by the drafting team of the Global Study. The paper focuses on practices and initiatives developed by the EU as regional organisation, while national practices will be presented in the individual inputs to the Global Study submitted by the EU Member States. However, the section on challenges and recommendations summarises the fruit of experience gathered by the EU and its Member States along 15 years of UNSCR 1325 implementation, reflecting the current state of thinking within the EU on the future of WPS.

I. Have any major policy initiative(s) been taken to accelerate implementation of the women, peace and security agenda and/or to increase accountability for results at the regional level? This could include initiatives such as the development of dedicated action plan, monitoring and evaluation frameworks, targeted financing, among others.

- In 2005 the EU adopted a first **operational paper** on implementing UNSCR1325 in the context of the **European Security and Defence Policy (ESDP)**, which included measures to increase women's representation at all ESDP decision making levels, increase dialogue with local and international women's groups, incorporate gender perspective into ESDP operations and ensure gender training.
- In 2008 the EU adopted the **Comprehensive Approach** to the EU implementation of the UNSCRs 1325 and 1820 on WPS. The Approach provides guidance to ensure that the EU's actions are shaped to protect women and girls from violence and that they contribute to increased equality between women and men during and after armed conflict, and in situations of fragility. The document adopts a holistic approach, recognising the close links between peace, security, development and gender equality; actions in the field of peace and security must be supported by wider development considerations, such as the promotion of women's economic security and opportunities, and their access to health services and education.
- In 2010 the Approach was completed with a set of 17 **indicators** that form the basis for the biennial reporting on EU implementation of UNSCRs 1325 and subsequent. The EU indicators are in the process of being reviewed in 2015, to become more effective in measuring the impact of EU action.
- A **Report** on the EU indicators for the Comprehensive Approach is compiled every two years, based on information and data collected through targeted consultations with relevant EU services, EU delegations in third countries, EU Missions and operations in conflict and post-conflict countries, EU Special Representatives and EU Member States. Two cycles of EU reporting have already been completed and the EU is to produce its third Report by the end of 2015.

- An important tool for the implementation and monitoring of the Comprehensive Approach is the **informal EU Task Force** on UNSCR 1325, made up by representatives of the EU Member States, and of the EU institutions and services involved in UNSCR 1325 implementation. Regional and international organisations (NATO, OSCE, UN Women), as well as civil society organisations, are invited to the Informal EU Task Force meetings, to share information and best practices. Additionally the EU and its Member States hold annual thematic meetings to review UNSCR 1325 implementation by the EU and discuss the way forward. Since 2011 the annual meetings focused successively on training in human rights and gender, peace negotiations and mediation, transitional justice, and the linkage between post-2015 and WPS.
- In 2009 the EU adopted a **Concept on Strengthening EU Mediation and Dialogue Capacities**, which has set a policy goal of promoting the representation of women and the availability of adequate resources for dedicated mediation gender expertise from an early stage of mediation processes onwards.
- The **EU Strategic Framework on Human Rights and Democracy**, adopted in June 2012, places women at the centre of the EU's relations with all third countries and in all areas of its external action; it has a special focus on operationalising the implementation of UNSCR 1325. The EU is drafting at this moment the next Action Plan on Human Rights and Democracy, for the 2015-2019 period, within which mainstreaming gender equality and implementing concrete WPS actions will be a key priority in addressing fundamental rights challenges.
- The EU is a founding member of the 2012 "**Equal Futures Partnership: Enhancing Women's political participation and Economic Empowerment**", where it pledged to contribute to promoting women's equal and full participation in peace negotiations and peace building.
- From the perspective of crisis management, the "**Resilience Action Plan**" adopted in June 2013 underlines the role of women in building resilience in households and communities affected by crises, taking into account in particular the diversity of needs of women living in areas most at risk.

