

ATUMUN SOMMERCAMP 2024

United Nations Commission on the Status of Women

UN-WOMEN



STUDY GUIDE

Establishing women's rights in military organisations

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Welcome from the secretariat

Dear Delegates,

We are delighted to welcome you to this year's Sommercamp MUN, and the United Nations Commission on the Status of Women!

We look forward to discussing what women's role in military organisations should be, and how this role can be better streamlined across borders. Furthermore, we look forward to establishing the rights of women in military organisations, as it is important to make sure everyone is treated with respect.

This study guide will provide an introduction to the committee's topic - Establishing women's rights in military organisations - as well as a quick overview of the key issues regarding this topic.

We do, however, strongly encourage you to do further research to fully understand and comprehend the various aspects of this topic. Furthermore, doing your own research will make sure you are as well prepared as possible for the session. Feel free to utilise the resources provided in the Further Reading section.

We hope you find this study guide helpful, and are as excited for the MUN sessions as we are. If you have any questions regarding the committee, the topic, or a similar matter, we will be in the Sommercamp Facebook groups, where you are more than welcome to post your questions. We will also be answering questions at atumunsekretariat@gmail.com.

We are looking forward to meeting all of you and to a wonderful debate!

Sincerely, your secretariat,

Dicte Havmøller Møberg, Lucca Dybtved Kjærgaard, Nicoline Meng Aagaard Andersen, and Simon Mosgaard Jørgensen

Abbreviations

UN - United Nations

UN-WOMEN - United Nations Commission on the Status of Women

UNGA - United Nations General Assembly

UNSC - United Nations Security Council

Key definitions

Military organisation: An organisation related to the military. This being both the army, navy, airforce, and the like. However, it also includes more administrative parts of the military, such as health personnel, logistics departments, defence acquisitions, etc..

Introduction to the committee

Established on July 2nd 2010 at the United Nations General Assembly, UN Women was created to further gender equality and empower women worldwide. As a global advocate for women and girls, UN Women aims to accelerate progress on meeting women's needs worldwide.

The organisation focuses on four main goals:

1. Promoting women's participation in governance systems.
2. Ensuring women have secure incomes, decent work, and economic independence.
3. Working towards a world in which all women and girls are free from violence.
4. Aiming to empower women and girls to contribute to sustainable peace and resilience, ensuring equal participation in disaster prevention, conflict resolution, and humanitarian efforts.

UN Women also aims to incorporate gender equality perspectives into other UN programmes and policies with the goal of making gender equality and women's rights integral to all future development efforts' framework.¹

Introduction to the topic

The journey towards gender equality within military organisations has been complex and multifaceted, marked by significant milestones and ongoing challenges.

Historically, military institutions have been mostly male-dominated, with women often relegated to auxiliary roles or excluded altogether. However, over the past century, efforts to establish and expand women's rights within these organisations have gained momentum, driven by a recognition of the valuable contributions women can make to national defence and security.

Despite progress, challenges remain in achieving full gender equality within military organisations. In many countries, women still face barriers regarding entry and advancement in certain military

¹ <https://www.unwomen.org/en/about-us/about-un-women>

occupations, particularly combat roles. Issues such as sexual harassment, discrimination, and a lack of support for work-life balance persist.² However, there have been notable advancements, such as the opening of combat roles to women in the U.S. military in 2015.³

These changes reflect a growing recognition of the importance of diversity and inclusion in modern military operations.

Looking ahead, the trajectory for women's rights in military organisations is promising but requires ongoing effort and advocacy. Efforts to address systemic barriers, promote gender diversity in leadership positions, and foster a culture of respect and equality are essential.⁴ By embracing the talents and perspectives of all service members regardless of gender, military organisations can enhance their effectiveness and readiness to meet the challenges of the 21st century.

The current state of women's rights in military organisations

Women have always been part of war.

