

# Elsie Barrier Assessment

## Results of the Measuring Opportunities for Women in Peace Operations Assessment for the Canadian Armed Forces

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Ce rapport est aussi disponible en français.

This public opinion research report presents the results of an online survey of CAF members, in-depth interviews with key decision makers within the CAF, and an administrative review of organizational information conducted from January 2021 through March 2022.

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## List of Abbreviations and Acronyms

CAF	Canadian Armed Forces
CDS	Chief of the Defence Staff
CFMWS	Canadian Forces Morale and Welfare Services
CFTPO	Canadian Forces Tasking Plans and Operations
CJOC	Canadian Joint Operations Command
CPMS	Canadian Peacekeeping Service Medal
CPCC	Chief Professional Conduct and Culture CPCC
DAG	Departure Assistance Group
DAOD	Defence Administrative Orders and Directives
DCAF	Geneva Centre for Security Sector Governance
DGM	Designated Group Members
DND	Department of National Defence
DWAO	Defence Women's Advisory Organization
ERA	External Review Authority
FFF	Fact Finding Form
FORCE	Fitness for Operational Requirements of CAF Employment
GBA Plus	Gender-based Analysis Plus
HLTA	Home Leave Travel Assistance
ICCM	Integrated Conflict and Complaint Management
LGBTQ	Lesbian, Gay, Bisexual, Transgender, Queer
MOSID	Military Occupational Structure Identification
MOWIP	Measuring Opportunities for Women in Peace Operations
NATO	North Atlantic Treaty Organization
NCM	Non-commissioned members
PSTC	Peace Support Training Centre
PSO	Peace support operations
QR&O	Queen's Regulations and Orders
SEA	Sexual Exploitation and Abuse
TO&E	Table of Organization and Equipment
T/PCCs	Troop and police contributing countries
UN	United Nations
UNAMID	UN—African Union Hybrid Mission in Darfur
UNMIT	Integrated Mission in Timor-Leste
UNSCR	United Nations Security Council Resolution
WFP	Women in Force Program
WPS	Women, Peace and Security

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# Executive Summary

Phoenix Strategic Perspectives Inc. (Phoenix SPI) was commissioned by the Department of National Defence (DND) to conduct public opinion research in support of the Elsie Initiative for Women in Peace Operations.

## Research Purpose and Objectives

The participation of women and men in United Nations (UN) Peace Support Operations (PSO) has been recognized as an important contribution to operational effectiveness and equitable career opportunities for members of the Canadian Armed Forces (CAF). Women, however, have been underrepresented in UN PSO. As part of a multilateral pilot initiative (the Elsie Initiative) to increase the participation of uniformed women in PSO, the CAF participated in a barrier assessment. The primary objective of the barrier assessment was to identify impediments to uniformed women's meaningful participation in UN peace support operations.

## Methodology

The following research activities were undertaken as part of the barrier assessment of the CAF: 1) secondary research of CAF policy and procedures; 2) in-depth interviews with civilian and military senior leader influencers and decision makers in the DND and the CAF; and 3) an online survey of a sample of CAF [Regular Force] members. The research was conducted following the guidelines of the Measuring Opportunities for Women in Peacekeeping (MOWIP) methodology developed by the Geneva Centre for Security Sector Governance (DCAF). This included the use of standardized MOWIP research instruments and protocols, modified in a limited way to apply to the CAF. All research activities took place between January 2021 and April 2022.

## Limitations and Use of the Research Results

The barrier assessment of the CAF included both qualitative and quantitative research components, as well as primary and secondary research. The evidence from each research activity was used to identify barriers to the deployment of Canadian military women to international operations following the MOWIP methodology. The results of this barrier assessment will be used by the CAF to take steps to increase the participation of uniformed women in peace support operations.

## Key Findings

The MOWIP methodology is designed to measure the impact of 10 issue areas to the meaningful participation of women in UN PSO. According to the barrier assessment, the most significant issue areas for the CAF when it comes to increasing the meaningful participation of women in UN PSO are *deployment selection, peace operations*

*infrastructure*, and *social exclusion*. Deployment selection refers to whether men and women have a fair chance to deploy. Peace support operations refers to whether accommodation and equipment is designed to meet women's needs. Social inclusion refers to whether women are treated as equal members of the team during pre-deployment, deployment, and post-deployment. The issue areas of *eligible pool* (*Are there enough women in the CAF?*) and *household constraints* (*Are there arrangements for families of deployed women?*) did not rank as significant barriers, although these areas were identified as barriers by key decision makers and CAF members who responded to the survey. The recommendations offered to the CAF for consideration to address barriers to women's meaningful participation in UN PSO focus on deployment selection, peace operations infrastructure, social exclusion, eligible pool, and household constraints.

## Contract Value

The contract value was \$242,227.40, including applicable sales tax.

## Statement of Political Neutrality

I hereby certify, as a Senior Officer of Phoenix Strategic Perspectives, that the deliverables fully comply with the Government of Canada political neutrality requirements outlined in the Policy on Communications and Federal Identity of the Government of Canada and Procedures for Planning and Contracting Public Opinion Research. Specifically, the deliverables do not contain any reference to electoral voting intentions, political party preferences, standings with the electorate, or ratings of the performance of a political party or its leader.

Alethea Woods

Alethea Woods  
President  
Phoenix SPI

# Introduction

The Department of National Defence commissioned Phoenix Strategic Perspectives Inc. (Phoenix SPI) to conduct public opinion research and related services in support of the Elsie Initiative for Women in Peace Operations.

## 1 | Background and Objectives

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In 2017, the Government of Canada launched the Elsie Initiative for Women in Peace Operations. The initiative is a multilateral project to better understand and address barriers to increasing the meaningful participation of women in peace operations. The initiative comprises several components, including bilateral partnerships, establishing a global fund, political advocacy, as well as research, monitoring and evaluations. The latter includes the development and testing of a comprehensive barrier assessment methodology to identify universal and context-specific barriers to the participation of women in military and police organizations in United Nations (UN) peace operations.

To facilitate the initial development and testing of a barrier assessment methodology, the DCAF – Geneva Centre for Security Sector Governance (DCAF), was engaged by the Canadian lead department, Global Affairs Canada, to conduct a baseline study to identify barriers to the deployment of women to peace support operations (PSO) from troop and police contributing countries (T/PCCs) (Ghittoni, Lehouch and Watson, 2018). This baseline study identified generic barriers, which the subsequent methodology was developed to measure in the context of different contributing nations. The resulting Measuring Opportunities for Women in Peacekeeping (MOWIP) methodology is designed to investigate the impact of the following 10 barriers identified in the baseline study: eligible pool, deployment selection, deployment criteria, household constraints, top-down leadership, accommodation and equipment, negative experiences, redeployment, gender roles, and social exclusion.

The MOWIP methodology is a unique tool to assess and improve women's meaningful participation in peace operations. It provides a systematic and comprehensive framework for identifying both a security institution's existing good practices and possible improvements in each of ten issue areas identified as central to women's meaningful participation. Many relevant factors are not limited, however, to the specific context of women's participation in UN deployments. Rather, they reflect how women and men are treated in the security institution more broadly. While the MOWIP methodology has a specific focus on UN peace operations, the good practices, and possible improvements it identifies can benefit the security institution in a much wider sense.

The ten issue areas include all the factors that shape the numbers and nature of women's participation in peace operations from initial recruitment into the Canadian Armed Forces (CAF) to deployment on mission. These factors can be either positive (good practices at the

institutional level that contribute to women's meaningful participation) or negative (barriers to women's meaningful participation at the institutional level). For each issue area, the MOWIP methodology assesses whether it constitutes a barrier or an opportunity, and to what extent it does this. Its main objectives are to:

- provide a comprehensive set of issue areas within a given security institution that could be improved to increase women's meaningful participation in UN peace operations;
- identify the good practices within the security institution that can be leveraged, scaled up, and/or disseminated more broadly;
- apply a set of tools and a comprehensive list of indicators to measure the importance of each issue area for increasing women's meaningful participation in the security institution; and
- determine the differential impact of each issue area in the security institution.

## 2 | Methodology

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Per the MOWIP methodology, the following research activities were undertaken as part of the barrier assessment:

- 1) Secondary research. A series of fact-finding questions were researched and answered. The fact-finding form (FFF) contained approximately 200 questions designed to collect qualitative and quantitative data from official sources about deployment to UN peace operations and the CAF. Data sources referenced in the detailed findings can be found in the FFF. The data collection took place from January 2021 to April 2022.
- 2) In-depth interviews. A set of in-depth interviews with 32 civilian and military senior leader influencers and decision makers in the Department of National Defence (DND) and the CAF were conducted. Interview participants were divided into three groups:
  - i. Executive level leaders who interpret government direction and provide the Commander's intent to generate response.
  - ii. Institutional senior leaders who lead these functions within the organizations responsible for implementing direction from the executive levels and those who liaise across DND/CAF and on inter-agency, inter-governmental levels to contribute to implementation.
  - iii. Operational and tactical level participants with deployment and/or command experience who directly influence tasking processes or influence decision-making based on the advice and inputs they provide regarding members who deploy to meet deployment taskings.

Interviews lasted between 40 and 90 minutes and were conducted in the individuals' official language of choice. The data collection took place from March 2 to May 10, 2021. The technical report detailing the findings from the interviews was presented to the CAF under separate cover.

- 3) An online survey. A 45-minute online survey of members of the CAF—specifically, women and men with and without experience of deployment to UN PSO and women with experience of NATO and other international deployments. Administration to a stratified random sample resulted in response from 1,654 CAF members, of which 62%, or 1,033 respondents, were women. Moreover, 67% of the sample (or 1,115 CAF members) had deployed to a mission since January 1, 2010.<sup>1</sup> Of the total women in the sample, 66%, or 680 respondents, had deployed since January 1, 2010. The overall response rate was 16.4% (20.6% among women; 10.2% among men).

The data collection took place from May 5 to June 8, 2021. The margin of sampling error was  $\pm 2.4\%$ , 19 times out of 20. The survey data were weighted to account for sample design (women were oversampled) and survey non-response. This means that, while men and women were sampled in equal proportions (i.e., each comprised approximately 50% of the CAF members invited to complete the survey), the responses of women were weighted to represent 15% of the survey sample (the proportion they represent in the target population). The technical report detailing the findings from the online survey was presented to the CAF under separate cover.

This research was conducted in accordance with the guidelines provided by the Tri-Council Policy Statement: [Ethical Conduct for Research Involving Humans](#) (Government of Canada, 2018) and the DND/CAF internal Social Science Research Review Board (SSRRB) in accordance with Defence Administrative Order and Directive (DAOD) 5062-1. The SSRRB Coordination is: #1932/20F.

## 3 | Ten Issue Areas

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The 10 issue areas shaping women's participation in peace operations in the CAF are depicted in figure 1 below. Each issue area is ranked based on a colour coding. Red indicates the issue areas that constitute the most significant barriers and green indicates areas of greatest opportunity. These barriers and opportunities are specific to the CAF and not comparable to other nations. The MOWIP methodology does not have a fixed range of values that can be used to determine when an issue area should be classified as a low, medium, or high barrier. Issue areas are classified as barriers and opportunities relative to each other.

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<sup>1</sup> Because the available pool of CAF members who had deployed on a UN PSO since January 2010 was relatively small, the methodology provided for a broader sampling frame, one that included all men and women who had deployed to an international mission since January 2010.

For each of the 10 issue areas, the MOWIP methodology assigns a number of indicators that are scored by the assessment based on the data collected through the fact-finding and online survey. The result is a net score for each issue area. These scores are compared across the issue areas. The two lowest scores are marked in red and the two highest scores are marked in green. The remaining scores as assessed in terms of proximity to the scores marked in red and green. Any score that is closer to the scores marked in red or green are reclassified as red or green.

Figure 1: The 10 Issue Areas

Pre-deployment stage		Significance	Cross-cutting issue areas	
	1	<b>Eligible pool</b> Are there enough women in national institutions?	Medium	 
	2	<b>Deployment criteria</b> Do criteria match the skills needed in operation?	Medium	9
	3	<b>Deployment selection</b> Does everyone have a fair chance to deploy?	High	10
	4	<b>Household constraints</b> Are there arrangements for families of deployed women?	Low	<i>Gender roles</i> <i>Social exclusion</i>
Deployment stage				
	5	<b>Peace operations infrastructure</b> Is accommodation and equipment designed to meet women's needs?	High	<i>Do preconceived attitudes about women preclude their ability to deploy?</i>
	6	<b>Peace operations experiences</b> Do positive and negative experiences in operations affect women's deployment decisions?	Medium	<i>Are women treated as equal members of the team?</i>
Post-deployment stage				
	7	<b>Career Value</b> Do deployments advance women's careers?	Medium	Medium
All Stages				
	8	<b>Top-down leadership</b> Do leaders at all levels support women's deployment?	Low	High

## 4 | Note to Readers

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The MOWIP methodology and toolbox has evolved over time. The toolbox includes data collection instruments, templates, and instructional documents. The tools available at the beginning of the assessment team's work were not entirely the same as the tools used by the team for data collection and assessment purposes as every effort was made to apply, to the extent possible, the most recent guidance provided by the MOWIP.

# Detailed Findings



## ISSUE AREA 1: Eligible Pool

Medium

*The eligible pool issue area explores whether there are enough women in the CAF to meet the UN Uniformed Gender Parity Strategy targets for 2028 (15% in military contingents and 20% in Formed Police Units by 2028).*

### 1 | Good practices

#### Women have a long tradition of serving in the CAF

Women have served in the CAF since 1885, deploying as nurses during times of conflict, including, for example, during the Northwest Rebellion, World War I, World War II, and the Korean War, and in other roles as members of the Navy, Army, and Air Force services during World War II. Moreover, since 1951, women have served continuously on full-time service in the CAF. Since that time, women's participation has expanded significantly, from static support roles to all occupations and roles, including participation in operational deployments beginning in 1975. The ban on combat roles was lifted in 1989 following a Canadian Human Rights Tribunal decision in response to four complaints filed under the *Canadian Human Rights Act* claiming discrimination in employment in the CAF based on sex (Brown v. Canadian Armed Forces). The last military occupation to open to women was submarine service, which opened in 2001. Since 2000, nearly 10% of Regular Force personnel deployed on operations have been women, including significant operations in Afghanistan and Iraq.

#### 1 in 5 officers in regular forces are women

According to data from 2022, 20.2% of the CAF's Regular Force officers are women (16.7% in the Primary Reserve). UN PSO require military and staff observers, in addition to formed units. The former positions are typically staffed by officers, with UN targets for representation of women as military experts on mission and staffing officers (including observers) set to reach 25% by 2028. The standard for 2022 is 19%.

#### CAF has recruitment tools to increase the representation of women in Canada's military

Canada's defence policy, Strong, Secure, Engaged, sets out the CAF's goal to be a leader in gender balance in the military by increasing the representation of women to 25.1% across the forces by 2026. Efforts to address this target have focused on recruitment of women: recruitment targets using employment equity guidelines and a mentorship-type initiative, (the Women in Force Program (WFP)—details follow).

To help expand the number of women in the ranks, the CAF has prioritized the recruitment of women for some occupations and trades, such as armoured and artillery officers, ammunition technicians, medical technicians, and postal clerks. This means women are given priority over men in the selection process. According to the secondary research undertaken for the FFF, a system of priority processing is in place in local recruiting centres. When processing initial applications at local recruiting centres, administrative staff will process applications of Designated Group Members (DGM) ahead of non-DGM applications. If an applicant has not self-identified, staff at local recruiting centres may designate a file as a DGM application by observation. Once DGM application files have progressed to the point the individuals are deemed qualified, DGM applicants will be preferentially selected and offered enrollment.

Another tool is the Women in Force Program (WFP). Launched in 2017, this CAF initiative is designed to give women an opportunity to learn about military life. The focus of the program is to raise awareness about life in the CAF and provide a 'job preview' for women considering the CAF as a potential career. Participants are immersed in a military environment, including living on a base, and have dedicated CAF personnel available to guide and mentor them through the program. Participants may talk with current CAF members while experiencing different facets of a military lifestyle, including fitness training, hands-on demonstrations of occupations, and tactical skills. The goal of the program is to provide women with the information they need to make an informed decision about a career in the military. The pilot included two 10-day events and two 3-day events at CFB Borden, Ontario and Saint-Jean Garrison, Quebec. From the FFF, it is unclear whether the pilot program has become a regular part of the CAF's initiatives to recruit women to the CAF.

#### **Women deploy at the same rate as men to UN PSO missions**

According to available data obtained for the FFF, women and men in the CAF deploy at approximately the same rate to UN PSO. In total, 2.6% of CAF personnel (Regular Forces and Reserve) have deployed to at least once peace operation between January 2010 and June 2021. This includes 2.3% of all women currently serving in the CAF and 2.7% men currently serving, which translates to 351 women and 2,173 men over the past 11 years (i.e., from 2010 to 2021). While men and women deploy to UN PSO at roughly the same rate, in the survey sample, women were more likely than men to report deploying only once.

#### **The deployment wait period is relatively short**

Half (51%) of survey respondents reported waiting up to three months from when they were notified that they would deploy to when they deployed to an international mission: 7% waited less than one week, 11% less than one month (but more than one week), and 33% between one and three months. Women were more likely than men to report waiting less than one month to deploy. Among the rest of the survey respondents, most waited

four months to one year: 31% waited between four and six months and 14% waited seven months to one year. Men were more likely than women to report waiting between four months and one year to deploy to an international mission. The likelihood of waiting four to six months to deploy was higher among CAF members deploying on a UN PSO (48%) than a North Atlantic Treaty Organization (NATO) (20%) or non-NATO international mission (30%).

### **Men and women want to deploy/redeploy to UN PSO missions**

When surveyed, nearly two-thirds (65%) of men and women said they would be interested in deploying or redeploying to a UN PSO. Reported interest is higher among women than men (70% of women versus 64% of men expressed interest in (re)deployment) and among women who have not deployed to a UN PSO (70% of women expressed interested in deploying to a UN peacekeeping mission in the future compared to 63% of women who would be interested in *redeploying* on such a mission).

While there is interest in (re)deployment, which is positive when it comes to the eligible pool of CAF personnel, the survey results also suggest some potential concerns or issues are resulting in reluctance to redeploy on the part of women in the CAF. Women who had deployed to a UN PSO were more likely than women who had not deployed to a UN PSO to be ambivalent or uncertain about redeployment: 30% said they do not know if they want to *redeploy* compared to 18% of women who have not deployed to a UN PSO who do not know if they want to deploy. Related to this, the survey found that more CAF members are interested in (re)deploying to a NATO or other international mission than to a UN PSO (79% expressed interest in the former versus 65% who expressed interest in a UN PSO).

Among those not interested in deploying or redeploying to a UN PSO in the future, 39% cited a preference to deploy on NATO or other international missions over a UN PSO, 26% mentioned a lack of interest in peacekeeping, and 20% said the CAF (12%) or the individual (8%) cannot make a difference on such missions. These reasons for not wanting to deploy or redeploy to a UN PSO in the future were more likely to be held by men than women.

## **2 | Main barriers**

### **Women constitute a small proportion of CAF personnel**

In 2022, women represented 16% of the CAF's Regular Force and Primary Reserve, which translates to 15,200 women based on a population of approximately 68,000 Regular Force and 27,000 Reserve Force members. While a considerable number—15,200—women do not constitute a large portion of the CAF personnel overall. Moreover, there is uneven representation of women across the three environments: the Royal Canadian Navy, the Canadian Army and the Royal Canadian Air Force. Specifically, women's representation rates for officers and non-commissioned members (NCMs) in Navy, Army and Air Force roles in the Regular Force and Primary Reserve are as follows:

**Figure 2: Representation of women in the CAF (April 2022)**

<b>Environment</b>	<b>Percentage of women</b>
Navy Officers	22.4%
Navy NCMs	19.7%
	Total Navy
	20.5%
Army Officers	16.9%
Army NCMs	13.0%
	Total Army
	13.8%
Air Force Officers	21.2%
Air Force NCMs	19.5%
	Total Air Force
	20.1%

Based on the estimate of 16.3%<sup>2</sup> of the CAF comprising women, the available data indicates that women are underrepresented in the Army, at 13.8%. The Army, moreover, is responsible for force generation of the majority of Canada's UN PSO. This makes it difficult for the CAF to meet targets for the participation of women in uniformed roles set by the UN's Uniformed Gender Parity Strategy: 15% in military contingents and 20% in Formed Police Units. More women across all environments, in particular the Army, will be needed to ensure the CAF continues to be able to meet the UN goal.

Among key decision makers, one of the most frequently identified perceived barriers to the deployment of women on UN peace operations was the eligible pool of women in the CAF. The limited pool of qualified women was routinely linked to the limited number of women in high demand trades for peace operations. The smaller proportion of women in the CAF was sometimes associated with the challenge of recruiting and retaining women, but it was also suggested that the limited number of women in high demand trades for peace operations cannot be dissociated from the types of peace missions Canada tends to select. In other words, it was suggested that mission selection is an important contextual factor when reflecting on the limited pool of qualified women in high demand trades for peace operations.

### **More women are needed in high-demand trades**

The number of women in the CAF is not the only issue when it comes to deploying uniformed women in the CAF to UN PSO. While women have been serving in Canada's military for over a century, and the CAF was one of the first military forces to allow women to serve in all occupations, women are not well represented in high-demand trades. All military occupations were open to women in 1989, including combat arms; the exception was submarine service, which opened to women in 2001. Still, women are not equally represented across all trades.

<sup>2</sup> From April 2022; based on employment equity self-identification data.

According to the FFF, as of 2020, half of all women serving in the CAF are concentrated in seven of 107 occupations. This includes:

- Human Resources Administrators
- Financial Services Administrators
- Material Management Technicians
- Logistics Officers
- Medical Technicians
- Nursing Officers
- Cooks.

In some trades, there are not enough qualified women with the right skills, rank, and professional experience. As key decision makers explained, there is a limited number of women in the high demand trades typically required for many of the UN missions in which Canada takes part (e.g., combat engineers/combat arms). The current proportion of women in the CAF in the combat trades, combined Regular Force and Primary Reserve, is 5.2% ( $n=1,529$  women).<sup>3</sup>

In addition, two-thirds (66%) of survey respondents said it is difficult or very difficult to move from one specialty or occupation to another within the CAF. Compared to men, moreover, women were more likely to say that movement between specialities or occupations is difficult or very difficult in the CAF (68% of women versus 64% of men). This perceived lack of mobility will limit the pool of women within the CAF from which to retrain personnel to fill high demand occupations. Moreover, data indicates that women are more likely to transfer out of, rather than into, high demand occupations. And, if mobility is limited by institutional structures, formal or informal, the ability to fill high demand occupations from within the CAF will continue to be a challenge. Recruitment will be key to addressing this barrier.

### **Women are less likely to deploy to international missions**

Overall, women responding to the survey were less likely than men to report having deployed to NATO or other non-UN international missions. Specifically, 71% of men responding to the survey had deployed to a NATO mission since January 2010 compared to 69% of women, and 50% of men had deployed to other international missions compared to 43% of women. The differences in the deployment experiences of men and women who responded to the survey are not large (2% and 7%, respectively), but the findings do suggest that men in the CAF have more international experience than women. Indeed, among men who had deployed to an international mission, 27% had deployed four or more times to a NATO or other non-UN international operational compared to 13% of women.

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<sup>3</sup> Broken down, women comprise 3.4% of the Regular Force Combat Arms trades ( $n=510$ ), and 7.1% of the Primary Reserve Combat Arms ( $n=1019$ ). Combat Arms trades include Armour, Artillery, Combat Engineer, Gunner, Infantry, and Crewman. Data as of 25 May 2022.

While women are less likely to deploy to non-UN international missions, they were more likely than men in the CAF to report having deployed at least once to a UN peacekeeping mission since January 2010. Seven percent of women in the CAF who responded to the survey said they deployed to a UN peacekeeping mission compared to 6% of men who said the same. According to the FFF, there are no special efforts, such as a recruitment drive, to recruit women for UN peacekeeping positions. All open UN peacekeeping mission positions are advertised using the Canadian Forces Tasking Plans and Operations (CFTPO) information management system that supports national and tactical objectives (See: [ISSUE AREA 3: Deployment Selection](#)).



## ISSUE AREA 2: Deployment criteria

Medium

*The deployment criteria issue area examines whether women can meet the requirements for deployment to the same extent as men.*

The UN, rather than the CAF, defines the parameters and requirements for military deployments to peace operations. According to decision makers interviewed, the UN makes requests for resources and support (i.e., 'putting out calls') which identify the basic parameters of missions. Parameters of a mission include specifications regarding the location of the mission, its size, its goals and objectives, the various capabilities required, as well as basic requirements regarding force composition (in the case of formed units) and qualifications of personnel (in the case of staff officers in observer or command positions). For the purpose of the barrier assessment and ISSUE AREA 2, then, the deployment criteria for UN peacekeeping missions are the domain of the UN. The role of the CAF is to put forward appropriate candidates, should Canada decide to respond to a UN request and pledge capabilities. The deployment criteria examined in this issue area will focus more broadly on those of the CAF and whether women can meet the requirements for deployment to the same extent as men.

### 1 | Good practices

#### Deployment criteria are standardized and based on UN position requirements

All CAF personnel are held to the Universality of Service principle (DAOD 5023-0), which states that "CAF members are liable to perform general military duties and common defence and security duties, not just the duties of their military occupation or occupational specification".

To meet the Universality of Service principle, all CAF personnel must pass the Fitness for Operational Requirements of CAF Employment, or FORCE, Test. The FORCE Test is a single standard for all CAF members, regardless of gender, based on a Pass/Fail assessment of physical tasks. It is not a physical fitness test, but a measure of operational fitness. The FORCE Test is designed to capture the movement patterns, energy systems, and muscle groups used in the performance of common military duties that anyone within the CAF could be called upon to perform regardless of environment (navy, army, air), age, gender, rank, or occupation. CAF members deploying to a UN peacekeeping mission, regardless of gender, are required to pass a valid FORCE Test. CAF members can compete for additional incentive levels as part of the FORCE, which consider different factors, such as age and gender.

Other requirements for UN deployments include the following:

- A valid Military Drivers Licence (DND 404 and 416). A driver's test might be required based on the role a candidate will perform in the operation.

- Candidates must be 18 years of age or older. A person who is under the age of 18 years may not be deployed by the CAF to a theatre of hostilities per the *National Defence Act*.
- A personal weapons test depending on the risk level of the deployment. Test levels range from level 1 (basic) to level 6 (advanced) and may include multiple small arms weapons.
- A detailed medical (physical, mental, and family), training and qualification verification screening referred to as the Departure Assistance Group (DAG).
- Foreign language requirements for select positions only. Most UN positions do not request foreign language skills. The CAF, moreover, does not conduct its own foreign language testing. This is done through the Government of Canada's foreign language system
- Communication skills because the CAF member will be a representative of Canada on the international stage while deployed on a UN mission.

In addition to the requirements outlined above, CAF members must be in good standing order (i.e., typically they may not be under disciplinary or remedial/corrective action) and approved for deployment by their Commanding Officer. Letters of recommendation are not needed for UN deployments.