- The EU was active in and is following up on initiatives such as the 2014 Global Summit to End Sexual Violence in Conflict, and the Call to Action on Protecting Girls and Women in Emergencies. A Guide to Practical Actions at EU level for **Ending Sexual Violence in Conflict** was adopted at the end of 2014.
- 17 out of the 28 EU Member States have adopted **National Action Plans** (NAPs) on UNSCR 1325 and a number of them have supplemented their NAPs with other policy documents relating to WPS. More details about these initiatives will be available in the national inputs to the Global Study by EU Member States.
- In terms of **targeted financing**, the EU has been making use of several of its financial instruments and programmes to support human rights and women's rights organisations, to promote gender equality and to implement UNSCR 1325 in its external actions. The Instrument contributing to Stability and Peace (IcSP) has been contributing to a comprehensive EU response to conflict prevention and peace-building, crisis management and global security threats with actions worldwide. Among those actions, the IcSP has also focused specifically on women, with strategic actions targeted at protecting, supporting and empowering women. Between 2010 and 2014 the IcSP has contributed € 21 million to support WPS projects in 26 countries around the world. In addition, gender was mainstreamed in IcSP initiatives across all sectors (mediation, natural resources and conflicts, security sector reform, early warning, post-conflict/disaster needs assessment, trainings for police/civilian stabilisation missions, etc.).

Another commonly used financial instrument has been the European Instrument for Democracy and Human Rights, as well as the European Development Fund, and the Programme for Non State Actors and Local Authorities in Development. Financial assistance has also been provided through the Instrument for Pre-Accession Assistance, which covers the Western Balkans and Turkey.

The EU Plan of Action on Gender Equality and Women's Empowerment in Development ("EU Gender Action Plan" - 2010-2015) established two indicators of relevance to WSP, related to the development of a strategy by EU Delegations in fragile, conflict or post-conflict countries to implement the EU Comprehensive Approach. A new EU Gender Action Plan is being drafted in 2015, which will also specifically address WPS issues. Moreover, the Toolkit on Mainstreaming Gender Equality in EU development cooperation is being updated, including an annex on sexual violence in conflict.

II. What areas have been given priority in the implementation of the women, peace and security agenda? Please refer to the outline for a sample of issues to consider.

- The EU contributes to promoting **women's equal and full participation** in the prevention and resolution of conflicts, peace negotiations, peace-building, peacekeeping, humanitarian response and in post-conflict reconstruction through:
 - raising the issue in political and human rights dialogues, at international fora (for example the UN General Assembly) and through the network of EU Delegations;
 - providing political support and lobbying at local level for the inclusion of women in conflict prevention and resolution initiatives;
 - providing financial support to women's organisations and women human rights defenders, in order to empower them to contribute to informal or formal peace talks;
 - providing resources for dedicated mediation gender expertise from an early stage of mediation processes onwards.
- **Internally** the EU applies gender policies that encourage the appointment of female officials on managerial positions at equal merit.
- The EU fights **against impunity** for serious crimes of concern to the international community, including **sexual violence** committed in connection with armed conflict. In this context, the EU supports the development of expertise, which should be made available to prosecute such crimes.

The Rome Statute of the International Criminal Court represents a significant international law advancement in combating sexual violence in conflict. The EU promotes actively its ratification with third countries, as well as the creation of non-permanent International Criminal Tribunals.

The EU reiterates its support to a zero-tolerance policy against all forms of discrimination and gender-based harassment and violence, including within peace keeping missions.

- The effects of sexual violence are everlasting. When perpetrated during conflicts, sexual violence seriously undermines the potential for peace and security. This is why it is important to make **transitional justice** gender-sensitive. The EU is working to establish a policy on transitional justice, aimed at providing a framework for the Union's support to transitional justice mechanisms and processes, and enhancing its ability to play a more active international role in this area. The policy is expected to integrate a strong gender dimension.
- In its **humanitarian** action the EU addresses the specific needs of women and girls through gender- and age-sensitive programming using a three-track approach, combining mainstreaming, targeted actions and capacity building. The EU has also introduced a Gender-Age marker, a tool to assess how strongly EU-funded humanitarian actions integrate gender and age considerations.
- The theme of women's participation in **mediation** is addressed in training and coaching of EU staff, as well as in various knowledge products and factsheets produced by the European External Action Service (EEAS). The partnership with the UN Mediation Support Unit allows the EU to draw on expertise in this area that can be deployed to assist partner countries.
- The **EU Conflict Early Warning System** is a risk management tool that seeks to identify upstream situations at risk of violent conflict. One of its components, the checklist, includes questions about gender inequality in the country, as one of the relevant indicators of potential risk. More research, funded through the IcSP, will be conducted to develop open-source quantitative indicators or proxies to measure gender inequality and the scale of sexual violence in the OSCE area. Efforts are also being made to reinforce a gender component of conflict analysis.