For many centuries, women's primary role was the caretaking of wounded soldiers. However, throughout history, women have contributed to the war efforts in more violent ways. Characters such as Joan of Arc⁵ are one of the most significant female combatants from history. During World War I, countries saw the first military units consisting of women. In the United Kingdom, both the Women's Royal Naval Service and the Women's Royal Air Force⁶ were established during the course of the war. Despite allowing women to engage in the British war effort, their units were disbanded when the war ended.⁷ The first country to officially permit women in their armies was the United States (1948).⁸ Still, women remained excluded from certain parts of the military, such as submarines. This was changed in 1985, when Norway was the first country to permit women aboard submarines.⁹

Women all over the world are leading movements for peace and rebuilding communities. Evidence suggests that women's participation in peace processes contributes to resilience and lasting peace after conflicts. However, women still remain excluded and underrepresented in peace processes and negotiations.

In accordance with the 2030 Agenda for Sustainable Development's call to leave no one behind, UN Women promotes peace by supporting women of all backgrounds and ages to participate in peacebuilding processes and conflict prevention.

UN Women supports "women's full and equal representation and participation in all levels of peace processes and security efforts."¹⁰ The work regarding women, peace, and security is guided by the

² https://www.rand.org/pubs/research_reports/RR2759.html

³ <https://www.uso.org/stories/3005-over-200-years-of-service-the-history-of-women-in-the-us-military>

⁴ <https://www.brookings.edu/articles/women-warriors-the-ongoing-story-of-integrating-and-diversifying-the-armed-forces/>

⁵ <https://www.britannica.com/biography/Saint-Joan-of-Arc>

⁶ <https://www.iwm.org.uk/history/12-things-you-didnt-know-about-women-in-the-first-world-war>

⁷ <https://www.britishlegion.org.uk/stories/women-in-the-armed-services>

⁸ <https://www.cbc.ca/news2/background/military-international/>

⁹ <https://css.ethz.ch/en/services/digital-library/articles/article.html/123253>

¹⁰ <https://www.unwomen.org/en/what-we-do/peace-and-security>

following 10 UN Security Council resolutions: [1325](#), [1820](#), [1888](#), [1889](#), [1960](#), [2106](#), [2122](#), [2242](#), [2467](#), and [2493](#). The most relevant ones are summarised below.

In 2000, the Security Council passed Resolution 1325,¹¹ which urges equal participation of women in peacekeeping operations which includes the military. The implementation of women in conflict-affected regions contributes not only to achieving sustainable peace but also to the improvement of the well-being of both women and girls in the area.¹²

In 2009, the Security Council passed Resolution 1889, which established indicators for the monitoring of Resolution 1325 and requested the Secretary General to submit a report on women's participation and inclusion in peacebuilding.

In 2019, the Security Council passed Resolution 2493, which reaffirms the full commitment to the implementations of the previous resolutions regarding women, peace, and security, requests the development of context-specific approaches for women's participation in all UN-supported peace processes, and urges member states to support the full, equal, and meaningful participation of women in all stages of peace processes.¹³

On May 12th 2014, Major General Kirsten Lund (Norway) was appointed military commander of the UN peacekeeping force in Cyprus (UNFICYP) by the Secretary General. Thus becoming the first woman ever to command a UN peacekeeping operation.¹⁴

As peacekeeping evolves to reflect the populations the UN serves, women are becoming an increasing part of the peacekeeping initiatives and making operations more effective. The UN advocates for the deployment of women in uniformed functions, but the responsibility for the employment rests on the shoulders of the individual member states.