There is not a necessary rank for UN deployments. Rank is determined by the level of experience required to perform the tasks and roles requested, with ranks ranging from Private to General. In addition, this is not a set number of years experience required for UN deployments once CAF members are trade qualified. However, in practice, the rank of the position to be filled usually dictates a certain level of experience based on the time required to progress to a specific rank. Members, moreover, are not required to take a computer test for UN deployments nor do they need combat experience. CAF members are selected for UN deployments based on military awarded qualifications that match the position requirements.

## 2 | Main barriers

### Knowledge of deployment criteria is low

When survey respondents were asked about the requirements needed to deploy to a UN peacekeeping mission, the results suggest that CAF members lack knowledge and understanding in this area. As figure 3 indicates, CAF members identified as necessary several requirements for military observers and staff officers that are not, in fact, deployment criteria according to the FFF.

Figure 3: Deployment requirements

Requirement to deploy to a UN PSO	Military observers	Staff officers
Medical Test	84%	81%
Physical fitness test	84%	79%
Small Arms/Tactical Test	79%	72%
Driver's Test	69%	56%
Conflict resolution/negotiation skills	68%	64%
Disciplinary Record	68%	66%
Communication/listening/interpersonal skills	66%	64%
Permission from supervisor	64%	61%
Certain Rank	59%	61%
Personality/Character Test	56%	53%
Gender Sensitivity Test	52%	50%
English Test	41%	44%
Specific number of years in service	37%	36%
Written Exam	35%	39%
Computer test	27%	29%
French Test	23%	31%
Certain Age	21%	20%
Unmarried/No children	9%	8%

Far from 100% of the sample reported that medical and physical tests, communication skills, one's disciplinary record, and permission from one's supervisor are requirements to deploy to a UN PSO. These are the criteria identified through the FFF that are mandatory for a deployment, including UN peace operations. In principle, CAF members should be aware of these criteria.

What is even more noteworthy is the fact that more than half of the CAF members who responded to the survey thought that the following are required to deploy to an UN mission<sup>4</sup>:

- a small arms and tactical test;
- drivers' test;
- conflict resolution and negotiation skills;
- a certain rank;
- a personality or character test; and

<sup>4</sup> Note: the survey question did **not** ask respondents to stipulate what they believe are CAF deployment requirements, but instead asked them to identify which requirements they think are necessary for deployment to a UN peacekeeping mission.

- a gender sensitivity test.

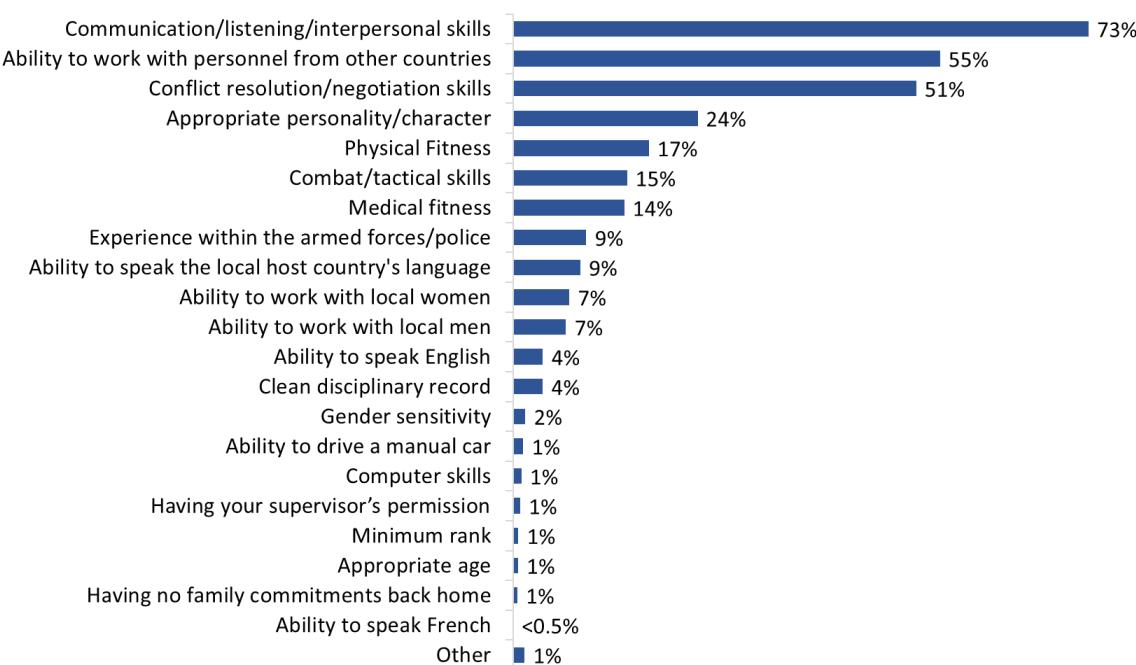
Substantial minorities also think it is necessary that candidates take tests for language skills and computer competency, and that candidates should have a specific number of years in service and be a certain age to deploy. Additionally, approximately one in 10 said that being unmarried or having no children is a requirement necessary for UN peacekeeping missions.

CAF members do not have a good understanding of the requirements for deployment to a UN PSO. Misconceptions, such as these about the prerequisites for deployment, could deter members, men and women, from considering applying to be a candidate for a UN peacekeeping mission.

#### **Possible mismatch between what is needed on the mission and the deployment criteria**

All survey respondents were asked to select from a list of skills, attributes, and abilities the three which they think are the most important for the success of a UN peacekeeping mission. The only items identified by a majority of CAF members were communication, listening and interpersonal skills (73%), the ability to work with personnel from other countries (55%), and conflict resolution or negotiation skills (51%). Although each of these skills were important to women and men, they were more likely to be viewed as important by women.

**Figure 4: Most important skills**



Physical fitness (17%), combat and tactical skills (15%), and medical fitness (14%) were each selected by fewer than one in five CAF members, and men were more likely to attribute importance to the first two: physical fitness and combat/tactical skills.

**Family component of the medical evaluation could disadvantage women**

A detailed medical (physical, mental, and family), training and qualification verification screening is required of all CAF members wanting to be considered for a UN deployment. Depending on what factors of one's family life are considered as part of the screening process, it is possible that this evaluation might favour men over women or put women in a position where superiors make decisions on their behalf based on subjective criteria, such as gender stereotypes, rather than objective criteria about their fitness to deploy based on their personal circumstances.



## ISSUE AREA 3: Deployment selection

High

*The deployment selection issue area explores whether women are prevented from deploying through a lack of information, a lack of connections to influential decision makers and/or because their superiors decide that it is too dangerous for them to deploy.*

Canada has a rotation system for international deployments involving formed units. According to key decision makers who participated in the interviews, Canada's rotation system is based on a management readiness framework that includes three force generating units over a three-year cycle: one unit is deployed on 'high readiness' to deploy for all international commitments; another unit is continuing its training to maintain its readiness for deployment; and a third unit is in a 'reconstitution' phase, focussed on re-integration and professional development following a deployment or after having completed the 'high readiness' phase of the cycle. The cycle is a regenerative one. Each unit remains in its phase for a full year, which allows for predictability in terms of deployment. Deployments for peace operations follow the standard three-year management readiness cycle if the mission involves the deployment of formed units.

This is important context for the discussion of deployment selection. For the barrier assessment, deployment selection for PSO only applies to individual augmentees (i.e., those CAF members sent as staff officers or observers), with each mission involving theatre-specific qualifications and training. For these missions, an attempt is made to augment from the lead mounting division in the management readiness cycle. However, the emphasis is on finding qualified CAF members to fill the positions, not a CAF member in a high readiness position in the deployment cycle. Moreover, it was noted that the mission requirements in terms of rank and occupation may not be able to be met through the lead mounting division. The latter is more likely to include junior officers and non-commissioned officers, whereas UN peacekeeping missions are more likely to require staff officers with specific qualifications, e.g., a logically trained army captain.<sup>5</sup> The result is that UN PSO postings are dealt with primarily from a career management perspective as opposed to a force generation cycle perspective.

### 1 | Good practices

**Postings to UN peacekeeping operations that require individual augmentees are entered into the CAF's CFTPO information management system**

In the CAF, all domestic and expeditionary force generation requirements are initiated, tracked, and managed using the CFTPO information management system that supports national and tactical objectives. CFTPO brings together departmental information on personnel and equipment capabilities and availabilities for use by CAF force generators to

<sup>5</sup> UN targets for representation of women as military experts on mission and staffing officers (including observers) increased to 19% in 2022, and is set to reach 25% by 2028.

assemble teams to meet mission requirements. The system identifies available positions and requirements—for example, military specialty, rank, skills, and qualifications.

Open postings to UN peacekeeping missions that require individual augmentees will be advertised through the CFTPO system. All positions can be viewed by each CAF force generating unit using CFTPO. CFTPO operates in both official languages. The basic tombstone data for positions is automatically translated so it is accessible in both of Canada's official languages. Some information manually entered in the system, such as position remarks, however, is not automatically translated, which may serve to disadvantage, or bias, the applicant pool.

According to the FFF, UN peacekeeping opportunities are advertised by Canadian Joint Operations Command (CJOC) within 24 hours of receiving orders from higher headquarters (HHQ), and positions are tasked through the L0 Tasker to L1s for filling. CFTPO includes Position Description, Assigned Rank Range, Military Occupational Structure Identification (MOSID), and pertinent trade qualifications required for the positions. In addition, advertisements include required and recommended courses or training pertinent to the specific UN peacekeeping position.

Any unit may submit a candidate provided this candidate meets the minimum standard identified for that position. High-level positions are an exception. Some high-level positions are considered 'key' or 'succession planned' and go through a more deliberate selection process than other positions. Candidates who meet the requirements will be vetted to see if they are deployable. Deployable candidates will have no disciplinary issues, no physical or mental health concerns, and no personal reasons that disqualify them. All CAF units and organizations have a responsibility to monitor and report any candidate that is available to meet the task.

#### **CAF has a women's association**

One aspect of Issue Area 3 is women's access to influential decision makers within the organization. Specifically, are women prevented from deploying through a lack of connections to influential decision makers? The indicator in the MOWIP methodology is whether associations for women exist within the organization. Per the FFF, the CAF has an institutionalized women's association, the Defence Women's Advisory Organization (DWAO). A voluntary organization, the DWAO has open membership. The main objective of the DWAO is to provide advice to the DND and the CAF in areas that might constitute barriers to women within both organizations. DWAO also exists to provide CAF members with opportunities to network with leadership, colleagues, and subordinates. As such, there are opportunities for women within the CAF to connect with decision makers within the organization.

## 2 | Main Barriers

### Selection Practices

#### Evidence that superiors decide deployment selections

Key decision makers who participated in the interviews observed that when it comes to higher-rank positions, such as Colonel or Lieutenant Colonel, there can be more ‘top-down’ prescriptive oversight regarding candidate selection. As mentioned earlier, any unit may submit a candidate for consideration, but high-level positions have additional oversight from the succession planning boards and CJOC. The explanation offered for this is that the CAF may be looking at specific personnel to fill a position as part of the necessary experience to advance their career. Such prescriptive oversight, when standardized criteria are not applied consistently, may negatively affect women.

Among key decision makers, there was a consensus that women in the CAF should deploy to all types of peace operations if they are qualified and meet the requirements and standards in terms of training and fitness. A few men in senior positions, however, noted that there are cultures in which women are not considered equal to men and missions where women might not be treated as equals. As such, the following concerns were identified: there can be a lower level of cultural toleration for women in uniform in the types of roles required for some UN PSO; some peacekeeping missions are based in parts of the world that do not share Canada’s values and beliefs concerning the equality of women; and missions in certain parts of the world might be viewed as posing a greater risk to women than to men. These concerns, to some extent, undoubtedly, consciously or unconsciously, influence the decision-making of senior leaders.

#### UN PSO mission planning does not focus on gender

According to the FFF, there are no special efforts to recruit women for UN peacekeeping positions. The list of trades and special training requirements for a mission is planned using a document called the TO&E (Table of Organization and Equipment). This document sets out the mission and statements of functions, as well as the authorized numbers of personnel and/or the amount of major equipment. The TO&E is formed during the planning process where the mission requirements are analyzed and a list of required trades, rank levels, and specialized training are identified to accomplish the mission. Presently, consideration of whether the deployed person should be a woman, or a man is not discussed; the main focus is to accomplish the mission.

#### CAF members need permission from their unit to deploy to a UN PSO

Candidates who meet the requirements to deploy to a UN PSO as an individual augmentee must obtain permission from their unit to deploy. While no evidence was available on the percentage of CAF members who have had a request to deploy denied, key decision makers in the interviews noted that, when someone deploys as an augmentee on a UN mission,

this person's unit does not necessarily receive a temporary CAF member to fill the position. This means the deployment of an individual may impose additional responsibilities on someone else in the unit. For this reason, it might be decided that the absence cannot be supported because the unit cannot meet its responsibilities without the person in question. Women comprise 16% of the CAF's Regular Force and Primary Reserve; the requirement to obtain unit permission may disproportionately affect women. If there are fewer women in the CAF, it may be more difficult to find a replacement for the woman in a unit who wants to deploy.

**Fewer than half of surveyed CAF members believe there is a standardized procedure for recruitment to UN peacekeeping missions**

Just over one-third of CAF members who responded to the survey thought that there is a standardized procedure associated with recruitment for UN peacekeeping missions. Specifically, 38% believe there is a standardized procedure for recruiting staff officers and 37% believe this about recruiting military observers. Men and women in the CAF were similarly likely to hold these beliefs about force generation for UN PSO. Information about the deployment selection process is lacking, and this void is filled by misconceptions about the process—for example, some CAF members who responded to the survey thought their colleagues were selected for a UN peacekeeping mission because they knew the right people (31%) or because they needed a deployment to strengthen their case for promotion (15%).

**Views are divided on whether the selection process is fair**

Three in 10 (30%) CAF members who responded to the survey said that the recruitment or selection process for UN peacekeeping missions in the CAF is fair (only 6% said it is very fair). Almost four in 10 (39%) CAF members think the selection process is unfair, including 20% who feel it is very unfair, while the rest (31%) were neutral. Women were more likely than men to say that the process is unfair or very unfair (47% versus 38% of men). Among CAF members who volunteered for a UN peacekeeping mission and were not selected, one-third (33%) attributed this to favouritism (i.e., their superiors chose someone they knew personally). Women were more likely to point to favouritism as the reason they thought they were not selected for a UN peacekeeping mission (43% versus 29%).

When asked why they thought their fellow colleagues were selected to deploy to a UN PSO, the plurality of CAF members who responded to the survey thought their colleagues were chosen because they had the right skills (45%) or rank (42%). Smaller proportions thought their colleagues were selected because they knew the right people (31%) or because they needed a deployment to strengthen their case for promotion (15%). Regarding the case for promotion, key decision makers who participated in the interviews acknowledged that there can be more 'top-down' prescriptive oversight regarding candidate selection when it comes to higher-rank positions, such as Colonel or Lieutenant Colonel. Specifically, they

mentioned that the CAF may select specific members to fill a UN PSO position to support these members' career advancement.

There are gendered differences in how men and women view the selection process and the reasons their colleagues were selected to deploy to a UN PSO. Men were more likely than women to say colleagues were selected because they had the right skills (47% versus 38% of women) and the right rank (44% versus 36% of women). Women, on the other hand, were more likely to attribute selection to knowing the right people (37% versus 31% of men), as well as being single (9% versus 4% of men) or having no family obligations (15% versus 8% of men).

## Information Dissemination

### Lack of awareness of opportunities

Postings to UN peacekeeping operations that require individual augmentees are advertised through the CFTPO system. Among CAF members who responded to the survey, and who have never volunteered for a UN peacekeeping mission, lack of awareness is the top reason. Nearly two-thirds (64%) said they had not volunteered for such a mission because they did not know about the opportunities. Lack of awareness, moreover, was higher among women (71%) than men (64%). The non-commissioned members (NCM) who responded to the survey were more likely than officers to identify lack of awareness.

In addition to general lack of knowledge, 18% of CAF members said they do not have enough information about peace operation deployment to volunteer for a UN peacekeeping mission. This disproportionately affects women: 21% of women cited this as a reason for never having volunteered for a mission compared to 18% of men.

Key decision makers interviewed also suggested that there might be limited awareness among CAF members of what is available in terms of UN deployment opportunities. They explained that, while the logistics branch does a good job advertising positions in a systematic way, the process is very 'ad hoc' in other branches of the CAF, with awareness about missions more likely to be the result of word of mouth.

### Informal channels top way in which UN peacekeeping opportunities are advertised

CAF members reported that UN peacekeeping deployment opportunities are advertised through a variety of sources. No source, however, was identified by more than one-quarter of survey respondents. In fact, the single greatest proportion of respondents indicated that they did not know whether opportunities are advertised for military observers and staff officers through any of the sources listed in the survey.

Of the sources listed, word of mouth followed by immediate supervisors and organization-wide emails were the top three methods for learning about peacekeeping opportunities for military observers and staff officers. Informal channels do not ensure equal access to

opportunities across the CAF. When responses to this survey question are broken out by gender, the impact of this becomes very apparent: men were more likely to report learning about opportunities through each of these three sources. If women in the CAF do not have access to ‘word of mouth’ networks that have information, they may be less likely to learn about UN peacekeeping opportunities.

**Few mentioned professional associations, training academies and mentorships as sources of advertising about peacekeeping**

Fewer than one in 10 CAF members who responded to the survey said that formal professional associations, informal mentorships, and training academies are used to advertise UN peacekeeping deployment opportunities for military observers and staff officers. This means there is an opportunity to leverage these institutions and mentors to raise awareness about peacekeeping deployment opportunities, and peacekeeping more generally.



## ISSUE AREA 4: Household Constraints

Low

*The household constraints issue area explores the impact of having young children, elderly parents, or other family obligations on women's ability to deploy to peace operations, as compared to men. It also assesses whether there is social pressure towards women who might deploy.*

### 1 | Good practices

#### Canada has maternity and parental benefits

Maternity and parental benefits are available to eligible Canadian workers to provide income replacement while away from work due to pregnancy or having given birth or to care for a newborn or newly adopted child. Through the *Canada Labour Code*, CAF members are eligible for up to 17 weeks of maternity leave and up to 63 weeks of parental leave. The total duration of a member's maternity and the parental leaves must not exceed 78 weeks when the parental leave is not shared. The total duration of the maternity and the parental leaves must not exceed 86 weeks when the parental leave is shared. While on leave, CAF members receive an allowance that will top up maternity and parental benefits to 93 percent of a member's regular pay and eligible allowances. Benefits such as these allow women to take time to prepare for, and recover from, childbirth, and for men and women to care and bond with baby.

#### Military benefits are available to CAF members

CAF members and their families have access to medical, dental, injury, relocation and disability benefits, children education allowance, and benefits after death. Such benefits can ease the burden of household financial obligations, which may make deployments for men and women more palatable. What is not available is subsidized childcare (see: [Main Barriers](#) below).

#### Leave assistance is available for deployed CAF members

The Home Leave Travel Assistance (HLTA) program is available to assist a CAF member who is deployed to a place outside Canada to reunite with eligible immediate next of kin. According to the FFF, HLTA requires Chain of Command approval, can be taken only when operationally suitable, and is not typically taken within the first or last 30 days of deployment. Tour length will determine the number of HLTA opportunities CAF members receive while on a deployment.

The funding provided through the HLTA is to cover transportation costs associated with sending a deployed CAF member to see next of kin, either by returning home or by meeting next of kin at a third location. Half (53%) of CAF members responding to the survey reported taking their HLTA during their most recent deployment. Men who had deployed

were more likely than women to report being able to take their HLTA: 55% versus 51% of women.

#### **CAF members are willing to discuss family issues with a superior officer**

More than two-thirds (68%) of CAF members who responded to the survey said that they would be willing (38%) or very willing (30%) to approach a superior offer to discuss family issues affecting their ability to fulfill their duties. Few (16%) said with certainty that they would not be willing to talk about family issues with a superior officer. Women were less likely than men to be very willing to approach a superior officer to discuss personal issues of this nature (21% say they would be very willing compared to 31% of men).

#### **Majority of CAF members are not afraid of their family's judgement if they deploy**

Survey respondents were asked, to what extent, if at all, they are afraid of their family's judgment if they participate in a UN peacekeeping mission. Eight in 10 (80%) CAF members said they are not at all afraid of judgment (an additional 5% said they are not very afraid of judgment). Gender differences were not significant: 80% of men reported being not at all afraid compared to 78% of women).

## **2 | Main barriers**

#### **Views around men staying at home have changed, but gender stereotypes and traditional roles persist**

The number of men choosing to stay at home with children has increased significantly in Canada in the last four decades. According to Statistics Canada's *Labour Force Survey*, stay-at-home fathers accounted for 1.4% of all Canadian families with a stay-at-home parent in 1976. By 2015, the percentage of stay-at-home fathers had risen to about 10% of families with a stay-at-home parent. More current data is not available, but anecdotal evidence points to a continuation of this trend.

Despite the changing nature of households in Canada, traditional gender roles and stereotypes continue to be dominant. A 2020 survey of Canadian women between the ages of 18 and 65 conducted by Plan International Canada found that 81% of respondents still feel they are expected to assume the responsibilities of cooking, cleaning, and caring for children, 73% feel they are expected to be wives and mothers, and 63% believe that men are expected to provide for the family financially more than women. A Statistics Canada 2020 study of opposite-sex couples found, that although men and women share more of the household tasks, these tasks continue to be divided along traditional gender lines. Women are more likely to do the dishes, laundry, and meal preparation; men are more likely to do outdoor work and repairs.

While meeting the requirements for deployment to a UN PSO is not more of a barrier for women than it is for men, women tend to shoulder a greater proportion of the household

duties than men. They are burdened by the societal stereotype of women as natural or primary caregivers, which is simultaneously imposed *on* them and *by* them. As one of the decision-makers interviewed said: ‘the stereotype is not simply imposed on us, it is self-imposed’. Women in the CAF with families can feel conflicted and/or guilty about a deployment taking them away from their family for up to one year. If they choose to deploy, they will perceive themselves or be seen by others as bad mothers, and if they choose not to deploy, they perceive that they will be seen as bad soldiers.

### **Childcare capacity at home varies among CAF members**

While it is the norm in some countries for extended families to provide childcare during any kind of deployment, this is not the case in Canada. Survey respondents reported that primary responsibility for dependent children falls almost exclusively to the family unit: 68% said both parents are equally responsible for child-minding, 19% said the mother, and 6% the father.

Currently, there is no national childcare program in Canada and the CAF does not provide general daycare access. Military families may be eligible for childcare subsidies depending on the province or territory in which they reside, as well as the federal Canada Child Benefit, a tax-free monthly payment to eligible families. Still, finding space in an affordable, quality childcare program can be difficult. There are not enough licensed daycare spots in Canada to accommodate the population of children under the age of four.

The CAF has several programs and policies to help support members and their families in times of need by aiding in either accessing childcare or covering some of the additional costs of unanticipated childcare expenses. This includes Emergency Child Care Assistance, which applies when CAF members must report for duty on short notice; when a family requires emergency respite childcare while the CAF member is away; when the CAF member requires emergency short-term childcare to secure essential necessities; or when the CAF member or any member of their family has been seriously ill or injured or has died. In addition, Family Care Assistance is available to assist CAF single parents and service couples by offsetting increases in the normal costs for child or attendant care when service requires an absence from home for 24 hours or longer. Depending on a CAF member’s situation, then, they may qualify for assistance under certain circumstances. However, for most CAF members, childcare is not something provided as an employee benefit, even while on deployment.

Without community and/or extended family support, caring for children while a spouse is deployed for up to a year (the typical duration of a UN PSO is one year) can be challenging, both personally and financially. While this would be a consideration for men in the CAF with families, interview participants characterized it as a much greater consideration for women because they typically have more family/household-related responsibilities. A woman’s deployment, therefore, is more likely to result in a shifting of family-related

responsibilities than would be the case in a situation where it is the man who is deploying and leaving the woman to manage the household.

**Women were more likely than men to have missed or delayed opportunities because of leave, other than annual vacation entitlements**

While women and men in the CAF were similarly likely to have taken different types of extended leave (i.e., longer than two weeks in duration), women were more likely to report that taking this leave affected their career. Specifically, 31% said they *definitely* missed out on career advancing opportunities (compared to 17% of men who took leave), while 24% said they *may* have missed out on such opportunities (compared to 14% of men). Additionally, 27% of women said they felt they were viewed by superiors as less ambitious or less dedicated to their job because of taking leave (compared to 19% of men) and 16% said they were given less responsibility (compared to just 9% of men).

**Women report less access to in-service training than men while on leave**

Survey respondents who took extended leave were asked if they had the option to do any in-service training provided by the CAF during their periods of leave. Women were more likely than men to say that in-service training was not offered to them while on leave (66% compared to 63% of men) or that it was not permitted under the conditions of their leave (26% of women versus 23% of men). Overall, fewer than one in 10 (8%) CAF members who responded to the survey said that in-service training was offered to them while on leave and that they took part in this training.

**Women with children who deploy seen to face more stigma than men**

Survey respondents were asked how much social stigma is experienced by CAF members who leave their children to deploy to a UN peacekeeping mission. Four in 10 (42%) CAF members said that women face some or a lot of stigma. In contrast, significantly fewer (14%) felt that men with children face stigma. Women were more likely than men to say that they face a lot of stigma (37% compared to 8% of men) and that men face very little stigma (33% versus 25% of men) or no stigma at all (30% versus 26% of men). Pressure to conform to social norms, whether real or imagined, must certainly factor into the decision-making process of women in the CAF when considering whether to put themselves forward for a UN PSO.

**There are no options for family visitation while on a UN PSO**

Family deployment or family visitation are not options for CAF members deployed to UN peacekeeping missions. With that said, normal deployments to UN peacekeeping missions are six to 12 months, which according the FFF, does not warrant moving a family (family deployment) nor leave days for family visitation.



## ISSUE AREA 5: Peace Operations Infrastructure

High

*The peace operations infrastructure issue area assesses whether the lack of adequate equipment and infrastructure prevents women from deploying to peace operations.*

### 1 | Good practices

#### Pre-deployment training for UN PSO is conducted in Canada

Pre-deployment training is conducted at Canada's Peace Support Training Centre (PSTC) in Kingston, Ontario. Annually, 1,000 students receive training. There is no application or selection process for the training. All CAF members selected for a UN PSO through the recruitment and selection process are sent for training. CAF members attending pre-deployment training are eligible for refunds for expenses incurred to upgrade their military skills.

