

# THE SECOND KOREA PEACEKEEPING FORUM FOR WOMEN'S EMPOWERMENT

## 제2회 여성 유엔평화유지군 포럼



Special Seminar on  
Remaining Challenges and Required Actions

도전 과제와 나아갈 길

Resource Book

자료집

Empower **Women** Build **Peace**  
**Peace** Is Best Kept **Together**



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여성가족부  
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WOMEN



# Women, Peace and Security

War, violent conflict, terrorism and violent extremism have differential and devastating consequences for women and girls. In the face of this, women all over the world are leading movements for peace and to rebuild communities, and there is strong evidence suggesting that women's participation in peace processes contributes to longer, more resilient peace after conflict. Yet, despite this, women remain largely invisible to, and excluded from, peace processes and negotiations.

In 2000, the UN Security Council therefore adopted resolution 1325, linking gender equality to the maintenance of international peace and security. Almost two decades and nine additional resolutions later, women, peace, and security has become one of the main thematic pillars of the Security Council's work. While the protection and empowerment of women in conflict-affected countries is a global agenda that predates resolution 1325 and extends beyond the workings of the Security Council, it is in this body where women, peace, and security got its name, its normative framework, and its main stage.

UN Women supports women's full and equal representation and participation in all levels of peace processes and security efforts. UN Women's work on women, peace, and security is guided by 10 UN Security Council resolutions—1325, 1820, 1888, 1889, 1960, 2106, 2122, 2242, 2467, and 2493—and is bolstered by a number of related normative frameworks, which make up the broader women, peace, and security (WPS) agenda.

UN Women leads on implementing the WPS agenda through research initiatives, data collection, learning exchanges, and documentation of good practices to inform policy and programming. Our resources and publications provide knowledge and guidance for ensuring women's participation and inclusion in all aspects of peace processes.

***"The United Nations is committed to working with countries to drive progress on women, peace and security. Our operations are supporting women, highlighting their vital work, and amplifying their voices. The Women's Peace and Humanitarian Fund of the United Nations has supported more than 1,000 local women's organizations since it was established in 2016. And we've made progress towards gender balance within peacekeeping missions. But overall, when it comes to women peace and security, the world must urgently bridge the gap between rhetoric and reality."***

*- UN Secretary-General António Guterres' remarks to the Security Council annual open debate on women, peace and security, in New York, on 25 October 2023.*



# Context of the Forum

As peacekeeping has evolved to reflect the populations we serve, women have become increasingly part of the peacekeeping family – making operations more effective. In all fields of peacekeeping, women peacekeepers have proven that they can perform the same roles, to the same standards and under the same difficult conditions, as their male counterparts. It is an operational imperative that we recruit and retain women peacekeepers. In 2020, out of approximately 95,000 peacekeepers, women constituted 4.8% of military contingents and 10.9% of formed police units and 34% of justice and corrections government-provided personnel in UN Peacekeeping missions.

While the UN encourages and advocates for the deployment of women to uniformed functions, the responsibility for the deployment of women in the police and military lies with Member States. The Secretary-General attaches the greatest importance to increasing the participation of military women in UN Peace Operations. This builds on the work established by the mandates of UNSC Resolution 1325 on Women, Peace and Security and successive resolutions, recognising the importance of women's participation in UN peace operations in both uniformed and civilian capacities.

In this context, the inaugural Korea Forum on Women's Empowerment in Peacekeeping took place on 22 September 2023, which was the last day of the Women's Military Peace Operations Course (WMPOC), co-hosted by the Ministry of National Defense (MND) and the UN Women Centre of Excellence in the Republic of Korea on 4-22 September. (WMPOC is an initiative of UN Women, supported by Member States and the Integrated Training Service of the UN Department of Peace Operations.)

In 2024, UN Women Centre of Excellence for Gender Equality has partnered with ROK MND and Peace Keeping Operations Centre to deliver the newly launched 'Uniformed Women Peacekeepers Training' Programme (UWPT), which consists of two components:

- (1) UN Staff Officers Course (UNSOC) for selected women military officers from the Asia-Pacific region on 7-18 October; and
- (2) Leadership and Empowerment Workshop on 21-22 October in Seoul, which is designed to enhance women officers' leadership skills and operational effectiveness.

The Second Korea Peacekeeping Forum for Women's Empowerment takes place as a finale of UWPT in 2024. Distinguished speakers in this year's Forum will draw from their extensive field experiences in UN peace operations and share critical insights on the following aspects of the topic: 1) ways to better integrate WPS perspectives for operational successes of peacekeeping and military operations; 2) remaining challenges women peacekeepers still face in the field; and 3) actions required to create enabling environment for more women peacekeepers to thrive, advance, and contribute in peace operations and armed forces.

The Forum is organized by the UN Women Centre of Excellence for Gender Equality, in partnership with the Ministry of National Defense and the Ministry of Gender Equality and Family of the Republic of Korea.



# Programme

9:30-10:00	Registration & Networking Coffee 등록 및 네트워킹		
10:00-10:10	Opening Remarks 개회사	Jeongshim Lee 이정심	Director, UN Women Centre of Excellence for Gender Equality 유엔여성기구 성평등센터 소장
	Welcoming Remarks 환영사	Lee, Seung-buhm 이승범	Director-General for International Policy, Ministry of National Defense of the Republic of Korea 대한민국 국방부 국제정책관
	Congratulatory Remarks 축하	Lieutenant General Lim, Ki Hoon 중장 임기훈	President of Korea National Defense University (KNDU) 국방대학교 총장
10:10-10:20	Videos & Group Photos 영상 & 단체 사진		
10:20-10:40	<b>Special Lecture #1</b> "WPS and Gender Equality: A Mission for All" 특별 강연 #1 "WPS와 성평등: 모두를 위한 임무"	Commander Tyson Nicholas 중령 타이슨 니콜라스	Military Advisor, UN Women HQ, New York 유엔여성기구 뉴욕 본부 전략 군사 자문관
10:40-11:00	<b>Special Lecture #2</b> "The Battlefield and Beyond: Challenging Gender Power Dynamics in Peace Operations and Armed Forces" 특별 강연 #2 "전장 그리고 그 너머: 평화 작전과 군대 내 젠더 권력 역학에 도전하기"	Jen Wittwer, CSM, Commander RAN (Ret.) (예)중령, CSM, 젠 위트워	Renowned WPS Expert & Instructor of the Women's Peace Operations Course (WMPOC) of UN Women-DPO WPS 전문가 & 유엔여성기구-유엔평화활동국 여군평화작전과정 (WMPOC) 교관
11:00-11:20	<b>Special Lecture #3</b> "Voice from the Field: Breaking Barriers for Women in Peacekeeping" 특별 강연 #3 "현장의 목소리: 여성 평화유지군을 위한 장벽 허물기"	Lieutenant Colonel (S) Yi Sunyeon 중령(진) 이성연	Liaison Officer with the United Nations Disengagement Observer Force (UNDOF) in the Golan Heights 골란고원임무단(UNDOF) 연락 장교
11:20-11:55	Moderated Discussion with Speakers 토론	Moderator: Ahjung Lee 좌장: 이아정	External Relations Specialist, UN Women Centre of Excellence for Gender Equality 유엔여성기구 성평등센터 대외협력 프로그램 팀장
11:55-12:00	Closing 폐회		
12:00-13:30	Networking & Lunch Reception 네트워킹 오찬		



# Speakers 연사

(In order of appearance 등장 순서대로)



## Jeongshim Lee | Director, UN Women Centre of Excellence for Gender Equality 이정심 | 유엔여성기구 성평등센터 소장

Jeongshim brings to the role over three decades of experience in developing innovative gender equality policies that empower women and girls. She has worked for ministerial-level national machineries as well as the Office of the President (2008-2010), most recently as the Deputy Minister at the Ministry of Gender Equality and Family. Jeongshim also served as Senior Advisor

for intergovernmental support and focal point for women and girls with disabilities at UN Women headquarters from 2012 to 2015. She holds a Doctor of Philosophy in Public Administration from the Maxwell School of Citizenship and Public Affairs, Syracuse University, a Master of Public Administration from the John F. Kennedy School of Government, Harvard University, a Master of Public Policy from Kyung Hee University, and a Bachelor of Arts in English Literature from Sungkyunkwan University in the Republic of Korea.

이정심 소장은 30년 동안 여성의 역량을 강화하는 성평등 정책의 혁신적인 접근법을 제공하는 데 기여했습니다. 이정심 소장은 대한민국의 여성, 청소년, 가족과 관련된 정책을 담당하는 대통령실(2008-2010)과 여성가족부에서 근무했으며, 가장 최근에는 여성가족부 청소년가족정책실장을 역임했습니다. 이정심 소장은 또한 2012년부터 2015년까지 유엔여성기구 본부에서 정부 간 지원 및 장애 여성과 여아를 아우르는 정책을 담당하는 선임 자문관을 역임했습니다. 이정심 소장은 특히 여성의 경제적 역량 강화, 여성과 여아에 대한 폭력 근절, 일과 삶의 균형 촉진 등과 관련된 전문적인 지식과 경험을 보유하고 있습니다. 이정심 소장은 Syracuse University의 Maxwell School of Citizenship and Public Affairs에서 행정학 박사, Harvard University의 John F. Kennedy School of Government에서 행정학 석사, 경희대학교에서 공공정책학 석사, 성균관대학교에서 영문학 학사를 취득했습니다.



## Lee, Seung-buhm | Director-General for International Policy, Ministry of National Defense of the Republic of Korea 이승범 | 대한민국 국방부 국제정책관

Lee, Seung-buhm served as the First Secretary for Political Affairs at the Korean Embassy in the United States, a position he held from 2014 to 2016. Following his tenure with the Embassy, Lee served as the Director of the Ministry of Foreign Affairs' Personnel Management Team from

2016 to 2017 and the ROK-US Security Cooperation Division from 2017 to 2018. In 2018, Lee took on another overseas assignment, serving as the Consul for Political Affairs at the Korean Consulate-General in Honolulu, Hawaii, USA. After this post, Lee, Seung-buhm continued his career with the ROK Ministry of National Defense, where he served as the Director-General for Foreign Affairs Cooperation from 2022 to 2023. Currently, Lee holds the position of Director-General for International Policy at the Ministry of National Defense. Lee, Seung-buhm is a graduate of Yonsei University and Washington State University, where he earned a BA in Political Science and Diplomacy and an MA in International Relations, respectively.

이승범 국방부 국제정책관은 1998년 대한민국 외교부에 입직하여 외교관으로서 미국, 캐나다, 인도네시아 및 아프가니스탄 등 다양한 국가에서 근무했습니다. 또한 외교부 북미국 한미안보협력과장 및 駐호놀룰루대사관 정무담당 영사 등의 주요 직책을 역임하였습니다.

'22년 9월에는 대한민국 국방부 외무협력관에 보직되었으며, '23년 2월부터 現 국방부 국제정책관으로 근무하고 있습니다.

학력사항으로는 연세대학교 정치외교학과 학사 학위와 시애틀 워싱턴 주립대학교 국제관계학 석사 학위가 있습니다.