- The EU currently deploys **Common Security and Defence Policy (CSDP)** missions in 16 crisis and conflict situations. Most of the missions and operations are engaged in security and justice sector reform efforts or directly in security provision through monitoring or deploying European military forces. Although not a dominant component in any CSDP mission, all missions in some way engage on issues of women's participation or on gender issues.

The EU works on specific training modules on human rights and gender in crisis management, including a focus on sexual violence in armed conflicts.

The EU has a generic standard of behaviour in place for its CSDP missions and operations since 2006. The EU is currently revising this generic standard and is adopting a **Code of Conduct and Discipline** common for all civilian CSDP missions. The new code is expected to ensure better coordination on conduct and discipline matters across civilian missions and it can also lay the ground for stronger preventive measures.

- Across all these policy areas, **co-operation among international and regional organisations** (particularly the UN, EU, NATO, OSCE, African Union) and other actors is essential to achieve tangible results. The EU encourages operational co-operation and strategic partnerships, as well as information sharing, training and co-operation on the ground.

III. Can you identify concrete results and/or clear impacts related to the women, peace and security agenda since 2000? Please describe, providing quantitative and/or qualitative data where possible, and references to key initiatives associated with these results and/or impacts if available.

- The EU is active on the issue of WPS in **more than 70 countries** across the world, through regular dialogues with non-EU countries and actions by the EU Delegations, and with € 200 million per year financial support. This support includes assistance in developing and implementing NAPs, funding for non-governmental organisations, and training for governmental agencies, financing and implementing programmes against gender-based violence, working with governments and civil society organisations to develop and improve mechanisms for information gathering and evaluation, and helping with training and awareness raising on issues around WPS. Africa, Central Asia and the Middle East are the regions where the EU support is most evident. Afghanistan is the most supported country overall; EU assistance in Afghanistan includes, among other actions, help in adopting domestic law and regulations to tackle violence against women, as well as professional training to judges and prosecutors to raise their awareness about the aforementioned legislation.
- The EU shows **political leadership** on the WPS agenda. The High Representative of the EU for Foreign Affairs and Security Policy / Vice-President of the European Commission (HR/VP) and the EEAS Deputy Secretary-General / Political Director include the issue of women's full and equal participation in their speeches wherever possible; they raise it in political dialogues and meet with women's groups when on visit to third countries. The EU tries to use its political weight in supporting key international initiatives, such as the efforts of the former UN Special Envoy to the Great Lakes, Ms. Mary Robinson, to ensure that women participate in the peacebuilding process in that region. The EU maintains a visible presence at key events, in order to build the credibility of existing networks and initiatives.
- In 2012, the EU appointed the first **EU Special Representative for Human Rights**, who places particular emphasis on the protection and promotion of women's rights, and works on matters relating to WPS around the world.

- All EU Delegations have nominated **gender contact points**. Furthermore, as coordination in third countries – within the EU Member States, as well as with likeminded and locally relevant international actors – is critical to help the international community speak with one voice, **local coordination groups** have been established that play a key role in ensuring a coherent response to challenges relating to WPS, help prevent duplication of action and enable further implementation of WPS policy.
- The EU strives to ensure that **strategic and operational planning documents** for CSDP missions and operations include references to gender or UNSCR 1325, through the work of **gender advisers** based at the EU headquarters. Moreover, all current CSDP missions and operations, as well as CSDP headquarters, have human rights and/or gender advisers or focal points. Their role is to make sure that the CSDP missions and operations and their staff pay due attention to and report on the different impact of conflict and its aftermath on women and men, throughout the mission and reporting cycle. Particularly in the missions that train, monitor and mentor, the objective is for gender aspects to be integrated into the work and contacts with local counterparts. The gender advisers serve as a liaison to local women's groups and help to give them voice. They are also responsible for undertaking specific gender-centred projects, which most often focus on women's participation, or on supporting institutional structures that seek to ensure women's empowerment or protection.