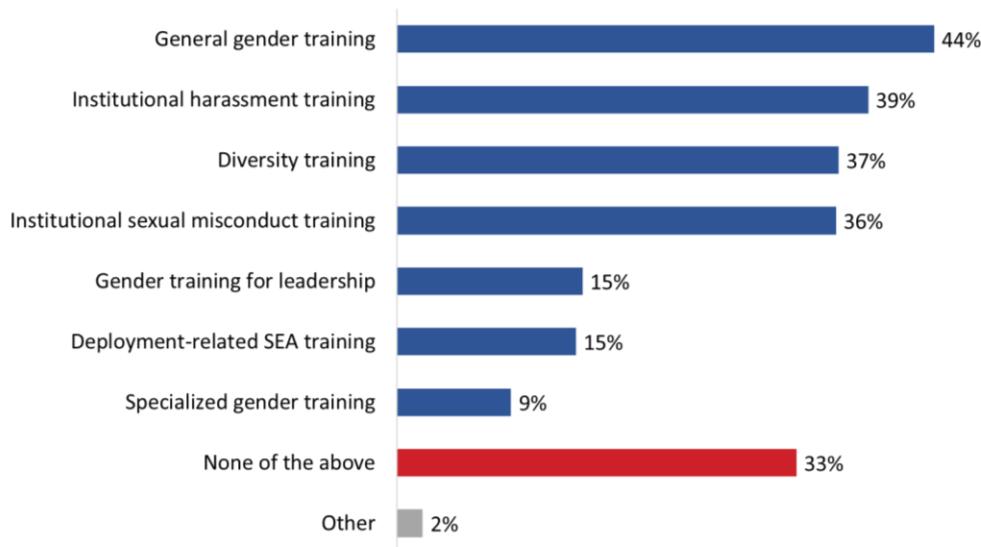
Training is a 10-day optimized program based on the army's Individual Battle Task Standards for land operations. CAF members attending training are provided with an operational kit (i.e., helmet, load-bearing vests, fragmentation vests, ballistic eyewear, and gloves) and small arms and related equipment required for ranges. In addition to training for land operations, pre-deployment training includes cultural and language awareness, stress management, preventative medicine, as well as personal conduct and human rights awareness.

#### Many CAF members who have deployed since January 2010 reported receiving training

Eight in 10 (82%) CAF members who deployed to an international mission since January 2010 said they received pre-deployment training. Men were more likely to report receiving this training (82% versus 78% of women). Those who deployed on a UN PSO were the most likely to say they received pre-deployment training: 95% compared to 85% of those who deployed on a NATO mission and 83% of those who deployed on a non-NATO international mission. When asked whether the pre-deployment training taught them the skills needed for their mission, 77% said it did, although men were more likely to report this than women (78% of men compared to 70% of women).

CAF members who responded to the survey who had deployed to an international mission were asked whether they received pre-deployment training in a number of areas before any of their international deployments. Approximately two-thirds indicated that they had received some type of training, including 44% who reported taking general gender training. The types of training reported can be found in figure 5.

Figure 5: Pre-deployment training



The likelihood of having taken training in one of these areas was higher among CAF members who deployed to a UN PSO as compared to those who deployed to NATO or other international missions. Women, however, were more likely than men to report having taken pre-deployment training in none of the areas asked about in the survey.

### CAF members have access to general healthcare when deployed to an international mission

Most CAF members who responded to the survey (95%) reported having access to general healthcare when deployed to an international mission. When the focus is on UN peacekeeping missions only, this increased to 97%. Men and women were equally likely to say they were able to access general healthcare. In addition, three-quarters (75%) of CAF members said they had access to mental healthcare. Again, when the data are segmented by type of international mission, this percentage increases to 78% among CAF members who have deployed to a UN peacekeeping mission. Men, however, were more likely than women to report access to mental healthcare on an international mission (76% compared to 67% of women).

## 2 | Main barriers

### Infrastructure

#### There are no specialized accommodations and bathroom facilities for women on mission

All of Canada's current UN Task Forces are either living in rented villas/compounds or within UN camps built by other nations.<sup>6</sup> UN camps do not have facilities built with separate

<sup>6</sup> If permanent infrastructure is not available, the CAF would likely establish an austere/initial standard camp. The decision to concurrently build a higher, temporary standard depends on mission requirements and the length of Canada's

barracks or dedicated bathrooms for women. Half (50%) of CAF members who responded to the survey who had deployed to an international mission since January 2010 said that *only* same sex sleeping facilities were available during their most recent international deployment. In addition, 19% reported *only* unisex sleeping facilities and 15% reported having both same sex and unisex facilities. Nearly half (47%) said they could lock the door to their sleeping quarters during their most recent international deployment. Women were more likely than men to report being able to lock the door (60% versus 47% of men). Compared to those who deployed to a non-UN international mission, those who deployed to a UN PSO were more likely to have been able to lock the door to their sleeping quarters (86% versus 47% of those deployed to a NATO or other international mission).

Turning to bathrooms, according to the FFF, gender inclusive bathrooms should provide sufficient privacy through lockable doors, indicators for when facilities are in use by a specific gender, or prescribed use times by gender. According to CAF members who responded to the survey who had deployed to an international mission since January 2010, 93% had access to their preferred bathroom at their place of work: 80% reported both men only and women only bathrooms, 38% unisex or gender inclusive bathrooms, and 14% only bathrooms for men or for women. Those who deployed to an UN PSO were slightly more likely to report unisex, or gender-inclusive facilities. Women were less likely than men to report having access to their preferred bathroom during their most recent international deployment (88% versus 95% of men).

When CAF members who responded to the survey were asked what, if anything, they found inadequate during their most recent deployment, 19% pointed to sleeping quarters (21% of men and 16% of women) and 14% to bathrooms (15% of men and 20% of women).

## Equipment

### Uniforms are not designed for women; equipment access differed by gender

All missions for which Canada deploys its forces, including UN peacekeeping missions, have a scale of issue for individual equipment. This is determined by the environment (navy, army, air), threat assessment of the area of operation, and type of work the CAF member will be required to undertake on the mission. Other than undergarments (brassiere), however, men and women receive the same equipment for deployment. There are no differences based on gender.

Regarding uniform, 90% of CAF members who responded to the survey said they had a uniform that fit them properly (e.g., did not interfere with your performance) when they deployed to an international mission. Women in the CAF were far less likely than men to report that this uniform fit properly: 79% of women compared to 91% of men. Compared

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mandate. Where facilities are constructed by, and for, the Government of Canada on foreign soil, the *National Building Code of Canada* and the *Canada Labour Code* must be implemented along with the building codes of the host nation.

to those who deployed to a non-UN international mission, CAF members who deployed to a UN PSO were less likely to report that their uniform fit properly (83% versus 88% of those deployed to a NATO or other international mission). Again, women were less likely than men to report having a properly fitted uniform (72% versus 85% of men).

According to some of the decision makers interviewed, military uniforms and equipment, such as fragmentation vests, body armour, and helmets, need to be modernized and adapted for women. In the case of helmets, for example, they do not accommodate long hair tied up in a bun. While securing one's hair in a bun is not a requirement, helmets do not allow women with longer hair to secure it in what is a common method used by long-haired women in the military to keep hair neat and off their neck. It should be noted that the pending release of the CAF's new gender inclusive appearance guidelines (Chapter Two of the Canadian Forces Dress Regulations) may also result in men requiring equipment that can support hair tied in bun.

When CAF members surveyed were asked what, if anything, they found inadequate during their most recent deployment, 14% pointed to the equipment. This includes any type of international mission a CAF member was deployed to since January 2010. When the survey results are segmented by type of international mission and by gender, gender differences among those who deployed to a UN peacekeeping mission were evident—specifically, men were more likely than women to report having received a beret, a cap, a helmet, a radio, a UN Handbook, a gas mask, and a life vest for the purpose of this deployment.

#### **Not all women reported access to feminine hygiene products on mission**

Nearly seven in 10 (69%) women in the CAF who deployed to an international mission since January 2010, and who completed the survey, reported having access to feminine hygiene products while deployed. Compared to those who deployed to a non-UN international mission, women in the CAF who deployed to a UN peacekeeping mission were less likely to report access to feminine hygiene products (52%<sup>7</sup> versus 69% of those deployed to a NATO or other international mission). Anecdotal evidence suggests that pre-deployment training might lack a gender focus, or specific information about access to feminine hygiene products within the mission country and other considerations specifically for women, such as whether there are women-designated showers and, if so, how many are available at the facilities.

### **Access to Services**

#### **Women doctors are not automatically deployed on international missions**

The deployment of a medical doctor is based on the tasks and associated risks for the international mission. According to the secondary research conducted for the FFF, most CAF missions have a small number of women deploying, and there is an even smaller

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<sup>7</sup> Caution should be exercised because of the small sample size of women in the CAF who have deployed to an UN PSO.

number of women doctors available to deploy on any given mission. While the need and capacity to send a woman doctor is factored into the mission analysis during the initial planning phase, not every mission triggers the deployment of a physician who is a woman. Fewer than half (44%) of women in the CAF who have deployed to an international mission reported having access to a woman physician while on the mission.

On UN missions, the UN is responsible for providing all medical care. While this falls outside the control of Canada, the CAF does deploy a physician or a physician's assistant a part of the Canadian contingent. This person can do pelvic and breast exams, gather sexual assault evidence, as well as write prescriptions for antibiotics (or other medical equipment) after an assault. When the survey results are segmented by type of international mission, the following differences were evident: those who deployed on a UN PSO were more likely than those who deployed on a NATO or other international mission to report access to mental healthcare, reproductive healthcare, and a woman physician.

Key decision makers suggested that access to proper women's healthcare while deployed on an international mission can be very challenging at times, and that access to this can be more of a barrier on UN missions where the CAF is supported by other countries and/or partners for healthcare services. Under such circumstances, those interviewed emphasized that it is important for CAF women to be as self-sufficient as possible when they deploy on UN PSO because healthcare for women in the host country may not be the equivalent of what is provided in Canada.

#### **Reproductive healthcare lacking for both men and women; men more likely to have access to birth control on missions**

Forty-five percent of CAF members who responded to the survey reported having access to reproductive healthcare while deployed on an international mission. Access differed by gender: 49% of men reported access to this type of healthcare compared to 28% of women. More than three-quarters (77%) of CAF members said they had access to birth control, including condoms, pills, and patches, while on an international mission. Women, however, were less likely than men to report having access to birth control on such missions: 70% of women compared to 78% of men.

Regarding birth control pills, according to the research completed for the FFF, the CAF instructs women to bring birth control prescriptions (if used) with them on their deployment. Birth control requires a prescription in Canada and CAF members are required to have 6 months worth of necessary medical needs when they deploy. That said, birth control will be provided if lost on mission, but new prescriptions will not be issued to CAF members on deployment. Condoms, however, are freely available to members.

## Training

### Two-thirds of CAF members have not taken international military training

Outside of pre-deployment and deployment training, two-thirds (66%) of CAF members who responded to the survey said they have never received international military training (i.e., training provided by a country other than Canada). Among survey respondents who had received international military training, 18% reported having received such training once and 16% more than once. Women in the CAF were more likely than men to have never received international training.



## ISSUE AREA 6: Peace Operations Experiences

Medium

*The peace operations experiences issue area assesses the impact of (positive and negative) experiences during deployment, including experiences of meaningful participation, on women's decision to redeploy or not, and to encourage or discourage others from deploying.*

### 1 | Good practices

#### Men and women felt their role in the mission matched their skills and abilities

Ninety-one percent (91%) of CAF members who responded to the survey who deployed to an international mission since January 2010 felt their role in this mission matched their skills and abilities to contribute. Eighty-seven (87%) of those who deployed to a UN peacekeeping mission felt this way compared to 91% of those who deployed to a NATO or other type of international mission. Focused only on the feedback from CAF members who deployed to a UN PSO, women in the CAF were more likely than men to say their role matched their abilities: 97% of women versus 84% of men.

#### Vast majority of men and women fully contributed while on deployment

Nine in 10 (91%) CAF members who responded to the survey who deployed to an international mission since January 2010 felt they were able to contribute fully on their mission. When the sample is segmented by type of international mission, there are differences in perceptions between those who deployed to a UN peacekeeping mission and those who deployed to a non-UN mission. Specifically, eight in 10 (80%) CAF members who deployed to a UN PSO felt they were able to fully contribute compared to 91% of their colleagues who deployed to a NATO or other international mission. Among those who participated in a UN peacekeeping mission, there were no differences in views between women and men. Women and men were similarly likely to report that they were able to fully contribute on the mission.

#### Men and women received, or thought they might receive, a variety of benefits from UN mission participation

A majority of respondents believed participating in a UN mission would help them gain new skills (84%) – women were more likely to state this as a perceived benefit for participation (88% versus 84% of men). Many also believed they would receive extra salary for their participation (65%), though women were less inclined to think so (54%). Other perceived benefits members thought they might receive for their participation included: new friendships (59%), career advancement (44%), and rising in rank (22%).

## 2 | Main barriers

### On the Mission

#### Few reported serving under a supervisor or commanding officer who is a woman

Eleven percent of CAF members who responded to the survey who deployed to a UN PSO reported serving under a commanding officer who is woman. At 28%, more CAF members, although still a minority, said they served under an immediate supervisor who is a woman during their UN peacekeeping mission.

#### Women felt significantly less prepared for the mission

Among CAF members who responded to the survey, 84% of those who deployed to an international mission felt *mostly* or *somewhat* prepared for this mission. When those who participated in a UN PSO are isolated in the survey sample, the percentage of those who felt prepared increases to 88%. Gender differences are evident, however, with women who deployed far more likely to say they felt *mostly* prepared for their peacekeeping mission (68% versus 49% of men) and far less likely to report having felt *completely* prepared for the mission (17% versus 38% of men). Men and women receive the same pre-deployment training, which suggests that the training is missing areas of more importance or of more direct application to women.

#### Few members participated in a networking or mentorship program while on deployment

Networking or mentorship programs are made available to CAF members, including groups for women, groups for men, as well as groups for both men and women. In all, just 12% of CAF members who responded to the survey said they participated in one of these groups while on an international deployment. Moreover, women were less likely than men to participate in these programs (9% and 13%, respectively). When participation is broken out by type of international deployment, there is no difference in participation rates between those who deployed to a UN peacekeeping mission and those who deployed to a NATO or other international mission.

#### Many who deployed faced a variety of challenges while on the mission

CAF members reported facing a variety of challenges while away on deployment. Among the top challenges faced by members in the survey sample were homesickness, mentioned by 30%, and concerns about safety due to violence in the country, also mentioned by 30% of respondents. Twenty-nine percent of those who deployed said they had difficulties interacting with someone in the mission, such as other military and civilian personnel assigned to or working within the mission structure, 27% each dealt with health or food problems, 23% experienced discomfort in the job, and 22% reported having problems with lodging or hygiene.

The likelihood of reporting problems with the following were higher among those who deployed to a UN peacekeeping operation as compared to a NATO or other international mission: lack of safety due to violence in the country (mentioned by 50% of those who deployed to a UN PSO), problems with hygiene or lodging (mentioned by 36%), health problems (35%), discomfort in the job (31%), and problems interacting with other military personnel in the region (mentioned by 31%). Compared to men, women were more likely to report experiencing challenges interacting with someone in the mission (34% versus 27% of men).

#### **Just over half reported groups treated with a lack of respect on the deployment**

Survey respondents were asked whether any groups were treated with a lack of respect during their deployment. Forty-seven percent reported that everyone was treated with respect. Women were less likely than men to have said that everyone is treated with respect: 38% versus 49% of men. Those who did not indicate that everyone is treated with respect, reported seeing junior staff (20%), supervisors (16%), women (15%), local civilians (13%) and people from ethnic or racial minorities (11%) treated with a lack of respect. Other groups were mentioned by fewer than one in 10 CAF members who responded to the survey who deployed to an international mission.

When experiences by deployment are compared, the likelihood of mentioning that the following groups were treated with a lack of respect was higher among CAF members who responded to the survey who deployed to a UN PSO: junior staff (26%), senior staff (17%), women (17%), people from ethnic or racial minorities (15%), local civilians (15%), people from developing countries (14%), local national staff (11%), and men (10%). In short, CAF members who deployed to UN peacekeeping missions were more likely to report poor treatment of various groups, military and civilian.

#### **Six in 10 CAF members witnessed colleagues making discriminatory jokes while on a deployment**

CAF members who responded to the survey who had deployment experience were asked whether they had ever witnessed a colleague making jokes about things, such as gender and sex, ethnicity and culture, age, ability, and sexual orientation. In response, 49% had witnessed jokes about women and 41% about men. Following this, just over one-third had witnessed colleagues joking about national or ethnic origin (35%) and culture (35%). Exactly one-third (33%) heard jokes about physical appearance, while 31% each mentioned jokes about age, race, and religion.

The likelihood of witnessing jokes about the following groups was higher among those who deployed to a UN peacekeeping operation as compared to those who deployed a NATO or other international mission: women (52% versus 49% of those who deployed on non-PSO missions), culture (43% versus 35%), national or ethnic origin (39% versus 35%), race (36% versus 31%), and colour (30% versus 24%). Additionally, those who deployed to a UN

peacekeeping mission were less likely to report *not* having witnessed a colleague make jokes about these topics: 35% versus 38% of those who deployed to a non-UN mission). In other words, those on UN missions were more likely to have witnessed these kinds of jokes.

### Favouritism experienced by many CAF members while on deployment

CAF members who responded to the survey who had deployment experience were asked whether they had ever witnessed a colleague being favoured while on deployment or personally experienced favouritism. In response, 43% said they had not. The rest had: 45% witnessed or experienced favouritism because of a friendship, 30% because of gender, and 27% because of a shared interest outside of work. Other reasons for favouritism were mentioned by 10% of fewer of the respondents.

Women were more likely than men to report having witnessed or experienced favouritism because of a friendship (51% of women compared to 43% of men), a shared interest outside of work (34% versus 26% of men), or because of gender (35% versus 28% of men). Those who deployed to a UN PSO were more likely than those who deployed to a NATO or other international mission to have said that they have never witnessed or experienced different types of favouritism (50% versus 42% of those who deployed on non-UN missions).

## Post-deployment

### Little formal help with the transition back from deployment

Regardless of type of deployment, overall, 33% of respondents reported that there was no one to help them reintegrate into Canada once their deployment was complete. These differences were even more significant among women, with 42% of women reporting a lack of support. In comparison, 31% of men reported being offered no reintegration support. Moreover, while 29% of men reported receiving support from formal programs or other support services within the military, fewer women said the same (20%). Men were also more likely to report receiving support from family (46%) and colleagues (16%) compared to 38% of women who felt supported by family, and 11% who felt support by colleagues.

### Many faced (would expect to face) challenges upon returning from UN PSO

Among the most prevalent challenges members faced (or would expect to face<sup>8</sup>) once they return(ed) from deployment were mental health problems. Just over one-third (36%) of CAF members who responded to the survey mentioned this as a problem they experienced upon return or one they would expect to experience. Following this, 23% cited difficulties with their spouse, 20% problems in other personal relationships, 19% problems with their children, 15% physical health problems, 14% boredom, 12% family problems, 11% missed

<sup>8</sup> This survey question was asked of all respondents, including those who had not deployed to a UN peacekeeping mission. Question: What problems, if any, [did you [for those who deployed] /do you think you *would* [for those who had **not** deployed to a UN PSO] face upon returning from a UN peacekeeping mission?

opportunities for career advancement, and 10% the perception that they wasted time being on mission. Other actual or anticipated challenges upon returning from a UN peacekeeping mission were mentioned by fewer than 10% of respondents. Approximately one-third (36%) said they faced (or would expect to face) no challenges once they return home.

When the focus is only on those CAF members who *had* deployed to a UN PSO, the following problems were among the top ones identified: problems with their personal relationship (30%) or spouse (30%), and mental health problems (17%). Women were more likely than men to report having experience mental health problems and physical health problems upon returning from a UN peacekeeping mission.

## ISSUE AREA 7: Career Value

Medium

*The career value issue area measures whether peace operations help the careers of military personnel. This, in turn, affects whether men and women are likely to deploy and redeploy. Women who have deployed may choose not to redeploy if it is not advantageous to their career prospects.*

### 1 | Good practices

#### Peacekeeping is a part of Canada's national security agenda

Peacekeeping is explicitly mentioned in Canada's national security strategy. Canada's defence policy, *Strong, Secure, Engaged*, presents a new strategic vision for defence with clear direction on Canadian defence priorities over a 20-year horizon. The vision is one in which Canada is engaged in the world, with the CAF doing its part in Canada's contributions to a more stable, peaceful world, including through peace support operations and peacekeeping. The defence policy also focuses on incorporating GBA Plus and advancing the *Women, Peace and Security* (WPS) agenda laid out in the United Nations Security Council's Resolution 1325 and subsequent related resolutions.

#### Monuments and memorials dedicated to peacekeeping can be found across Canada

Canada celebrates peacekeeping, both our soldiers who have served as peacekeepers and the role of Canada's military in peacekeeping missions. Across the country, there are monuments and memorials dedicated to celebrating and remembering Canada's peacekeeping contributions. For example, in Canada's capital city, Ottawa, Ontario, *Reconciliation: The Peacekeeping Monument* can be found on Confederation Boulevard. The monument commemorates Canada's role in international peacekeeping and the soldiers, both living and deceased, who have or are currently participating in peacekeeping operations. In Placentia Bay, Newfoundland, the *Placentia Bay Veterans Cenotaph* is a tribute to those from all the current and former communities of Placentia Bay who served in the First World War, Second World War, Korean War, and peacekeeping missions. At the other end of the country, the *New Westminster Cenotaph* (in New Westminster, British Columbia) commemorates members of the Armed Services and Merchant Navy who gave their lives in the service of Canada. Included are names of those who participated in World War I, World War II, the Korean War, the Merchant Navy, and Peacekeeping missions.

#### Canada has an annual peacekeeping day

Since 2008, Canada has celebrated National Peacekeepers Day each year on August 9. On this day, Veterans and CAF personnel who have served in various peace support efforts gather at events across the country to honour their colleagues and a national ceremony is held each year in Ottawa at the Peacekeeping Monument on the Sunday closest to August 9. The ceremony is organized by the local chapter of the Canadian Association of Veterans

in United Nations Peacekeeping, the CAF, Veterans Affairs Canada, and the Royal Canadian Mounted Police.

#### **Medals are awarded to peacekeepers for their deployments when they return home**

The Nobel Peace Prize was awarded to all UN peacekeepers in 1988 in recognition of their efforts in the cause of peace. This inspired the Canadian Peacekeeping Service Medal (CPSM). Awarded for a minimum of 30 days cumulative service in a UN or international peacekeeping mission, the CPSM acknowledges the contribution to peace that Canadian peacekeepers have made since 1947. The inaugural ceremony took place on September 6, 2000, at the Peacekeeping Monument in Ottawa. UN medals are also available to Canadians who served in the Integrated Mission in Timor-Leste (UNMIT) and in the UN—African Union Hybrid Mission in Darfur (UNAMID).

#### **Stories about Canada's peacekeeping missions can be in military and public media**

According to the FFF, stories about the CAF, including peacekeeping efforts, would be presented in *The Maple Leaf*, the national, online source for stories about the CAF and the DND. In addition, both positive and negative news stories related to peacekeeping and Canada's military are typically featured on Canada's national news outlets. Peacekeeping activities, therefore, receive publicity within the CAF and among the Canadian public.

#### **CAF members are recognized for their deployments**

Approximately three-quarters of CAF members who deployed to an international mission since January 2020 said they received some form of recognition upon their return to Canada. Specifically, 51% said they received recognition from the CAF and 49% received recognition from their family. Gender differences were significant: women were less likely to receive recognition (35% said they did *not* receive any recognition upon their return compared to 30% of men who said the same).

Among those who received recognition, men were more likely than women to have been recognized by the CAF (53% versus 40% of women) and by their family (51% versus 39% of women). When the focus is only on those CAF members who *have* deployed to a UN PSO, these CAF members were more likely to have not been recognized for their service upon returning from their deployment (30% said they did not receive any recognition compared to 25% of those who deployed on a non-UN international mission).

## **2 | Main barriers**

#### **Peacekeeping mission experience does not help advance careers**

According to the FFF, peacekeeping deployments do not help to advance the career of a CAF member. While deployment experience is beneficial for career advancement, it is not a mandatory requirement for promotion. Criteria for promotion include, but are not limited

to, the following: performance over a three-year period, second language profile, leadership, education and professional development training, potential to succeed at next rank, and breadth of experience.

When survey respondents were asked what impact, if any, they thought their deployment to a UN peacekeeping mission had (or would have) on their career advancement, just under half said it did (or would) have some impact: 32% said a moderate impact and 15% a major impact. The majority felt their deployment had (or would have) a minor impact (27%) or no impact at all (26%). Among those who deployed to a UN peacekeeping mission, most said the deployment had a minor impact (28%) or no impact at all (54%). Compared to men who had deployed to a UN PSO, women were less likely to say the experience had no impact at all on their career (40% versus 54% of men) and more likely to say it had a moderate impact (24% versus 10% of men).

UN PSO deployments are not mandatory for career advancement according to CAF policy, and 54% of those who had deployed to a peacekeeping operation said the deployment had no impact on their career advancement.

#### **Benefits of UN PSO for CAF members can be limited**

When asked what benefits, if any, they got (or would expect to get) from participating in a UN peacekeeping mission, CAF members who completed the survey most often cited new skills (84%), followed at a distance by extra salary (65%). Women were more likely to mention new skills and men were more likely to mention extra salary. Six in 10 (59%) identified new friends or social networks as a benefit, while 44% pointed to career advancement and just 22% to a rise in rank. Among CAF members who volunteered for a peacekeeping mission, the top two reasons they did so were for an adventure (70%) and to help people (67%). Other reasons were mentioned by smaller proportions and included to learn new skills, to travel, to advance one's career, and to earn money, as well as because a colleague or someone they knew had a good experience on such a mission.

#### **Women in the CAF must manage career expectations placed on them because they are women**

Among key decision makers, it was observed that the CAF sometimes expects women to be role models for other women in terms of career path and development. As a result, women in the CAF may be expected to meet a variety of career targets or milestones, both in Canada and abroad. This means that they may not be available for a peace operation deployment (due to other competing engagements), or they may have to weigh the value of a peacekeeping deployment in terms of career advancement against other types of mission, such as a NATO mission.

Some interview participants also identified challenges to deployment that involve career management issues. This included balancing family planning with career progression. It was

observed that it is often at the point in their careers when they qualify for peace missions that women may also be thinking of starting a family. This result can be competing agendas, i.e., career versus family. For example, a deployment could interfere with a planned pregnancy, or a woman might find herself in a situation where she would be undergoing pre-deployment training while pregnant.



## ISSUE AREA 8: Top-down leadership

Low

*The top-down leadership issue area explores the impact of political will among those in influential positions (or lack thereof) on women's deployment and meaningful participation in peace operations.*

### 1 | Good practices

#### CAF has set a recruitment target to increase the percentage of women in the forces

As set out in Canada's 2017 Defence Policy, *Strong, Secure, Engaged*, the Chief of the Defence Staff (CDS) has set a target to increase the percentage of women in the military by one percent annually to reach at least 25.1% by 2026. This is one element of the CAF's plan to leverage Canada's diversity by focusing on recruiting and retaining under-represented populations within the CAF.

#### Many CAF members have served under women's leadership

Survey respondents were asked whether they have ever served under a woman. In response, almost eight in 10 (79%) said they have served under an immediate supervisor who is a woman, and nearly two-thirds (64%) said they have served under a commanding officer who is a woman. While far fewer (18% each) reported that their immediate supervisor or commanding officer is a woman, the fact that the majority of CAF members have served under women's leadership is a good practice.

Women, moreover, are represented among the General or Flag Officer ranks in the CAF, with 14 women currently serving in the military as Generals and Flag Officers. This is the largest number of military women in the General and Flag Officer ranks at one time in the CAF ever. Since women began serving in the CAF, only 33 women have reached the General or Flag Officer rank.<sup>9</sup>

#### CAF has a women's association

Per the research undertaken as part of the fact-finding, the CAF has an institutionalized women's association, the DWAO. A voluntary organization, the DWAO has open membership. The main objective of the DWAO is to provide advice to the DND and the CAF in areas that might constitute barriers to women within both organizations. It also exists to provide CAF members with opportunities to network with leadership, colleagues, and subordinates.