# Speakers 연사



**Lieutenant General Lim, Ki Hoon** | President of Korea National Defense University  
**중장 임기훈** | 국방대학교 총장

Lieutenant General Lim, Ki Hoon graduated Korea Military Academy in 1991 and was commissioned as a 2nd lieutenant in the Army. President Lim is an expert on national defense policy and was inaugurated as the 50th President of Korea National Defense University as of November 9th, 2023, after holding various positions including Director of Policy Planning

Branch at the Ministry of National Defense(MND), Deputy Chief of Combat Development at ROK Army Training and Doctrine Command, Deputy of Policy Planning Bureau at the MND, and Secretary to the President for National Defense at National Security Office. President Lim's oversea deployment experience includes UN PKO in East Timor and MNF in Iraq. President Lim earned M.A. in Political Science at State University of New York at Binghamton, United States and Ph.D. in Political Science at Kyungnam University Graduate School, Korea. He also studied at the Joint Forces Staff College, United States and completed certificate courses on KNDU Future Security Academy, Advanced Leaders Program For National Future Security & Strategy and KAIST AI Business Transformation Program.

임기훈 중장은 1991년 육군사관학교 졸업 및 육군 소위로 임관하였습니다. 임기훈 총장은 국방정책 전문가로 국방부 정책기획과장, 육군 교육사 전투발전차장, 국방부 정책기획 차장 및 국가안보실 국방비서관 등 주요 직책을 역임 후 '23년 11월 9일 국방대학교 50대 총장으로 취임했습니다. 또한, 동티모르 유엔평화유지군과 이라크 다국적군으로 해외파병을 경험했습니다. 임기훈 총장은 미국 뉴욕주립대 정치학 석사, 경남대학교 정치학 박사 학위를 취득하였습니다. 또한, 미(美) 합동참모대, 서울대 미래안보전략기술 최고위 과정, KAIST 인공지능 경영자 과정 및 국방대 미래안보아카데미를 수료하였습니다.



# Speakers 연사



## **Commander Tyson Nicholas** | Strategic Military Advisor, UN Women HQ, New York **중령 타이슨 니콜라스** | 유엔여성기구 뉴욕 본부 전략 군사 자문관

Tyson Nicholas is currently seconded by the Australian Defence Force to the position of Strategic Military Advisor, UN Women, New York. He has also previously undertaken a two-year secondment to the UN Department of Peace Operations, New York, and deployed as a peacekeeper to the UN Mission in South Sudan (UNMISS).

In his 25-year military career, Tyson has served in leadership and staff positions in Australian Clearance Diving Team One, the Australian Amphibious Force, HMA Ships Anzac (FFH-150), Ballarat (FFH-155) and Manoora (L-52), Fleet Headquarters, and the Centre for Defence Leadership and Ethics at the Australian Defence College.

His operational experience includes counter violent extremism and counter terrorism operations in the Middle East Region, combat operations with Australian, NATO, and U.S. forces in Afghanistan, peacekeeping with UNMISS, humanitarian assistance and disaster relief operations in the South Pacific, and constabulary operations at sea in the Indo Pacific.

Tyson is a graduate of the Royal Australian Naval College, the Australian Defence Force Academy, and a distinguished graduate of the Australian Command and Staff Course at the Australian War College. His academic credentials include the degrees of Master of Laws in International Human Rights Law from Lund University (Sweden), Master of International Business from the University of Canberra (Australia), Graduate Certificate of Military and Defence Studies from Deakin University (Australia), Bachelor of Laws from the Queensland University of Technology (Australia), Bachelor of Arts in History from the University of New South Wales (Australia), and membership of the Golden Key International Honour Society.

Outside of his military career, Tyson is currently undertaking part-time external research towards a PhD in Public International Law at the Queensland University of Technology (Australia) and is an Adjunct Lecturer at the Faculty of Law, Lund University (Sweden). In addition to English, Tyson speaks fluent Swedish and conversational Norwegian.

타이슨 니콜라스 중령은 현재 호주 국방군에서 유엔여성기구(UN Women) 뉴욕 본부로 파견되어 전략 군사 자문관 임무를 수행하고 있습니다. 유엔여성기구 고위급 인사들에게 자문을 제공하며, 성 인지적 평화유지, 안보 부문 개혁, 군비 축소 및 소형 무기 이슈, 성 착취 및 학대 예방 및 대응 등과 관련한 사항들을 총괄하고 있습니다. 또한 무관으로서 외교와 국제교류 활동에서 유엔여성기구를 대표하고 있습니다. 25년간의 군 생활 동안 다양한 제대의 지휘관과 참모직을 수행했고, 중동 내 폭력적 극단주의 대응 작전, 아프가니스탄에서 호주군, NATO, 미군과 전투 작전에 참여했으며, 남수단에서 유엔평화유지 임무, 남태평양에서 인도적 지원 및 재난 구호 작전, 인도-태평양 지역에서의 해상 치안 작전을 수행한 바 있습니다.





# Speakers 연사



**Jen Wittwer, CSM, Commander RAN (Ret) |** Renowned WPS Expert & Instructor of the Women's Peace Operations Course (WMPOC) of UN Women-DPO

**(예)중령, CSM, 젠 윌트워 | WPS 전문가 & 유엔여성기구-유엔평화활동국 여군평화작전과정 (WMPOC) 교관**

Jen Wittwer, CSM, is an international consultant, author and speaker on gender equality, gender mainstreaming and the global Women, Peace and Security (WPS) agenda. She has over forty years' experience in leading people through organisational change, large-scale cultural and workplace reform. Over the past fifteen years Jen has developed and implemented workplace behaviour education programs, women's leadership, mentoring and network programs and strategies, and advised senior military leadership on women's representation and participation, and gender equality and diversity policies and initiatives.

From 2012, Jen led the implementation of the WPS agenda within the Australian Defence Force (ADF) and the broader defence and security sector. She has participated in various international forums and projects relating to WPS and women's representation in armed forces, and she deployed as the first ADF Gender Adviser to North Atlantic Treaty Organisation operations in Afghanistan in 2013. On her return, Jen was appointed to implement the Australian Government National Action Plan on WPS. In her last ADF role from 2016, Jen was seconded to UN Women in New York as a policy specialist on peacekeeping, security sector reform and sexual exploitation and abuse. Jen continues to work in a reserve capacity for the ADF; from 2019-2021, she authored the annual Women in the ADF Report, and in 2022, was attached to the Australian Defence College as a gender adviser.

Since 2018, Jen has independently consulted to UN Women Ukraine to develop a training framework on gender and WPS, to UN Women Jordan to build capacity for gender mainstreaming in the security sector, and to UN Women in New York on the development and delivery of a leadership, empowerment, and networking module for the inaugural global Women's Military Peace Operations Course. In 2022, Jen was appointed as a Lead Associate with Gender Associations International Consulting, participating in a review of the Female Military Officers Course for UN Women In New York.

Jen has been recognised with a number of national awards; the 2010 Australian Centre for Leadership for Women Advancement of Women in the Workplace Award (Bronze), a finalist in the 2011 Telstra Business Women's Awards, a Conspicuous Service Medal in the 2013 Queen's Birthday Honours List, a finalist in the 2014 and 2018 AFR 100 Women of Influence, and acknowledged in the 2016, 2017 and 2018 editions of Who's Who of Australian Women. In 2018, Jen was named the Canberra Women in Business Mentor of the Year and in 2019, she was a finalist in the Australian Defence Magazine Women in Defence Awards, and silver award for YFactor Most Inspirational Y. She has also been awarded the NATO Afghanistan Medal, Australian Active Service Medal with Clasp ICAT, Afghanistan Medal, Defence Long Service Medal with Federation Star, Australian Defence Medal, UN Medal with Numeral 2, and Returned from Active Service badge.

Jen has written extensively on gender equality, and women's roles in peace and security efforts. Her work has been featured in the Australian Strategic Policy Institute 'The Strategist', the US-based 'The Strategy Bridge', US Naval War College 'Proceedings', the Australian Defence Force Journal, Women's Agenda, the Australian Army's 'The Cove', 'PropelHer', and various professional journals and blogs. In 2018, Jen was published in the inaugural international Oxford Handbook on WPS. In 2020, her first book, Against the Wind: How women can be their authentic selves in male-dominated professions, was published. Since 2019, Jen has authored courses on gender equality in peacekeeping and WPS for the Peace Operations Training Institute in the United States, and in 2022, she co-authored Monash University's 'Global Review on the Development of Military Gender Adviser Capabilities.'

Jen is currently enrolled as a PhD candidate at Monash University. She has a Master of International Development from Canberra University, for which she received the Faculty of Arts and Design Best Graduating Postgraduate Student prize in 2022, and the Dean's Excellence Award in 2021 and 2022. She also has Graduate Diplomas in Strategic Leadership and Resource Management, and Graduate Certificates in Management Studies, Administration, and Gender, Peace, and Security. From 2019-2022, Jen was a Non-Executive Director on the board of the International Women's Development Agency, and from 2021-23, on the board of Women Veterans Australia. She is also a Research Fellow at Monash Global Peace and Security Centre and a Credentialed Practitioner of Coaching.

젠 윌트워 중령은 호주군 평시 최고 수위의 공로훈장(CSM)을 수여 받았으며, 안보 분야 조직들에서 성 주류화를 위한 국제 컨설턴트로 활동하고 있습니다. 그녀는 2013년 NATO의 아프가니스탄 작전에 참여한 최초의 호주군 젠더 자문관이었습니다. 2013년부터 2016년까지 호주군에서 여성, 평화, 안보에 관한 국가 행동 계획을 주도했으며, 뉴욕 유엔 여성기구의 초대 현역 군 자문관으로 2018년까지 근무했습니다. 이후 유엔 여성기구와 함께 우크라이나, 요르단, 뉴욕 등에서 활동했고, 미국 평화작전교육연구소에서도 일하였으며, Gender Associations International Consulting의 선임 컨설턴트로 활동하고 있습니다. 2018년 국제적으로 저명한 옥스퍼드 핸드북에 여성, 평화, 안보에 대한 논문을 발표했으며, 국제 개발학 석사 학위를 보유하고 있고 현재 모나쉬대학의 성 평화 안보 센터에서 박사 과정을 밟고 있습니다.



# Speakers 연사



**Lieutenant Colonel (S) Yi Sungyeon** | Liaison Officer with the United Nations Disengagement Observer Force (UNDOF) in the Golan Heights

**중령(진) 이성연** | 골란고원임무단(UNDOF) 연락 장교

Yi Sungyeon has been serving as a Military Liaison Officer in the United Nations Disengagement Observer Force (UNDOF) since November 2023, following the conflict between Israel and Hamas.

She began her military career by joining the Officer's Candidate Course in 2006 and was commissioned as a 2nd Lieutenant in the Republic of Korea (ROK) Army.

Throughout her career, Yi has held a variety of roles, beginning as an Intelligence Analyst in the Capital Mechanized Division and later serving as a Platoon Leader within the same division. Her expertise spans various levels of military units, from tactical to strategic, including her contributions to the Combined Forces Command. She has also served as a Liaison Officer for the ROK Joint Chiefs of Staff, supporting the observation of the ceasefire agreement on the Korean Peninsula. Yi has completed extensive military education, including the Officer's Basic Courses in Infantry and Intelligence and the Captain's Career Course in Intelligence. She further specialized in psychological operations at the U.S. Special Warfare School. After her promotion to Major, she graduated from the Joint Chiefs of Staff School. In addition to her military training, she holds a bachelor's degree in law and politics, a master's degree in international studies, with a thesis on Peacekeeping Intelligence, and is currently pursuing a Doctorate in International Studies, focusing on a quantitative study of the factors affecting women's participation in PKO.

With five overseas deployments, Yi has significant experience in peacekeeping operations. Her roles have included service in the ROK Battalion of UNIFIL, as an Observer and Staff Officer with UNMOGIP, and as an Analyst with the Sector Command of UNIFIL. Before her current role in UNDOF, she served as the S2 Chief for ROK HMEC of UNMISS. She has also participated in numerous courses and exercises related to peacekeeping, including the Gender Advisor Course in Uganda, the ADMM-Plus Peacekeeping Exercise, the UN Military Observer Course in Germany, and the GPOI Gender Planning Course in Malaysia.