Some examples of CSDP gender-centred activities include:

- The police mission in Afghanistan has been seeking to encourage local institutions to facilitate women in joining the Afghan police force, also by establishing safe and appropriate working conditions, in a context where violence against women is rampant and where women who are working are still viewed with suspicion by much of society.
- In Mali, where the EU deploys two missions, the focus has been on building the capacity of the Malian Ministry of Defence and army. The military trainings incorporate modules on basic principles of international humanitarian law and on the protection of civilians, including about rape and other forms of sexual and gender-based violence as war crimes.

- Similarly, in Somalia the EU Training Mission is contributing to the training of the Somali National Armed Forces and includes modules on international humanitarian law, human rights, and the protection of civilians, including on the specific protection rights of women.
- The EU engages in close **dialogue with civil society** on women issues in conflict and post-conflict situations. For instance, in Kosovo, the EU Office has formalised its dialogue with civil society on gender and women's rights. This regular forum with representatives of women's organisations and key decision-makers meets twice a year in order to discuss topics of joint interest and identify possible joint follow-up actions.
- There is progress in women's representation in the EU's **internal decision-making mechanisms** and management positions, although it is slow. 23% of EU Heads of diplomatic missions are currently women, a rate that HR/VP Mogherini has pledged to raise to 40% by the end of her mandate in 2019.

Beyond the policies implemented by human resources departments, several initiatives are taken to encourage women representation in management positions. For instance, the EEAS has developed a Women Network, led by the Deputy Secretary-General, providing a platform for exchange of information, experiences and career advice among EEAS female professionals in managerial positions; a mentoring scheme is also being developed within the network.

- **Training, capacity building and awareness raising** on the gender equality agenda, including WPS, is organised to target the EU's own staff. The aim of these training courses is to help staff incorporate human rights and democracy concerns in their daily work, through interactive sessions and case-studies.

IV. What are the main obstacles, gaps and emerging concerns that can be identified in the women, peace and security agenda? Please elaborate.

- In recent years the WPS agenda has increasingly tilted to be perceived as a women's issue. Although the rights-based approach is central, there is a need to **refocus on the security policy part of the agenda**. There is a strong correlation between gender equality and peaceful societies. Therefore, gender equality matters because it is the effective and only way to achieve sustainable peace. Not only women, but human societies as a whole will benefit from women's increased participation in conflict resolution and peace building.
- In this context, there is a need to **integrate structurally the gender perspective** in all stages, elements and instruments of the peace and security agenda. The gender perspective should be part of the daily work of the peace and security key actors. The WPS agenda should not only be a separate agenda with its own actions, experts and networks, but also influence the larger peace and security agenda in a concrete manner.
- Moreover, **synergies** should be sought among all **UN reviews in 2015**: the review of peace operations, the peacebuilding review and the review of UNSCR 1325. We need to work together to ensure that these parallel processes shape the peace and security architecture in an ambitious and strategic way, integrating a strong gender dimension.
- WPS should be anchored strongly in the **post-2015 agenda**, including by integrating freedom from violence, peaceful societies, gender equality and women's empowerment in the post-2015 framework.
- The WPS agenda is a comprehensive one. The objective should be **full and equal participation of women** in all societies, in conflict and in peacetime. Focusing on gender-based violence and on UNSCR 1325 is critical; in parallel, the development and stable implementation of a culture of respect and social justice for all should be sought. To this extent, the utmost attention should be paid to the implementation of education, health and justice systems that are gender-sensitive and fully accessible to women. Thus, gender equality should be considered as a cross-cutting issue.

- The WPS agenda should be perceived as a **shared agenda**, which is universal in terms of issues, objectives and actions. **Implementation** of the WPS agenda should be enhanced, as there is a gap between the normative framework and practice in the field. In particular, the Global Review of UNSCR 1325 should give rise to a stronger UN institutional architecture and a **stronger UN leadership** to foster the effective implementation of WPS resolutions in the field. The support to UN Women's role in accelerating implementation of the WPS agenda should be strengthened.
- Despite the normative and policy efforts undertaken, women's meaningful participation in **peace negotiations, mediation efforts and peacekeeping missions**, remains low.

The **UN, international and regional organisations** should appoint more women to senior positions in their missions and operations, as well as to positions of Special Representatives and Envoys for conflict-affected countries. It should be ensured that senior management is fully knowledgeable and sensitised about the importance of the effective implementation of UNSCR 1325. There should be a greater number of dedicated gender adviser positions in headquarters and on missions, in senior positions and within each department.