<sup>9</sup> At one point in 2021, there were 16 women serving as Generals or Flag Officers. Retirements brought that number down to 14.

### **CAF/DND has established a Centre of Excellence on Peace and Security**

The Dallaire Centre of Excellence for Peace and Security was established in 2019 and reports to the Commander, Canadian Defence Academy. Its initial focus is facilitating CAF's implementation of the Vancouver Principles on Peacekeeping, and the Prevention of the Recruitment and Use of Child Soldiers. The Centre's core mandate is to develop concepts, support relevant research, sponsor doctrinal changes, and collect lessons learned and best practices in support of CAF's training, education, and related personnel readiness to enable peace and security.

### **CAF is a partner to Canada's National Action Plan on WPS**

Canada's current WPS National Action Plan (NAP) was adopted in 2017 for the period 2017-2022. The NAP aims to support women's full participation in peace and security efforts; to prevent, address and fight impunity for conflict-related sexual violence; and to consolidate women's and girls' empowerment and advance gender equality. The CAF is a supporting partner of Canada's NAP and has its own implementation plan to achieve the objectives of the NAP.

### **CAF has an official gender mainstreaming policy and awareness of it is widespread**

According to the research undertaken as part of the fact-finding, the CAF has an official gender mainstreaming policy. In 2016, the CDS published the Directive for Integrating the UNSCR 1325 and Related Resolutions into CAF planning and operations. Initiative #12 in Canada's 2017 Defence Policy commits the Defence team to institutionalize the integration of GBA Plus in all Defence activities: "Integrate GBA+ in all defence activities across the CAF and the DND, from the design and implementation of programs and services that support our personnel, to equipment procurement and operational planning".

As part of CAF's commitment to integrating the UNSCR 1325 in policy and operational imperatives, the CAF established a Director for Integration of Gender Perspectives (now Director Gender Equity, Inclusion and Analysis) to provide guidance and advice on the implementation of GBA Plus. The Directorate for Gender Equality and Intersectional Analysis is now part of Chief Professional Conduct and Culture (CPCC). CPCC is the centre of expertise for cultural change and the functional authority for aligning Defence culture to ensure professional conduct meets the standards expected of CAF members. In addition, the CAF has established military gender advisor positions in the Strategic Joint Staff, the CJOC, and the Canadian Special Operations Forces Command to advise on gender in operational planning and doctrine, as well as on inclusion and gender equality when working with other nations. Each CAF operation now has at least one member fulfilling the role of a "gender focal point". Gender focal points are trained to advise the operational Commander on gender mainstreaming in a theatre of operations.

More than three-quarters of CAF members who responded to the survey (77%) reported awareness of the CAF's gender mainstreaming policy and GBA Plus. In addition, close to

two-thirds (63%) were aware that the CAF has gender advisors. Fewer, however, said they know about gender toolkits (32%), gender focal points (24%), gender coaches (15%), and gender divisions (10%). Men, moreover, were more likely than women to be aware of all gender tools, roles, and policies in the CAF. While more work needs to be done to raise awareness of gender tools and roles in the CAF, particularly among women, awareness of gender policies is widespread, which is an important step when it comes to integrating GBA Plus in all defence activities.

### **Canada has a national framework for SEA**

The UN rules on Sexual Exploitation and Abuse (SEA) are implemented in the field through the incorporation of such rules into Canadian military orders (i.e., through deployment specific orders, investigation, and appropriate action in proven allegations of SEA). In addition, GBA Plus and the Government of Canada policy on SEA, which incorporates UN rules on SEA, have been integrated into pre-deployment training provided by Canada's PSTC. The training centre currently delivers lessons on human rights, protection of civilians, WPS, conflict-related sexual violence, child protection and SEA, as well as a human trafficking, based upon the training material provided by the UN Department of Peacekeeping Operations (DPKO) Integrated Training Service.

### **Canada has women who are trailblazers with respect to military peacekeeping**

Women have been involved in Canada's military for more than 100 years and there are many trailblazers whose accomplishments have paved the way for women in the CAF. Two such examples are retired Lieutenant-General Christine Whitecross, Lieutenant-General Jennie Carignan, and Lieutenant-General Frances Allen. Lieutenant-General Whitecross, Lieutenant-General Carignan, and Lieutenant-General Frances Allen are the only three women in the CAF to ever hold this rank.

Lieutenant-General Whitecross was the first woman commandant of the NATO Defense College in Rome and Canada's first woman three-star general. In retirement, Lieutenant-General Whitecross helps develop and mentor future Canadian and military leaders as the first Senior Mentor for the Athena Network, the Royal Military College of Canada's chapter of the Canadian Military Colleges Women's Network.

Lieutenant-General Carignan became the first woman General in the CAF combat arms, the first woman Commandant of the Royal Military College Saint-Jean, and the first woman in the army to reach the rank of Lieutenant-General. In April 2021, Lieutenant-General Carignan was appointed as Chief of Professional Conduct and Culture, a newly created position in the CAF.

Lieutenant-General Allen has commanded at multiple levels throughout her career. In 2018, she was appointed Deputy Vice CDS after being promoted to Major-General in June 2018. She was promoted to the rank of Lieutenant-General in July 2020 and appointed to

serve as Military Representative of Canada to the NATO Military Committee in Brussels, Belgium. Upon her return to Canada in June 2021, Lieutenant-General Allen assumed the role of Vice CDS. Lieutenant-General Allen is the first woman to serve as the Vice CDS.

## 2 | Main barriers

### There is no official strategy to incorporate women into peace operations

Canada does not have an official or formal national strategy to incorporate women into peace operations. Instead, according to the decision makers interviewed, what exists is a ‘commitment’, a ‘goal’, a ‘consideration’, a ‘stated intent’, a ‘desire’, an ‘effort’, or a ‘target’. In explaining why there is no official strategy to incorporate women into peace operations, decision makers most often attributed this to the fact that CAF does not make operational decisions based on gender representation criteria. Gender quotas or targets are considered when force generation is undertaken, but this will not supersede consideration of CAF members’ skills and qualifications.

### Most personnel do not know about the UNSCR 1325

When asked whether they had heard of the UNSCR 1325, just one in three (31%) CAF members said they had. To assist answering the question, respondents were provided with the following information:

Resolution 1325 urges all actors to increase the participation of women in conflict prevention and resolution, peacemaking, and peacebuilding as well as to incorporate gender perspectives in all United Nations peace and security efforts.

Even with the description of the UNSCR 1325, fewer than half of the CAF members who responded to the survey said they were aware of the resolution. The majority—55%—said they had not heard of it and 15% were uncertain. Gender differences were evident with men in the CAF more likely than women to be aware of the UNSCR 1325 (37% of men versus 28% of women).

### Superior officers in the CAF are approachable, but gender differences are evident

Most CAF members who responded to the survey reported that their superior officers are approachable. Large majorities would be willing or very willing to discuss inappropriate behaviour from colleagues (81%) or someone superior to them (78%) with a superior officer. Fewer, but still a majority, said they would be willing or very willing to approach a superior officer to discuss peace operation deployment opportunities (73%). Views, however, differed by gender, with men more likely than women to be very willing to approach a superior officer to discuss deployment opportunities or inappropriate behaviour.

**Not all CAF members have taken GBA Plus training**

According to the secondary research conducted as part of the fact-finding, GBA Plus training is mandated training for everyone in the CAF. Despite this, only 90% of CAF members who responded to the survey said they had taken in-service training in Canada in GBA Plus. Women in the CAF were less likely than men to report having taken GBA Plus training (86% versus 91% of men). All National Defence military and civilian staff are required to complete the online GBA Plus Introduction course.



## ISSUE AREA 9: Gender roles

Medium

*The gender roles cross-cutting issue area explores whether the prevalence of gender stereotypes and discriminatory attitudes influences the number of women deploying and their ability to meaningfully participate in peace operations.*

### 1 | Good practices

**There are gender discrimination laws in Canada that apply to the CAF**

The *Canadian Human Rights Act* protects individuals from discrimination on the grounds of gender. Implemented in 1977, the *Canadian Human Rights Act* prohibits the following: discrimination based on race, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, genetic characteristics, disability, and conviction for an offence for which a pardon has been granted or in respect of which a record suspension has been ordered. Moreover, the *Canada Labour Code* establishes an employee's right to employment free of sexual harassment and requires employers to take positive action to prevent sexual harassment in the workplace.

**Women in the CAF can participate in combat**

In Canada, women can engage in all military roles, even those traditionally viewed as roles for men within the armed forces. For over three decades, women have been able to serve in combat roles in the CAF. The ban on combat roles was lifted in 1989 following a Canadian Human Rights Tribunal decision in response to four complaints filed under the *Canadian Human Rights Act*. The complaints claimed discrimination in employment in the Canadian military based on sex (*Brown v. Canadian Armed Forces*). As a result of the Tribunal's decision, all military occupations, including combat, were opened to women, except for submarine service, which opened in 2001.

**Rules for deployed CAF members do not differ by gender**

All members of the CAF must adhere to all Canadian laws, including military laws, as defined in the Queen's Regulations and Orders (QR&O) and the CAF's Code of Conduct while on peace operations. The QR&O are regulations and orders for the organization, training, discipline, efficiency, administration, and governance of Canada's military. There are no additional restrictions placed on women in the CAF who deploy on UN peacekeeping missions.

**Women and men both interact with locals while on deployment**

Among CAF members who responded to the survey, and who had deployed since January 2010, just over four in 10 (44%) said they interacted with locals everyday while on their most recent international deployment. This included interactions with local civilians, local

police officers, and local military personnel. Although men (44%) were slightly more likely to say these interactions occurred daily, 41% of women said the same.

### **Very few women are deterred from volunteering for UN PSO by safety concerns**

CAF members who have *never* volunteered for a UN peacekeeping deployment were most likely to attribute this to their lack of awareness of such opportunities. Virtually no-one (1%) who responded to the survey cited safety concerns—that peace operations are too dangerous—as a deterrent to volunteering for peace operations. Men and women were equally likely to respond in this way.

## **2 | Main barriers**

### **There is evidence of sexual assault and harassment in the CAF**

Official Statistics Canada data, as well as a recent lawsuit, offer evidence of sexual harassment and assault in the CAF.

The 2018 *Survey on Sexual Misconduct in the Canadian Armed Forces* conducted by Statistics Canada on behalf of the CAF provides data on the prevalence of sexual assault. In 2018, approximately 900 members of the Regular Force and 600 members of Primary Reserve were victims of workplace-related sexual assault in the 12 months prior to the survey. Women were far more likely to report sexual assault: the proportion of women in the Regular Force who were sexually assaulted was about four times higher than that of men. Among women in the primary reserve, it was nearly six times higher than men. More than half of the sexual assaults in the military workplace involved a peer, and more than nine in 10 women sexually assaulted said the perpetrator was a man.

In addition to survey data on the prevalence and nature of sexual assault in the CAF, the Federal Court in Canada recently (2019) approved an agreement to settle multiple class-action lawsuits by survivors of sexual harassment and assault in the military (*Heyder-Beattie Class Actions*). The class action lawsuits involved seven former members of CAF who alleged sexual harassment, sexual assault or discrimination based on sex, gender, gender identity or sexual orientation in connection with their military service and/or employment with the Department of National Defence. While the settlement is not an admission of liability on the part of the Government of Canada, it provides evidence of sexual misconduct in the CAF.

On December 13, 2021, the Minister of National Defence, the CDS, and Deputy Minister, delivered an apology to all current and former Defence Team members and Veterans who have been affected by sexual assault, sexual harassment and discrimination based on sex, gender, gender identity or sexual orientation. The virtual apology was livestreamed on the CAF's Facebook page and is available on YouTube.

### **Women were more likely to require an escort to leave base**

Although there are no formal regulations within the CAF that would restrict the travel of women while on an international mission, in practice, women who responded to the survey were more likely to report needing an escort to leave the base or compound. Specifically, 36% of men reported needing an escort compared to 51% of women who responded to the survey. Conversely, men were more likely to report leaving the base or compound whenever they wanted: 16% compared to 13% of women who said the same.

### **Women were less likely to engage in operational activities**

Asked how often they engaged in operational activities, including responding to potentially violent situations, men were more likely to report aiding in these situations. Half (51%) of men reported engaging in operational activities at least once during their most recent deployment; 47% of women said the same. Breaking down these results, 13% of men engaged in operational activities daily while on deployment, with 9% of women doing the same. An additional 13% of men did so weekly, with just 7% of women aiding in operational activities weekly. Women were also more likely than men to report *never* having engaged in operational activities while on deployment (53% versus 50% of men).

### **Men were less likely to say women are capable of tactical operations**

Among CAF members who responded to the survey, women were more likely to believe they are capable of tactical operations as compared to men. When asked how much they agree or disagree with the statement—women are capable of special tactical operations—91% of women agreed or strongly agreed they are capable of tactical operations compared to 88% of men who said the same. Differences among those who *strongly* agreed were more significant. Sixty percent (60%) of women strongly agreed that they are capable of tactical operations compared to only 48% of men.

### **Some men believe women are less capable at training local police and armed forces**

While 82% of men who responded to the survey believe that both men and women who are peacekeepers are capable of training local police or armed forces on a mission, 12% of men believe they are better suited to this task if only one peacekeeper could be selected (i.e., a man *or* woman who is a peacekeeper). This is compared to 86% of women who believe men and women are equally capable of training local armed forces, and 10% who believe men are better suited to do so.



## ISSUE AREA 10: Social Exclusion

High

*The social exclusion issue area explores whether in-group / out-group mentalities cause women to be marginalized, ostracized, denigrated, harassed, or attacked thus preventing them from deploying or participating meaningfully in peace operations.*

### 1 | Good practices

#### CAF has a sexual assault policy and legal framework to address SEA

DAOD 9005-1 (sexual misconduct response) was issued in 2020 and replaced DAOD 5019-5 (sexual misconduct and harassment) and DAOD 5012-0 (harassment prevention). The policy defines sexual misconduct and the workplace; outlines the CAF's commitment to preventing, facilitating reporting, and supporting victims; and describes methods of address, which include administrative action; the military justice system; and the civilian criminal justice system in the case of conduct that is prohibited under the Criminal Code. The policy applies to CAF members in Canada and abroad, in time of peace or armed conflict.

#### CAF has an internal complaint system and ombudsman

According to the FFF, the CAF has a formal complaint system for members to use to report sexual harassment. Integrated Conflict and Complaint Management (ICCM) is a service available to CAF members to submit, track, and resolve complaints related to harassment and sexual misconduct, among other things. Simplifying the complaint process, ICCM helps CAF members manage conflicts and complaints faster and solve conflict earlier in the complaint process by providing members with support and informal options. There are 16 Conflict and Complaint Management Service Centres located on military bases and wings across the country, as well as an online self-help portal for CAF members.

There is also the DND and CAF Ombudsman. The Ombudsman's office is the only organization independent of the military chain of command and civilian management. This means that the Ombudsman can bring issues directly to the attention of the Minister of National Defence. For CAF members, the office provides oversight and ensures procedural fairness, and it serves as a source of information for members of the CAF who feel they have been treated unfairly. In addition to imparting information, the Ombudsman can investigate and make recommendations on issues ranging from harassment, to redress of grievances, to recruiting and release.

#### CAF has a whistleblower policy

In addition to a formal complaint system, the CAF has a whistleblower policy (DAOD 7024-0, *Disclosure of Wrongdoings in the Workplace*; DAOD 7024-1: *Internal Procedures for Disclosure by DND Employees of Wrongdoings in the Workplace*). For CAF members, the

term “whistleblowing” is referred to as a “disclosure of wrongdoing” and a wrongdoing is defined as:

- a) contravention of an Act of Parliament or of the legislature of a province;
- b) misuse of public property or non-public property;
- c) gross mismanagement;
- d) an act or omission that creates a substantial and specific danger to the life, health or safety of persons, or to the environment, other than a danger that is inherent in the performance of the duties or functions of a person;
- e) a serious breach of the Code of Service Discipline for CAF members; and
- f) knowingly directing or counselling a person to commit a wrongdoing.

CAF members have a responsibility to report wrongdoing by submitting a disclosure using the Canadian Armed Forces Disclosure Process. Furthermore, according to QR&O 19.15, reprisals against a CAF member who made a disclosure in good faith or who participated in an investigation into a disclosure are prohibited. Among CAF members who responded to the survey, just over half (53%) claimed awareness of the Whistleblower policy, with awareness higher among men (54%) as compared to women (48%).

#### **Members of the CAF socialize outside of work**

Eight in 10 (81%) CAF members who responded to the survey reported socializing with other members of the military outside of work. Women were more likely than men to say they do so (84% compared to 81% of men). According to the FFF, the CAF has sports programs offered through the Canadian Forces Morale and Welfare Services (CFMWS). Many CFMWS sports are co-ed or mixed gender, in particular, individual sports, such as running, sailing or golf. Team sports, such as hockey, soccer, and basketball, offer separate men’s and women’s teams. Among CAF members who responded to the survey, more than three-quarters (77%) said they participate in co-ed or mixed gender team sports organized by the CAF. Men in the CAF were more likely than women to have participated in the team sports (79% versus 68% of women). In the context of socializing with the opposite sex, most who responded to the survey are not very (21%) or not at all (61%) worried about being accused of sexual harassment by a CAF colleague. Women who responded to the survey were more likely than men to say they are not at all worried about this (76% versus 59% of men).

#### **Virtually all believe mixed-gender training is the best approach**

When asked how different types of training should be delivered, most CAF members who responded to the online survey expressed a preference for mixed-gender training. Specifically, 99% each said occupational training and classroom learning should be provided in a mixed-gender format. Additionally, 98% said that field exercises should involve both men and women training together. Although agreement that physical fitness should be

mixed gendered was high at 95%, women were less likely than men to hold this view (81% of women compared to 96% of men).

## 2 | Main barriers

### The environment in the CAF has been described as a sexualized culture

According to the 2015 *External Review into Sexual Misconduct and Sexual Harassment in the Canadian Armed Forces*, there is an underlying sexualized culture in the CAF that is hostile to women and LGBTQ members. The External Review Authority (ERA) found a disconnect between the standards established by the CAF's policies on inappropriate sexual conduct and the daily experiences of many members. Specifically, the ERA's consultations found a sexualized workplace environment "...characterized by the frequent use of swear words and highly degrading expressions that reference women's bodies, sexual jokes, innuendos, discriminatory comments with respect to the abilities of women, and unwelcome sexual touching". This environment, the ERA concluded, is conducive to future serious incidents of sexual harassment.

While identifying barriers to the deployment of women, one key decision maker interviewed emphasized what was characterized as a culture within the CAF that tolerates inappropriate behaviour and abuses of power. This culture has slowed efforts to create a truly inclusive environment for women in Canada's military. The result among women in the CAF, it was suggested, is disillusionment and lack of faith in response mechanisms dealing with abuses of power and inappropriate behaviour. This can adversely affect recruitment and retention, as well as women's interest in deploying on an international mission.

### Women have filed complaints related to sexual harassment

As discussed in [ISSUE AREA 9: Gender Roles](#), there have been formal sexual harassment complaints filed against the CAF and the Government of Canada. Awareness of the CAF's internal complaint system is high, at 81%, but women were less likely than men to report awareness (78% of women compared to 82% of men).

### There are cases involving military degrading other groups of people in Canada

The fact-finding efforts found incidents of CAF members degrading other groups of people in Canada. According to an article in CTV News, in 2017, members of The Proud Boys, a right-wing extremist group, were found on video interrupting a Mi'kmaq ceremony in Nova Scotia. The purpose of the ceremony was to voice concern regarding the former Nova Scotia governor's treatment of Indigenous peoples. The Department of National Defence later acknowledged that some of the Proud Boys members found on video were in fact members of the navy.

**Women on deployment were more likely to report a colleague referring to them as something other than their name or title**

Overall, 26% of CAF members who responded to the survey said they have witnessed colleagues referring to other individuals by something other than their name or respective title while deployed, and 15% say they personally experienced this. When these results are broken down by gender, it was evident that this is something disproportionately experienced by women in the CAF. While 12% of men who responded to the survey have personally experienced being referred to by something other than their given name or title, 31% of women (or more than twice as many) reported experiencing this kind of treatment.

**Women on deployment were more likely to report receiving unwanted text messages from colleagues**

While few CAF members who responded to the survey said they witnessed (7%) or personally experienced (7%) a colleague receive unwanted messages from another colleague while deployed, women were significantly more likely to report having personally experienced this behaviour. Fifteen percent of the women responding to the survey said they received unwanted messages from a colleague compared to just 3% of men. Additionally, 12% of women said that, although they did *not* personally experience this, they were witness to another CAF member receiving unwanted text messages from a colleague (as opposed to 7% of men who had deployed saying the same).

**While deployed, nearly half witnessed a colleague make jokes<sup>10</sup> about women**

Nearly half (49%) of survey respondents who had deployed to an international mission said they heard a colleague make jokes aimed towards women while on deployment. Women were more likely than men to say this was the case, with 56% of women having witnessed this, compared to 49% of men. Jokes about colleagues were not exclusive to women. They covered a wide range of groups of individuals and topics including those identified by survey respondents as follows: jokes about men (41%), ethnic origin (35%), culture (35%), physical appearance (33%), race (31%), religion (31%), sexual orientation (27%), and colour (24%), to name a few.

**While serving in Canada, CAF members report inappropriate behaviour and favouritism**

Behaviour promoting social exclusion does not just happen on deployments. CAF members who responded to the survey also reported witnessing inappropriate workplace behaviour while serving in Canada.

Surveyed CAF members were asked whether they had ever witnessed a colleague make jokes about different topics. In response, most CAF members indicated they have

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<sup>10</sup> The survey was worded as follows: While deployed, have you ever witnessed a colleague make jokes about any of the following topics? We cannot say with certainty what the nature of the jokes were, but we can assume that they were discriminatory.

witnessed colleagues joking about others (i.e., fewer than two in 10 members said they had *not witnessed* this behaviour). Jokes about gender were most often mentioned by CAF members: 71% had witnessed jokes about women (81% of women compared to 70% of men) and 63% had witnessed jokes about men (65% of men compared to 50% of women). In addition, half (52%) witnessed colleagues make jokes about sexual orientation, 42% about gender identity and 36% about gender expression. Men and women were equally likely to have witnessed jokes about sexual orientation as well as gender identity and expression.

In addition, half (50%) of the CAF members who responded to the survey said they witnessed or experienced a colleague bragging to other colleagues about having sex. A slightly smaller proportion (47%) witnessed or experienced a colleague refer to someone by something other than their given name or title, such as 'honey' or 'baby'. One in five (22%) members witnessed or experienced a colleague criticizing a colleague for not fulfilling their family obligations—for example, being a bad parent, wife, or husband. Women were far more likely to have witnessed or experienced this behaviour, in particular, criticism for not fulfilling family obligations (35% of women compared to 19% of men).

Most CAF members who responded to the survey have also witnessed or experienced a colleague being favoured because of a relationship or personal attribute: 66% have witnessed or experienced favouritism based on a friendship, 51% based on a shared interest outside of work, 43% based on gender, and 28% based on a romantic relationship. Women were more likely than men in the CAF to have witnessed or experienced each of these situations: favouritism based on a friendship (74% versus 65% of men), shared interest (58% versus 50% of men), gender (48% versus 41% of men), and romantic relationships (34% versus 27% of men). Other perceived reasons for favouritism included ethnicity or race, geographic origin, family relations, culture and religion, as well as nationality. When asked directly about women and favouritism, 52% of CAF members said they feel women are sometimes favoured for opportunities, such as jobs, promotions, and peace operation deployments just because they are women. Women were less likely than men to feel this way (31% versus 54% of men).

When asked which groups are treated with less respect in the CAF, junior staff topped the list at 44% (56% of women mentioned junior staff compared to 42% of men). This was followed by women at 22%. Perceptions of the treatment of women in the CAF differed significantly by gender. Fifty-two percent (52%) of women said they are treated with less respect compared to just 17% of men.

# Gaps: Perceptions of CAF Members versus Key decision makers

CAF member survey participants and those participating in key decision maker interviews were asked to identify the barriers they believe are most likely to impede women's meaningful participation in peace support operations.

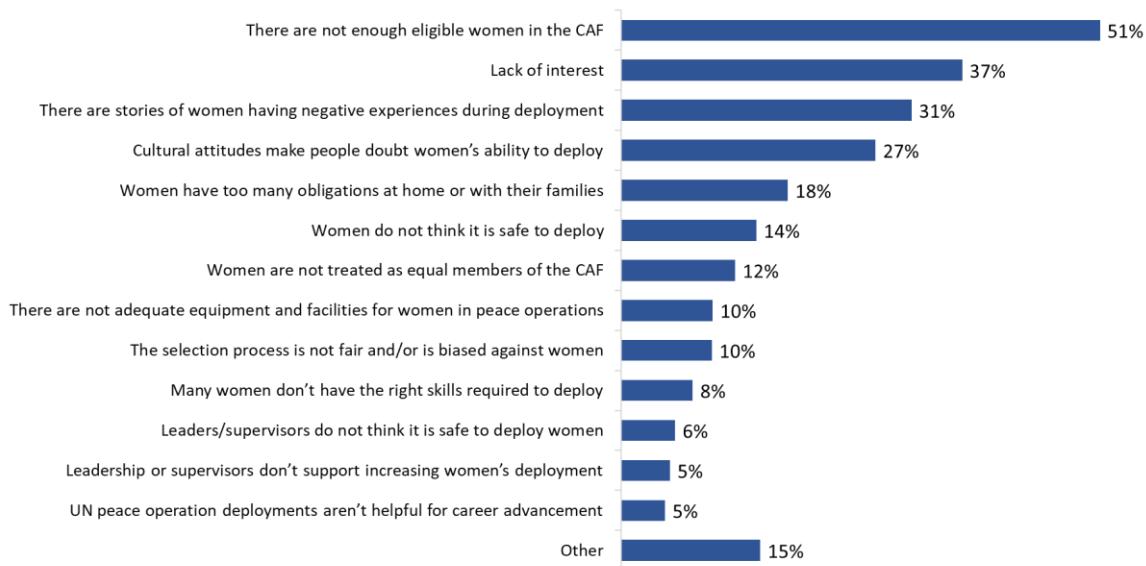
## 1 | CAF Members

### Lack of eligible women - top challenge to increasing women's participation in UN PSO

CAF members surveyed were asked to identify what they think are the three main challenges to increasing women's participation in UN peace operations in Canada. Half (51%) the survey respondents said that ELIGIBLE POOL is the main challenge facing the CAF—that there are not enough eligible women in the CAF. A limited number of women makes it difficult to deploy more women to UN peacekeeping missions.

Following this, 37% pointed to lack of interest, 31% to stories of women having negative experiences during deployment (PEACE OPERATIONS EXPERIENCES), 27% to cultural attitudes that make people doubt the ability of women to deploy (GENDER ROLES), and 18% to the perception that women have too many obligations at home or with their families (HOUSEHOLD CONSTRAINTS; GENDER ROLES). The full range of potential challenges and survey response can be found in figure 6.