The UN has placed several targets for 2028, including 15% of individuals serving in military contingents and 25% serving as military observers and staff officers should be women. This is closely linked with the 2028 target for women making up 20% of formed police units and 30% as individual police officers. The UN recognizes several benefits of having women peacekeepers, including improved operation and performance with greater diversity and a broadened skillset, better access to the population (including women and children), heightened trust and confidence with local communities, prevention and reduction of conflict and confrontation, new perspectives and solutions to women in conflict and post-conflict settings, and creating role models.¹⁵

Despite the efforts made by the UN, women only make up about 3% of the military personnel on UN missions on average, where most work as support staff.⁴ In April 2023, women only accounted for 6,5 percent of military contingents.¹⁶

Reasons for the lack of women in military forces can be sexism and harassment within the force. An internal study by the US Army Special Operations Command found that “30% of female soldiers surveyed reported sexual harassment as a challenge, and focus group participants agreed the figure

¹¹ [Resolution 1325 \(2000\)](#)

¹² <https://wps.unwomen.org/keeping-peace/>

¹³ <https://www.unwomen.org/en/what-we-do/peace-and-security/global-norms-and-standards>

¹⁴ <https://unficyc.unmissions.org/force-commander>

¹⁵ <https://peacekeeping.un.org/en/women-peacekeeping>

¹⁶ <https://www.unwomen.org/en/what-we-do/peace-and-security/facts-and-figures#84636>

should be closer to 95%”.¹⁷ Because of their gender, women have reportedly been kept off missions in an effort to ‘protect’ them. This excuse or overprotectiveness from their superiors and fellow soldiers is limiting women’s ability to contribute to a mission. Lack of trust in women is seen in military organisations worldwide resulting in unfair treatment and discrimination within the military force.

Spouses have also proven an issue when it comes to women’s role in the military. Women experience exclusion because significant others create a barrier within the unit. This goes for both male and female partners who deem the women a threat to their relationship.

Furthermore, sexual assault is also a reality many women suffer within the military ranks. In countries like Eritrea, where both men and women must serve for 18 months, it is said that female conscripts are subject to cruel punishment if they refuse to have sex with superior officers.¹⁸

Previous factors have led to loneliness as a growing concern among women within the military.

Critiques of women's participation in war and especially combat situations claim that women’s presence will negatively impact the dynamic within the unit. Relationships formed between fellow soldiers can prove a distraction both in terms of the couple, but also for the rest of the group. The same critics point out the risk of sexual assault; “Spend time around soldiers when they are coming down from adrenaline highs, or are depressed or upset; they are prone to all sorts of temptations.”¹⁹ They argue that the horrors of war can bring out the worst in otherwise decent human beings.

Only a few countries conscript women for war. Out of these countries, only two draft women on the same terms as men (Norway and Sweden). It is important to consider that a lot of countries currently do not have conscription,²⁰ which means that neither men nor women are forced into military service. However, the majority of countries with conscription, only have conscription for men.

Norway was the first NATO member to have conscriptions where men and women were conscripted on equal terms.²¹ Moving forward, the country has made studies on the performance of groups with mixed genders and groups who are solely men. The study showed that despite not having any long-term effects the soldiers in the mixed groups did not disavow feminine traits and were more likely to believe that housework should be shared equally. Most importantly, the mixed teams performed as well or even better than the teams consisting solely of men. The presence of women did not hurt male recruits' performances nor did it negatively influence the men’s satisfaction with duty.²²

¹⁷ <https://www.armytimes.com/news/your-army/2023/08/21/women-in-army-sof-sidelined-by-benevolent-sexism-study-finds/>

¹⁸ <https://metro.co.uk/2024/01/25/map-shows-conscription-women-can-happen-2024-20173488/>

¹⁹ <https://warontherocks.com/2014/11/heres-why-women-in-combat-units-is-a-bad-idea/>

²⁰ <https://www.pewresearch.org/short-reads/2019/04/23/fewer-than-a-third-of-countries-currently-have-a-military-draft-most-exclude-women/>

²¹ <https://www.reuters.com/article/us-norway-women-conscription-idUSBRE95D0NB20130614/>

²² <https://www.nber.org/papers/w24351>

Timeline of events

WWI: Women were for the first time engaging in battle on a larger scale.

1948: The US is the first nation to allow female admittance into the military.

2000: Resolution 1325.

2009: Resolution 1889.

2014: Major General Kirsten Lund became the first female commander of a UN peacekeeping mission.

2016: Norway becomes the first nation to have gender-neutral drafts.²³

2019: Resolution 2493.

