

all levels, particularly at the decision-making level, including in the United Nations Secretariat with due regard to equitable geographical distribution in accordance with Article 101 of the Charter of the United Nations".<sup>38</sup> The Platform for Action further recommended that national Governments "strengthen the role of women and ensure equal representation of women at all decision-making levels in national and international institutions which may make or influence policy with regard to matters related to peace-keeping, preventive diplomacy and related activities and in all stages of peace mediation and negotiations, taking note of the specific recommendations of the Secretary-General in his strategic plan of action for the improvement of the status of women in the Secretariat (1995-2000)".<sup>39</sup> Implementation of these recommendations could also lead to an increased role for women in peace-keeping operations.

The growing presence of female officers in national militaries, including in combat roles, and in civilian police forces is also likely to contribute to increasing participation of women in UN peace-keeping missions. Growing experience with women performing in various roles and functions in civilian peace-keeping missions may also contribute to change.

Finally, another determinant relating to the participation of women seems to be the result of "organizational" or "mission culture". This too is changing, albeit slowly, as more women participate in peace-keeping and make a difference, particularly in policy- and decision-making positions.

Research for this issue of Women 2000 was carried out by Janet C. Beilstein, Division for the Advancement of Women/DPCSD.

#### NOTES

1 United Nations Department of Public Information, "United Nations Peace-keeping Operations", Background Notes, January 1995, PS/DPI/15/Revised.

2 "Peace: Women in International Decision-making", Report of the Secretary-General, United Nations, Economic and Social Council, E/CN.6/1995/12, para. 26.

3 Cynthia Enloe, *The Morning After: Sexual Politics at the End of the Cold War*, Berkeley: University of California Press, 1993, p. 51.

4 National Reports of various Member States submitted to the United Nations (Division for the Advancement of Women/ Department for Policy Coordination and Sustainable Development) for the second Review and Appraisal of the Nairobi Forward-looking Strategies for the Advancement of Women, 1994.

5 Ibid.

6 National Report of Sweden submitted to the United Nations (Division for the Advancement of Women/Department for Policy Coordination and Sustainable Development) for the second Review and Appraisal of the Nairobi Forward-looking Strategies for the Advancement of Women, 1994, p.33.

7 Ibid., p. 34.

8 National report of the United States submitted to the United Nations (Division for the Advancement of Women/Department for Policy Coordination and Sustainable Development) for the second Review and Appraisal of the Nairobi Forward-looking Strategies for the Advancement of Women, 1994, p. 95.

9 Cynthia Enloe, *op. cit.*, p. 35.

10 National report of Australia submitted to the United Nations (Division for