Figure 6: Top Challenges to Increasing Women's Participation in UN PSO



Men were more likely than women to say that the main challenge to increasing women's participation in UN PSO is the lack of eligible women in the CAF. Women, on the other hand,

were more likely to point to gender stereotypes (cultural attitudes that make people doubt women's ability to deploy) and household constraints (women have too many obligations at home of with their families).

## 2 | Key decision makers

Key decision makers' views on barriers are similar to those of CAF members

Key decision makers were also asked to identify the three top barriers to women's participation in peace operations. Overall, there were no reservations regarding broadly shared explanations. The most frequently identified perceived 'barriers' to the deployment of women on UN peace operations were the number of available women ([ELIGIBLE POOL](#)) and issues related to the household and/or family household constraints ([HOUSEHOLD CONSTRAINTS](#)). This is consistent with the perceptions of CAF members.

Over half the key decision makers interviewed identified [ELIGIBLE POOL](#) as a barrier to the participation of women in peace operations, though a few regarded this more as a 'reality' than a 'barrier'. The limited pool of qualified women was linked to the limited relatively low number of women in high demand trades for peace operations, but also sometimes to the smaller proportion of women in the CAF, or the conjunction of both.

Interviewees also emphasized that the limited number of women in high demand trades for peace operations cannot be dissociated from the types of peace missions Canada tends to select. Mission selection, in other words, is an important contextual factor when reflecting on the limited pool of qualified women in high demand trades for peace operations. The limited pool of qualified women is not only related to the trades and occupations women choose, but also to other potential barriers that can emerge around the time in a woman's career when deployments become an option (e.g., starting a family—[HOUSEHOLD CONSTRAINTS](#)).

Men who were interviewed were much more likely than women to identify the eligible pool as a barrier, or the only barrier, to the deployment of women. By contrast, women who identified this as a barrier to deployment were more likely to rank it behind [HOUSEHOLD CONSTRAINTS](#). Gender differences mirror those evident among CAF members who participated in the survey.

Nearly half the key decision makers interviewed also identified issues related to the household and/or family as a barrier to the deployment of women. It was noted that the challenge can be exacerbated by the fact that women still tend to be seen as having primary responsibility when it comes to the family. Participants routinely emphasized limited accommodations and supports available for families when women are away on deployment or in pre-deployment training. Examples include lack of access to safe, reliable, and affordable childcare, lack of meal services, and lack of financial support for the cost of such services.

Eligible pool and household constraints were followed by social exclusion, stereotypical gender roles, career management issues, and top-down leadership.

- i. Social exclusion: Among interview participants, the focus was women being unwilling, reluctant, or reticent to spend six to 12 months on deployment in situations where they might not be treated as equals, regardless of their qualifications and rank. This was always associated with cultural attitudes in certain host nations and/or among certain UN mission partners.
- ii. Stereotypical gender roles: Interview participants reported attitudes and perceptions of a stereotypical nature that inhibit the deployment of women on peace operations. Two stereotypical attitudes were seen as particularly prejudicial in this regard: **women as primary caregivers in the family**, and **women as weaker than men**.

#### **Women as primary caregivers in the family**

The stereotype of women as natural or primary caregivers in a family, or as having a stronger parental instinct than men, was identified as a strong or enduring societal/cultural stereotype, not just a stereotype within the CAF or the military culture. One way in which this stereotype was seen to play itself out practically is that women are more likely to defer a deployment or put their career on hold for family reasons. Another way in which this stereotype was seen to play itself out practically is, that instead of empowering women to decide for themselves, someone in a command position will make a deployment-related decision for them and without consulting them, based on the assumption that if one is a mother, one does not want to deploy.

#### **Women are weaker and require the protection of men**

The basic prejudicial assumption at work here is that women are naturally caring and nurturing, and lack the resilience needed to handle themselves in situations that are dangerous, pose risks to their safety, or may involve violence. As a result, placing women in such situations may not only pose a risk to themselves but to overall operational effectiveness. This was seen to play itself out practically in what was described as 'well-intentioned patriarchy'. As with the previous stereotype, here it also takes the form of deployment-related decisions taken on behalf of women instead of by them, to protect them from situations in which they might not be able to protect themselves (e.g., the attitudes and perceptions of mission partners, the possibility of sexual violence).

- iii. Top-down leadership: According to some participants, the deployment of women is not always supported by their superiors/the chain of command or approved by their unit. For example, a unit may not be able to support the loss of a woman for the deployment period or there may be a desire to maintain gender representation within a unit.
- iv. Career management issues: Some key decision makers identified challenges to deployment involving career management issues. This included balancing family planning with career progression and managing the various expectations the CAF can place on women in terms of career development.

### 3 | Barrier assessment results suggest some misconceptions about the barriers to increasing women's participation.

The views of decision makers and CAF members are generally aligned when it comes to the main barriers or challenges to increasing women's participation in UN peacekeeping missions. These views, however, are not entirely reflected in the results of the barrier assessment.

According to the barrier assessment, the impact of the eligible pool of women and household constraints on increasing women's participation is not as significant as decision makers and CAF members believe. The issue areas of ELIGIBLE POOL and HOUSEHOLD CONSTRAINTS are *not* the most significant barriers; in fact, household constraints received a 'low' ranking, meaning it represents an area of opportunity for the CAF relative to other issues areas.

When it comes to the CAF meeting the UN Uniformed Gender Parity Strategy targets for 2028, the most significant issue areas, according to the MOWIP methodology, are DEPLOYMENT SELECTION, PEACE OPERATIONS INFRASTRUCTURE, and SOCIAL EXCLUSION, the cross-cutting issue area.

It is important to recall that issue areas are classified as barriers and opportunities relative to each other and not based on a standardized scale or range of values. Moreover, the MOWIP methodology does not account for how the core issue areas interact with each other and impact other issue areas. For this reason, the issue of areas of 'eligible pool' and 'household constraints' remain important considerations for the CAF when it comes to increasing women's participation in UN PSO.<sup>11</sup>

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<sup>11</sup> The MOWIP methodology does not have a fixed range of values that can be used to determine when an issue area should be classified as a low, medium, or high barrier. Issue areas are classified as barriers and opportunities relative to each other. For each of the 10 issue areas, indicators are scored by the assessment based on the data collected through the fact-finding and online survey. The result is a net score for each issue area. The two lowest scores are marked in red and the two highest scores are marked in green. The remaining scores as assessed in terms of proximity to the scores marked in red and green. Any score that is closer to the scores marked in red or green are reclassified as red or green.

## Contextualizing the Results

When assessing how to respond to the results of the barrier assessment and take concrete steps to increase the proportion of women deploying on UN PSO, there are two distinct, yet overlapping, factors that may be given consideration: 1) the COVID-19 pandemic; and 2) sexual misconduct in Canada's military.

The impact of the pandemic on health and the economy is well documented, and according to the UN (UN Secretary-General's policy brief: *The impact of COVID-19 on women*), these impacts are exacerbated for women. In the context of Canada, a report from the Canadian Centre for Policy Alternatives (Women, work and COVID-19: 2021) assesses the impact of the pandemic on women's participation in Canada's labour market. The findings indicate that women's participation in the labour market during the pandemic has been impacted by traditional gender roles (among other factors, including mandated economic shutdowns), with more women than men reportedly leaving the workforce to care for family members and/or household responsibilities. This can be expected to affect the CAF's efforts to recruit women to join the forces, as well as to retain women, at least for the coming years.

Workplace-related sexual misconduct is a longstanding concern for the CAF, and efforts to change the culture of the military in Canada have not eliminated inappropriate sexual behaviour within the CAF. In recent years, reports of sexual misconduct against women have increased and multiple men in senior leadership positions have been put on leave, under investigation, or in retirement in connection with sexual misconduct. If women are not safe when working alongside their colleagues who are men, it stands to reason that one's interest in deploying on an international mission might be diminished if the deployment opportunity may put them in danger. If the CAF cannot protect its members from inappropriate behaviour within the organization itself, being concerned about safety while on mission would not be unfounded.

The publicity that sexual misconduct in the CAF is receiving at present, moreover, can be expected to do reputational harm to Canada's military. Canada's news media have reported (and continue to report) on this crisis in the CAF, keeping the public apprised of cases and actions being taken by the CAF. Furthermore, in December 2021, the Minister of National Defence, the CDS, and Deputy Minister, delivered an apology to all current and former Defence Team members and Veterans affected by sexual assault, sexual harassment, and discrimination. This can be expected to affect the CAF's ability to attract new recruits, in particular women. A very public history of sexual misconduct, with largely unsuccessful attempts to address it, will not encourage women to consider a career in the CAF.

Both of these factors have had (or will have) an impact, whether direct or indirect, on the CAF's efforts to increase recruitment of women in Canada's military. According to the fact-finding efforts, the number of women who joined the CAF in 2021-2022 is the lowest on

record since 2015-2016. Women accounted for just 15% of new recruits into the Regular Forces (or 631 recruits), and this represented a 10% decline from 2020-2021.

# Recommendations

## Introduction

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The barrier assessment found that DEPLOYMENT SELECTION, PEACE OPERATIONS INFRASTRUCTURE, and SOCIAL EXCLUSION, the cross-cutting issue area, are the most significant barriers to CAF women's meaningful participation in UN PSO. While the issue areas of ELIGIBLE POOL and HOUSEHOLD CONSTRAINTS did not rank as significant barriers relative to the other issue areas, these areas were identified by key decision makers and CAF members who responded to the survey as key barriers. Furthermore, from the assessment and supporting research, it seems clear that these issues both directly and indirectly affect deployment selection, and both are affected by the cross-cutting issue of social exclusion. For this reason, these areas are included among the recommendations offered to the CAF for consideration when it comes to addressing barriers to women's meaningful participation in UN PSO.

Based on the barrier assessment, the following recommendations are offered for the CAF's consideration. These recommendations reflect the results of the assessment, but they also consider the organizational priorities of the CAF and its unique environment and current constraints. Furthermore, the recommendations focus on institutional changes (policy and cultural) that are within the CAF's control. Processes that fall outside this scope, such as how the UN selects contributing countries or determines mission needs, are not addressed in the recommendations.

Recommendations are organized by issue area, but there is overlap because factors affecting one issue areas, are often affected by other factors (as mentioned above). When offering these recommendations, the research team acknowledges that some of these actions and/or activities may already have been undertaken by the CAF. Finally, these recommendations are intended to provide direction to the CAF; they are not intended to be a prescriptive set of actions, that is taken, will increase the participation of women in UN PSO.

## Main recommendations to overcome the barriers

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### Deployment Selection

- Consider measures to improve awareness of deployment opportunities.

Postings to UN peacekeeping operations that require individual augmentees are communicated through the CFTPO system. Among CAF members who responded to the survey who have never volunteered for a UN peacekeeping mission, lack of awareness is the top reason mentioned for not having volunteered. Ensuring that women in the CAF have the same opportunity to be aware of opportunities is an important first step to

increasing the meaningful participation in of women in UN PSO. For the CAF's consideration, this *could* include:

- ⇒ Introducing a requirement that commanding officers acknowledge CFTPO requests pushed to their unit by documenting efforts to present the opportunity to women under their command. This could include, for example, identification of the number of women potentially eligible and attestation that each potentially eligible woman was made aware of the opportunity.
- ⇒ Establishing a formal volunteer system that would allow CAF members to self-identify their interest in deployment. The Special Operations Forces notice of intent to apply system, as well as the Reserve Employment Opportunity system, may be models for such a volunteer system that could be adapted by the CAF to meet this objective.
- **Consider developing standardized criteria for assessing CAF member qualifications for UN PSO.**

The assessment found evidence that there can be 'top-down' prescriptive oversight regarding candidate selection for UN PSO and that stereotypical perceptions of women and leadership biases can influence selection. The development and implementation of standardized criteria for assessing qualifications for UN PSO might serve to minimize this potential barrier to women's meaningful participation. Standardized criteria that do not allow for personal views and subjective ratings will help to limit the extent to which decision makers can inject their own biases in the selection process. In addition to standardized criteria, the CAF might consider the following:

- ⇒ *The value of proportional gender nomination for deployments.* This would help to ensure that the pool of eligible candidates considered for a deployment include both men and women.
- ⇒ *Decision makers in the CAF are often male with unconscious biases that affect the selection of women for deployments.* Since women began serving in the CAF, only 33 women have reached the General or Flag Officer rank. The CAF may want to reconsider its promotion selection process and make changes to ensure more women are represented in leadership positions.
- **Consider developing a strategy to be more proactive to meet deployment objectives related to UNSCR 1325.**

UN PSO mission planning does not focus on gender. The rationale underlying this lack of focus on gender is that women are integrated in the CAF and will be automatically deployed to UN PSO without any form of targeted intervention. Another factor influencing this is the widely held perception that the eligible pool of women is not sufficient to give consideration to gender when making personnel decisions related to UN operations

(discussed below). The CAF may want to consider developing a formal, but flexible, strategy or framework that is designed to increase the deployment of women generally, and specifically, the participation of women in UN PSO. Such a strategy would be supported by including the following:

- ⇒ *Conducting an assessment of the pool of trained women in the CAF.* This could include an inventory by occupation/area in order to help set priorities for recruitment.
- ⇒ *Establishing clear goals or targets that are measurable in order to track progress in a meaningful way.* For example, identify the occupations most in demand for UN PSO and set targets, both for recruiting more women to the CAF in these occupations, but also for deploying women.
- ⇒ *Ensuring women in the CAF are active partners in developing a strategy to meet UNSCR 1325,* in particular, women who have deployed to UN PSO in different capacities, not just in leadership roles. Including a diversity of perspectives in the development of a strategy should help to ensure that the strategy provides for the meaningful participation of women.
- ⇒ *Ensuring that a strategy takes into consideration the household constraints that are disproportionately experienced by women.* Although Canada has many good practices in place to address these constraints (e.g., parental and maternity benefits, the HLTA program, military benefits, etc.), having family obligations affects women's ability to deploy to peace operations (discussed below).
- ⇒ *Selecting UN missions with a focus on missions for which the CAF can more effectively force generate women* (at least until the proportion of women increases across a broader range of trades). This may include choosing missions that allow the CAF to focus on its strengths and current assets—for example, missions that require a mix of occupations/trades (as opposed to combat only, where data indicates the CAF has fewer trained women at present).
- ⇒ *Considering initiatives to expand the range of acceptable occupations for deployed UN positions.* Related to the bullet above, expanding the occupations that will be considered for a UN position to include occupations in which the CAF has greater numbers of women.
- ⇒ Related to the bullet above, *applying GBA Plus to mission selection.*

## Peace Operations Infrastructure

- Consider ways to address accommodation facilities, equipment, and healthcare for women on deployment.

Adequate accommodation facilities while on mission and appropriate equipment and access to healthcare will help to ensure equal opportunities for women to participate in UN PSO. For the CAF's consideration, this *could* include:

- ⇒ Assessments of UN camps. It is understood that UN camps do not have facilities built with separate barracks or dedicated gender-based bathrooms. While affecting change in this area quite likely falls outside the control of the CAF, consideration could be given to incorporating modules in pre-deployment training that specifically address these aspects of missions from the perspective of women. For example, will there be women-designated showers, or will showers be gender inclusive? If they are gender inclusive, will users be able to lock the door? Will there be mixed sleeping quarters, and if so, will these quarters provide for any privacy? Providing this type of information as part of standard operating procedures may help women feel more prepared to deploy.
- ⇒ Related to the above, consider developing other modules for pre-deployment training that focus on health and safety information of specific relevance to women, such as access to feminine hygiene products, birth control, cultural norms in other countries, etc. The latter could include training related to deployment-related gender violence and prejudices in host countries and among other peace-keeping nations. Further related, the CAF might want to consider a mentorship program, one in which women who have deployed share their experiences with other women in the CAF and provide coaching. This would be particularly valuable for women who are thinking about deploying (who are at a stage in their career where deployment is a consideration), but also for those who are preparing to deploy.
- ⇒ Uniforms are not designed for women. If the CAF is not already considering how to modernize the uniform, it may want to consider a gender-inclusive uniform, one that does not reinforce traditional stereotypes.
- ⇒ An assessment of equipment, such as fragmentation vests, body armour, and helmets, to determine whether there is a need for equipment specifically designed for women. Currently equipment, like fragmentation vests, is unisex in design and not designed to fit women's bodies. Better fitting equipment could improve safety on missions and make missions more socially inclusive.
- ⇒ Consider the feasibility of longer-term career planning such that consideration is given to deployments in the future. For example, if planning is done on a 5-year basis, a member could plan to deploy at year three of the plan, assuming there is a

suitable posting available. This would allow for family planning considerations by providing a timeline for deployments as part of one's career progression.

## Social Exclusion

Consider addressing issues in CAF culture that make it non-inclusive, unsafe, and unwelcoming to women. This includes taking concrete actions to stop sexual misconduct and abuses of power in order to make the CAF the kind of organization women can see themselves in and want to be part of. To this end, the CAF may want to consider the following:

- ⇒ Introducing audience-specific in-service mandatory gender training (i.e., training for leadership versus other personnel). Training for leadership could include emphasis on eliminating paternalism in deployment decisions and not perpetuating gendered stereotypes of women.
- ⇒ Developing an education campaign to remind CAF members of the internal complaint system and ombudsman, as well as the whistleblower policy. Addressing a culture of social exclusion, one that includes a history of sexual misconduct, requires efforts to raise awareness of appropriate and inappropriate behaviours in the workplace and of the mechanisms in place to submit and resolve complaints.

## Eligible Pool

Increasing the eligible pool of women should be considered as an underlying barrier even if it did not factor among the top barriers. To this end, the CAF may want to consider the following:

- ⇒ Increasing the number of women in the CAF through recruitment and retention. Current efforts are not enough, and two factors are undoubtedly exacerbating this: the COVID-19 pandemic and the sexual misconduct allegations. Consider undertaking research to determine how best to make the CAF an attractive career option for women.
- ⇒ Implementing an information and awareness campaign aimed at women, but also the Canadian public. A career in the CAF needs to be seen as a viable option for women, but also for those who may influence the career decisions of young women, such as family members, educators, and friends. Such a campaign could be designed to debunk myths regarding the lifestyle in the CAF (e.g., you never see your family, you work long hours, there is no flexibility when it comes to personal matters), or to address concerns about inclusiveness, safety, and diversity, for example. Such a campaign could be informed by research (as identified in the bullet above).

- The possibility of deploying more women in command positions on international deployments. While not directly related to this issue area, deploying more women in command positions on international missions may help to promote the abilities of women and possibly serve to encourage more women to want to deploy by showcasing the fact that the excellence and qualifications of women are recognized, and that women can be involved in peace missions in more than traditional support roles. This would also allow women to be actively involved in the direction a mission takes.

## Household Constraints

Understanding and addressing family-issue barriers to deployment, while not a top barrier according to the assessment, it is an underlying barrier for women. Policy interventions in this regard should be designed to mitigate the constraints of family and household responsibilities that are disproportionately carried by women. To this end, the CAF may want to consider the following:

- ⇒ Consulting women in the CAF to confirm and better understand the key constraints at different points in women's careers. The research that supported this barrier assessment identified a number of systemic family-related barriers to the deployment of women, including providing better supports for childcare. Any effort to address these constraints through policy interventions needs to be based on evidence and informed by women.
- ⇒ Related to the above, childcare capacity varies among CAF members, and is undoubtedly a key constraint in the deployment of women. The CAF may want to consider what options are available to augment the childcare funding and services available to military families. Military families (dual and single parent) have unique needs that may not be fully, or practically, met by available childcare providers.

# Appendices

## 1 | Qualitative Research Instruments

### A | Invitation Email

**From:** research@phoenixspi.ca

**Subject line:** INTERVIEW INVITATION: Barriers to International Deployment

**Attachment-1:** [Document: External Qualitative Informed Consent]

**Attachment-2:** [Document: The Elsie Initiative]

Hello [INSERT NAME],

My name is [INSERT NAME OF SENIOR RESEARCHER]. The firm I work for, Phoenix Strategic Perspectives, is conducting research on behalf of the Department of National Defence (DND) and the Canadian Armed Forces (CAF). The objective of this research is to support CAF's commitment to undergo a barrier assessment to identify impediments to uniformed women's participation in peace support operations.

CAF's commitment to undergo a barrier assessment is part of a multilateral pilot project launched by the Government of Canada in 2017 known as the Elsie Initiative. More information, including a description of potential barriers, is included in the attached one-pager: The Elsie Initiative. The findings from this barrier assessment will be used to develop recommendations to address barriers facing Canadian military women when it comes to participating in deployments.

In addition to an online survey administered to CAF members, the barrier assessment includes interviews with executives and senior leaders in the DND and the CAF. You have been identified to participate because you have knowledge and experience that will provide a valuable contribution to the barrier assessment.

The purpose of this email is to request your participation in an interview. Attached to this email is a consent form that provides information about the study, the format of the interview, the treatment of your personal information, and the name and contact information of an individual at the CAF who can verify the authenticity of this research.

If you would like to participate, I ask that you kindly reply to this email and suggest a time and day that is convenient for you to participate in the interview. Interviews are being scheduled between [XXXXX] and [XXXXX]. In advance of the interview, you will be asked to return the completed consent form, by email or fax.

I am available to answer any questions you have about the interviews. You may contact me at 1-844-960-1700, [EXTENSION] or [EMAIL ADDRESS]. This research has been approved by the DGMPRA Social Science Research Review Board (SSRRB) in accordance with DAOD 5062-0 and 5062-1 and the SSRRB approval # is 1932/20F.

Thank you for your consideration.

Sincerely,

[INSERT NAME OF SENIOR RESEARCHER]

**Elsie Barrier Assessment: Results of the Measuring Opportunities for  
Women in Peace Operations Assessment for the Canadian Armed Forces**

Phoenix Strategic Perspectives Inc.  
1678 Bank Street, Ste. 2, Ottawa, ON K1V 7Y6  
1-613-2600-1700, [EXTENSION]  
[EMAIL ADDRESS]

## B | Consent Form

Date: February – March 2021

Study Name: Elsie Barrier Assessment

Principal researchers:

Alethea Woods and Philippe Azzie

Phoenix Strategic Perspectives

1678 Bank Street, Ste. 2

Ottawa, ON K1V 7Y6

**The information in this form is intended to help you understand what we are asking of you so that you can decide whether you agree to participate in this study. As you read this form, and decide whether to participate, please ask all the questions you might have, take whatever time you need, and consult with others as you wish. In addition, please consult the information sheet appended to this form for more information about the Elsie Initiative.**

### Purpose of the Study:

The deployment of members of the Canadian Armed Forces (CAF) is fundamental to operational capability. In recent years, the participation of women and men in United Nations (UN) Peace Support Operations has been further recognized as an important contribution to operational effectiveness and equitable career opportunities for all members. As part of a multilateral pilot initiative (the Elsie Initiative) to increase the participation of uniformed women in peace support operations, Phoenix Strategic Perspectives, an independent, Canadian research firm, has been contracted by the Department of National Defence (DND) and the CAF to conduct a barrier assessment to identify impediments to uniformed women's participation in peace support operations. The assessment will be based on the ten generic barriers<sup>12</sup> identified in the Measuring Opportunities for Women in Peacekeeping (MOWIP) methodology<sup>13</sup>. The findings from this barrier assessment will be used to develop recommendations to address barriers facing Canadian military women when it comes to participating in deployments.

### Invitation:

You are being asked to participate in an interview, to be conducted by telephone or videoconference, with a senior researcher from Phoenix Strategic Perspectives. You have been identified because you have knowledge and experience that will make a valuable contribution to the barrier assessment. The interview will last up to 60 minutes, will be scheduled at a time of your choosing, and will be conducted in the official language of your choice. With your permission, we would record the interview. The purpose of recording the interview is to support the analysis reporting. The information derived from transcriptions of the recordings will be used to write the final research report. The transcriptions and recordings will be securely stored for a period of 12 months on end-to-end encrypted servers before they are securely destroyed.

<sup>12</sup> The ten generic barriers being assessed are: eligible pool, deployment selection, deployment criteria, household constraints, top-down leadership, accommodations and equipment, negative experiences, redeployment, gender roles, and social exclusion.

<sup>13</sup> The MOWIP methodology was developed by the Geneva Centre for Security Sector Governance (DCAF) to assess the ten generic barriers identified in the Baseline Study (2018).

**Risks of Participating:**

The risks associated with participating in this study are assessed as minimal. Some people may experience discomfort when answering some questions, however, the potential risk and level of distress is estimated to be no greater than what one would experience in everyday life. You will not be required to respond to any question that causes you discomfort and, should you choose not to respond, there will be no negative consequences. A list of referrals for your personal use will be provided, should you experience discomfort.

**Participation:**

Your participation is completely voluntary, and you may choose to stop participating in the interview, for any reason, at any time. All associated data collected from you will be immediately destroyed wherever possible. If you decide you no longer wish to be included in the study after the data collection has been completed, Phoenix Strategic Perspectives will destroy the interview transcription and recording. We cannot remove the information you provided from the report because, when findings are reported, aggregated data are made anonymous.

**Confidentiality:**

Access to the interview transcriptions and recordings is limited to Phoenix Strategic Perspectives' research team, and each researcher on the project team holds an enhanced reliability clearance issued by the Government of Canada. The researchers will keep your responses confidential and will protect your anonymity in the final report. The transcriptions and recordings will be securely stored for a period of 12 months on end-to-end encrypted servers before they are securely destroyed.

**Publication of Research:**

Research results will be published in a final report that will be distributed to DND/CAF and a copy of this report will be held by Library and Archives Canada.

**Questions/Concerns:**

Any questions about your rights as a research participant may be addressed to Alethea Woods, principal researcher, ([awoods@phoenixspi.ca](mailto:awoods@phoenixspi.ca)). You may verify the authenticity of the research, including DND/CAF sponsorship, by contacting Dr. Karen D. Davis, Senior Scientist, Leadership, Culture, and Ethics Team, Director General Military Personnel Research and Analysis ([karen.davis@forces.gc.ca](mailto:karen.davis@forces.gc.ca)).

**Social Science Research Review Board Number:**

This research project has been approved by the DGMPRA Social Science Research Review Board, in accordance with DAOD 5062-0 and 5062-1. The SSRRB approval # is 1932/20F.

**Acceptance:**

Your signature on this form indicates that you understand to your satisfaction the information provided to you about your participation in this research project and that you agree to participate in this research. In no way does this waive your legal rights nor release the researcher, sponsors, or involved institutions from their legal and professional responsibilities.