In recognition of her continuous dedication to the peacekeeping efforts of the Republic of Korea, Yi was recently selected for promotion to Lieutenant Colonel. She remains deeply committed to advancing the Women, Peace, and Security (WPS) agenda, with a particular focus on gender dynamics in conflict and the Middle East region.

이성연 중령(진)은 골란 고원에서 활동하는 UNDOF(골란고원임무단) 최초의 한국인 참모 장교로서, UNIFIL(레바논임무단), UNMOGIP(인도-파키스탄 군사감시단), UNMISS(남수단임무단), UNDOF(유엔국경감시단) 등 다양한 유엔 평화유지 임무단에서 풍부한 경험을 쌓았습니다. 2006년 대한민국 육군 정보 장교로 임관했으며, 전술적 수준의 제대에서 전략적 수준에 이르기까지 정보분석관, 야전 중대장, 국방정보본부 실무자 등 다양한 임무를 수행했습니다. 평화유지 정보에 관한 논문으로 국제학 석사 학위를 받았으며, 현재 숙명여자대학교에서 국제학 박사 과정을 밟고 있습니다. 대한민국의 평화유지활동 분야에서 지속적으로 헌신해 온 공로로 중령 진급 예정자로 선발되었습니다.



## Speakers 연사



**Ahjung Lee** | External Relations Specialist, UN Women Centre of Excellence for Gender Equality

**이아정** | 유엔여성기구 대외협력 프로그램 팀장

Ahjung Lee is a governance and gender specialist with 17 years of global work experience with the United Nations. Between 2009 and 2022, she worked for the United Nations Development Programme (UNDP) offices in Indonesia, Thailand, and the Republic of Korea, focusing on governance, security, human rights, and gender issues. In November 2022, she joined UN Women to concentrate her efforts on gender equality and women's empowerment. At the UN Women Centre of Excellence in Seoul, she currently spearheads partnerships and programme development in the area of women's economic empowerment, private sector partnership, women, peace & security, as well as communications. She has a Master of Science degree from the University of Oxford in the United Kingdom and a Bachelor of Arts degree from the University of Toronto, Canada.

이아정 팀장은 거버넌스 및 젠더 전문가로, 2008년 국제기구초급전문가(Junior Professional Officer, JPO)선발 시험을 통해 유엔에 입사하여 17년 넘게 유엔에서 근무하고 있습니다. 2009년부터 2022년까지는 인도네시아, 태국, 대한민국에서 유엔개발계획(United Nations Development Programme, UNDP) 거버넌스 및 젠더 프로그램 매니저로 일하면서 20개가 넘는 협력 프로젝트를 만들고 집행했습니다. 2022년 11월에는 젠더 문제에 좀 더 집중하기 위해 유엔여성기구에 합류하여, 현재 서울 소재 유엔여성기구 성평등센터에서 여성·평화·안보 분야, 파트너십 및 커뮤니케이션을 리드하고 있습니다. 이아정 팀장은 영국 옥스퍼드 대학에서 석사 학위를, 캐나다 토론토 대학에서 학사 학위를 보유하고 있습니다.



Special Lecture #1

## WPS and Gender Equality: A Mission for All

**Commander Tyson Nicholas**

Military Advisor, UN Women HQ, New York

특별강연 #1

## 여성, 평화, 안보와 성평등: 모두를 위한 미션

**타이슨 니콜라스 해군 중령**

군사 자문관, 유엔 여성기구 뉴욕 본부

Empower **Women** Build **Peace**  
**Peace** Is Best Kept **Together**



Good day everyone, and thank you to the UN Women Centre of Excellence, the Ministry of National Defence, and the Ministry of Gender Equality and Family, for inviting me to speak today.

I want to start by sharing a story from my time as a UN peacekeeper deployed to South Sudan in 2015. It's a difficult story to tell, but it's one that must be heard if we are to truly understand the human cost of conflict—and the critical importance of the Women, Peace, and Security agenda.

Her name was Mary. First, they killed her husband. Then the soldiers killed her two sons, ages 5 and 7. When the uniformed men yanked her daughter from her arms next, Mary didn't think it could get any worse... Five of them held her down, and she was forced to watch as three others raped her 10-year-old daughter, Nyalaat.

Mary said, "I couldn't even see my little girl anymore. I could only see blood." Nyalaat died a few hours later. Mary said, "I wanted to die too."

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This is a story of unbearable loss and unimaginable violence, but it's also a story that illustrates why we need the Women, Peace, and Security agenda. Mary and Nyalaat were not combatants or participating in hostilities. They were civilians entitled to protection—targeted because of their gender.

**Gender equality is not just a social justice issue; it's a peace and security issue.** Put another way, **gender inequality is a threat to peace and security.** When we ignore the voices of women in conflict, when we fail to protect them, when we accept discrimination and gender inequalities, we are exposing half the population to situations of sexual and gender-based violence, situations of vulnerability, to oppression and discrimination on the basis of their gender. We are failing to build sustainable peace.

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The Women, Peace, and Security agenda, or WPS, was formalised in 2000 with the UN Security Council's landmark Resolution 1325.

This resolution acknowledges the disproportionate impact of conflict on women and girls—stories like Mary's and Nyalaat's—and calls for their full, equal, and meaningful participation in peacebuilding efforts.

It's about recognising that **women are not just victims of conflict; they are powerful agents of peace.** When we empower women, we strengthen communities and lay the foundation for a more peaceful future.

In 2020, at the annual debate on WPS by the UN Security Council, the Secretary-General, Antonio Guterres, said, "**Gender equality is first and foremost a question of power, and wherever we look, power structures are dominated by men.**" In 2023, he expanded on this perspective in his new Agenda for Peace, emphasising the influence of patriarchal power structures. He called on the UN system and Member States to collectively address and dismantle these structures to prevent conflict and promote peace. He also emphasised the need to include the perspectives of women affected by the discrimination, marginalisation, and violence that contribute to gender inequality.

The Secretary-General's message underscores that gender inequality is a systemic issue that cannot be resolved merely by increasing the number of women or adding them to existing structures. Challenging these gendered power structures is crucial for modern peace operations and militaries.

In my 25 years of military service, I've seen first-hand the difference that gender-responsive peacekeeping makes. During my deployment to the UN Mission in South Sudan we worked to involve women from the local community in security discussions. These women offered insights none of the men, local or foreign, could provide, shaping our strategy in ways that improved both our relationships and mission effectiveness.

This is the essence of WPS. It's **not just about protecting women—it's about their full, equal and meaningful participation and ensuring they are active participants in establishing and sustaining peace and security.** Doing so makes our operations more effective and our missions more successful.

Operationalising WPS also means providing peacekeepers, both men and women, with the tools and training they need to understand the differential and disproportionate security concerns of women and girls, and men and boys, in conflict zones. This ensures that peace operations are responsive to the needs of the entire population.

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As a man, I want to emphasise: gender equality is **not a women's issue.** It is a mission for all of us. Men have a crucial role in championing gender equality and ensuring that WPS is integrated into our organisations and our operations.

We must recognise the power of a gender-inclusive approach and gender-responsive leadership. We must recognise that diverse teams perform better, and that the empowerment of women is key to mission success.

As men, we cannot remain silent. We have a responsibility to actively support pushing this agenda forward. **Silence is complicity.**

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Gender equality doesn't just benefit women—it benefits everyone. When women have equal access to resources, education, and decision-making, societies are more stable, economies are stronger, and peace is more enduring.

The world is more peaceful, prosperous, and just when women are empowered, and gender equality is realised. Stories like Mary's are painful reminders of the cost of inaction, but they also remind us why we must continue to fight for gender equality in every space, from boardrooms to battlefields.

Gender-balanced forces are more effective in building trust with local communities, especially in cultures with specific gender norms. Women peacekeepers can gain access to parts of the population that men cannot, allowing for more holistic and effective peacebuilding efforts.

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So, what can we do?

First, we must push for the full, equal and meaningful participation of women at every level of peace and security processes. It's not enough to simply acknowledge the need—we need to take concrete actions.

Second, men need to step up. This isn't about giving up power; it's about creating a world where everyone has the opportunity to thrive.

Finally, each of us—whether in uniform or not—can be an advocate for this mission.

To truly operationalise WPS we must commit to integrating gender perspectives at every level—from strategy development to tactical execution. This requires training, accountability, and the willingness to challenge entrenched norms that have previously sidelined women.

**Gender equality is not just a women's issue. It is a mission for all of us, and it's a mission we cannot afford to fail.**

Thank you.

안녕하십니까, 오늘 이 자리에 초대해 주신 유엔여성기구 성평등센터, 국방부, 그리고 여성가족부에 감사의 말씀을 드립니다.

저는 오늘 2015년 남수단에 UN 평화유지군으로 파견되었을 때의 이야기를 나누고 싶습니다. 이 이야기를 전하는 것은 어렵지만, 우리가 분쟁 상황에서의 인적 피해와 여성, 평화, 안보 의제의 중요성을 진정으로 이해하려면 반드시 들어야 할 이야기입니다.

그의 이름은 메리(Mary)였습니다. 처음에는 그의 남편이 죽음을 당했습니다. 그 다음엔 군인들이 그의 두 아들, 다섯 살과 일곱 살 된 아이들을 살해하였습니다. 군복을 입은 남자들이 그의 딸을 팔에서 낚아챘을 때, 메리는 더 이상 나뉠 수 없을 거라 생각했습니다. 다섯 명이 그를 붙잡아 눌렀고, 다른 세 명이 그의 열 살 된 딸, 나라트(Nyalaat)를 강간하는 것을 강제로 지켜보아야 했습니다.

메리는 이렇게 말했습니다. “더 이상 내 딸을 볼 수 없었어요. 피밖에 보이지 않았습니다.” 나라트는 결국 몇 시간 후에 사망했습니다. 메리는 “저도 죽고 싶었습니다”라고 말했습니다.

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이 이야기는 견딜 수 없는 상실과 상상할 수 없는 폭력에 관한 이야기이지만, 동시에 여성, 평화, 안보 (WPS) 의제가 왜 필요한지를 보여주는 이야기이기도 합니다. 메리와 나라트는 전투원도 아니었고 적대 행위에 참여하지도 않았습니다. 그들은 보호받아야 할 민간인이었으며, 단지 그들의 성별 때문에 표적이 되었습니다.

성평등은 단순한 사회 정의의 문제가 아니라, 평화와 안보의 문제이기도 합니다. 다시 말해, 젠더 불평등은 평화와 안보에 대한 위협입니다. 분쟁 속에서 여성들의 목소리를 무시하고, 그들을 보호하지 못하며, 차별과 젠더 불평등을 받아들일 때, 우리는 인구의 절반을 성폭력과 젠더 기반 폭력, 억압과 차별에 취약한 상황에 노출시키고 있는 것입니다. 또한 이는 지속 가능한 평화를 구축하는 데 실패하는 것입니다.

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WPS 의제는 2000년에 유엔 안전보장이사회의 역사적인 결의안 1325호를 통해 공식화되었습니다.

이 결의안은 여성과 여아들이 분쟁에서 불균형적으로 큰 영향을 받는다는 사실을 인정하며, 메리와 나라트의 이야기와 같은 사례들을 반영하고 있습니다. 또한 여성들의 평화 구축 노력에 있어서 완전하고, 평등하며, 의미 있는 참여를 촉구하고 있습니다. WPS 의제는 여성들이 단순히 분쟁의 희생자가 아니라, 평화의 강력한 주체임을 인식하는 것입니다. 여성의 역량을 강화하면, 우리는 더 강한 공동체와 더 평화로운 미래를 위한 토대를 마련하게 됩니다.