April 2023: Women only accounted for 6,5 percent of military contingents.

2028: Target goal: 15% women serving in military contingents and 25% serving as military observers and staff officers.

Key issues

The lessened rate of women enlisting

There can be many reasons why women don't enlist in the military. The goal is not to get every female to enlist but to allow anyone who wants to do so.

A theory about the rate of enlistment is the ways countries advertise. A lot of ads and videos mainly show men participating in wars - even in the more progressive countries such as Norway. This means that it gets harder for girls to see themselves in those positions. It also means that there is a lack of role models.

One of the main reasons for the goal of more women enlisting is for peacekeeping missions. Firstly, there are a lot of communities and areas where it is not culturally appropriate for men to enter. For example, when home searches are necessary, it can be done in a way the residents are more comfortable with. Secondly, studies have shown that locals are more comfortable sharing information if there are women amongst the troops. Without information, it becomes increasingly difficult to protect the communities in question. Lastly, studies have shown that female soldiers also have an advantage in recruiting and screening local women to security positions by helping young girls get role models they can look up to. Having more local women in these positions also helps rebuilding and stabilising areas after the soldiers have gone home.²⁴

²³ <https://warontherocks.com/2016/06/norways-gender-neutral-draft/>

²⁴ <https://peacekeeping.un.org/en/female-military>

Physical differences between men and women (equality or equity)

At the end of the day, men and women are built differently. However, that does not mean that a woman won't make a good soldier. However, with more and more women participating in active battle, the sexes' physical differences must be addressed. There are three different aspects to this. The first one is that physical standards for soldiers have been based on the male body. The second aspect is that women are more likely to get injured. Stress fractures and other injuries are more likely to happen due to a difference in bone density and muscle mass. Lastly, the perceived capabilities by other soldiers can affect morale. Male soldiers' bias against their colleagues can influence performance both on and off the battlefield.

The lessened role of women in the military

Throughout history women in the military have not been active in battle. Their roles have been as nurses, spies, or informants. They have also primarily only had these roles while their country was at war. When the war was over these posts would be taken back by men. Today, there are more and more women participating in active battle. However, there are still many instances where women are discriminated against. For instance, they are less likely to be promoted. Furthermore, they are often culturally seen as better suited for the more caregiving positions.

The heightened vulnerability of women in the military

The presence of women in the military has experienced a steady increase over the years. However, women continue to face unique challenges and heightened vulnerability. The military has historically been a male-dominated institution, which has resulted in a challenging environment for women seeking to establish their place within it. Despite their increasing presence, women continue to face unique challenges, including discrimination, harassment, and assault. These issues not only impact the well-being of women in the military, but also their ability to perform their duties effectively.

The heightened vulnerability of women in the military is evident in three key areas.²⁵

The first area pertains to sexual misconduct, where incidents of sexual harassment and assault disproportionately affect women in the military compared to their male counterparts. Various studies and reports have brought attention to the pervasive nature of this issue, covering inappropriate comments to instances of sexual assault. The U.S. Department of Defense's Annual Report on Sexual Assault in the military²⁶ provides valuable insights into the prevalence and consequences of these offences, highlighting the urgent need for systemic reform to address this entrenched problem.²⁷

The second focal point pertains to discrimination and stereotyping. Despite substantial progress towards gender equality, military institutions continue to grapple with persistent discrimination and stereotyping, posing obstacles to the advancement and inclusion of women. Biases stemming from traditional gender roles often influence decisions related to assignments, promotions, and

²⁵ <https://minds.wisconsin.edu/bitstream/handle/1793/77569/Women%20in%20Military.pdf?isAllowed=y&sequence=1>

²⁶ <https://www.defense.gov/News/Releases/Release/Article/3777528/departement-of-defense-releases-fiscal-year-2023-annual-report-on-sexual-assault/>

²⁷ <https://www.defense.gov/News/Releases/Release/Article/3777526/secretary-of-defense-statement-on-the-fy23-annual-report-on-sexual-assault-in-t/>

opportunities for professional growth. Research performed by the RAND Corporation on gender dynamics in the military provides valuable insights into the pervasiveness of discrimination and its adverse impact on women's experiences and career paths.