	Yes	No
I agree to participate in an interview		
I agree to be recorded		

Participant's Name: \_\_\_\_\_

Participant's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Researcher's Name: \_\_\_\_\_

Researcher's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

## C | Interview Guide

Interviewer: \_\_\_\_\_  
Participant Code: \_\_\_\_\_

Date \_\_\_\_\_  
Consent Received: \_\_\_\_\_

### Introduction

- A. Thank the individual for agreeing to participate.
- B. Inform/remind him/her that the purpose of this interview is to collect data as part of a comprehensive barrier assessment to identify impediments to uniformed women's participation in peace support operations based on the ten generic barriers<sup>14</sup> identified in the Measuring Opportunities for Women in Peacekeeping (MOWIP) methodology<sup>15</sup>. This barrier assessment was voluntarily undertaken by the Canadian Armed Forces (CAF) as part of a whole-of-government multilateral pilot initiative (the Elsie Initiative) to increase the participation of uniformed women in peace support operations.
- C. Remind him/her that responses are confidential: *Your responses during the interview will be kept confidential and will not influence any future interactions you may have with the CAF. The feedback you provide will be used for research purposes only and will not be attributed to you personally or your company in the report resulting from this study.*
- D. [IF THE INDIVIDUAL CONSENTED TO BE RECORDED] Indicate the start of the recording: *With your permission, I'll start recording the interview now. The recording is to accurately document the information you provide and will be used to write the report only. It will not be shared with any third party. Do I have your permission to record this interview?*

NOTE: Not all of these questions will be asked of all personnel. The interviewer will gauge the expertise of the interviewee and ask the questions that match the interviewee's expertise. Questions may be modified during the fieldwork based on feedback from interviews.

### Contextual Questions

I'd like to begin by asking you a few questions about you and your organization. [KEEP BRIEF]

1. Could you please tell me about your role at [INSERT ORGANIZATION]?

PROBE:      -length of time  
                 -familiarity with peace operations  
                 -type of involvement in peace operations

<sup>14</sup> The ten generic barriers being assessed are: eligible pool, deployment selection, deployment criteria, household constraints, top-down leadership, accommodations and equipment, negative experiences, redeployment, gender roles, and social exclusion.

<sup>15</sup> The MOWIP methodology was developed by the Geneva Centre for Security Sector Governance (DCAF) to assess the ten generic barriers identified in the Baseline Study (2018).

2. In what ways does your role shape decision making about peace operations?

**Questions: Military Officers**

1. How involved is the UN in making decisions about military deployments to peace operations for Canada? Why do you say PROBE FOR EVIDENCE? In what ways is the UN involved?
2. Could you please tell me about how decisions are made about allocation for international deployments? [KEEP GENERAL] And what about peace operations specifically? [RECORD TOP-OF-MIND FEEDBACK AND THEN ASK THE FOLLOW-UP QUESTIONS]
  - a. How do you decide whether to send troops/contingents and/or military observers/staff officers?
  - b. How do you decide which operations to send troops/contingents to?
  - c. How do you decide what number of troops/contingents will be given to each peace operation?
  - d. How do you decide which operations to send military observers/staff officers to?
  - e. How do you decide what number of observers/staff officers will be given to each peace operation?
  - f. How are total numbers for deployment chosen?
  - g. How are allocations for UN peace support operations weighted against other operational imperatives? How are considerations different?
3. Does Canada have a rotation system for international deployments? IF YES: Could you please describe the rotation system for me? IF NO: If a rotation system is not used for deployments, how are soldiers chosen for deployment?
4. And what about deployments to peace operations? Is there (also) a rotation system? IF YES: Does the rotation system differ, and if so, how? IF NO: If a rotation system is not used for deployments, how are soldiers chosen for deployment to peace operations?
  - a. Is there a strategy to incorporate female soldiers into peace operations?
    - o IF YES: What are the strategies across missions?
    - o IF NO: Why not?
  - b. What factors influence decisions about including more women in peace operations? Why is that?
    - o Does your office consider the UN targets for women in peace operations when making personnel decisions? Why/why not?
    - o Do you believe that women should deploy to all types of peace operations (i.e., to Mali and to Cyprus)? Why/why not?
  - c. What, in your view, are the three top barriers for women's participation in peace operations? Why is that?
  - d. What about for men? What, in your view, are the three top barriers for men's participation in peace operations? Why is that?

- e. Is United Nations peace operations deployment a priority area for the CAF's long-term strategic plan? Why/why not?
- f. How does it compare to other deployment pressures, such as NATO missions or other international operations?

5. What, if anything [ELSE], can be done to increase the participation of women in UN peace operations?

### **Questions: Civilian Leaders**

1. How involved is the UN in making decisions about deployments to peace operations for Canada? Why do you say: PROBE FOR EVIDENCE? In what ways is the UN involved?
  - a. Is there ever pressure from the UN to increase Canada's contributions? If so, what does this pressure look like? What about to certain peace operations over others? How often does Canada give in to these pressures and why?
  - b. Is there ever pressure from neighbouring countries, regional partners, or the UN to send more contributions? What about to send female contributions? If so, what does this pressure look like? Who pressures Canada? How often does Canada give in to these pressures and why?
2. Does Canada prioritize military or police contributions? If so, why?
3. How does Canada decide which peace operations to send police contributions? How does Canada decide which peace operations to send the military contributions?
4. How are the total number of contributions chosen for each year?
  - a. How are numbers chosen for each individual peace operation?
5. Are decisions about force generation the same for UN peace operations as they are for other international operations? Please explain the similarities and differences.
6. What factors might influence decisions about including more women in peace operations?
  - a. Is there a national strategy to incorporate women into peace operations? What are the strategies across operations?
  - b. Does your office consider the UN targets for women in peace operations when making personnel decisions? Why or why not?
  - c. Do you believe that women should deploy to all types of peace operations (i.e., to Mali and to Cyprus)? Why or why not?
7. What, in your view, are the three top barriers for women's participation in peace operations? Why is that?
8. What about for men? What, in your view, are the three top barriers for men's participation in peace operations? Why is that?

9. What factors would make Canada decrease or withdraw completely its personnel from a peace operation? Why is that?
10. Is United Nations peace operations deployment a priority area for Canada's long-term national security strategy? What about deployment into regional peace operations?
  - a. If so, what role does contribution to UN peace operations play in Canada's national security strategy?
  - b. If so, what role does contribution to regional peace operations play in Canada's national security strategy?
11. What, if anything [ELSE], can be done to increase the participation of women in UN peace operations?

## 2 | Quantitative Research Instruments

### A | Survey Invitation Email

#### **Subject: SURVEY INVITATION: Barriers to International Deployment / INVITATION À RÉPONDRE À UN SONDAGE : Obstacles aux déploiements internationaux**

Hello/Bonjour,

*(La version française suit)*

The Elsie Initiative is a multilateral pilot project launched by the Government of Canada in 2017. As part of the pilot project, the Canadian Armed Forces (CAF) will take part in an assessment to identify barriers to uniformed women's participation in peace support operations.

Phoenix Strategic Perspectives, a Canadian research firm, is conducting the assessment. The findings will be used to: 1) address barriers to international deployment, and; 2) understand the international deployment experience of CAF members.

One element of the assessment is an online survey. The purpose of this email is to ask you to participate in the survey. It should take approximately 45 minutes to complete. Your responses will be saved as you move through the survey. If you cannot finish the survey in one session, you can return to finish it.

Here is the link to the survey:

**{SURVEY\_LINK}**

To access the survey, click the link. **If you are unable to open the survey link, please copy and paste it into your web browser.**

We ask that you complete the survey by **MONDAY, MAY 17, 2021**.

Please note:

1. Your participation in this survey is voluntary. Your decision to take part or not will have no effect on any dealings you have with the CAF, DND or other departments of the Government of Canada.
2. Your survey responses will be kept private. The survey findings will be summarized in a report and no responses will be attributed to individual respondents.
3. This research has been approved by the DGMPRA Social Science Research Review Board (SSRRB) in accordance with DAOD 5062-0 and 5062-1 and the SSRRB approval # is 1932/20F.

If you have any questions about the survey, please contact Philippe Azzie of Phoenix Strategic Perspectives at 1-613-260-1700, ext. 222 or [pazzie@phoenixspi.ca](mailto:pazzie@phoenixspi.ca).

**Elsie Barrier Assessment: Results of the Measuring Opportunities for  
Women in Peace Operations Assessment for the Canadian Armed Forces**

To verify the authenticity of the research, contact Karen D. Davis, Senior Scientist, Leadership, Culture, and Ethics Team, Director General Military Personnel Research and Analysis (karen.davis@forces.gc.ca).

Thank you for your consideration.

Sincerely,  
Alethea Woods, President  
Phoenix Strategic Perspectives Inc.  
1678 Bank Street, Ste. 2, Ottawa, ON K1V 7Y6  
[alethea.woods@phoenixspi.ca](mailto:alethea.woods@phoenixspi.ca)

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Note: Some people may experience discomfort when answering some survey questions. The potential risk and level of distress, however, is estimated to be no greater than what one would experience in everyday life. Should you experience discomfort, and wish to seek support, a list of referrals is provided at the end of the survey. The same list may be accessed through this [link](#).

## B | Survey Questionnaire

### 1. Introduction Page and Consent

Welcome and thank you for your interest in completing this survey. This research is being conducted by Phoenix Strategic Perspectives (Phoenix SPI), a Canadian public opinion research firm, on behalf of the Department of Defence (DND) and the Canadian Armed Forces (CAF).

#### Why is the survey being conducted?

The deployment of members of the CAF is fundamental to operational capability. In recent years, the participation of women and men in United Nations (UN) Peace Support Operations has been further recognized as an important contribution to operational effectiveness and equitable career opportunities for all members. As part of a multilateral pilot initiative (the Elsie Initiative) to increase the participation of uniformed women in peace support operations, DND/CAF has contracted Phoenix Strategic Perspectives to conduct a barrier assessment. The goal of the assessment is to identify barriers and opportunities for uniformed women's participation in peace support operations. The assessment will be based on the ten generic barriers<sup>16</sup> identified in the Measuring Opportunities for Women in Peacekeeping (MOWIP) methodology<sup>17</sup>. This survey is being conducted to obtain the perspectives and experiences of service members like you regarding deployment. This survey has been initiated at the request of Commander Military Personnel Command (CMPC). The information will be used for consideration in personnel programs and policies that influence deployment opportunities.

#### How does the online survey work?

Your participation is completely voluntary, and you have a choice to end your participation without consequence at any time. However, if the survey is to provide a true picture of the experiences of CAF members related to deployment, the *participation of everyone* who receives a questionnaire is *very important*. Recognizing the importance of the questionnaire, CMPC has authorized completion of this questionnaire during work hours, should you so wish. The survey will take approximately 30 minutes of your time. While the questionnaire may seem lengthy, all components are essential, and you will find that most are quick and simple to answer.

#### What about your personal information and ATIP considerations?

The information collected will be kept strictly confidential and will only be shared with members of Phoenix SPI's research team. No information that could directly identify you as an individual respondent will be stored with the survey dataset. In order to protect your anonymity, all individual level information will be kept strictly confidential and only grouped results will be included in reports that will be produced for use within the DND/CAF. If you decide to end your participation, and do not complete the survey, the responses you provided up to that point will be removed from the survey dataset.

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<sup>16</sup> The ten generic barriers being assessed are: eligible pool, deployment selection, deployment criteria, household constraints, top-down leadership, accommodations and equipment, negative experiences, redeployment, gender roles, and social exclusion.

<sup>17</sup> The MOWIP methodology was developed by the Geneva Centre for Security Sector Governance (DCAF) to assess the ten generic barriers identified in the Baseline Study (2018).

You are aware that, under the *Access to Information Act*, Canadian citizens are entitled to obtain copies of research reports and research information held in Federal government files. Similarly, under the *Privacy Act*, Canadian citizens are entitled to copies of all information concerning them that is held in Federal government files including research databases. Prior to releasing requested information, the Directorate of Access to Information and Privacy (DAIP) screens the information to ensure that individual identities are not disclosed.

**What about future uses of the data or secondary analysis?**

The anonymized data will be stored on a secure server controlled by National Defence and will be retained indefinitely. This data may be accessible by the CAF study investigators, as well as the broader scientific community, and it may be used in future research (e.g., to provide information on a specific issue of interest to the DND/CAF).

**What are the risks of participating?**

The risks associated with participating in this study are assessed as minimal. Some people may experience discomfort when answering some the questions, however, the potential risk and level of distress is estimated to be no greater than what one would experience in everyday life. You will not be required to respond to any question that cause you discomfort and, should you choose not to respond, there will be no negative consequences. Should you experience discomfort, you may choose not to answer a question or a section of the survey. A list of referrals for your personal use will be provided, should you wish to seek support.

**What if you change your mind about participating?**

You may terminate the survey at any time without penalty – participation is completely voluntary. If you choose to end your participation, your responses to the survey questions up to the point at which you terminate the survey will be removed from the survey dataset.

**What is the SSRRB coordination number?**

This survey has been coordinated through the Department of National Defence, Director General Military Personnel Research and Analysis Social Science Research Review Board (SSRRB), in accordance with DOAD 5062-0 and 5062-1. The SSRRB Coordination is: #1932/20F.

**Questions?**

Any questions about your rights as a research participant may be addressed to Alethea Woods, principal researcher, ([awoods@phoenixspi.ca](mailto:awoods@phoenixspi.ca)). You may verify the authenticity of the research by contacting Karen D. Davis, Senior Scientist, Leadership, Culture, and Ethics Team, Director General Military Personnel Research and Analysis ([karen.davis@forces.gc.ca](mailto:karen.davis@forces.gc.ca)).

**Acceptance**

Proceeding to the survey indicates that you understand to your satisfaction the information provided to you about your participation in this research project and that you agree to participate. In addition, you are agreeing that your data can be used beyond the purposes of the present study by either the current or other authorized Defence researchers. In no way does this waive your legal

rights nor release the researchers, sponsors, or involved institutions from their legal and professional obligations.

- I agree to participate in the survey ==> CONTINUE
- I do NOT agree to participate in the survey ==> THANK/TERMINATE

## 2. Demographic Questions

**Please do NOT press the BACK BUTTON on your internet browser during the survey. Instead, use the BACK and NEXT BUTTONS at the bottom of each web page to navigate the survey. At the end of the survey, please click SUBMIT to have your responses recorded in the survey dataset.<sup>18</sup>**

The following are questions to help us to group the results. Please remember that your responses to these and all questions will be anonymous and kept strictly confidential.

### [ASK EVERYONE]

1. What is your age group? [MOWIP Q9]

- 01 24 years and under
- 02 25-34 years
- 03 35-44 years
- 04 45-54 years
- 05 55-64 years
- 06 65 years and over

2. What is your gender? Gender refers to the gender that a person internally feels and/or the gender a person publicly expresses in their daily life. A person's current gender may differ from the sex a person was assigned at birth and may differ from what is indicated on their current legal documents. [MOWIP Q12]

- 01 Man
- 02 Woman
- 03 Prefer not to answer
- 04 Or please specify:

3. What is your first official language?

- 01 English
- 02 French

4. What is your relationship/marital status? [MOWIP Q13]

- 01 Single
- 02 Married/common-law
- 03 Divorced

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<sup>18</sup> Above or to the left of the NEXT button include: "To record your survey response and continue with the survey, click NEXT.

04 Widowed

88 Other (Please specify):

5. [ASK IF Q4=02] What is your spouse/partner's employment status? Select all that apply

01 Military service full-time (Regular Force)

02 Military service full-time (Reserve Force)

03 In Service part-time (Reserve Force)

04 Civilian employed full-time

05 Civilian employed part-time

06 Student

07 Seeking employment

08 Stay-at-home spouse/partner

09 Self employed

10 On disability

88 Other (Please specify):

6. [ASK IF Q5=03,04,05,09] In what industry does your spouse/partner work? [MOWIP Q14]

01 Police

02 Private industry

03 Teacher/lecturer

04 Lawyer/legal professional

05 Doctor/nurse/medical professional

06 Skilled trade (e.g., plumber and electrician)

07 Federal government

08 Provincial/territorial government

09 Manual/casual labour

10 Administration

88 Other (Please specify):

7. How many dependent children/step-children (i.e., whom you provide for financially) do you have who... [MOWIP Q15]

a. Live with you full-time: [NUMERIC; ACCEPT '0']

b. Live with you part-time: [NUMERIC; ACCEPT '0']

c. Do not live with you: [NUMERIC; ACCEPT '0']

8. [ASK IF Q7a, b or c ≠ '0'] What is the age of your youngest child/step-child? Please round to the closest year. [MOWIP Q16]

[NUMERIC]

9. [ASK IF Q7a, b or c = '2' or more] What is the age of your oldest child/step-child? [MOWIP Q17]

[NUMERIC]

10. [ASK IF Q7a, b or c ≠ '0'] Who is the primary childcare provider for your dependent child(ren)/step-child(ren)? [MOWIP Q18]

- 01 Father
- 02 Mother
- 03 Both parents equally
- 04 Nanny/Housekeeper
- 05 Other family member
- 88 Other (Please specify):

11. Do you have other dependents (e.g., adults with disabilities, or elderly adults)?

- 01 Yes
- 02 No

12. Are you...?

- 01 Regular Force
- 02 Reserve Force

13. What is your military rank? [MOWIP Q23, Q27]

- 01 Junior NCM
- 02 Senior NCM
- 03 Junior Officer
- 04 Senior Officer

14. Which organization does your unit report to? [MOWIP Q25, Q26]

- 01 Canadian Army (CA)
- 02 Royal Canadian Air Force (RCAF)
- 03 Royal Canadian Navy (RCN)
- 04 Military Personnel Command (MPC)
- 05 Other DND/CAF or external organization

15. Is your immediate supervisor/commanding officer a man or a woman? [MOWIP Q30]

[GRID; ROWS = A-B, COLUMNS = 01 Man, 02 Woman, 03 Prefer not to say, 04 Does not apply]

- a. Immediate supervisor
- b. Commanding officer

16. How many cumulative years have you served in the CAF in the Regular Force? [MOWIP Q39]

- 01 Less than 1 year
- 02 1-5 years
- 03 6-10 years
- 04 11-15 years
- 05 16-20 years
- 06 21-25 years
- 07 26 years and over

17. Have you ever served under a female: [MOWIP Q31]

[GRID; ROWS = A-B, COLUMNS = 01 Yes, 02 No, 03 Prefer not to say, 04 Does not apply]

- a. Immediate supervisor
- b. Commanding officer

### 3. MOWIP Questions<sup>19</sup>

#### I. RECRUITMENT (GENERAL)

##### [ASK EVERYONE]

The following questions are about your recruitment experience.

18. At what age did you join the military? [MOWIP Q38]

- 01 NUMERIC
- 02 Can't recall

19. How did you first find out about joining the military? Select all that apply [MOWIP Q40]

- 01 Family
- 02 Friends
- 03 Newspaper
- 04 TV
- 05 Radio
- 06 Social Media
- 07 School/Teacher
- 08 Mentor
- 09 Female Recruiter
- 10 Male Recruiter
- 11 I did the research to find out how to join
- 88 Other (Please specify)

20. What was your main reason for joining the military? Select all that apply [MOWIP Q41-MODIFIED]

- 01 Financial/Salary
- 02 Benefits, excluding paid education
- 03 Paid education
- 04 Signing bonus
- 05 Job Stability
- 06 Friends in the military
- 07 Family in the military
- 08 To be a hero
- 09 Adventure
- 10 Travel
- 11 Childhood dream
- 12 To help people
- 88 Other (Please specify)

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<sup>19</sup> Based on the template retrieved November 2020 from the DCAF MOWIP methodology.

21. What was your entry plan when you joined the military? [MOWIP Q43-MODIFIED]

- 01 Joined as a Non-Commissioned Member
- 02 Joined as an Officer
- 88 Other (Please specify)

22. Which, if any, of your family members have served in the military? Select all that apply [MOWIP Q44]

- 01 Grandfather
- 02 Grandmother
- 03 Father
- 04 Mother
- 05 Brother
- 06 Sister
- 07 Uncle
- 08 Aunt
- 09 Male Cousin
- 10 Female Cousin
- 11 Partner/spouse
- 12 Not applicable
- 88 Other (Please specify)

23. How easy or difficult is it to move from one specialty or occupation to another within the CAF? [MOWIP Q45-MODIFIED]

- 01 Very easy
- 02 Easy
- 03 Neutral
- 04 Difficult
- 05 Very Difficult
- 06 I don't know

## II. TRAINING (GENERAL)

### [ASK EVERYONE]

The following questions are about training.

24. Have you taken in-service training in Canada in any of the following areas? Select all that apply [MOWIP 48]

- 01 Deployment-related sexual exploitation and abuse (SEA) training
- 02 General gender training
- 03 Gender training for leadership
- 04 Specialized gender training, such as domestic violence training
- 05 Institutional harassment training
- 06 Institutional sexual misconduct training

07 Diversity training  
08 None of the above  
09 I can't recall

25. Excluding pre-deployment and deployment training, how many times have you received **international military training** (i.e., training provided by a country other than Canada)? [MOWIP Q32]

01 I have never received international training  
02 Once  
03 More than once (Please specify the number)

26. [IF Q25=02 OR 03] From which countries have you received **international military training**? [MOWIP Q33]

01 [OPEN TEXT]  
02 I can't recall

27. Excluding pre-deployment or deployment training, in which, if any, of the following locations did you receive **peacekeeping training**? Select all that apply [MOWIP 51]

01 Basic training  
02 In service training within Canada  
03 Peacekeeping training center within Canada  
04 Peacekeeping training center outside of Canada  
05 By the UN in Canada  
06 By other international actors in Canada  
07 Outside of Canada, but not at a peacekeeping training center  
08 Online courses  
88 Other (Please specify)  
10 Never taken peacekeeping training  
11 I can't recall

28. [IF Q27 ≠ 10] Please name the academy or institutions where you received peacekeeping training or the location of the training. Select all that apply [MOWIP 52-MODIFIED]

00 Canada - Peace Support Training Centre (PSTC)  
01 Latin American Association of Training Centers for Peace (ALCOPAZ)  
02 Alioune Blondin Beye Peacekeeping School (EMPABB)  
03 Australian Defence Force Peace Keeping Centre (ADF POTC)  
04 Austria - Austrian Ministry of Defence and Sport  
05 Austrian International Forces (AUTINT)  
06 Argentina - Peace Operations Joint Training Centre (CAECOPAZ)  
07 Bangladesh Institute of Peace Support Operation Training (BIPSOT)  
08 Belarus - Military Academy of the Republic of Belarus  
09 Benin - Centre de Perfectionnement aux Actions Post-Conflictuelles de Déminage et de Dépollution (CPADD)  
10 Bosnia-Herzegovina - Peace Support Operations Training Center (PSOTC)  
11 Brazilian Peace Operations Joint Training Center (CCOPAB)  
12 Cairo Regional Center for Conflict Resolution and Peacekeeping in Africa (CCCPA)

- 13 Cameroon - International School for Security Forces (EI FORCES)
- 14 Chilean Joint Peacekeeping Operations Center (CECOPAC)
- 15 China - Peacekeeping Center (PKC) of the Ministry of National Defense (MND) of China
- 16 Joint Peacekeeping Operations Training Center (CECOPAZ)
- 17 Center for International Peace Operations (ZIF)
- 18 Centre for International Peace & Stability (CIPS)
- 19 China Peacekeeping Police Training Center
- 20 Ecuador - Unidad Escuela Misiones de Paz "ECUADOR" (UEMPE) – Ecuadorian Peacekeeping Centre
- 21 Ethiopia - Peace Support Training Centre (PSTC)
- 22 Finnish Defence Forces International Centre (FINCENT)
- 23 Folke Bernadotte Academy, Challenges Forum (FBA)
- 24 Germany - Bundeswehr Command and Staff College (Führungsakademie der Bundeswehr)
- 25 German Armed Forces UN Training Centre in Hammelburg
- 26 Germany - State Police College of Baden Wurttemberg
- 27 Germany - The German Center for International Peace Operations (ZIF)
- 28 Ghana - Ghana Armed Forces Command and Staff College (GAFSC)
- 29 Greece - Hellenic Multinational Peace Support Operations Training Center (MPSOTC)
- 30 Guatemala - Peacekeeping Operations Regional Training Command (CREOMPAZ)
- 31 Global Peace Operations Initiative (GPOI/EUCOM)
- 32 Hiroshima Peacebuilders Center (HPC)
- 33 Hungarian Defence Forces Peace Support Training Center (HDF PSTC)
- 34 Indonesian National Defense Forces Peacekeeping Center (INDF PKC)
- 35 International Peace Support Training Center, Kenya (IPSTC)
- 36 Ireland - United Nations Training School Ireland (UNTSI)
- 37 Italy - ITALY Army Centre for Post-Conflict Operations Studies
- 38 Italy - MULTINATIONAL CIMIC GROUP (Motta di Livenza in Treviso)
- 39 Italy - C-IED national Centre of Excellence (Rome)
- 40 Japan Peacekeeping Training and Research Center (JPC)
- 41 Jordan - Peace Operations Training Centre (POTC)
- 42 Jordan - Peacekeeping Operation Training Centre (PKOTC)
- 43 Kazakhstan - Kazakhstan Partnership for Peace Training Centre (KAZCENT)
- 44 Kenya - International Peace Support Training Centre (IPSTC)
- 45 Kofi Annan International Peacekeeping Training Center (KAIPTC)
- 46 Korea (South) International Peace Operations Center (KIPOCENT)
- 47 Korea (South) - Korean National Police University - Peacekeeping Training Centre
- 48 Malaysia - Malaysian Peacekeeping Training Centre (MPTC)
- 49 Moldova - Continuous Training Centre of the Armed Forces Military Academy
- 50 Military Training Center for Foreign Operations (MTC)
- 51 Nepal - Birendra Peace Operations Training Centre
- 52 Netherland - The School for Peace Operations
- 53 Nigerian Army Peacekeeping Centre (NAPKC)
- 54 Norwegian Defence International Centre (NODEFIC)
- 55 Norway - Norwegian Police University College
- 56 Royal Thai Armed Forces Peace Operations Center

- 57 Pakistan - Centre for International Peace and Stability (CIPS)
- 58 Peace Operations Training Institute (POTI)
- 59 Peace Support Operations Training Center (PSOTC)
- 60 Peacekeeping Center of China
- 61 Peru - Cuadro Detalle De Informacion Del Centro De Entrenamiento Y Capacitacion Para Operacionez De Paz – CECOPAZ
- 62 Public Security Directorate/Peacekeeping Training of Jordan (JPDPKO)
- 63 Rwanda Peace Academy (RPA)
- 64 Serbia - Peacekeeping Operations Centre (PKOC)
- 65 Sri Lanka - Institute of Peace Support Operations Training Sri Lanka (IPSOTSL)
- 66 Sweden - Swedish Armed Forces International Centre and Nordic Centre for Gender in Military Operations
- 67 Switzerland - Swiss Armed Forces International Command (SWISSINT)
- 68 SWEDENINT
- 69 Thailand - Peace Operations Centre
- 70 The Turkish Partnership for Peace Training Center (PfP)
- 71 Ukraine - Armed Forces of Ukraine International Peacekeeping And security Centre
- 72 Uruguayan Peace Operations School (ENOPU)
- 73 USA - Peacekeeping & Stability Operations Institute
- 74 USA - Western Hemisphere Institute for Security Cooperation (WHINSEC)
- 75 Other in Africa
- 76 Other in Asia
- 77 Other in Australia/Pacific
- 78 Other in Europe
- 79 Other in Latin America
- 80 Other in North America
- 88 Other (Please specify)
- 98 None of these
- 99 I can't recall

29. In your opinion, how should the following training be conducted? [MOWIP Q252-MODIFIED]

[GRID; ROWS = A-D, COLUMNS = 01 Separate training for men and women, 02 Mixed gender training, 03 I don't know]

- a. Physical fitness training
- b. Classroom learning
- c. Field exercises
- d. Occupational training

30. Have any senior or superior officers contacted you regarding opportunities for training on gender, such as training on gender mainstreaming, sexual and gender-based violence? [MOWIP Q195]

- 01 Yes
- 02 No
- 03 I prefer not to say

31. How willing would you be to approach a superior officer to ask for more training so that you can better fulfill your stated duties? [MOWIP Q196]

- 01 Very willing
- 02 Willing
- 03 Neutral
- 04 Unwilling
- 05 Very unwilling
- 06 I don't know
- 07 I prefer not to say

### III. DEPLOYMENT EXPERIENCE (GENERAL)

#### [ASK EVERYONE]

The following questions are about your deployment experience.