2020년 유엔 안전보장이사회에서 열린 WPS 연례 토론에서, 안토니우 구테흐스(Antonio Guterres) 유엔 사무총장은 “성평등은 무엇보다도 권력의 문제이며, 우리가 어디를 보더라도 이 권력 구조는 남성에게 의해 지배되고 있다”고 말했습니다. 2023년, 그는 새로운 평화 의제에서 이 관점을 확장하며 가부장적 권력 구조의 영향을 강조했습니다. 사무총장은 유엔 시스템과 회원국들에게 이 구조를 해결하고 해체함으로써 분쟁을 방지하고 평화를 촉진할 것을 촉구했습니다. 또한 차별, 소외, 폭력으로 인해 젠더 불평등을 겪고 있는 여성들의 관점을 반드시 포함해야 한다고 강조했습니다.

사무총장의 메시지는 젠더 불평등이 단순히 여성의 수를 늘리거나 기존 구조에 포함시키는 것만으로 해결될 수 없는 구조적인 문제를 상기시킵니다. 이러한 성별에 따른 권력 구조에 도전하는 것은 현대의 평화작전과 군대에 있어서 매우 중요합니다.

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제가 25년간 군 복무를 하면서, 젠더 대응적 평화유지가 얼마나 큰 차이를 만드는지 직접 목격했습니다. 남수단에 파견된 유엔 임무 동안, 우리는 현지 공동체의 여성들을 안보 논의에 참여시키기 위해 노력했습니다. 이 여성들은 현지 남성이나 외국인 남성들이 제공할 수 없었던 통찰을 제공해 주었고, 이는 우리의 전략을 개선하여 관계 구축과 임무의 효율성을 크게 향상시켰습니다.



이것이 바로 WPS의 핵심입니다. 단순히 여성을 보호하는 것만이 아니라, 여성이 완전하고 평등하며 의미 있게 참여하도록 하고, 그들이 평화와 안보를 구축하고 유지하는 데 있어 적극적인 주체가 되도록 보장하는 것입니다. 그렇게 할 때 우리의 작전은 더 효과적이며, 임무의 성공 가능성도 높아집니다.

WPS를 실행하는 것은 남성과 여성 평화유지군 모두에게 여성과 여아, 남성과 남아들이 분쟁 지역에서 겪는 상이하고 불균형한 안보 문제를 이해할 수 있는 도구와 교육을 제공하는 것을 의미합니다. 이는 평화 작전이 인구 전체의 요구에 대응하는 것을 보장합니다.

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남성으로서 강조하고 싶은 것은, 성평등은 여성들만의 문제가 아니라는 것입니다. 이는 우리 모두의 임무입니다. 남성들은 성평등을 지지하고 WPS가 우리 조직과 작전에 통합되도록 하는 데 중요한 역할을 맡고 있습니다.

우리는 젠더 포괄적 접근과 젠더 대응적 리더십의 힘을 인식해야 합니다. 다양성을 지닌 팀이 더 나은 성과를 낸다는 사실을 깨달아야 하며, 여성의 역량 강화가 임무 성공의 핵심이라는 점을 인식해야 합니다.

남성으로서 우리는 침묵해서는 안 됩니다. 우리는 이 의제를 적극적으로 추진하는 데 책임이 있습니다. 침묵은 동조하는 것과 다름없습니다.

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성평등은 여성에게만 이로운 것이 아닙니다. 이는 모두에게 혜택을 줍니다. 여성들이 자원, 교육, 그리고 의사결정에 동등하게 접근할 수 있을 때, 사회는 더 안정되고, 경제는 더 강력해지며, 평화는 더 오래 지속됩니다.

여성이 역량을 강화하고 성평등이 실현될 때, 세계는 더 평화롭고 번영하며 정의로워집니다. 메리의 이야기는 우리가 아무런 행동을 하지 않을 때의 대가를 상기시키는 고통스러운 사례이지만, 동시에 이사회실에서 전쟁터에 이르기까지 모든 공간에서 성평등을 위해 싸워야 하는 이유를 다시금 일깨워줍니다.

성별 균형이 맞춰진 군대는 특히 특정한 젠더 규범이 존재하는 문화에서 현지 공동체와 신뢰를 구축하는 데 더 효과적입니다. 여성 평화유지군은 남성들이 접근할 수 없는 집단에 접근할 수 있어, 보다 전체적이고 효과적인 평화 구축 노력을 가능하게 합니다.

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그렇다면, 우리는 무엇을 해야 할까요?

첫째, 우리는 평화와 안보 과정의 모든 단계에서 여성들이 완전하고, 평등하며, 의미 있게 참여할 수 있도록 노력해야 합니다. 필요성을 인정하는 것만으로는 충분하지 않으며, 구체적인 행동을 취해야 합니다.

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마지막으로, 제복을 입었든 입지 않았든, 우리는 이 임무의 지지자가 될 수 있습니다.

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## Special Lecture #2

# The Battlefield and Beyond: Challenging Gender Power Dynamics in Peace Operations and Armed Forces

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CSM, Commander RAN (Ret.)

Instructor of the Women's Peace Operations Course (WMPOC) of  
UN Women-DPO

## 특별강연 #2

# 전장 그리고 그 너머: 평화 작전과 군대 내 젠더 권력 역학에 도전하기

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Empower Women Build Peace  
Peace Is Best Kept Together





## The Battlefield and Beyond: Challenging Gender Power Dynamics in Armed Forces and Peace Operations

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Good morning, and thank you to UN Women, the Ministry of National Defence, and the Ministry of Gender Equality and Family, for inviting me to speak today.

I would like to specifically acknowledge and thank UN Women for their tireless support for progressing gender equality, which does not mean being the same, but rather, that women and men have equal access to power, resources, opportunities and decision-making, within the Republic of Korea's security and defence sectors.

I also acknowledge the points made by CMDR Tyson in his presentation on the importance of gender equality in peace and security efforts, and the role of women as active participants in creating peace. Notably, that their inclusion in conflict prevention and response makes military operations and missions more effective and successful.

While Tyson spoke more broadly to the gendered nature of conflict and its impact on women and girls, I want to speak to what the Women, Peace and Security (or WPS) agenda means to uniformed women in our security sector institutions.

Tyson spoke about gender equality, which is the goal of the WPS agenda, and this extends to our military women serving at home and in peacekeeping missions.

안녕하십니까, 오늘 저를 초대해주신 유엔 여성기구, 국방부, 그리고 여성가족부에 감사드립니다. 특히, 성평등 증진을 위해 보여주신 헌신적인 지원에 깊이 감사드립니다. 성평등은 남녀가 동일해야 한다는 의미가 아니라, 여성과 남성이 권력, 자원, 기회, 그리고 의사결정에 동등하게 접근할 수 있도록 하는 것을 의미합니다. 이는 대한민국의 안보 및 국방 분야에서도 마찬가지입니다.

또한, 타이슨 중령님께서 발표하신 평화와 안보 노력에서 성평등의 중요성과 여성들이 평화 창출의 적극적인 참여자로서 수행하는 역할에 대한 의견에도 동의합니다. 특히, 분쟁 예방 및 대응 과정에서 여성들의 참여가 군사 작전 및 임무의 성공과 효과를 더 높인다는 점은 주목할 만합니다.

타이슨 중령님께서는 갈등의 젠더적 특성과 그것이 여성과 여아들에게 미치는 영향에 대해 전반적으로 말씀해주셨는데, 저는 우리 안보 기관 내에서 복무하는 여성 군인들에게 여성·평화·안보(WPS) 의제가 어떤 의미를 가지는지 말씀드리고자 합니다.

타이슨 사령관님께서 언급하신 성평등은 여성·평화·안보 의제의 목표이며, 이는 국내에서 또는 평화유지 임무를 수행하는 우리 군 여성에게도 확장됩니다.

# HMNZS Manawanui HMNZS 마나와누이



Images taken by Profile Boats, who were involved in rescuing crew of NZ Navy Ship HMNZS Manawanui.

NZ 해군 함선 HMNZS 마나와누이의 승무원 구조에 참여한 프로파일 보트에서 촬영한 이미지 (Source 출처: Profile Boats 프로파일 보트 )

But first, I want to share some sentiments surrounding the recent sinking of HMNZS Manawanui off the coast of Samoa. You may have heard that the ship's commanding officer since 2022, Commander Yvonne Gray, was a woman with 30 years of naval experience.

She safely evacuated the ship's company without any injuries or death.

While the circumstances surrounding the ship's sinking will be subject to an inquiry, the court of public opinion has already judged Commander Gray.

Reports of gender-based attacks on her competence and leadership have emerged. She has been personally trolled on social media. This has led to abusive comments towards other uniformed women in the streets of New Zealand.

Critics accused Gray of being appointed to her role due to her gender rather than her qualifications.

Quite rightly, New Zealand's defence minister has publicly defended Gray, saying "The one thing that we already know did not cause the sinking is the gender of the ship's captain."

Sadly, these gender-based attacks stem from tightly held traditional views of women's roles in society. Comments about her competency and appointment based on gender rather than merit, are an attack on the professionalism and training standards of the military.

What they are suggesting is the appointment of a less qualified or competent officer just because she's a woman.

This kind of commentary fuels the views that women cannot do the roles once held exclusively by men. It also suggests that standards are lowered for women.

Nothing can be further from the truth. I speak from experience, as having served as a senior officer on a naval warship, that all personnel at sea are trained to the same exacting standards regardless of gender. That no leniency is given to women just because once upon a time they were unable to serve in combat roles.

There is no doubt that Commander Gray, who served in both the UK and NZ navy, has had the same warfare training and experience as her male colleagues, and was appointed to a commanding officer's role on merit, on equal terms with her male colleagues.

To suggest otherwise diminishes not only the efforts and progress of gender equality more broadly, but also the efforts and progress of advancing women's equal participation in our armed forces.

On a brighter note, we can take great delight and rejoice in the fact that in New Zealand, both the chief of army and the defence minister are women. Both women earned the right to be appointed to these roles. Both women are in these roles because of their equal access to opportunities, power and resources.

But not all uniformed women are in this position. Globally, armed forces are at various stages in the gender equality journey, with some quite advanced, as with New Zealand, others where women remain relegated to safe and less demanding roles because of traditional, gender-based views and attitudes on the abilities of women.

What this situation reveals is that gendered power structures and dynamics, that compromise progress on gender equality and limit women's participation on an equal footing with men, prevail in armed forces and peace operations.

First, let me define gendered power structures and dynamics.

Quite simply, they refer to the systems and hierarchies within institutions that are organized and maintained based on gender norms, and the ways in which power is distributed and exercised between genders. Gender norms dictate the behaviours and roles that are considered appropriate for individuals based on their perceived gender.

These structures and dynamics are influenced by cultural, social, economic, and political factors. They shape the roles, behaviours, and opportunities available to individuals based on their gender.

They are of course historical, based on times when only men worked outside the home and provided for their families. And while time has moved on, these behaviours and attitudes have not.

**These gendered power structures and dynamics** manifest in the military in several ways.

**First**, they prioritize aggressive behaviour, emotional suppression, and physical endurance as the key measure of military capability, which sideline other vital skills.

**Second**, they reinforce traditional gender roles, assigning women to support or administrative positions while reserving combat and leadership roles for men. This undervalues women's contributions and excludes them from key missions and decision-making.