The third and final aspect pertains to the absence of adequate support services. The lack of support services tailored to the specific needs of female service members exacerbates their vulnerability and impedes their ability to thrive within military structures. Ranging from limited access to reproductive healthcare to insufficient provisions for childcare and parental leave, the absence of comprehensive support mechanisms further compounds the challenges faced by women in balancing their military duties with familial responsibilities. Reports from organisations, such as UN Women, highlight the significance of prioritising support services as part of broader efforts to address gender inequality in the military.

Access to basic commodities

Access to essential resources such as sanitary products, healthcare, and adequate living conditions is of paramount importance for women serving in the military. Globally, the availability and quality of these necessities significantly impact the well-being and operational effectiveness of female service members. Despite progress in promoting inclusivity within the military, challenges persist in ensuring equitable access to these vital provisions for women.

Sanitary Products

Sanitary products play a crucial role in safeguarding women's health and hygiene, yet their accessibility within military environments exhibits significant disparities. Many nations have acknowledged the necessity of furnishing menstrual products to female service members. For instance, the U.S. Department of Defense incorporates sanitary products in the health and comfort packs allocated to women in the military deployed in the field. Nevertheless, instances of inconsistent supply and inadequate facilities for managing menstrual hygiene persist in certain regions, particularly in conflict areas and less developed regions.

Healthcare

Access to healthcare is a crucial area where inequalities exist. Military healthcare systems are often designed primarily for male soldiers, resulting in gaps in services tailored to the specific needs of women. Pregnancy, gynaecological issues, and breast health necessitate specialised care that may not always be readily available in military settings. A study on military healthcare in the U.S. revealed that despite significant progress, challenges persist in providing comprehensive women's health services, particularly in deployment environments.

Living Conditions

Adequate living conditions, which encompass privacy, safety, and suitable facilities, are imperative for female soldiers. Many armed forces are currently striving to guarantee that women have access to separate and secure living accommodations. Notably, the NATO guidelines underscore the necessity of gender-sensitive facilities to uphold the privacy and safety of female troops. However, reports from

various military entities suggest that these standards are not consistently upheld, resulting in potential risks and discomfort for women in active duty.

Global Perspectives

The landscape varies significantly on a global scale. In nations with well-developed military infrastructures, such as the United States, the United Kingdom, and Australia, there are more structured initiatives to address the needs of women, although execution is not consistently flawless. Conversely, armed forces in developing countries or areas of conflict may encounter greater difficulties in allocating resources, thus facing challenges in delivering supplies such as uniforms and comprehensive support for female service members.

Lookism in the military

Discrimination based on physical appearance, commonly referred to as 'lookism', is a widespread issue impacting women across various industries on a global scale,²⁸ including the military. This type of discrimination involves prejudiced attitudes and unjust treatment rooted in one's outward appearance, which can impede professional progress, negatively impact mental well-being, and undermine professional competence.

Women serving in the military often encounter rigorous physical and appearance criteria that are not typically imposed on men. These standards may take the form of explicit guidelines related to attire and grooming, or they may be implicit, resulting in biased perceptions and treatment. For example, female service members are frequently held to intense scrutiny regarding their physical appearance, encompassing body shape, hairstyle, and even makeup application, often overshadowing their professional capabilities and contributions.

Discrimination based on physical appearance can have a substantial impact on women's career advancement in the military. Research indicates that individuals perceived as physically attractive are often assumed to be more competent, resulting in a situation where women who do not conform to conventional beauty standards may be disregarded for promotions and significant assignments even more than women already are in the military. This bias not only impedes individual career progress but also has implications for the overall effectiveness and diversity of military leadership.