32. Since January 2010, how many times have you been operationally deployed to an **international mission**?

- 01 None
- 02 Once
- 03 Twice
- 04 Three times
- 05 Four or more times

[IF Q32=01, GO TO Q87-V: Recruitment for UN Missions]

33. You indicated that you have been deployed [INSERT 02-05 FROM Q32] since January 2010. Which of the following have you deployed to? Select all that apply

- 01 UN peacekeeping missions
- 02 NATO missions
- 03 Other international missions (non-NATO, non-UN)

34. To how many international missions have you deployed throughout your career?

[GRID; ROWS = A-B, COLUMNS = 01 One, 02, Two, 03 Three, 04 Four or more, 05 I can't recall]

- a. [IF Q33=01] UN peacekeeping mission [MOWIP Q57]
- b. [IF Q33=02, 03] NATO mission and/or other international operations

35. [IF Q33=01] Throughout your career, for how many months have you been deployed to **UN peacekeeping missions**? [MOWIP Q59]

- 01 1 to 3 months
- 02 4 to 6 months
- 03 7 to 12 months
- 04 13 to 18 months
- 05 19 to 24 months
- 06 25 to 36 months

- 07 37 to 48 months
- 08 More than 48 months
- 09 I can't recall

36. [IF Q33=02, 03] Throughout your career, for how many months have you been deployed to  
**NATO missions and/or other international operations?**

- 01 1 to 3 months
- 02 4 to 6 months
- 03 7 to 12 months
- 04 13 to 18 months
- 05 19 to 24 months
- 06 25 to 36 months
- 07 37 to 48 months
- 08 More than 48 months
- 09 I can't recall

37. [IF Q33=01] To which UN peacekeeping missions have you deployed? Select all that apply  
[MOWIP Q58]

- 01 MINUSMA (Mali)
- 02 UNAMID (Op Saturn)
- 03 UNMIS (Op Safari)
- 04 MINUSTAH (Haiti, Op Halo)
- 05 UNMEE (Op Addition)
- 06 UNTAET (East Timor, Op Toucan)
- 07 INTERFET (East Timor, Op Toucan)
- 08 MONUC (Democratic Republic of the Congo, Op Crocodile)
- 09 UNAMSIL (Op Reptile, Sierra Leone)
- 10 UNMIK (Kosovo, Op Kinetic/Op Quadrant)
- 11 MINURCA (Central African Republic)
- 12 UNMIBH (Bosnia and Herzegovina)
- 13 UNCRO
- 14 UNAMIR (Rwanda)
- 15 UNMIH (Haiti)
- 16 UNOSOM (Somalia)
- 17 UNPROFOR (Croatia, Op Harmony)
- 18 UNITAF
- 19 UNTAC (Cambodia, Op Marquis)
- 20 MINURSO (Western Sahara, Op Python)
- 21 UNTAG (Namibia, Op Matador)
- 22 MFO (Sinai/Egypt, Op Calumet)
- 23 UNDOF (Israel/Syria, Op Danica)
- 24 UNFICYP (Cyprus, Op Snowgoose)
- 88 Other specify

38. Please indicate your age when you deployed to your first:  
[GRID; ROWS = A-B, COLUMNS = TEXT BOX]

- a. [IF Q33=01] UN peacekeeping mission: TEXT [MOWIP Q61]
- b. [IF Q33=02 OR 03] NATO or other international mission: TEXT

39. Please indicate the rank that you held during your first:  
[GRID; ROWS = A-B, COLUMNS = TEXT BOX]

- a. [IF Q33=01] UN peacekeeping deployment: TEXT [MOWIP Q60]
- b. [IF Q33=02 OR 03] NATO or other international deployment: TEXT

40. Have you ever served under a **female commanding officer** during...?  
[GRID; ROWS = A-B, COLUMNS = 01 Yes, 02, No, 03 I can't recall]

- a. [IF Q33=01] a UN peacekeeping mission [MOWIP Q90-MODIFIED]
- b. [IF Q33=02, 03] a NATO or other international mission

41. Have you ever served under a **female immediate supervisor** during...?  
[GRID; ROWS = A-B, COLUMNS = 01 Yes, 02, No, 03 I can't recall]

- a. [IF Q33=01] a UN peacekeeping mission [MOWIP Q90-MODIFIED]
- b. [IF Q33=02, 03] a NATO or other international mission

42. Did you receive pre-deployment training in any of the following areas **before** any of your international deployments? Select all that apply [MOWIP 49-MODIFIED]

- 01 Deployment-related sexual exploitation and abuse (SEA) training
- 02 General gender training
- 03 Gender training for leadership
- 04 Specialized gender training, such as domestic violence training
- 05 Institutional harassment training
- 06 Institutional sexual misconduct training
- 07 Diversity training
- 08 None of the above
- 09 I can't recall

43. Would you like to be (re)-deployed to ...?  
[GRID; ROWS = A-D, COLUMNS = 01 YES, 02 NO, 03 Don't know, 04 Prefer not to answer]

- a. a UN peacekeeping mission
- b. a NATO or other international mission

#### IV. MOST RECENT DEPLOYMENT EXPERIENCE

**[ASK IF Q33=01, 02, 03: THOSE WITH INTERNATIONAL EXPERIENCE]**

[DISPLAY IF Q33=01 OR 02 OR 03] Please respond to the following questions based on your most recent [IF Q33=01: **UN deployment experience** OR IF Q33=02: **NATO mission** OR IF Q33=03: **international mission**].

MRD. [DISPLAY IF Q33=01 AND 02 OR 03] Please respond to the following questions based on your **most recent international deployment**. Would that be:

- 01 a UN peacekeeping mission?
- 02 a NATO or other international mission?

44. How were you selected for deployment to this mission? Select all that apply [MOWIP Q62-MODIFIED]

- 01 I was selected by superiors without applying
- 02 I applied voluntarily
- 03 I was part of an existing battalion
- 04 I joined a battalion I was not previously part of to deploy
- 05 I joined a new battalion created to deploy
- 06 I was nominated by government officials (Secondment)
- 07 I served as an independent consultant/Secondment
- 88 Other (Please specify)
- 09 I cannot recall

45. Approximately, how long did you have to wait from when you were notified that you would deploy to when you deployed to this mission? [MOWIP Q63]

- 01 Less than one week
- 02 Less than one month
- 03 1 -3 months
- 04 4-6 months
- 05 7 months to one year
- 06 Over one year
- 07 I can't recall
- 88 Other (Please specify)

46. Did you have pre-deployment training before you departed on this mission? [MOWIP Q64]

- 01 Yes
- 02 No
- 03 I don't know
- 04 Not applicable

47. [IF Q46=01] Who conducted the pre-deployment training? Select all that apply [MOWIP Q65]

- 01 [IF MRD=01: add "Peacekeeping"] training center in Canada
- 02 [IF MRD=01: add "Peacekeeping"] training center outside Canada
- 03 CAF
- 04 [DO NOT DISPLAY IF MRD=02] UN officials within my own country
- 05 [DO NOT DISPLAY IF MRD=02] UN officials when we arrived at the UN peace operation
- 88 Other (Please specify)
- 07 I don't know

48. Did you feel that pre-deployment training taught you the skills needed for this mission? [MOWIP Q73]

- 01 Yes
- 02 No

03 I don't know

49. Did you receive training in any of the following areas **during** this mission? Select all that apply [MOWIP 50]

- 01 Deployment-related sexual exploitation and abuse (SEA) training
- 02 General gender training
- 03 Gender training for leadership
- 04 Specialized gender training, such as domestic violence training
- 05 Institutional harassment training
- 06 Institutional sexual misconduct training
- 07 Diversity training
- 08 None of the above
- 09 I can't recall

50. Did you participate in a networking group/mentorship program during this mission? [MOWIP Q91-MODIFIED]

- 01 Yes, a group for women
- 02 Yes, a group for men
- 03 Yes, a group for women and men
- 04 No
- 05 Does not apply

51. For the purpose of this deployment, did you have a uniform that fit you properly (e.g., did not interfere with your performance)? [MOWIP Q74]

- 01 Yes
- 02 No
- 03 Not applicable

52. During this deployment...

[GRID; ROWS = A-D, COLUMNS = 01 YES, 02 NO, 03 SOMETIMES, 04 CAN'T RECALL]

- a. Could you leave the base/compound whenever you wanted? [MOWIP Q98]
- b. Did you need an escort to leave the base/compound? [MOWIP Q99]
- c. Did you have access to a vehicle whenever you wanted? [MOWIP Q100]

53. While serving in this mission, did you engage in any of the following activities **in addition** to your regular tasks? Select all that apply [MOWIP Q101-MODIFIED]

- 01 Cooking
- 02 Cleaning
- 03 Driving
- 04 Translation
- 05 Community Outreach
- 06 Healthcare Provision
- 07 Teaching
- 08 Childcare
- 09 Mentoring

10 Not applicable—did not engage in any other activities  
88 Other (Please specify)

54. [IF Q53=09] Who did you mentor (beyond your responsibility for those who fell under your leadership)? Select all that apply

01 A woman/women in the CAF  
02 A man/men in the CAF  
03 A woman/women in another military  
04 A man/men in another military  
05 Someone else (Please specify)

55. Please indicate what equipment you received for the purpose of this deployment. Select all that apply [MOWIP Q76]

01 Ammunition  
02 Arm band  
03 Beret  
04 Bullet proof vest  
05 Cap  
06 Headscarf  
07 Helmet  
08 Radio  
09 UN Handbook  
10 UN Scarf  
11 Weapon  
12 I can't recall  
88 Other (Please specify)

56. What equipment, if any, did you need, but you did not receive for this mission? [MOWIP Q77]

01 TEXT  
02 I can't recall  
03 Not applicable; I received all that I needed.

57. What type of bathroom facilities were available at your place of work during your most recent international deployment? Select all that apply [MOWIP Q78-MODIFIED]

01 Female bathrooms only  
02 Male bathrooms only  
03 Both male only and female only bathrooms  
04 Unisex/gender neutral bathrooms  
05 None  
06 I can't recall

58. [SKIP IF Q57=05] Did you have access to your preferred bathroom at your place of work during your most recent international deployment? [MOWIP Q79-MODIFIED]

01 Yes  
02 No  
03 I can't recall

59. Which of the following best describes the type of sleeping facilities available during your most recent international deployment? [MOWIP Q80]

- 01 Same sex sleeping facilities only
- 02 Unisex sleeping facilities only
- 03 Both same sex and unisex sleeping facilities
- 04 Choose your own location (e.g., rented an apartment)
- 88 Other (Please specify)
- 06 None
- 07 I can't recall

60. Could you lock the door to your sleeping quarters during your most recent international deployment? [MOWIP Q82]

- 01 Yes
- 02 No
- 03 I can't recall

61. While on this mission, did you have access to:

[GRID; ROWS = A-F, COLUMNS = 01 YES, 02 NO, 03 I CAN'T RECALL, 04 DOES NOT APPLY]

- a. general healthcare. [MOWIP Q83]
- b. mental healthcare. [MOWIP Q84]
- c. reproductive healthcare, e.g., health services for gynecology, obstetrics, sexually transmitted diseases, infertility, and erectile dysfunction. [MOWIP Q86]
- d. birth control, e.g., condoms, pills, patches. [MOWIP Q87]
- e. [ASK IF Q2=02] a female physician. [MOWIP Q88]
- f. [ASK IF Q2=02] sanitary products for menstruation. MOWIP Q85]

62. Which, if any, of the following did you find inadequate during this deployment? Select all that apply [MOWIP Q81, 89]

- 01 Bathrooms
- 02 Sleeping quarters
- 03 Office space
- 04 Dining
- 05 Recreational space
- 06 Uniforms
- 07 Equipment
- 08 General healthcare
- 09 Mental healthcare
- 10 Sanitary products
- 11 Reproductive healthcare
- 12 Birth control
- 13 Nothing-no equipment, facilities or services were inadequate
- 14 I don't know

63. How often did you interact with locals during this deployment? [For example, local civilians, local police officers, local military personnel; this does not refer to civilian staff in the mission.] [MOWIP Q92-03 MODIFIED]

- 01 Everyday
- 02 Once a week
- 03 Once every few weeks
- 04 Once a month
- 05 Once every few months
- 06 Once during the deployment
- 07 Never
- 08 I can't recall

64. [IF Q63 ≠ 07] In what ways did you interact with locals during this deployment? Select all that apply [MOWIP Q93]

- 01 Trained and/or monitored the local security forces
- 02 Engaged in community-based work
- 03 Provided services to the community (e.g. health clinic, built roads etc.)
- 04 Monitored local activities for situation reports
- 05 Participated in patrols
- 06 Engaged in civilian protection activities (e.g. refugee camps etc.)
- 07 Participated in local events (e.g. went to local church/mosque)
- 08 Volunteered my own time to help the community
- 09 Spent time with locals socially (e.g. bars, nightclubs etc.)
- 88 Other [describe]
- 11 I can't recall

65. How often did you go out socially with your colleagues (national and international) during this deployment? This includes outside the camp and within the camp. [MOWIP Q94-03 MODIFIED]

- 01 Everyday
- 02 Once a week
- 03 Once every few weeks
- 04 Once a month
- 05 Once every few months
- 06 Once during the deployment
- 07 Never
- 08 I can't recall

66. Were you able to take your Home Leave Travel Allowance (HLTA) during your most recent deployment?

- 01 Yes
- 02 No

67. During this deployment, how often, if at all, did you engage in operational activities which include responding to potentially violent situations, e.g., something that put you in harm's way? [MOWIP Q95-MODIFIED]

- 01 Everyday

- 02 Once a week
- 03 Once every few weeks
- 04 Once a month
- 05 Once every few months
- 06 Once during the deployment
- 07 Never
- 08 I can't recall

68. Who, if anyone, helped you reintegrate in Canada after this deployment? Select all that apply [MOWIP Q114]

- 01 No one
- 02 [DO NOT DISPLAY OPTION IF NATO/OTHER INTERNATIONAL] The UN
- 03 Formal program/resources/support services in the military
- 04 Supervisor
- 05 Friends
- 06 Family
- 07 Colleagues
- 08 Mentors
- 88 Other, please specify: \_\_\_\_\_

69. Who, if anyone, recognized you for participating in this mission when you returned from the deployment? Recognition could include your name appearing in the newspaper, neighbours throwing you a party, or formal recognition. Select all that apply [MOWIP Q115]

- 01 I was recognized by the military/CAF
- 02 Media
- 03 Neighbors/Community/Hometown
- 04 Community Organization
- 05 Government
- 06 Family
- 07 I did not receive recognition
- 88 Other, please specify: \_\_\_\_\_

70. After returning from your most recent mission, did you return to the same job that you had before you deployed? [MOWIP Q116]

- 01 Yes
- 02 No
- 03 I prefer not to say

71. All things considered, how prepared do you think you were for this mission? [MOWIP Q97]

- 01 Not prepared at all
- 02 Partially prepared
- 03 Mostly prepared
- 04 Completely prepared

72. Did your role in this mission match your skills and abilities to contribute? [MOWIP Q96]

- 01 Yes

- 02 No
- 03 I don't know

73. Were you able to contribute fully on this mission?

- 01 Yes
- 02 No
- 03 I don't know

## V. GENERAL DEPLOYMENT EXPERIENCE

### [ASK IF Q33=01, 02, 03: THOSE WITH INTERNATIONAL EXPERIENCE]

Please consider all your international deployment experience when answering these next questions.

74. Have you ever acted as a gender focal point or gender advisor on a mission? [MOWIP Q102]

- 01 Yes
- 02 No
- 03 I don't know

75. Thinking about your international deployments, how much do you agree or disagree with the following statements:

[GRID; ROWS = A-B, COLUMNS = 01 STRONGLY AGREE, 02 AGREE, 03 NEUTRAL, 04 DISAGREE, 05 STRONGLY DISAGREE, 06 CAN'T RECALL, 07 DOES NOT APPLY]

- a. I felt unsafe during at least one of my peace operation deployments. [MOWIP Q103]
- b. I helped improve peace and security in the host country of the peace operation(s) to which I deployed. [MOWIP Q105]
- c. I felt unsafe during at least one of my NATO or other international deployments.

76. [IF Q75 A = 01,02] You mentioned that you felt unsafe at least once during one of your peace operation deployments. Which peace operation made you feel unsafe? [MOWIP Q104]

- 01 TEXT
- 02 I can't recall
- 03 I prefer not to say

77. What problems, if any, have you faced while deployed? Select all that apply [MOWIP Q106]

- 01 Driving accident
- 02 Health problems
- 03 Discomfort in the job as UN peacekeeper
- 04 Problems with locals
- 05 Issues with payment
- 06 Homesickness
- 07 Problems with lodging/hygiene
- 08 Problems with peacekeepers from other countries
- 09 Unsafety due to violence in the country

- 10 Victim of a crime
- 11 Relationship problems with someone in the country
- 12 Relationship problems with someone in the mission
- 13 Problems with food
- 14 None
- 88 Other, please specify:

78. During your deployment(s), were any of the following groups treated with a lack of respect?  
Select all that apply [MOWIP Q112]

- 01 Supervisors
- 02 Mission leadership (i.e., Force Commander, Special Representatives of the UN Secretary-General [SRSG], Police Commissioner)
- 03 Civilians in the mission
- 04 Local National Staff
- 05 Local Civilians
- 06 Junior Staff
- 07 Senior Staff
- 08 Women
- 09 People from ethnic/racial minorities
- 10 Men
- 11 People from developed countries (countries in Europe or North America)
- 12 People from developing countries (countries in Asia, South America or Africa)
- 13 People from the ethnic/racial majority
- 14 People with disabilities
- 15 Everyone is treated with respect
- 16 I don't know
- 17 I prefer not to say
- 88 Other, please specify:

79. While deployed, have you ever witnessed a colleague make jokes about any of the following topics? Select all that apply [MOWIP Q108]

- 01 Women/Female (Gender/Sex)
- 02 Men/Male (Gender/Sex)
- 03 National or ethnic origin
- 04 Race
- 05 Colour
- 06 Religion
- 07 Age
- 08 Marital status
- 09 Family status
- 10 Mental or physical disability
- 11 Physical Appearance
- 12 Socio-economic class
- 13 Sexual orientation
- 14 No, I did not witness a colleague make jokes about these topics
- 88 Other, please specify:

80. [ASK IF Q79 ≠ 14] While deployed, you indicated that you have witnessed a colleague making jokes. Which, if any, of these jokes were you the target of? Select all that apply

- 01     INSERT Q79 ITEMS
- 02     None of these
- 03     I prefer not to say

81. Which, if any, of the following did you witness or personally experience while deployed? Select all that apply [MOWIP Q109]

[GRID; ROWS = A-F, COLUMNS = 01 WITNESSED, 02 PERSONALLY EXPERIENCED, 03 PREFER NOT TO SAY]

- a. Unwanted texts or messages from any colleagues
- b. Pictures of someone posted on the internet by colleagues when they did not want them to be posted
- c. A colleague referring to someone by something other than their name or title (e.g., honey, baby, sweetheart, boy, girl, etc.)
- d. A colleague criticizing a colleague for not fulfilling their family obligations (e.g., being a bad parent, wife, husband, or for working late or too much, etc.)
- e. Colleagues visiting brothels together when not at work
- f. None of these

82. While deployed, did you ever witness or personally experience a colleague being favoured because of any of the following factors? Select all that apply [MOWIP Q109]

- 01     Friendship
- 02     Geographical origin
- 03     Shared interest outside of work
- 04     Ethnicity/Race
- 05     Religion
- 06     Nationality
- 07     Man/Woman
- 08     Family Relations
- 09     I have never experienced/witnessed any of these
- 88     Other, please specify:
- 99     I prefer not to say

83. During deployment, have you ever been criticized by a colleague on the basis of the following? Select all that apply [MOWIP Q111]

- 01     Because you are overly emotional
- 02     For being too aggressive
- 03     Because of the way you dress
- 04     Because of the way you speak
- 05     Because of your level of knowledge about a certain issue or topic
- 06     I have never experienced any of these
- 88     Other, please specify:
- 99     I prefer not to say

84. Considering all your international deployments, regardless of type, how many extensions have you received? [MOWIP Q117]

- 01 None
- 02 One
- 03 Two
- 04 Three or more
- 05 I can't recall
- 06 I prefer not to say

85. Were you ever denied a request to remain in a mission or to renew your contract? [MOWIP Q118]

- 01 Yes
- 02 No
- 03 Not applicable

86. [IF Q85=01] What reason were you given for denial of the extension request? Select all that apply [MOWIP Q119]

- 01 Canada has firm rules about extensions
- 02 Deployed for specific period with my unit
- 03 Poor disciplinary record
- 04 Poor performance
- 05 UN corruption
- 06 False rumors about me
- 07 Because I am woman
- 08 Because I am a man
- 09 Because of discrimination
- 88 Other, please specify:
- 99 Don't know

## VI. RECRUITMENT FOR UN MISSIONS

### [EVERYONE]

87. Have you ever heard about opportunities to apply for a UN peacekeeping mission as either of the following? [MOWIP Q141]

[GRID; ROWS = A-B, COLUMNS = 01 YES, 02 NO, 03 Don't know]

- a. A military observer
- b. A staff officer

88. Please identify all the ways that UN peacekeeping deployment opportunities are advertised for military observers and staff officers. Select all that apply. [MOWIP Q142]

[GRID; ROWS = A-N, COLUMNS = MILITARY OBSERVERS, STAFF OFFICERS]

- a. Organization-wide email
- b. Organization's newsletter
- c. TV

- d. Radio
- e. Internal job board
- f. Word of mouth
- g. Through formal professional associations
- h. Through training academies
- i. Through informal mentorships
- j. Through immediate superiors
- k. Social media
- l. I don't know
- m. None of these
- n. Other, please specify:

89. To your knowledge, is there a standardized procedure for recruitment to UN peacekeeping missions for the following? [MOWIP Q144]

[GRID; ROWS = A-B, COLUMNS = 01 YES, 02 NO, 03 Don't know]

- a. Military observers
- b. Staff officers

90. How fair do you think the recruitment process for UN peacekeeping missions is in the CAF? [MOWIP Q146]

- 01 Very fair
- 02 Fair
- 03 Neutral
- 04 Unfair
- 05 Very Unfair
- 06 I don't know
- 07 I prefer not to say

91. Have you ever volunteered to deploy to a UN peacekeeping mission? [MOWIP Q122]

- 01 Yes, I volunteered
- 02 No, I have never volunteered
- 03 I did not volunteer, but I have deployed
- 04 I prefer not to say

92. Have you ever exchanged a favour to try to deploy to a UN peacekeeping mission? [MOWIP Q143]

- 01 Yes
- 02 No
- 03 Don't know
- 04 I prefer not to say
- 05 Does not apply

93. [IF Q91=02] Why have you never volunteered for a UN peacekeeping mission? [MOWIP Q123]

- 01 Family considerations
- 02 I don't have the right skills

- 03 I don't have the right rank
- 04 Peace operations are too dangerous
- 05 Peace operations do not help my career
- 06 Heard about a bad experience on a peace operation
- 07 Did not have enough information about peace operation deployment
- 08 Did not know about the opportunity
- 09 Was not interested in peacekeeping
- 10 Deployment is not voluntary in my country
- 11 I don't know
- 12 I prefer not to say
- 88 Other, please specify:

94. [IF Q91=01] Which of the following best describes your application experience? [MOWIP Q124]

- 01 I voluntarily applied and was selected
- 02 I voluntarily applied and did not get selected
- 03 I prefer not to say
- 04 Other, please specify:

95. [IF Q94=02] Why do you think you were not selected for a UN peacekeeping mission? Select all that apply [MOWIP Q125]

- 01 I did not meet the skills-based criteria for deployment
- 02 I did not meet the physical fitness criteria for deployment
- 03 My superiors chose someone they know personally
- 04 My superiors chose someone to whom they owe a favour
- 05 I did not have the right rank
- 06 I did not meet the age requirement
- 07 Because I am a man
- 08 Because I am a woman
- 09 My superiors thought the mission location was too dangerous for me
- 88 Other, please specify:
- 11 I don't know

96. [IF Q91=01] Why did you decide to volunteer for a UN peacekeeping mission? Select all that apply [MOWIP Q126]

- 01 To advance my career
- 02 For adventure
- 03 My colleague/others had a good experience
- 04 To help people
- 05 For the money
- 06 To travel
- 07 To learn new skills
- 88 Other, please specify:
- 09 I don't know

97. [IF MORE THAN 1 RESPONSE OFFERED AT Q96] Which reason was the **most** important factor in your decision volunteer for a UN peacekeeping mission? [MOWIP Q127]

[PRESENT ITEMS FROM Q96]

- 01 To advance my career
- 02 For adventure
- 03 My colleague/others had a good experience
- 04 To help people
- 05 For the money
- 06 To travel
- 07 To learn new skills

98. Why do you think your fellow colleagues who have been selected to deploy to UN peacekeeping missions were chosen? Select all that apply [MOWIP Q128]

- 01 They had the right skills
- 02 They had the right rank
- 03 They knew the right people
- 04 Being a man
- 05 Being a woman
- 06 They were single
- 07 They had no family obligations
- 08 The wanted to travel/have adventure
- 09 They showed a lot of interest in wanting to deploy
- 10 They were a part of a battalion or formed unit that deployed
- 11 I don't know anyone selected to deploy to a UN peacekeeping mission
- 12 They needed a deployment to strengthen their case for promotion
- 13 I don't know
- 88 Other, please specify:

## VII. INTEREST IN FUTURE DEPLOYMENTS TO UN MISSIONS

[EVERYONE]

99. Do you want to deploy to a UN peacekeeping mission in the future? [MOWIP Q120]

- 01 Yes
- 02 No
- 03 I don't know
- 04 Not applicable

100. [IF Q99=02,03] Why do you not want to deploy to a UN peacekeeping mission in the future? Select all that apply

- 01 No interest in peacekeeping
- 02 The CAF can't make a difference on peacekeeping missions
- 03 I can't make a difference on peacekeeping missions
- 04 These missions are not important enough for the CAF
- 05 These missions are not challenging enough
- 06 Those who have deployed have been disappointed with their experience

88 Other, please specify:  
99 I don't know

101. Do you want to deploy to a NATO or other international mission in the future?

01 Yes  
02 No  
99 I don't know  
98 Not applicable

102. Have you ever heard of men complaining of their experience in a UN peacekeeping mission? [MOWIP Q206]

01 Yes  
02 No  
03 Don't know

103. [IF Q102=01] Do/did these stories affect your decision to be (re)-deployed to a UN peacekeeping mission? [MOWIP Q207]

01 Yes  
02 No  
03 I don't know  
04 I prefer not to say  
05 Does not apply to me

104. Have you ever heard of women complaining of their experience in a UN peacekeeping mission? [MOWIP Q208]

01 Yes  
02 No  
03 I don't know

105. [IF Q104=01] Do/did these stories affect your decision to be (re)-deployed to a UN peacekeeping mission? [MOWIP Q209]

01 Yes  
02 No  
03 I don't know  
04 I prefer not to say  
05 Does not apply to me

106. How, if at all, has the COVID-19 pandemic impacted your interest in deployment to a UN peacekeeping mission in the next 2 years?