**Compounding** this is an expectation that women should prioritize family and caregiving responsibilities over their military careers. This can undermine the career ambitions and financial independence of female personnel. Third, they foster a hostile work environment marked by widespread sexual harassment and discriminatory behaviour towards women and other marginalised groups.

**Fourth**, they undermine women leaders' authority by subjecting them to greater scrutiny and harsher evaluations than men, forcing women to work harder to prove their capability.

**And finally, they cause** resistance to policies and initiatives aimed at integrating women into all aspects of military operations and leadership, with some viewing these efforts as a threat to traditional military values.

However, constant exposure to these structures and dynamics can undermine women's confidence and self-esteem, making it harder for them to assert themselves and pursue leadership roles.

# HMNZS Manawanui HMNZS 마나와누이



Images taken by Profile Boats, who were involved in rescuing crew of NZ Navy Ship HMNZS Manawanui.

NZ 해군 함선 HMNZS 마나와누이의 승무원 구조에 참여한 프로파일 보트에서 촬영한 이미지 (Source 출처: Profile Boats 프로파일 보트)

우선, 최근 사모아 해안에서 침몰한 HMNZS 마나와누이에 대한 이야기를 나누고 싶습니다. 여러분은 이미 알고 계실 수도 있지만, 이 배의 지휘관인 이본 그레이(Yvonne Gray) 사령관은 2022년부터 그 자리를 맡아온, 30년 경력의 여성 해군 장교입니다.

당시 그녀는 승무원 전원을 안전하게 대피시켜 사망자나 부상자 없이 모두 구조했습니다.

이 배의 침몰 원인에 대해서는 아직 조사가 이루어지지 않았지만, 여론은 이미 그레이 사령관을 판단하고 있습니다.

그의 능력과 리더십에 대한 성차별적 공격이 보고되었으며, 그는 개인 소셜 미디어에서 괴롭힘을 당했습니다. 이는 뉴질랜드 거리에서 다른 여성 군인들을 향한 폭력적인 댓글로 이어졌습니다.

일부 비난자들은 그레이 사령관이 자격 때문이 아니라, 그의 성별 때문에 사령관직에 임명되었다고 비난했습니다.

이에 대하여 뉴질랜드 국방부 장관은 “이 배의 침몰 원인이 될 수 없는 한 가지는 바로 선장의 성별이다”라고 말하며 그레이 사령관을 공개적으로 옹호했습니다.

안타깝게도 이러한 성차별적 공격은 사회에서 여성의 역할에 대한 고정관념에서 비롯된 것입니다. 그녀의 역량, 그리고 성별을 기반으로 한 임명에 대한 논평은 군의 전문성과 훈련 기준을 공격하는 것입니다.

그들이 제안하는 것은 그저 그녀가 여성이기 때문에 덜 자격이 있거나 능력이 떨어지는 장교를 임명하자는 것과 다름 없습니다. 이러한 논평은 남성만이 독점하던 역할을 여성이 수행할 수 없다는 시각을 부추기고, 여성을 위해 기준을 낮춘다는 것을 암시합니다.

이는 전혀 사실과 다릅니다. 해군 전함의 군수참모로 복무했던 저의 경험에 기반하여 말씀드리면, 해상에서 근무하는 모든 인원은 성별에 관계없이 동일한 엄격한 기준으로 훈련을 받습니다. 과거에 전투 역할을 수행할 수 없었다고 하여 여성에게 기준이 관대하게 적용되지 않습니다.

그레이 사령관은 영국과 뉴질랜드 해군에서 복무하면서 그의 남성 동료들과 동일한 전투 훈련과 경험을 쌓았으며, 자격을 인정받아 지휘관으로 임명되었습니다.

그렇지 않다고 말하는 것은 성평등을 위한 노력과 발전 뿐만 아니라 군 내 여성의 평등한 참여를 증진시키는 노력과 발전을 과소 평가하는 것입니다.

보다 더 밝은 얘기를 하자면, 뉴질랜드에서는 육군 참모총장과 국방부 장관이 모두 여성입니다. 이 두 여성은 모두 해당 자리에 임명될 만한 자격이 있습니다. 이들은 기회, 권력, 자원에 대한 평등한 접근 덕분에 이 자리에 있습니다.

하지만 모든 여성 군인들이 이러한 위치에 있는 것은 아닙니다. 전 세계적으로 군대는 성 평등 여정에서 다양한 단계에 있으며, 뉴질랜드처럼 상당히 진보한 곳도 있지만, 전통적인 성별 관념과 태도 때문에 안전하고 까다롭지 않은 역할에 여성을 배치하는 곳도 있습니다.

이 상황에서 드러나는 것은 젠더 권력 구조와 역학이 군대와 평화유지활동에 만연하여 성 평등의 발전을 저해하고 남성과 동등한 기준으로 여성이 참여할 기회를 제한한다는 것입니다.

먼저, 젠더 권력 구조와 역학의 정의에 대해 설명하겠습니다. 간단히 말해서, 이는 기관 내에서 젠더 규범을 기반으로 조직되고 유지되는 시스템과 계층 구조를 말하며, 성별에 따라 권력이 분배되고 행사되는 방식을 의미합니다.

젠더 규범은 개인의 지각된 성별에 따라 적절하다고 여겨지는 행동과 역할을 결정합니다.

이 구조와 역학은 문화적, 사회적, 경제적, 정치적 요인에 의해 영향을 받으며, 개인의 성별에 따라 역할, 행동 및 기회를 형성합니다.

이러한 구조는 물론 역사적으로 남성만이 가정을 부양하고 집 밖에서 일하던 시기에 기반을 두고 있습니다. 시간이 많이 흘렀지만, 이러한 행동과 태도는 여전히 변하지 않았습니다.

젠더 권력 구조와 역학은 군대에서 여러 방식으로 나타납니다.

첫째, 공격적인 행동, 감정 억제, 신체적 인내력을 군사 능력의 핵심 기준으로 우선시하여 다른 중요한 기술들을 소홀히 합니다.

둘째, 전통적인 성 역할을 강화하여 여성은 지원 또는 행정직에 배정하고 남성은 전투 및 리더십 역할을 맡게 합니다. 이는 여성의 기여를 저평가하고 주요 임무 및 의사 결정에서 배제합니다.

이를 악화시키는 것은 여성이 군 경력보다 가족과 돌봄 책임을 우선시해야 한다는 기대입니다. 이는 여성 군인들의 경력 목표와 경제적 독립을 저해할 수 있습니다.

셋째, 광범위한 성희롱과 여성 및 기타 소외된 그룹에 대한 차별적 행동이 만연한 적대적인 근무 환경을 조성합니다.

넷째, 여성 지도자의 권위를 약화시키며, 남성보다 더 많은 감시와 더 엄격한 평가를 받게 하여 여성이 자신의 능력을 입증하기 위해 더 많은 노력을 기울이게 만듭니다.

마지막으로, 여성의 모든 군사 작전 및 리더십 통합을 목표로 하는 정책과 이니셔티브에 대한 저항을 야기하며, 일부는 이러한 노력을 전통적인 군대 가치에 대한 위협으로 간주합니다.

그러나 이러한 구조와 역학에 지속적으로 노출되면 여성의 자신감과 자존감을 저해하여 그들이 자신을 내세우고 리더십 역할을 추구하는 것이 더 어려워질 수 있습니다.



Women's Military Peace Operations Course  
유엔 여군 PKO(평화유지요원) 역량강화과정

This important aspect of military service underpinned the development of the Women's Military Peace Operations Course, a collaborative training program by DPO and UN Women, which was piloted here in Seoul last year.

This course includes the standard UN training for staff officers or military observers, as well as a week-long module on Leadership, Empowerment and Networking to empower women in their leadership roles.

In military contexts, gender power structures and dynamics not only perpetuate gender inequality but also undermine the effectiveness, cohesion, and ethical standards of the armed forces.

So, challenging these manifestations is essential for creating an inclusive environment where all personnel, regardless of gender, can contribute fully and equally to the mission.

Let me share some examples of how gendered power structures and dynamics affect women in armed forces and peace operations.

- There is a strong protection ethos amongst senior male leaders in mission that prevents women peacekeepers from leaving base and thus interferes with their capacity to carry out their duties equally with their male colleagues.
- Uniformed women are still required to use personal protective equipment designed for standard, masculine body types, which is not suitable for them to use safely.
- There are often unequal accommodations for sleeping or bathing on base, or they are difficult to access, impacts women's safety moving between the accommodations.
- There are high rates of sexual assault and harassment faced by women in the military, and in peace operations, and many armed forces still do not have policies in place to prevent and respond to these issues.



- Women peacekeepers are often perceived as “women first, soldiers second”. This can lead to the siloing of women into softer, safer roles such as community engagement, rather than in their primary role.
- There is a perception that women bring their gender to military contexts which undermines their professional identity as a military officer, and they are often treated with disrespect regardless of rank.

There are too many examples to share here, but these few demonstrate the pervasive influence of gendered dynamics in military operations and in the treatment of uniformed women.

These ongoing dynamics are leadership failures. In the words of a male colleague of mine, *“They are a violation of a women’s right to deploy, not a reason to avoid deploying women”*

**These examples show why gender mainstreaming, as a strategy to counter the effects of these gendered power structures and dynamics, is needed in the context of peace operations and armed forces.**

**Gender mainstreaming** integrates gender considerations into all policies, programs, and operations to ensure equal benefits for women and men. It promotes equal recruitment, training, and advancement opportunities, while addressing gender-specific challenges.

I emphasize that gender mainstreaming must go beyond tokenistic representation of women, especially in terms of just increasing the numbers. It must strive for substantive equality, where women’s leadership, skills and perspectives are valued and utilized to shape more effective and inclusive security outcomes.

I would like to be clear here that gender mainstreaming is not about ‘fixing’ women but rather about the institutional and organisational culture shift needed to accept the diversity that women bring; how can military institutions value women’s leadership styles and strengths in all contexts, at home and in operations.

Historically, military institutions have been traditionally male dominated, with women largely excluded from formal combat roles and leadership positions.

Despite this exclusion, women have contributed to military efforts throughout history, often in auxiliary or support roles. During times of war, women served as nurses, medics, spies, and in logistics and communication. While critical to the war effort, these roles were typically viewed as peripheral and were not recognized in the same way as combat duties.

By the late 20th century, societal shifts and the growing need for military personnel, led many nations to gradually increase the formal integration of women into the armed forces.

However, women often faced significant resistance, as traditional military cultures viewed their presence as disruptive to the institution’s masculine identity.

Many countries have maintained policies barring women from direct combat roles, based on arguments related to physical capabilities, unit cohesion, and the perception that women needed protection. This has further restricted women’s opportunities for promotion to senior ranks, where combat experience is often a prerequisite for leadership positions.





Women's Military Peace Operations Course  
유엔 여군 PKO(평화유지요원) 역량강화과정

이러한 군 복무의 중요한 측면은 DPO와 유엔여성기구가 공동으로 주최한 유엔 여군 PKO(평화유지요원) 역량강화과정의 개발을 뒷받침했습니다. 이 교육 프로그램은 작년에 서울에서 시범 운영되었습니다.

유엔 여군 PKO(평화유지요원) 역량강화과정은 참모 장교나 군사 옵저버를 위한 유엔의 표준 훈련뿐만 아니라 여성 리더십 역할을 강화하기 위한 '리더십, 역량 강화 및 네트워킹'에 관한 일주일간의 모듈을 포함하고 있습니다.

군사 환경에서 젠더 권력 구조와 역학은 젠더 불평등을 영속시킬 뿐만 아니라 군대의 효율성, 결속력, 윤리 기준을 저해합니다.

