

- When a critical mass of women in UN peace-keeping missions exists, local women in the host country are mobilized through a positive demonstration effect. For example, the success of local women and NGO's in being able to diffuse violence in South Africa probably contributed to the conclusion that UN military personnel were not needed in preparing for elections. - The participation of women in UN peace-keeping missions focuses attention on the need for an up-to-date code of conduct for UN peace-keepers, particularly in the area of human rights and gender issues.
- In performing their tasks, women were perceived to be compassionate, unwillingly to opt for force over reconciliation, willing to listen and learn, and contributors to an environment of stability and morality which fostered the peace process.
- The presence of women seems to foster confidence and trust among the local population, a critical element in any peace-keeping mission.
- Women are successful as negotiators, active in proposing constructive solutions, action-oriented and often willing to take innovative approaches to establish a dialogue between polarized groups. They sometimes use unorthodox means such as singing to diffuse potentially violent situations.
- Women's participation helps to break-down traditional views and stereotypes of women in countries and local communities where they serve and among peace-keepers.
- Contrary to some expectations, many women willingly accept the challenges of working in all types of situations, including dangerous and isolated areas.
- Civilian women peace-keepers work effectively with both military and police personnel.

Table 5. International UN civilian staff in peace-keeping missions, by selected years, 1957 - 1991

Year	All categories	
	Total	%Female
1957	266	11.7
1961	783	22.2
1964	460	12.0
1965	356	11.2
1970	264	5.3
1975	669	8.7
1980	956	12.6
1985	958	13.4
1986	1166	12.5
1987	1127	12.2
1988	1099	12.7
1989	1590	23.0
1990	1506	14.2
1991	1449	14.5

Year	P5 to USG	
	Total	%Female
1957	8	0.0
1961	24	0.0
1964	29	3.4
1965	22	0.0
1970	9	0.0
1975	16	0.0
1980	12	0.0
1985	10	0.0
1986	9	0.0
1987	11	0.0
1988	15	0.0
1989	59	10.2
1990	23	0.0