The potential utility of **quotas for women** should be explored, in particular regarding security-relevant activities, such as police and justice personnel.

The practice of **rosters** of women that can participate in conflict analysis, mediation and conflict resolution processes is useful and could be expanded, as could the **pools of experts** from civil society, governments, the UN, international and regional organisations, to offer assistance to States in the development of NAPs.

- Women's representation in **high-level and management positions** in general is insufficient. Developing further and scaling up the Senior Women Talent Pipeline could be considered for this purpose.

- There is a need to further improve the way in which UN and EU missions, among others, address specific issues affecting women and girls in their planning and reporting documents. Special attention should be paid to the risk of focal points and gender advisers in missions assuming the whole responsibility for gender issues. **Involvement of all members of a mission** is crucial for a successful gender perspective in the field.
- Conflict management, peacebuilding and programming efforts should be based on a context-specific **power analysis** (social mapping), addressing also gender inequality. A format to guide such an analysis should be developed. Redressing power imbalances – of which women are too often the victims – will be a measure aimed at delivering social justice and, thus, building a more resilient society. As increased oppression of women is often the first sign of rising instability in a society, **early warning systems** should include **gender-sensitive indicators**.
- Traditional and narrow concepts of security still dominate the global agenda. There is a gap between what people in conflict zones experience - not least women - and the discussions on security at the multilateral and global fora. **Human security** needs to be at the core. The **women in conflict areas** should be more **consulted** and their opinions taken into account, in order for their needs to be understood and addressed in conflict and crisis management. WPS action should be based on engaging with women and carefully listening to their perspectives. For instance, all Special and Personal Representatives, Envoys and Advisers of the UN Secretary-General should be required to meet with women's groups and civil society within the first few weeks of their posting, and to continue meeting with them on a regular basis. WPS should aim at **building women's capacity** to be involved in peace and security, both in terms of know-how and resources.

- Vulnerable groups, including women, continue to be the biggest victims of humanitarian catastrophes. In order to reduce their vulnerability, **grassroots women's organisations** need to become a driving force in the implementation of resilience at community level. At the same time, we need to ensure that humanitarian and crisis response addresses the specific needs of every human being on an equal basis. Ensuring **gender-balance of humanitarian professionals**, by empowering women humanitarian workers and promoting their skills and capacities, remains a big challenge for the humanitarian community.
- Recent research indicates that the **chances of lasting peace increase if women** sit at the negotiating table. **Further research** is needed to document the modalities of inclusive peace processes required for achieving and sustaining agreements, moving away from the model of elite-driven narrow pacts, towards broad and inclusive processes. More **open-source indicators** should be developed, and data should be better collected, compiled and communicated worldwide, to measure gender-specific factors related to peace and conflict.
- Although WPS is being mainstreamed through cooperation policies, thus making funding available, the WPS agenda would be more effective if it were also supported by **earmarked funding**, including for research. International financial institutions should be more involved in WPS implementation. The benefits of a **dedicated multi-stakeholder financing mechanism** in support of the WPS agenda could be further explored.
- UN Member States that lack a WPS **NAP**, including within the EU, as well as regional organisations, should be encouraged to adopt one and supported in drafting it, in collaboration with civil society – including women's rights movements and organisations. Support should be given to conflict-affected countries to ensure that they can report on progress against their NAPs, to strengthen accountability. Special attention should be paid to fragile states.
- Monitoring and **evaluation of impact** of WPS actions in conflict-affected countries should be strengthened, to ensure relevance and effectiveness of WPS implementation. The EU should strengthen its own monitoring and evaluation frameworks, including in the context of CSDP.

- **Coordination between international and regional organisations, and national governments** should be enhanced, including by participation in periodic peer reviews at the regional level to monitor progress and performance of the different actors in implementing UNSCR 1325. It is important that international and regional organisations and national governments cross-reference and build on each other's initiatives, thus showing that WPS is a global agenda. The interactions among the abovementioned levels have become more and more relevant, bringing common benefits and mutually reinforcing awareness.