따라서 이러한 구조에 대한 도전을 통해 성별에 상관없이 모든 인원이 임무에 완전하고 동등하게 기여할 수 있는 포괄적인 환경을 조성해야 합니다.

성별 권력 구조와 역학이 군대와 평화 작전에서 여성에게 미치는 영향을 보여주는 몇 가지 예시를 공유하겠습니다.

- 임무 수행 중 고위 남성 지도자들 사이에서 강력한 보호주의가 있어 여성 평화유지군이 기지를 떠나지 못하게 하며, 이로 인해 여성들이 남성 동료들과 동등하게 임무를 수행하는 데 방해가 됩니다.
- 여성 군인들은 여전히 표준 남성 체형을 기준으로 설계된 개인 보호 장비를 사용해야 하며, 이를 안전하게 사용할 수 없는 경우가 많습니다.
- 기지 내에서 숙소나 목욕 시설이 불평등하게 제공되거나 접근하기 어려운 경우가 많아, 여성들이 숙소를 오가는 동안 안전에 영향을 미칩니다.
- 군대와 평화 작전에서 여성들이 성폭력과 괴롭힘을 많이 겪고 있으며, 많은 군대에서는 여전히 이러한 문제를 예방하고 대응할 정책을 마련하지 못한 상태입니다.
- 여성 평화유지군은 종종 "군인보다 여성으로 먼저" 인식되며, 이로 인해 그들이 주요 역할 대신 지역사회 참여와 같은 더 안전하고 유한 역할로 분리되는 경우가 많습니다.
- 여성들이 군사 환경에 젠더를 끌고 들어온다는 인식이 있어 그들의 군사 장교로서의 전문적 정체성을 약화시키며, 계급에 상관없이 무시당하는 경우가 많습니다.

여기서 모든 예시를 다 나눌 수는 없지만, 이 몇 가지 사례만으로도 군사 작전에서 젠더 역학이 만연하게 영향을 미치고, 여성 군인들이 어떻게 대우받는지 보여줍니다.

이러한 지속적인 역학은 리더십의 실패를 나타냅니다. 제 남성 동료의 말대로, “이는 여성의 파견 권리를 침해하는 것이지, 여성 파견을 회피할 이유가 아닙니다.”

이 사례들은 평화유지 작전과 군대에서 젠더 권력 구조와 역학의 영향을 상쇄하기 위한 전략으로서 성 주류화가 왜 필요한지를 보여줍니다.

성 주류화는 여성과 남성 모두에게 동등한 혜택이 돌아가도록 모든 정책, 프로그램, 작전에 성별 고려 사항을 통합하는 것입니다. 이는 평등한 채용, 훈련, 승진 기회를 촉진하며, 성별에 따른 도전 과제를 해결합니다.

성 주류화는 단순히 여성의 수를 늘리는 형식적인 대표성을 넘어, 실질적인 평등을 추구해야 한다는 점을 강조하고 싶습니다. 실질적 평등이란 여성의 리더십, 기술, 관점이 더 효과적이고 포괄적인 안보 성과를 만드는 데 가치를 인정받고 활용되는 것을 의미합니다.

여기서 명확히 하고 싶은 점은 성 주류화가 여성을 ‘고치는’ 것이 아니라, 여성들이 가져오는 다양성을 받아들이기 위한 제도적, 조직적 문화 변화에 관한 것입니다. 군사 기관들이 여성들의 리더십 스타일과 강점에 가정과 작전을 아우르는 모든 상황에서 어떻게 가치를 부여할 수 있을지 고민해야 합니다.

역사적으로, 군사 기관은 남성 중심이었고 여성들은 주로 공식적인 전투 역할과 리더십 직책에서 배제되었습니다.

이러한 배제에도 불구하고, 여성들은 역사를 통틀어 군사적 노력에 기여해 왔으며, 주로 보조적이거나 지원 역할을 맡았습니다. 전쟁 시기 동안 여성들은 간호사, 의무병, 스파이, 그리고 물류 및 통신 역할을 수행했습니다. 전쟁 지원에 매우 중요했으나, 이러한 역할은 전투 임무와는 달리 주변적인 것으로 간주되었고 동등하게 인정받지 못했습니다.

20세기 후반에 이르러 사회적 변화와 군사 인력에 대한 필요성이 증가함에 따라 많은 국가들이 점차 여성을 군대에 공식적으로 통합하기 시작했습니다.

그러나 여성들은 종종 강력한 저항에 맞닥뜨렸으며, 전통적인 군사 문화는 여성을 군대의 남성적 정체성을 방해하는 존재로 보았습니다.

여성들이 보호받아야 한다는 인식, 신체적 능력, 부대 응집력과 관련된 근거를 바탕으로 많은 국가들이 여성들이 직접적인 전투 역할을 맡지 못하게 하는 정책을 유지했습니다. 전투 경험이 리더십 직책의 필수 요건으로 여겨지는 경우가 많았기에, 이는 여성들이 고위 계급으로 승진할 기회를 제한하는 요인으로 작용했습니다.



# HMAS Swan and me

## HMAS 스완과 나



In recent decades, many military institutions have recognized the capabilities and contributions of women, leading to significant policy changes.

From the 1990s countries such as Canada, Norway, and Australia began opening combat and combat related roles to women.

In 2013, the U.S. formally lifted the ban on women serving in combat roles, following the acknowledgment that women were already engaging in combat situations in Iraq and Afghanistan. The British military officially removed all restrictions on women serving in any combat role in 2020.

I also note your 2021 National Defense White Paper references the need to increase the female military workforce and pursue policies to open previously restricted specialities such as artillery, air defence and intelligence to women.

So, it has been slow progress globally to remove these restrictions.

It hasn't been easy.

As I mentioned previously, I served as one of the senior officers of an Australian warship – HMAS Swan – in the mid-1990s. This was because of the Australian government lifting the gender restrictions on combat-related roles.

I was the senior logistics officer, even though I had not previously served at sea as a junior officer, although I had completed the same training and attained similar experience in shore roles to my male colleagues. This is me with the other officers – you can see I am the only female. I was one of only two women in a crew of 212.

Being one of a minority was very difficult, and I faced similar gender-based attitudes, comments, and even violence from men, merely because I was a woman in a job that they felt belonged only to men. It was of course a new and different experience for everyone and it challenged the gendered norms of the time.

They said women couldn't do it. They said we were not capable. But we did. We did not fail.

From these humble beginnings, women like New Zealand's Commander Grey, chief of army and defence minister, have sprung.

From these humble beginnings, gender equality for uniformed women began.

# HMAS Swan and me

## HMAS 스완과 나



최근 몇 십 년 동안, 많은 군사 기관들이 여성의 능력과 기여를 인정하면서 중요한 정책 변화가 이루어졌습니다.

1990년대부터 캐나다, 노르웨이, 호주와 같은 국가들이 여성에게 전투 및 전투 관련 역할을 개방하기 시작했습니다.

2013년, 미국은 이라크와 아프가니스탄에서 이미 여성들이 전투 상황에 참여하고 있다는 인정을 바탕으로, 여성의 전투 역할 금지를 공식적으로 해제했습니다. 영국 군대는 2020년에 모든 전투 역할에서 여성의 제한을 공식적으로 철회했습니다.

또한, 2021년 국가방위백서에서 여성 군인 인력을 증대하고, 포병, 방공, 정보 등 이전에 제한되었던 특수 분야를 여성에게 개방해야 한다는 필요성을 언급한 점도 주목하고 싶습니다.

이러한 제한을 철폐하는 과정은 전 세계적으로 더디게 진행되어 왔습니다.

결코 쉬운 과정이 아니었습니다.

앞서 말씀드렸듯이, 저는 1990년대 중반 호주 전함 HMAS Swan에서 군수참모 중 한 명으로 복무했습니다. 이는 호주 정부가 전투 관련 역할에 대한 성별 제한을 해제했기 때문에 가능했습니다.

저는 군수참모였지만, 해상에서 군수장교로 복무한 적은 없었습니다. 그럼에도 불구하고, 저는 해상 근무에서 남성 동료들과 유사한 훈련을 받고 비슷한 경험을 쌓았습니다. 이 사진은 저와 다른 장교들입니다. 제가 유일한 여성임을 볼 수 있습니다. 당시 212명의 승무원 중 여성은 저를 포함해 단 두 명이었습니다.

소수에 속한다는 것은 매우 어려운 일이었고, 저는 단지 여성이기 때문에 남성들로부터 성차별적인 태도와 발언, 심지어 폭력까지 겪었습니다. 그들은 여성은 할 수 없다고, 능력이 없다고 주장했지만, 우리는 해냈습니다. 우리는 실패하지 않았습니다.

이러한 작은 시작에서부터, 뉴질랜드의 그레이 사령관과 같은 여성들이 군대와 국방부 장관으로 자리 잡았습니다.

이러한 작은 시작에서부터 여성 군인들을 위한 성평등이 시작되었습니다.



## Women in the Australian Defence Force 2022-2023



To defend Australia and its national interests in order  
to advance Australia's security and prosperity  
[www.defence.gov.au](http://www.defence.gov.au)

These changes have been largely driven by certain factors, not the least the global advocacy, commitments and legislation on gender equality, which provide for the equal right of uniformed women to serve alongside men.

But as a central factor for militaries, the evolving and gendered nature of modern conflicts and warfare, where women are disproportionately affected, as Tyson pointed out, necessitates more diverse forces deployed to peace operations to address the diverse security needs and concerns of the civilian populations.

Traditional military strategies based on large-scale, state-on-state warfare are increasingly being replaced by asymmetric warfare, including insurgencies, terrorism, cyber warfare, and hybrid threats.

They often take place in urban environments with civilian populations, where winning “hearts and minds” is as important as military victory. Today’s armed forces are involved in a variety of roles beyond combat, including humanitarian aid, disaster relief, peacebuilding, and stability operations.

These conflicts and responses demand different leadership approaches, and require different skill sets, such as strategic thinking, risk assessment, and technological expertise—areas where women leaders in society more broadly are contributing significantly.

This leads me to share with you where gender mainstreaming has been effectively implemented.

The **Swedish Armed Forces** actively recruit and retain women through targeted measures. Gender equality is embedded in leadership development, and all personnel receive training on gender dynamics and discrimination.

The **Canadian Armed Forces** implemented gender analysis, as a policy, to assess how policies and programs affect individuals differently based on gender and other identity factors.

The **Australian Defence Force** have included initiatives to increase women’s representation across all roles, enhance career and leadership development, implement targeted recruitment, and address sexual misconduct.



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이러한 변화는 주로 성평등에 대한 전 세계적인 지지, 약속, 그리고 입법에 의해 추진되었습니다. 이는 여성 군인이 남성과 동등하게 복무할 권리를 보장해 줍니다.

그러나 군대에 있어 핵심적인 요소는 현대 분쟁과 전쟁의 젠더적 특성이 진화하고 있으며, 여성들이 불균형적으로 큰 영향을 받고 있다는 점입니다. 타이슨이 언급한 것처럼, 다양한 안보 요구와 민간인들의 우려를 해결하기 위해 보다 더 다양성을 지닌 병력이 평화 작전에 투입될 필요가 있습니다.

전통적인 대규모 국가 간 전쟁에 기반한 군사 전략은 점점 더 비대칭 전쟁으로 대체되고 있으며, 여기에는 반란, 테러리즘, 사이버 전쟁, 하이브리드 위협이 포함됩니다.

이러한 분쟁은 종종 민간인이 있는 도시 환경에서 발생하며, 군사적 승리만큼이나 민심을 얻는 것이 중요해지고 있습니다. 오늘날의 군대는 전투 외에도 인도주의적 지원, 재난 구호, 평화 구축, 안정화 작전 등 다양한 역할을 수행하고 있습니다.