01 Increased my interest in deployment to a UN mission  
02 Reduced my interest in deployment to a UN mission  
03 Has not impacted my interest in a future deployment to a UN mission  
04 I'm not sure

107. How, if at all, has the COVID-19 pandemic impacted your interest in deployment to a NATO or other international mission in the next 2 years?

- 01 Increased my interest in deployment
- 02 Reduced my interest in deployment
- 03 Has not impacted my interest in deployment
- 04 I'm not sure

108. Thinking about future deployments, please pick the two UN peacekeeping missions you would most like to be deployed to? [MOWIP Q218]

- 01 Haiti
- 02 Democratic Republic of the Congo
- 03 Cyprus
- 04 Western Sahara
- 05 Mali
- 06 Central African Republic
- 07 Darfur
- 08 Golan Heights
- 09 Lebanon
- 10 South Sudan
- 11 Kosovo
- 12 India/Pakistan Border
- 13 Middle East
- 14 Ukraine
- 15 Afghanistan
- 16 Iraq
- 17 Bosnia
- 18 Somalia
- 19 Burundi
- 20 Moldova
- 21 Albania
- 22 Serbia
- 23 Macedonia
- 24 Montenegro
- 25 I don't know
- 26 Doesn't matter where; I'm interested in any mission
- 27 Does not apply; not interested in future deployment

109. [IF Q108 ≠ 25, 26 or 27] Why did you select these two missions? Select all that apply [MOWIP Q219]

- 01 I have a particular interest in the culture(s)
- 02 It is where the CAF can make a difference
- 03 It is where I can make a difference
- 04 It is an important operation for the CAF
- 05 The living conditions are good
- 06 It is a relatively safe mission
- 07 To be on a challenging mission

- 08 Proximity/access to desired HLTA travel location
- 09 I speak the language of the culture
- 10 Those who have deployed there say it is a good experience
- 88 Other, please specify:

110. To what extent, if at all, are you afraid of your family's judgment if you participate in a UN peacekeeping mission? [MOWIP Q187-MODIFIED SCALE]

- 01 Very afraid
- 02 Moderately afraid
- 03 Neutral
- 04 Not very afraid
- 05 Not at all afraid
- 06 I don't know
- 07 I prefer not to say
- 08 Does not apply to me

111. What challenges, if any, do you think **men** face when participating in peacekeeping missions? [MOWIP Q34/Q35]

- 01 TEXT BOX
- 02 No challenges

112. What challenges, if any, do you think **women** face when participating in peacekeeping missions? [MOWIP Q36/37]

- 01 TEXT BOX
- 02 No challenges

### VIII. VIEWS ON SUITABILITY FOR UN MISSIONS

These next questions ask about procedures, policies, and eligibility for UN peacekeeping missions. Please answer these questions to the best of your ability whether or not you have been deployed to a UN peacekeeping mission. If you do not know the answer, take your best guess, or select the "I do not know" response option.

#### [ASK EVERYONE]

113. Which, if any, of the following requirements are necessary for deployment to a UN peacekeeping mission? Select all that apply [MOWIP Q152, 153]

[GRID; ROWS = 01-88, COLUMNS = MILITARY OBSERVERS, STAFF OFFICERS]

- 01 Driver's Test
- 02 Physical Fitness Test
- 03 Written Exam
- 04 English Test
- 05 French Test
- 06 Medical Test
- 07 Specific number of years in service
- 08 Certain Rank

- 09 Certain Age
- 10 Computer Test
- 11 Small Arms/Tactical Test
- 12 Personality/Character Test
- 13 Disciplinary Record
- 14 Unmarried/No children
- 15 Permission from supervisor
- 16 Gender Sensitivity Test
- 17 Communication/listening/interpersonal skills
- 18 Conflict resolution/negotiation skills
- 19 None
- 20 Country does not deploy military observers/UNPOL
- 21 I don't know
- 88 Other, please specify:

114. From the following list of skills/attributes/abilities, please identify the three that are the **most** important for the success of a peacekeeping mission? [MOWIP Q159]

- 01 Ability to work with local women
- 02 Ability to work with local men
- 03 Communication/listening/interpersonal skills
- 04 Conflict resolution/negotiation skills
- 05 Ability to work with personnel from other countries
- 06 Combat/tactical skills
- 07 Computer skills
- 08 Ability to drive a manual car
- 09 Ability to speak the local host country's language
- 10 Ability to speak English
- 11 Ability to speak French
- 12 Physical Fitness
- 13 Medical fitness
- 14 Experience within the armed forces/police/gendarmerie
- 15 Minimum rank
- 16 Appropriate age
- 17 Appropriate personality/character
- 18 Clean disciplinary record
- 19 Having no family commitments back home
- 20 Having your supervisor's permission
- 21 Gender sensitivity
- 22 I don't know
- 88 Other:

115. What impact, if any, [IF Q33=01 did deployment to a UN peacekeeping mission have on your career advancement / IF Q33=02, 03 do you think deployment to a UN peacekeeping mission *would* have on your career advancement]? [MOWIP Q163-MODIFIED]

- 01 No impact at all
- 02 A minor impact
- 04 A moderate impact

- 05 A major impact
- 06 I don't know

116. What benefits, if any, do you think you [IF Q33=01 got / IF Q33=02, 03 *would* get] by participating in a UN peacekeeping mission? Select all that apply [MOWIP Q164]

- 01 Extra salary
- 02 Career advancement
- 03 Rising in rank
- 04 New skills
- 05 New friends/social networks
- 06 I prefer not to say
- 07 I don't know
- 88 Other, please specify: \_\_\_\_\_

117. What problems, if any, [IF Q33=01 did you / IF Q33=02, 03 do you think you *would*] face upon returning from a UN peacekeeping mission? Select all that apply [MOWIP Q165]

- 01 Problems in my personal relationship
- 02 Problems with my spouse
- 03 Problems with family members
- 04 Problems with my children
- 05 Problems with friends
- 06 Financial Problems
- 07 Infidelity
- 08 Divorce/Separation
- 09 Demotion
- 10 Wasted time by being on mission
- 11 Came to dislike my colleagues at home
- 12 Mental Health Problems
- 13 Physical Health Problems
- 14 Boredom
- 15 Social stigma
- 16 Missed out on opportunities for career advancement
- 17 Rumors about me spread by others
- 18 Problems deploying again
- 19 No problems
- 20 I prefer not to say
- 21 I don't know
- 88 Other, please specify: \_\_\_\_\_

118. In your opinion:

[GRID; ROWS = A-E/ROTATE ITEMS, COLUMNS =01 NUMERIC-OPEN, 02 I DON'T KNOW]

- a. What is the ideal rank for someone's first UN peacekeeping deployment? [MOWIP Q177]
- b. What is the ideal age for someone's first UN peace operation deployment? [MOWIP Q176]
- c. How long should UN peace operation deployments be? [MOWIP Q178]

- d. At least how old should a child be when his/her father/male guardian deploys to a UN peace operation? [MOWIP Q186]
- e. At least how old should a child be when his/her mother/female guardian deploys to a UN peace operation? [MOWIP Q192]

119. How much do you agree or disagree with the following statements?

[GRID; ROWS = A-D/ROTATE ITEMS, COLUMNS =01 STRONGLY AGREE, 02 AGREE, 03 NEUTRAL, 04 DISAGREE, 05 STRONGLY DISAGREE, 06 I DON'T KNOW, 07 PREFER NOT TO SAY]

- a. Payment from UN peacekeeping missions is sufficient for managing my household while I am deployed. [MOWIP Q184-MODIFIED]
- b. [IF Q8a,b,c ≠ 0 or Q12 = 01] I have family/extended family who can take care of my children and adult dependents while I deploy on missions. [MOWIP Q185]
- c. The presence of male peacekeepers improves the relationship between the military and civilians. [MOWIP Q193]
- d. The presence of female peacekeepers improves the relationship between the military and civilians. [MOWIP Q205]

120. How much social stigma do you think there is in Canada for CAF members who leave their children to deploy to a UN peacekeeping mission? In this context, social stigma refers to negative attitudes or discrimination against someone.

[GRID; ROWS=A-B, COLUMNS=01 A LOT OF STIGMA, 02 SOME STIGMA, 03 NEUTRAL, 04 VERY LITTLE STIGMA, 05 NO STIGMA AT ALL, 06 I DON'T KNOW, 07 PREFER NOT TO SAY]

- a. Female members. [MOWIP Q194]
- b. Male members. [MOWIP Q188]

121. In your opinion, how many times should a member of the military deploy to peacekeeping missions in his/her life?

[GRID; ROWS=A-B, COLUMNS=01 [OPEN-NUMERIC], 02 I DON'T KNOW]

- a. Female members
- b. Male members [MOWIP Q217]

122. What do you think are the three main challenges to increasing **women's** participation in UN peace operations in your country? [MOWIP Q290]

- 01 There are not enough eligible women in the CAF
- 02 The selection process is not fair and/or is biased against women
- 03 Many women don't have the right skills required to deploy
- 04 Women have too many obligations at home or with their families
- 05 There are not adequate equipment and facilities for women in peace operations
- 06 There are stories of women having negative experiences during deployment
- 07 UN peace operation deployments aren't helpful for career advancement
- 08 Leadership or supervisors don't support increasing women's deployment
- 09 Cultural attitudes make people doubt women's ability to deploy
- 10 Women are not treated as equal members of the CAF
- 11 Leaders/supervisors do not think it is safe to deploy women
- 12 Women do not think it is safe to deploy

- 88 Other, please specify:
- 97 I prefer not to say
- 99 I don't know

123. What do you think are the three main challenges to increasing **men's** participation in UN peace operations in your country? [MOWIP Q291]

- 01 There are not enough eligible men in the CAF
- 02 The selection process is not fair and/or is biased
- 03 Many men don't have the right skills required to deploy
- 04 Men have too many obligations at home or with their families
- 05 There are not adequate equipment and facilities for men in peace operations
- 06 There are stories of men having negative experiences during deployment
- 07 UN peacekeeping deployments aren't helpful for career advancement
- 08 Leadership or supervisors don't support increasing men's deployment
- 09 Cultural attitudes make people doubt men's ability to deploy
- 10 Men are not treated as equal members of the CAF
- 11 Leadership prefers to deploy women
- 12 Men do not think it is safe to deploy
- 88 Other, please specify:
- 97 I prefer not to say
- 99 I don't know

## IX. GENERAL CAREER/EXPERIENCE IN CAF

### [ASK EVERYONE]

124. Do CAF uniforms accommodate religious and/or cultural traditional clothing?

- 01 Yes
- 02 No
- 03 I don't know
- 04 I prefer not to say

125. Do you have at least one mentor who can provide guidance about your career? [MOWIP Q167]

[GRID; ROWS=A-B, COLUMNS=01 YES, 02 NO, 03 I PREFER NOT TO SAY]

- a. with the CAF
- b. outside the CAF

126. [IF Q125A=01] Which of the following best describes your main mentor within the CAF? Select all that apply [MOWIP Q168-MODIFIED RESPONSE OPTIONS]

- 01 Male, higher rank
- 02 Female, higher rank
- 04 Male, lower rank
- 05 Female, lower rank
- 06 Male, same rank
- 06 Female, same rank

- 07 Male, has previously deployed to a UN peace operation
- 08 Female, has previously deployed to a UN peace operation
- 09 I refuse to say

127. While a member of the military, what type of extended leave, if any, have you taken? This could be paid or unpaid leave. Extended means a leave longer than 2 weeks in duration. Select all that apply [MOWIP Q181]

- 01 Maternity
- 02 Parental
- 03 Family
- 04 Sick leave
- 05 Elder Care
- 06 Disability
- 88 Other, please specify: \_\_\_\_\_
- 08 I have not taken any type of leave
- 09 I prefer not to say

128. [IF Q127 ≠ 08,09] How many times have you taken [IF ONE ITEM AT Q127, INSERT] leave? This could be paid or unpaid leave. Extended means a leave longer than 2 weeks in duration. [MOWIP Q180]

IF MORE THAN ONE TYPE OF LEAVE MENTIONED AT Q127, USE A GRID: ROWS=ITEMS FROM Q127; COLUMNS=FREQUENCY.

- 01 Never
- 02 1
- 03 2
- 04 3
- 05 4
- 06 5
- 07 6 or more times
- 08 I don't know
- 09 I prefer not to say

129. [IF Q127 ≠ 08,09] How, if at all, did this leave(s) affect your career? [MOWIP Q182 - MODIFIED]

- 01 It did not affect my career
- 02 I may have missed out on career advancing opportunities
- 03 I definitely missed out on career advancing opportunities
- 04 It strained relationships with my colleagues
- 05 I was viewed by superiors as less ambitious/less dedicated to my job
- 06 I was given less responsibility
- 88 Other, please specify:
- 08 I don't know
- 09 I prefer not to say

130. [IF Q127 ≠ 08,09] Did you have the option to do any in-service training during any of your periods of leave? In-service training is training provided by the CAF. [MOWIP Q183]

- 01 Yes it was offered, and I took training
- 02 Yes, it was offered, but I did not take training
- 03 No, I was not offered
- 04 No, it was not permitted under the conditions of the leave
- 05 I can't recall
- 06 I prefer not to say

131. How often do you feel stuck in your position within the CAF? [MOWIP Q222]

- 01 Often
- 02 Sometimes
- 03 Rarely
- 04 Never
- 05 I prefer not to say

132. To the best of your knowledge, does the CAF have any of the following? Select all that apply [MOWIP Q189]

- 01 Gender coach
- 02 Gender focal point
- 03 Gender advisor
- 04 Gender division
- 05 Gender toolkit
- 06 Gender mainstreaming policy/gender-based analysis
- 88 Other: specify
- 08 I don't know

133. Have you heard of United Nations Security Council Resolution 1325? Resolution 1325 urges all actors to increase the participation of women in conflict prevention and resolution, peacemaking, and peacebuilding as well as to incorporate gender perspectives in all United Nations peace and security efforts. [MOWIP Q190-MODIFIED]

- 01 Yes
- 02 No
- 03 I don't know

134. How willing would you be to approach a superior officer to:

[GRID; ROWS=A-D. COLUMNS=01 VERY WILLING, 02 WILLING, 03 NEUTRAL 04 UNWILLING  
05 VERY UNWILLING 06 I DON'T KNOW, 07 PREFER NOT TO SAY]

- a. discuss peace operation deployment opportunities? [MOWIP Q197]
- b. discuss inappropriate behaviour from your colleagues? [MOWIP Q198]
- c. discuss inappropriate behaviour of someone superior to you?
- d. discuss family issues (e.g., including marital problems, childcare issues, etc.) affecting your ability to fulfill your duties? [MOWIP Q199]

135. Are you aware of any colleagues being dismissed for:

[GRID; ROWS=A-B. COLUMNS=01 YES, 02 NO, 03 I CANNOT RECALL, 04 PREFER NOT TO SAY]

a. inappropriate behaviour **outside** the context of a mission? [MOWIP Q199-MODIFIED]

b. inappropriate behaviour **within** the context of a mission? [MOWIP Q199-MODIFIED]

136. Are you aware of the following:  
[GRID; ROWS=A-C. COLUMNS=01 YES, 02 NO, 03 I CANNOT RECALL, 04 PREFER NOT TO SAY]

a. guidelines stating who you should speak to if you are harassed or threatened by your colleagues? [MOWIP-MODIFIED Q201]

b. a whistleblower policy in the CAF? The term “whistleblowing” refers to the act of calling attention to a questionable or illicit activity in an attempt to have it brought to an end. Within DND, “whistleblowing” is referred to as a “disclosure of wrongdoing”. [MOWIP Q203]

c. an internal complain system within the CAF? [MOWIP Q204]

137. While serving in the CAF in Canada (NOT during an international deployment), have you ever witnessed a colleague make jokes about any of the following topics? Select all that apply [MOWIP Q211]

01 Women  
02 Men  
03 National or ethnic origin  
04 Race  
07 Age  
08 Rank  
09 Marital status  
10 Physical Appearance  
11 Socio-economic class  
12 Sexual orientation  
13 Gender identity  
14 Gender expression  
15 No, I did not witness a colleague make jokes about these topics  
88 Other, please specify:

138. Which, if any, of the following have you experienced or witnessed while serving in the CAF in Canada (NOT during an international deployment)? Select all that apply [MOWIP Q212]

01 Unwanted texts or messages from any colleagues  
02 Pictures of someone posted on the internet by colleagues when they did not want them to be posted  
03 A colleague refer to someone by something other than their name or title (e.g., honey, baby, sweetheart, boy, girl, etc.)  
04 A colleague criticizing a colleague for not fulfilling their family obligations (e.g., being a bad parent, wife, husband, or for working late or too much, etc.)  
05 A colleague bragging to other colleagues about having sex? [MOWIP 271]  
06 Other behaviour that made you or others feel uncomfortable: specify

- 07 None of these
- 98 I prefer not to say

139. While serving in the CAF in Canada (NOT during an international deployment), have you ever witnessed or personally experienced a colleague being favoured because of any of the following factors? Select all that apply [MOWIP Q213]

- 01 Friendship
- 02 Geographical origin
- 03 Shared interest outside of work
- 04 Ethnicity/Race
- 05 Religion
- 06 Nationality
- 07 Man/Woman
- 08 Family relations
- 09 Romantic relationships
- 10 I have never experienced any of these
- 88 Other, please specify:
- 11 I prefer not to say

140. While serving in the CAF in Canada (NOT during an international deployment), have you ever been criticized by a colleague on the basis of any of the following? Select all that apply [MOWIP Q214]

- 01 For being overly emotional
- 02 For being too aggressive
- 03 Because of the way you dress
- 04 Because of the way you speak
- 05 Because of your level of knowledge about a certain issue or topic
- 06 I have never experienced any of these
- 88 Other, please specify:
- 08 I prefer not to say

141. Which of the following groups, if any, are treated with less respect in the CAF? Select all that apply [MOWIP Q214]

- 01 Supervisors
- 02 Senior Staff
- 03 Junior Staff
- 04 Civilian staff
- 05 Women
- 06 Men
- 07 People from ethnic/racial minorities
- 08 People with disabilities
- 09 None of these groups; everyone is treated with respect
- 88 Other, please specify:
- 10 I prefer not to say
- 11 I don't know

142. Do you think women are sometimes favoured for opportunities, such as jobs, promotions, and peace operation deployments just because they are women? [MOWIP Q224]

- 01 Yes
- 02 No
- 03 I don't know
- 04 I prefer not to say

143. [IF Q142=01,03,04] Do you think the favouring of women for some opportunities unfairly disadvantages men? [MOWIP Q225]

- 01 Yes
- 02 No
- 03 I don't know
- 04 I prefer not to say

144. Do you know of men in your organization who have done any of the following? Select all that apply [MOWIP Q226]

- 01 Mentored a female colleague
- 02 Stood up for women who were experiencing discrimination that was impacting fairness in their career
- 03 Helped promote women in rank
- 04 Promoted policies that help women
- 05 Talked with their male colleagues to correct problematic behavior towards women
- 06 None of the above
- 07 I don't know
- 08 I prefer not to say

145. Do you socialize with other members of the military outside of work? [MOWIP Q263]

- 01 Yes
- 02 No
- 03 I prefer not to say

146. Have you ever participated in co-ed / mixed gender team sports organized by the CAF? [MOWIP Q261]

- 01 Yes
- 02 No
- 03 I prefer not to say

147. How worried are you of being accused of sexual harassment by a CAF colleague? [MOWIP Q268-MODIFIED]

- 01 Very worried
- 02 Moderately worried
- 03 Not very worried
- 04 Not at all worried
- 99 I don't know
- 98 I prefer not to say

148. Do you avoid socializing with the opposite sex because you are worried about sexual harassment complaints being filed against you? [MOWIP Q268]

- 01 Yes
- 02 No
- 03 I prefer not to say

## X. GENDER-BASED ATTITUDES AND VALUES

149. Please indicate how much you agree or disagree with each of the following statements:

[GRID; ROWS=A-K; ROTATE ITEMS, COLUMNS=01 STRONGLY AGREE, 02 AGREE, 03 NEUTRAL, 04 DISAGREE, 05 STRONGLY DISAGREE, 06 I DON'T KNOW, 07 PREFER NOT TO SAY]

- a. Women are capable of special tactical operations. [MOWIP Q230]
- c. A man must have children to be considered a real man [MOWIP Q234]
- d. Men who deploy on peacekeeping missions cannot be good fathers [MOWIP Q235]
- g. A woman must have children to be considered a real woman [MOWIP Q238]
- h. Women who deploy on peacekeeping missions cannot be good mothers [MOWIP Q240]
- j. A man should have the final word about decisions in his home [MOWIP Q242]
- k. Women often lie about being raped. [MOWIP 288]
- l. Senior members of the CAF often refuse to listen to the experiences of lower rank members [MOWIP Q251]

150. Imagine a male and female peacekeeper deployed to an international mission. If only one peacekeeper could be selected for the following tasks, who would you say is best suited for each task.

[GRID; ROWS=A-L/ROTATE ITEMS, COLUMNS=01 MALE PEACEKEEPER, 02 FEMALE PEACEKEEPER, 03 BOTH MALE AND FEMALE PEACEKEEPERS, 04 I DON'T KNOW, 05 PREFER NOT TO SAY]

- a. Engaging with women and children in a conflict zone [MOWIP Q245]
- b. Engaging with refugees in a camp [MOWIP Q246]
- c. Training the local police/armed forces [MOWIP Q247]
- d. Responding to a riot against the government [MOWIP Q248]
- e. Responding to a suspected terrorist after intelligence about a possible bombing [MOWIP Q249]
- f. Typing situation reports [MOWIP Q250]

151. Please indicate how much you agree or disagree with the following statements:

[GRID; ROWS=A-G/ROTATE ITEMS, COLUMNS=01 STRONGLY AGREE, 02 AGREE, 03 NEUTRAL, 04 DISAGREE, 05 STRONGLY DISAGREE, 06 I DON'T KNOW, 07 PREFER NOT TO SAY]

- a. It is important for a man to be respected by other men. [MOWIP W278]
- b. If someone insults me, I will defend my reputation, with violence if I have to. [MOWIP W280]
- c. It is acceptable for a colleague to tell a woman that she is attractive. [MOWIP W279]

- d. Men need sex more than women do. [MOWIP W282]
- e. Witnessing a man kiss another man would make me feel uncomfortable. [MOWIP W284]
- f. It is acceptable for a colleague to tell a man that he is attractive. [MOWIP W286]
- g. Witnessing a woman kiss another woman would make me feel uncomfortable. [MOWIP W289]

## XI. FINAL COMMENTS

152. Thank you very much for taking the time to share your views. Do you have any final comments for CAF?

- 01 TEXT
- 02 I don't know

To have your responses recorded in the survey dataset, please click 'SUBMIT'.

## 4. Survey Closing Page

### Thank you for your participation!

Should you have any questions or concerns regarding this survey, please do not hesitate to Alethea Woods (principal researcher) at (awoods@phoenixspi.ca).

Should you feel any discomfort relating to the survey you just completed, please do not hesitate to contact one of the organizations listed below for assistance:

DND/CAF SERVICE PROVISION CONTACT NUMBERS	
<b>DND CIVILIAN EMPLOYEE ASSISTANCE PROGRAM (EAP)</b>	.....1-800-268-7708 <a href="http://www.hc-sc.gc.ca/ewh-semt/occup-travail/empl/eap-pae-eng.php">http://www.hc-sc.gc.ca/ewh-semt/occup-travail/empl/eap-pae-eng.php</a>
<b>CAF TRANSITION GROUP</b>	<a href="http://www.canada.ca/en/department-national-defence/services/benefits-military/transition.html">http://www.canada.ca/en/department-national-defence/services/benefits-military/transition.html</a>
<b>CANADIAN ARMED FORCES CHAPLAIN GENERAL</b>	.....1-866-502-2203 (Mon-Fri 8:00 a.m to 16:00 p.m E.T) <a href="https://www.canada.ca/en/department-national-defence/services/benefits-military/health-support/chaplain.html">https://www.canada.ca/en/department-national-defence/services/benefits-military/health-support/chaplain.html</a>

**OPERATIONAL TRAUMA AND STRESS SUPPORT CENTRES**

(Mon-Fri 8:00 a.m. to 17:00 p.m. E.T)

<http://www.forces.gc.ca/en/caf-community-health-services-mental/index.page?#otssc>

Atlantic – Halifax	1-902-721-5703
Quebec – Valcartier	1-418-844-5000 ext 5802
Ontario – Ottawa	1-613-945-1060 ext 6644
OR 1-877-705-8880	
Western – Edmonton	1-780-973-4011 ext 5332
Pacific – Victoria	1-250-363-4411

**CANADIAN/MILITARY FAMILY RESOURCE CENTRES (C/MFRC)**

Military Family Information Line .....	<b>1-800-866-4546</b>
Military Family Resource Centre- Ottawa .....	1-613-998-4888
<a href="https://www.cafconnection.ca/National/Programs-Services/Deployment-Support/Deployment-Support-for-Families/Military-Family-Resource-Centres-(MFRC).aspx">https://www.cafconnection.ca/National/Programs-Services/Deployment-Support/Deployment-Support-for-Families/Military-Family-Resource-Centres-(MFRC).aspx</a>	

**SEXUAL MISCONDUCT RESPONSE CENTRE .....** 1-844-750-1648

(can call 24 hours a day, 7 days a week)

<http://www.forces.gc.ca/en/caf-community-support-services/sexual-misconduct-response-centre.page>

**CANADIAN ARMED FORCES MEDICAL CENTRES**

See the following website for contact information for your local medical centre:

<https://www.canada.ca/en/department-national-defence/services/benefits-military/health-support/medical-dental-centers.html>

**CANADIAN ARMED FORCES MENTAL HEALTH SERVICES**

See the following intranet site for information on available mental health services:

<http://cmp-cpm.mil.ca/en/health/caf-members/mental-health.page>

See the following internet site for information on available mental health services:

<https://www.canada.ca/en/department-national-defence/programs/caf-mental-health-services.html>

**CHIEF OF MILITARY PERSONNEL ADMINISTRATIVE RESPONSE CENTRE (ARC) .....** 1-833-445-1182

[CMPPARC.CRACPM@forces.gc.ca](mailto:CMPPARC.CRACPM@forces.gc.ca)

**HR GO RH APP**

<https://www.canada.ca/en/department-national-defence/maple-leaf/defence/2019/11/looking-for-hr-information-at-your-fingertips-download-the-hr-go-rh-app-today.html>

**DND/CAF MOBILE APPS**

CAF app, Respect in the CAF app, Road to Mental Readiness app

<http://www.forces.gc.ca/en/stay-connected/mobile-apps.page>

**LIFESPEAK WEBSITE AND MOBILE APP**

<https://www.canada.ca/en/department-national-defence/maple-leaf/defence/2020/03/lifespeak-your-virtual-library-for-total-well-being.html>