

Representative apparently enabled more women to participate, particularly in leadership and decision-making positions, in various aspects of the UNTAG operation. Notably, 60 per cent of the Professional staff who were recruited for UNTAG were women, including many in decision-making positions.²⁶ Although the highest-level positions were occupied by men, five women served at the Director level (D-1/D-2), and women held 3 out of 10 senior field posts as regional directors.²⁷ One regional director had 800 peace-keeping troops under her supervision at a border post in northern Namibia. Reflecting on her experience, she noted that the Deputy Representative had also supported the strategic placement of women in positions of decision-making and authority in UNTAG. In her experience in dealing with the South African police, being a woman provided an element of surprise and gave her an advantage.²⁸

The United Nations Observer Mission in South Africa (UNOMSA)

Another mission which deserves mention is the United Nations Observer Mission in South Africa (UNOMSA), which is the only completely civilian UN mission to date. In this mission, women comprised approximately one half of its international personnel, at least during its initial phase. UNOMSA was composed entirely of civilian observers. There was no military presence or perspective in the mission's concept of operations. During its earliest period, the number of observers was limited to 50. The Chief of Mission of UNOMSA, Angela King, appointed women to 50 per cent of the team leader positions as regional coordinators.²⁹ Female regional coordinators were assigned to Natal and the Eastern Rand, two areas which experienced over 80 per cent of the political and criminal violence during the pre-electoral process. During the first 16 months of UNOMSA, women comprised 53 per cent of the mission staff, especially in peace-building and peacemaking structures. Later, the mission's mandate was expanded beyond human rights monitoring, conflict avoidance and peacemaking to include election monitoring. Immediately prior to the April 1994 elections, when 3,500 election monitors were selected by their national Governments, the participation rate of women declined dramatically, to 21 per cent.³⁰

The United Nations Mission in Cambodia (UNAMIC/UNTAC)

A second large multi-purpose peace-keeping operation (UNAMIC/UNTAC), involving 22,000 mission personnel, took place in Cambodia between 1991 and 1993.³¹ Its mandate included human rights, electoral monitoring, military operations, civil administration, civilian police protection, refugee repatriation and rehabilitation components, culminating in national elections. The participation of women in UNTAC in Cambodia was particularly disappointing in the light of their previous involvement in Namibia. Although there was a substantial female representation among the civilian international staff, UNTAC was predominantly a male peace-keeping operation in which women held no decision-making positions. All of the Director-level posts, 7 at the D-2 level and 13 regional directors at the P-5/D-1 levels, were held by men.³² Despite requests to national Governments which did not send women, there was little visible high-level presence of women among international civil servants assigned from UN Headquarters, from the UN specialized agencies and among mission appointees.

Table 6. Percentage of women in UN peace-keeping missions

MISSION	% female
MICIVH/Haiti	39.2
ONUMOZ/Mozambique	16.6
ONUSAL/El Salvador	37
OSGAP/Afghanistan	0
MINURSO/Western Sahara	23.3
UNAMIR/Rwanda	15.7
UNARDOL/Lebanon	0
UNAVEM/Angola	3.2