이러한 분쟁과 대응은 다른 리더십 접근을 요구하며, 전략적 사고, 위험 평가, 기술 전문성과 같은 다양한 기술이 필요합니다. 이러한 분야에서 여성 지도자들은 사회 전반적으로 크게 기여하고 있습니다.

이제 성 주류화가 효과적으로 실행된 사례를 여러분과 공유하고자 합니다.

스웨덴 군대는 선별적인 조치를 통해 여성들을 적극적으로 모집하고 유지하고 있습니다. 성평등은 리더십 개발에 내재되어 있으며, 모든 군인은 젠더 역학과 성차별에 대한 교육을 받습니다.

캐나다 군대는 정책적으로 젠더 분석을 도입하여 정책과 프로그램이 성별 및 기타 정체성 요인에 따라 개인에게 어떻게 다르게 영향을 미치는지 평가합니다.

호주 국방군은 모든 역할에서 여성의 대표성을 높이고, 경력 및 리더십 개발을 강화하며, 선별적인 채용을 실시하고, 성적 비행 문제를 해결하는 여러 가지 이니셔티브를 포함하였습니다.

## Me over the years...because of gender equality! 성평등으로 가능했던 나의 여정



1981 - Midshipman  
1981 - 견습장교



1991 - Lieutenant (Junior Logistics Officer)  
1991 - 대위 (군수장교)



1996 - Lieutenant-Commander  
(Senior Logistics officer at sea)  
1996 - 소령 (해상 군수참모)



2013 - Commander (Gender  
Adviser - Afghanistan)  
2013 - 아프가니스탄 젠더 자문관



2013 - Captain (Adviser to Chief  
of Defence Force on Women,  
Peace and Security)  
2013 - 중령 (국방 참모총장  
여성·평화·안보 자문관)

As we move forward, I urge each of you to take concrete steps within your respective organizations to challenge gender power structures and dynamics and promote gender mainstreaming. Embrace the principles of equality and inclusion, and commit to creating environments where everyone is respected, valued, and empowered to contribute their best.

To do this requires an institutional shift in culture, behaviours and values. Don't just "add women and stir" and hope it all works out.

To do this will allow women to advance in the security sector on the same basis as men, to demonstrate their competencies and skills on the same basis as men, and to achieve their full potential on the same basis as men.

I would not have had my journey, albeit challenging at various times, without these progressive and positive changes.

Your leadership and actions are crucial in driving meaningful change. Together, we can build stronger, more adaptive organizations that reflect the diverse world we serve and uphold the highest standards of respect and professionalism. This includes those standards expected of our peacekeepers.

Let us take these lessons to heart and act decisively to create a future where gender equality is not just an aspiration but a reality.

Thank you.



## Me over the years...because of gender equality! 성평등으로 가능했던 나의 여정



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2013 - 중령 (국방 참모총장  
여성·평화·안보 자문관)

앞으로 나아가면서, 여러분 각자가 속한 조직에서 젠더 권력 구조와 역학에 도전하고 성 주류화를 촉진하기 위한 구체적인 조치를 취할 것을 촉구합니다. 평등과 포용의 원칙을 받아들이고, 모두가 존중받고, 가치를 인정받으며, 최선을 다해 기여할 수 있는 환경을 조성하는 데 헌신하시길 바랍니다.

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이 교훈을 마음에 새기고, 성평등이 단순한 목표가 아니라 현실이 되는 미래를 만들기 위해 결단력 있게 행동합시다.

감사합니다.



## Special Lecture #3

# Voice from the Field: Breaking Barriers for Women in Peacekeeping

**Sungyeon YI, Lt. Col. (S)**

CSM, Commander RAN (Ret.)

Liaison Officer with the United Nations Disengagement Observer Force (UNDOF) in the Golan Heights

## 특별강연 #3

# 현장의 목소리: 평화유지군 여성을 위한 장벽 허물기

**이성연 중령 (진)**

골란고원임무단(UNDOF) 연락 장교

Empower Women Build Peace  
Peace Is Best Kept Together





## Voice from the Field: Breaking Barriers for Women in Peacekeeping

**Lt Col (s). Sungyeon YI, ROK Army, UNDOF**



Distinguished guests, excellencies, ladies and gentlemen, future peacekeepers—good morning!

I'm Major YI, currently serving as a Liaison Officer for UNDOF, in Golan heights. It's an incredible honor to represent both the Republic of Korea military and our mission here at this forum. First, I'd like to extend my sincere thanks to the Ministry of National Defense of the Republic of Korea, UN Women, and our mission leadership for their unwavering support. Special thanks also to the PKO Center staff for their hard work in managing logistics, especially in these complex times in the Middle East.

As a mid-level army officer, I still feel like I'm in the process of learning and growing in both peacekeeping and the military. So today, I'm here to share what I've experienced and learned from my past and current peacekeeping missions as a kind of additional participant for the uniformed women peacekeepers' training.

## Journey in Military / Peacekeeping



Graduation Picture of Military Course in 2006



Women peacekeepers of 11<sup>th</sup> Batch of Korean Contingent

I joined the Republic of Korea Army in 2006 as an intelligence officer.

Back then, I never imagined I'd be wearing the blue beret as often as I do now. But it was always a goal to join at least one peacekeeping mission, just to have the honor of working toward world peace. My first deployment came in 2012 with UNIFIL as a member of Korean contingent, following my time as a company commander on the Korean Peninsula's front lines. At that point, I saw peacekeeping as a one-time experience, something special and unique, but not necessarily a long-term career path.

Especially when you consider how few Korean women were in peacekeeping—only five of us were women out of about 350 personnel in ROKBATT, the Korean contingent in UNIFIL.

## Evolution of UNSCR 1325



Appointment of Gen. Kristin Lund by SG Ban Ki Moon



Women Peacekeepers of 21<sup>st</sup> Batch of Korean Contingent

Then something remarkable happened in 2014, a year after I completed my first tour with UNIFIL. General Kristin Lund was appointed as the first woman to serve as Force Commander in Cyprus by esteemed (former) SG Ban Ki Moon, breaking barriers as the first female leader in UN peacekeeping. I proudly consider myself a “Kristin Lund kid.” Her appointment opened my eyes to what was truly possible for women in peacekeeping.

Since then, I’ve been fortunate to serve in several missions, including UNMOGIP, a second tour with UNIFIL, UNMISS, and now UNDOF. All of this was made possible by the resolutions like UNSCR 1325 that highlight the importance of women’s participation in peacekeeping, opening doors for more women, along with the strong support of the Korean government.

Looking back, I see myself as a reflection of the progress we’ve made. The opportunities I’ve been granted are a direct result of initiatives and the Korean government’s dedication to these efforts. In 2017, five years after my first deployment with UNIFIL, the number of female members in the same unit had grown to 20 among 250. This progress is significant, but it also serves as a reminder that we still have a long way to go.

## Gender Advocate of the Year



Maj. Radhika Sen (India, 2023)



Capt. Cecilia Erzuah (Ghana, 2022)



Lt. CDR Marcia Andrade Braga (Brazil, 2018)



Maj. Aichatou Osmane Issaka (Niger, 2016)

I'm sure we're all familiar with the incredible achievements of female peacekeepers, both past and present. The UN annually recognizes gender advocates, and many of those honored are outstanding female colleagues who have paved the way for others.

All these awardees demonstrated exceptional leadership during their missions, actively engaged with local communities, and worked to enhance women's rights and status within their areas of operation. Their contributions are prime examples of the critical role that female peacekeepers play in peacekeeping missions.

## Women Peacekeepers in the field



Korean Observer in UNMOGIP



Austrian & Australian Observers in UNTSO



Nepali Contingent member of UNDOF



Fijian Contingent members of UNDOF

Additionally, numerous studies have proven that gender-balanced peacekeeping missions are more effective for several reasons. The participation of women peacekeepers helps prevent sexual misconduct within the units and towards locals. Units that include female peacekeepers are more aware of these issues and are better equipped to respond effectively. Moreover, female peacekeepers help create a more welcoming environment for local populations, particularly for women and children. This is especially important in regions where cultural norms limit interactions with local women. Lastly, female peacekeepers bring diverse perspectives to peacekeeping tasks, enabling more inclusive and effective operations. This broader viewpoint helps teams better understand complex situations and resolve conflicts.

The role of women in peacekeeping goes beyond gender—it contributes to the overall effectiveness of missions. In my current mission, UNDOF, women make up 10% of total personnel and 20% of the staff officers. Female peacekeepers are actively contributing across all tasks, helping de-escalate tensions in a challenging region.

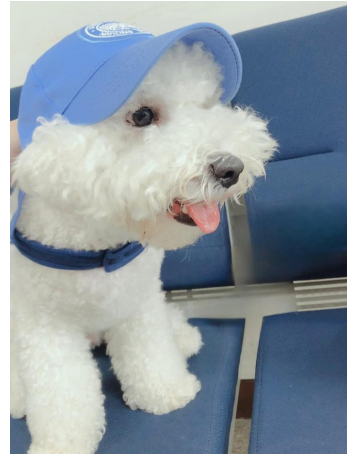
But despite these successes and the proven effectiveness of women in the field, there are still significant challenges we need to address.

Today, I want to focus on three main areas: balancing family life, improving living conditions, and addressing the lack of role models and support networks.

## Balancing Family Life



Mother Peacekeeper & her daughter during farewell



Siro, 8 years old dog

One of the biggest challenges faced by female peacekeepers is finding a balance between work and family life. Military life is demanding as it is, but when you add family responsibilities, it can be especially overwhelming.

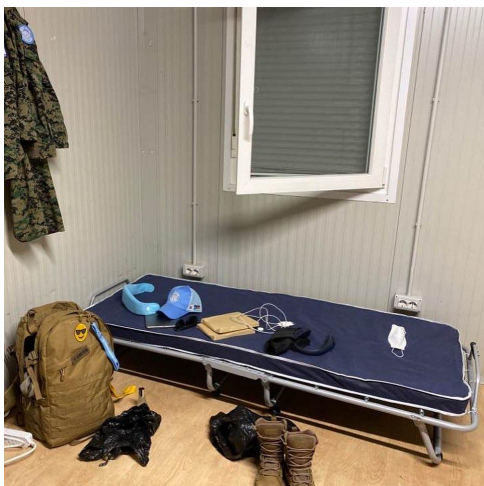
Many friends have reached out to me for advice about joining peacekeeping. Initially, they're eager to join any mission, however, only a few have actually joined because most end up hesitating to leave their families behind. For those with spouses or young children, the prospect of an extended deployment away from home often becomes a major obstacle, making the decision to participate in peacekeeping missions even more challenging. Let me share a story. A close friend, an excellent officer, was eager to join a peacekeeping mission. Despite being fully qualified and ready, she ultimately decided against it, unable to leave her young children. This is a common sacrifice many women in the military face, especially during deployments. As for me, I'm single with only my dog, Siro. Even just having a pet has been challenging. I lived with him for only a year before deployments separated us. Without my mother's help caring for Siro, I couldn't have served these missions. This showed me how vital a strong support system is. Unfortunately, not all women in the military have such support, making it harder to pursue their career goals.

At last year's forum, many respected senior women highlighted how crucial their families were to their success. They shared stories of their families' sacrifices that allowed them to serve. This is a common reality for women in peacekeeping. So we must ask: How can we create an environment where women don't have to choose between family and career?