Global and national UNSCR 1325 strategies should also be better **coordinated at the local level**. Governments and organisations could devise UNSCR 1325 localisation strategies, to ensure that political commitment at higher levels is translated into meaningful implementation at local levels. This could include customising UNSCR 1325 information to local and regional contexts, so that men and women can engage locally around successes and gaps in implementation.

- Acknowledging the importance and **role of the media**, there is need to integrate them in UNSCR 1325 communication strategies, and work on sensitising and alerting journalists and media workers to gender issues in order to further gender-sensitive reporting. Media monitoring of gender related issues could increase, including of sexual violence in conflict; and stereotyping the roles of women and men could be avoided, providing coverage of the diverse roles women play in conflict and in building peace as agents of change, mediators, peace-builders and decision-makers.
- **Religious and traditional leaders** need to be sensitised on the human rights of women and the WPS agenda.
- The WPS agenda needs the active support of **men and boys** to be more effective. Their understanding and knowledge of women's and girls' rights should be enhanced. To this purpose, the **holistic approach** of WPS must be highlighted. Both men and women need to be involved on an equal footing in matters of peace and security, in order to increase the chances for sustainable peace. On the other hand, the prevention of and protection against sexual and gender-based violence concerns both men and women, as boys and men can also be victims of it.

- The **emergence of new trends**, such as terrorism and trans-national organised crime - especially when related to trafficking of human beings - with their specific impact on women; and the new roles that women are taking up in current security challenges, such as combatants or foreign fighters, blur the line between the two groups in traditional thinking: the group of countries in situation of conflict, and the group of countries and organisations providing support. This suggests the need for further implementation of the WPS agenda. Reflection on the role of women and a gender perspective must be incorporated into all strategies to tackle these issues.

Conclusion

Taking the opportunity of its input to the Global Study, the EU reiterates its strong commitment with the WPS agenda, its willingness to continue supporting WPS implementation and its readiness to do more: take necessary actions to be able to lead by example; meet with and listen to women, in order to bring their voices from conflict-affected regions into policy making; protect the human rights of women; protect women human rights defenders; fund strategically for women's participation; renew the efforts to guarantee access to education, health and justice for women on an equal footing with men.

Annexes

N.B.: Links to the policy documents mentioned in section I of the present input will be provided.

1. LIST OF ABBREVIATIONS

CSDP - Common Security and Defence Policy

EEAS - European External Action Service

EU - European Union

HR/VP - High Representative of the EU for Foreign Affairs and Security Policy / Vice-President of the European Commission

IcSP - Instrument contributing to Stability and Peace

NAP - National Action Plan

WPS - Women, Peace and Security

2. INDICATOR REPORTING TEMPLATE

A. Information on the number and percentage share of women in senior leadership positions

The following information is provided for the European External Action Service as at 31 December 2014, as available and applicable:

Senior leadership position	Total number (Women and Men)	Number of women	Number of men
Headquarters-based high-level executives	28	3	25
Special representatives or envoys	10	1	9
Head(s) of country office(s) / Head(s) of mission(s), outside of organizational headquarters	135	31	104
Mediators	2	1	1

B. Information on gender expertise

Please provide updates on any gender expertise such as: gender units (number and placement), gender advisors (number, level and placement), use of technical gender experts (give example of substantive area or process supported), rosters or surge capacity etc. supporting your Organization's work in the area of peace and security. Please also indicate the institutional location of the gender facility in your organization (e.g., under which division or directorate, at what level, etc.).

European External Action Service headquarters:

- One Senior Gender Focal Point / Adviser to the Director for Human Rights and Democracy.
- One Gender Focal Point for Multilateral Relations.
- One Gender Adviser for Conflict Prevention, Peace Building and Mediation Instruments.
- One Human Rights and Gender Adviser at the Crisis Management and Planning Directorate.
- One Human Rights and Gender Focal Point, also Rule of Law Adviser / support element for EUPOL Afghanistan at the Civilian Planning and Conduct Capability.
- One Human Rights and Gender Focal Point / support element for CSDP operations in the Horn of Africa at the EU Military Staff.
- One Adviser on Gender Training at the European Security and Defence College.

Common Security and Defence Policy missions and operations:

Each of the 16 current CSDP missions and operations has a gender adviser or focal point, who

- in the majority of the missions/operations – share their time also on other issues, notably human rights.