Mental Health and Well-being

The emphasis on physical appearance within the military can have adverse effects on the mental well-being of female soldiers. The pressure to adhere to specific beauty standards can result in heightened levels of stress, anxiety, and diminished self-esteem. Furthermore, women subjected to appearance-based discrimination may experience feelings of exclusion and seclusion, ultimately impacting their concentration and performance in high-stakes military responsibilities.

Efforts and Challenges in Addressing Lookism

Globally, there is a growing acknowledgment within military institutions regarding the negative impact of lookism, leading to united efforts to address this issue. The implementation of policies

²⁸ <https://www.forbes.com/sites/tomaspremuzic/2019/07/17/its-time-to-expose-the-attractiveness-bias-at-work/>

aimed at fostering inclusivity and equality is underway, albeit with varying degrees of progress across different countries and military entities. Notably, the US military has undertaken initiatives to revise its grooming standards to encompass a broader spectrum of hair textures and styles commonly embraced by African-American women.

The persistence of challenges is evident in the enduring prevalence of deeply ingrained cultural norms and biases within military institutions. A comprehensive approach involving tailored training and educational programs is imperative to raise awareness among military personnel regarding the detrimental effects of lookism, and to cultivate a more inclusive environment. Furthermore, the establishment of robust reporting mechanisms and support systems for individuals subjected to discrimination is paramount in instilling a culture of respect and equality.

Major bloc positions

As it is, most countries in the world agree women should be allowed in the military. However, the disagreements on this topic surfaces, when it comes to how women should be allowed in the army, and which rights they should have. Should they be sent to the frontlines? Should there be mandatory conscription for both men and women? Furthermore, there is a large discrepancy in how well women are integrated and treated within the military.

Countries with unequal conscription/volunteers

This bloc consists of some of the more conservative countries in the world. However this bloc has become close to non-existent in the past years as most countries have transitioned to having women in their military. Therefore, for the sake of the coming debate, this bloc will be countries who believe women should be allowed in the military, but not at the front lines.

Countries with equal volunteers

This bloc consists of most of the western countries and western aligned countries where conscription is de jure (as opposed to de facto). Here men and women still have the same access to being in the military, and they can undertake the same roles.

Countries with equal conscription

This bloc is fairly small when one filters out countries with de jure conscription. Some western countries might align with this bloc, while not actually being part of it, as it is the most progressive view. Thus, they would like to enforce equal conscription, despite only having largely volunteer based militaries themselves, such as in Norway. Categorically North Korea also falls into this category, although not normally aligning with Western viewpoints.²⁹

Questions a resolution should answer

- How should women be ensured equal rights to men in the military?
 - In terms of roles they can undertake?
 - Access to basic commodities? (e.g.: underwear, menstrual products)
- How can the vulnerability and discrimination of women in the military be lowered?
 - Which actions can be taken to make sure complaints are taken seriously?
 - How can expectations be equalised between genders?
 - Should physical tests be equalised or differential?
 - How can the use of discriminatory language be lessened?
- How can the 2028 target goal of 15% women serving in military contingents and 25% serving as military observers and staff officers be reached?

²⁹ https://en.wikipedia.org/wiki/Military_service

Further Reading

UN women on global norms and standards regarding peace and security:

<https://www.unwomen.org/en/what-we-do/peace-and-security/global-norms-and-standards>

Summary of Contributions to UN Peacekeeping by Country and Post:

https://peacekeeping.un.org/sites/default/files/4_country_and_post_14.pdf

Combat stress: Study showing that women may not be more vulnerable than men in war:

<https://www.bu.edu/articles/2011/combat-stress-women-as-resilient-as-men/>

Overview of all countries' military service rules:

<https://worldpopulationreview.com/country-rankings/countries-with-mandatory-military-service>

Map of which countries allow women in their militaries:

https://en.wikipedia.org/wiki/Women_in_the_military_by_country#/media/File:Women_in_military_world_map.svg

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The Road to Reintegration

https://www.rand.org/pubs/research_reports/RR2759.html

Over 200 Years of Service: The History of Women in the U.S. Military

<https://www.uso.org/stories/3005-over-200-years-of-service-the-history-of-women-in-the-us-military>

