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| UNDOF/Golan Heights | 0 |
| UNCYP/Cyprus | 14.2 |
| UNIFIL/Lebanon | 20.0 |
| UNIIKOM/Kuwait/Iraq | 11.1 |
| UNMB/Burundi | 0 |
| MINUGUA/Guatemala | 48.7 |
| UNGIP/India/Pakistan | 0 |
| UNMIH/Haiti | 12.9 |
| UNMOT/Tajakistan | 0 |
| UNOMIG/Georgia | 10.5 |
| UNOMIL/Liberia | 0 |
| UNOSOM II/Somalia | 15.3 |
| UNPROFOR/Yugoslavia | 20.8 |
| UNSCO/Occupied Territories | 0 |
| UNTAC/Cambodia | 0 |

Note. Statistics as of 31 May 1995, United Nations.

A few women served in the Australian, Canadian and Netherlands military contingents of UNTAC. But there were few women in the civilian police, of whom there were approximately 4,000 in the UNTAC operation. One woman serving with the Board of Inquiry Office commented that the presence of more women in the military and police might have dispelled the impression of some of the local population that the United Nations was "an army of occupation".³³ The UNTAC civilian police monitors represented the only semblance of a functioning police/administrative system, so their presence and role were extremely important.³⁴ A visible presence of female officers would have enabled the Cambodian population, especially women and children, to regard the civilian police as an ally in their daily struggle for survival.

Allegations of sexual abuse and mistreatment of women and children by UN male military and police personnel became an important issue for local communities in UNTAC. The United Nations responded by creating a Community Relations Office within UNTAC. No formal code of conduct for peace-keepers exists, but UN peace-keepers are expected to act as model citizens and in conformity with UN norms, such as the Universal Declaration of Human Rights and the Standards of Conduct for International Civil Servants. A new Code of Conduct for UN Peace-keepers, which includes guidelines on the human rights of women and children and gender issues, is currently being developed.

Women in peace-keeping- making a difference

According to the hypothesis stated above, that women's perspective is important in management and in peace-keeping missions in making a difference, it is not sufficient that peace-keeping operations have the participation of women at all levels, including at policy- and decision-making levels. It is not simply a question of gender balance and numbers; it is also a question of the differences women can make.

Evidence suggests that the increased presence of women helps to create good relations with local communities, since the establishment of trust is an essential element in any peace-keeping operation. For example, in Rwanda (UNAMIR), an infantry company composed of male and female rifle soldiers from Ghana is working in the refugee camps. That experience and others suggest that women refugees often would rather discuss their problems with women soldiers than with male soldiers. The inclusion of women in military, police and civilian components of UN peace-keeping has acted as a deterrent to the abuse of power, including sexual harassment and rape. It has been argued that problems involving the abuse of power and sexual exploitation might be minimized, if not eliminated, by increasing the number of women in peace-keeping missions, especially in decision-making positions. This could result in a positive change in attitudes towards women.