Women Warriors: The ongoing story of integrating and diversifying the American armed forces

<https://www.brookings.edu/articles/women-warriors-the-ongoing-story-of-integrating-and-diversifying-the-armed-forces/>

St. Joan of Arc

<https://www.britannica.com/biography/Saint-Joan-of-Arc>

12 Things You Didn't Know About Women In *The First World War*

<https://www.iwm.org.uk/history/12-things-you-didnt-know-about-women-in-the-first-world-war>

Women in the Armed Forces (Royal British Legion)

<https://www.britishlegion.org.uk/stories/women-in-the-armed-services>

Women in the military — international

<https://www.cbc.ca/news2/background/military-international/>

Women, Leadership and the US Military: A Tale of Two Eras

<https://css.ethz.ch/en/services/digital-library/articles/article.html/123253>

Peace and security (UN-WOMEN)

<https://www.unwomen.org/en/what-we-do/peace-and-security>

Resolution 1325 (2000) (UNSC)

<https://documents.un.org/doc/undoc/gen/n00/720/18/pdf/n0072018.pdf?token=4OVxN7o1Uvt5Ltu3QY&fe=true>

Keeping the peace in an increasingly militarized world

<https://wps.unwomen.org/keeping-peace/>

Global norms and standards: Peace and security

<https://www.unwomen.org/en/what-we-do/peace-and-security/global-norms-and-standards>

Force Commander (UNFICYP)

<https://unficyp.unmissions.org/force-commander>

Women in peacekeeping

<https://peacekeeping.un.org/en/women-peacekeeping>

Facts and figures: Women, peace, and security

<https://www.unwomen.org/en/what-we-do/peace-and-security/facts-and-figures#84636>

Women in Army SOF sidelined by ‘benevolent sexism,’ study finds

<https://www.armytimes.com/news/your-army/2023/08/21/women-in-army-sof-sidelined-by-benevolent-sexism-study-finds/>

Map reveals all the countries where women are drafted for war

<https://metro.co.uk/2024/01/25/map-shows-conscription-women-can-happen-2024-20173488/>

Here’s Why Women in Combat Units is a Bad Idea

<https://warontherocks.com/2014/11/heres-why-women-in-combat-units-is-a-bad-idea/>

Fewer than a third of countries currently have a military draft; most exclude women

<https://www.pewresearch.org/short-reads/2019/04/23/fewer-than-a-third-of-countries-currently-have-a-military-draft-most-exclude-women/>

Norway becomes first NATO country to draft women into military

<https://www.reuters.com/article/us-norway-women-conscription-idUSBRE95D0NB20130614/>

Does Integration Change Gender Attitudes? The Effect of Randomly Assigning Women to Traditionally Male Teams

<https://www.nber.org/papers/w24351>

It's Time To Expose The Attractiveness Bias At Work

<https://www.forbes.com/sites/tomaspremuzic/2019/07/17/its-time-to-expose-the-attractiveness-bias-at-work/>

Secretary of Defense Statement on the FY23 Annual Report on Sexual Assault in the Military

<https://www.defense.gov/News/Releases/Release/Article/3777526/secretary-of-defense-statement-on-the-fy23-annual-report-on-sexual-assault-in-t/>

Department of Defense Releases Fiscal Year 2023 Annual Report on Sexual Assault in the Military

<https://www.defense.gov/News/Releases/Release/Article/3777528/department-of-defense-releases-fiscal-year-2023-annual-report-on-sexual-assault/>

A Closer Look at Challenges Faced by Women in the Military

<https://minds.wisconsin.edu/bitstream/handle/1793/77569/Women%20in%20Military.pdf?isAllowed=y&sequence=1>

Female Military

<https://peacekeeping.un.org/en/female-military>

Norway's Gender-Neutral Draft

<https://warontherocks.com/2016/06/norways-gender-neutral-draft/>

Military service in general

https://en.wikipedia.org/wiki/Military_service