One essential solution is to enhance family support programs within the military and offer more flexible leave policies for family care. This could include establishing stronger family assistance networks and implementing policies that help balance work and family commitments. By addressing these issues, we can make it easier for women to take on peacekeeping roles without feeling like they're sacrificing their personal lives. Ultimately, this wouldn't just benefit female peacekeepers—it would improve the overall well-being of all military personnel. In the long run, such policies would also attract more talented individuals, regardless of gender, to choose peacekeeping, thereby improving the overall effectiveness of peacekeeping operations.



## Living Conditions



Temporary Accommodation in UNMISS



Portable Toilet for Long Range Patrol

Living conditions during deployments present a significant challenge, especially for female peacekeepers. Accommodations and facilities are often not designed with women's specific needs in mind. These issues can range from basic privacy concerns to more complex matters such as safety and hygiene. While all peacekeepers endure tough conditions, women face additional hurdles when their needs aren't fully considered during mission planning.

For example, I recall one mission where a female peacekeeper was the only woman stationed there. A conflict arose over room assignments—her team leader wanted a private room, while she was expected to share a room with a male colleague. This situation, caused by limited resources, left her feeling undervalued and isolated. Unfortunately, this isn't an standalone case. Many women have faced similar situations where inadequate facilities lead to discomfort and exclusion, directly impacting their morale and effectiveness.

Additionally, male colleagues may sometimes view these needs as added burdens or unfair advantages. For example, female peacekeepers require essential items like sanitary pads, which can take up space and weight during deployment flights. If they request extra space, it can be misinterpreted as a special favor, causing discomfort for everyone.

**Thailand**

“ Women peacekeepers and the meaningful participation of local women in peacekeeping and peace processes are crucial for achieving lasting peace in conflict zones. ”

**KEY FACT**

Wing Commander Chuleeporn from the **Royal Thai Armed Forces** serves as a UN Military Observer in the G3 Cell at the Bor Team Site, UNMISS. Inspired to join UN Peacekeeping to take on challenging tasks, she is committed to supporting those in need, even in difficult, high-risk environments.

**Wing Commander Chuleeporn Sungmana Wrtaf**  
G3 Military Observer  
UNMISS - Bor Team Site

**FAVOURITE TASKS**

She enjoys Long Duration Patrol (LDP), engaging with local communities especially women, driving 4x4 during patrols, investigating or fact-checking information in the field.

**FUN FACT**

'Chulee' loves long patrols and is so dedicated that she sometimes cancels personal plans. Though some friends jokingly say this is 'abnormal', she proudly embraces their view of her commitment.

Wing Commander Chuleeporn Sungmana Wrtaf, Military Observer, UNMISS

Of course, as military professionals, we are trained to adapt to tough conditions, whether it's sharing rooms with male colleagues or dealing with limited electricity or water or even lack of hygiene or security. One of my classmates from the Gender Planning course in Malaysia, who is just finishing her tour as an observer in South Sudan, faced similar challenges and expressed pride in overcoming them. However, if we want to encourage more women to join and stay in peacekeeping, improving living conditions is essential.

While this may require additional resources and planning, especially from Troop Contributing Countries, providing separate facilities for women is absolutely vital. A good example is the Elsie Initiative for Women in Peace Operations, which has supported efforts like those of the Ghanaian Battalion in UNIFIL. By investing in proper accommodations, we ensure that women are not only included but can also thrive in their roles.

Although it's not feasible to accommodate every individual's specific requests, establishing and implementing a basic standard that considers the needs of both genders as much as possible will help overcome these difficulties. We need to set minimum standards to address various needs and implement them effectively.

For example, we could consider the following criteria:

1. Mandatory women-only accommodations and hygiene facilities: This ensures privacy and comfort for female peacekeepers.
2. Proactive facility planning: Instead of basing facility sizes on the current percentage of women peacekeepers, we should prepare facilities that accommodate the UN's target ratio of women peacekeepers. This forward-thinking approach will support the ongoing efforts to increase women's participation.
3. Specialized medical services for female peacekeepers: This ensures that women's specific health needs are met during deployment.
4. Culturally sensitive facility design: For instance, providing prayer rooms for Muslim women peacekeepers. This approach respects diverse cultural backgrounds and religious practices.

These efforts will enable more uniformed women to join peacekeeping missions and create an environment where they can showcase their full potential.

## Role Models & Networking



2021 UN PKO Ministerial



2023 Women's Military Peace Operation Course



Finally, there's the challenge of having too few senior female role models and mentors in peacekeeping. For many women, seeing someone who has successfully navigated both military life and peacekeeping can be incredibly inspiring. Yet, the number of senior women in these roles is still relatively small, and that limits the mentorship opportunities available to junior female officers.

I've been fortunate to have role models like General Kristin Lund and Colonel Moon, both of whom have shown me what's possible for women in peacekeeping. However, the impact of role models and mentors extends beyond just seeing their success. Last year at this forum, I had the opportunity to connect with Jen. Her support has been invaluable. Whenever I've felt discouraged in the field or within the military, Jen has been there to encourage me and remind me of the importance of our work. I'm deeply grateful for her efforts in helping me to persevere. This kind of mentorship and support is crucial for all peacekeepers, especially those facing unique challenges.

Despite these positive experiences, there's still a gap between the younger generation and the leadership positions. This gap is even more noticeable in missions where most of the young female peacekeepers come from Asia and Africa, yet very few role models from these regions are present at higher leadership levels.

Strengthening networks among female peacekeepers is crucial in addressing this gap. Forums like this one are an excellent start—they provide a space where women can share experiences, support one another, and build connections that will last throughout their careers. Networking is not just about socializing; it's about creating a reliable support system that helps women navigate challenges and take on leadership roles.

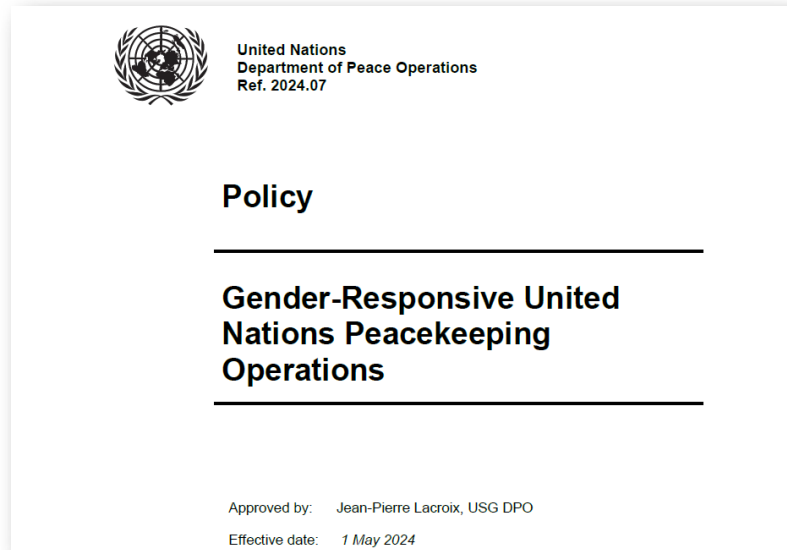
Additionally, mentoring programs can have a substantial impact early in an officer's career. By pairing junior officers with experienced female leaders, we foster a culture of support and growth, helping them navigate the challenges of military life and peacekeeping. The Ministry of National Defense of the Republic of Korea has recognized the importance of such networks and pledged, during the PKO ministerial in 2021, to host training and workshops specifically for women. Initiatives like the Uniformed Women Peacekeepers Training Program, held here in Korea, not only provide essential skills but also create a strong sense of community and belonging among female members in military.

Furthermore, we can consider additional measures such as:

1. Establishing an ongoing networking and mentoring system through online platforms.
2. Regularizing meetings for women peacekeepers, organized by region and various leadership positions.
3. Hosting periodic webinars to share experiences of successful women peacekeepers.
4. Developing and implementing leadership programs specifically designed for women peacekeepers.

By continuing to expand these networks and increase mentorship opportunities, we can create an environment where women in peacekeeping are empowered to step into leadership roles and truly thrive in their careers.

# Gender-Responsive UN PKO Policy



As we reflect on the challenges that still hinder women’s participation in peacekeeping, it’s clear that we’ve made significant progress. A prime example is the new policy on Gender-Responsive UN Peacekeeping Operations effected by the Department of Peace Operations this May. This policy is a testament to the UN’s commitment to addressing the challenges we face and promoting gender equality in peacekeeping.

The policy reinforces many of the points I’ve discussed today, emphasizing the need for gender-responsive approaches across all aspects of peacekeeping. It stresses the importance of achieving gender parity and ensuring the meaningful participation of women peacekeepers – issues that, as we’ve seen, are vital to the success of our missions.

However, as with any policy, the real work lies in its implementation. While the publication of this policy is a significant milestone, it’s important to remember that policies are only truly effective when put into practice. It’s up to all of us – from leadership to every individual peacekeeper – to ensure that the principles outlined in this policy are applied in our daily operations and decision-making processes.

Despite this progress, there’s still much work to be done. Balancing family life, dealing with inadequate living conditions, and addressing the lack of role models are not personal challenges one should face alone—they require attention from the UN, member states, and military organizations.

By addressing these challenges collectively, we can create an environment where all peacekeepers—men and women alike—can perform our duties more effectively. These efforts aren’t just about supporting women; they’re about improving the success and impact of peacekeeping missions as a whole. I firmly believe that efforts to create better environments for female peacekeepers will ultimately lead to improved conditions for all peacekeepers, regardless of gender.

A family-friendly mission structure will enable male peacekeepers to better care for their families as well. Likewise, living conditions tailored to meet the needs of female peacekeepers will benefit male peacekeepers by improving the overall quality of life in the field. Furthermore, I hope that the networks we are building for female peacekeepers will eventually expand to include all peacekeepers, similar to how the role of Gender Advisors has evolved in some missions.



In closing, I'd like to leave you with one thought: as Commander Nicholas and Jen emphasized previously, gender equality is not just a women's issue, it's an issue for all of us. When we work together—he for she, she for he, and everyone for peace—there's nothing we can't achieve. I hope that in the near future, we will see more uniformed female peacekeepers both in the field and at forums like this. I remember attending seminars on women's participation in peacekeeping about five years ago. Back then, all the speakers were male. But now, we're witnessing progress right before our eyes. Today, we have two female speakers and one male speaker. We're making strides toward our goals. Looking ahead to our next forum, I have an expectation that pushes us even further: to have a male peacekeeper from the field deliver a speech on the importance of gender equality. This would truly embody the idea that gender equality is everyone's responsibility and demonstrate how far we've come in changing mindsets and practices.

Thank you for your time, and for your dedication to making peacekeeping stronger and better for everyone involved.

Thank you. 감사합니다.



Asia and the Pacific

## The 2nd Korea Peacekeeping Forum Calls for Women’s Participation in Peace Operations as Key to Ensuring Mission Success

Date: Wednesday, 4 December 2024



Group photo featuring high-level participants and trainees of the Uniformed Women Peacekeepers’ Training at the Second Korea Peacekeeping Forum for Women’s Empowerment on 23 October 2024. Photo: UN Women/Hwang Chang Kyu

**Seoul, Republic of Korea** – Over 100 military officials, government leaders, and diplomats gathered in Seoul for the Second Korea Peacekeeping Forum for Women’s Empowerment, showing strong support to the women, peace, and security (WPS) agenda and highlighting the critical importance of women’s full, equal, and meaningful participation for ensuring mission success in peace operations.

Building on the success of last year’s [inaugural forum](#), the UN Women Centre of Excellence (the Centre) organized this second dialogue, in partnership with the Ministry of National Defense (MND) and the Ministry of Gender Equality and Family (MOGEF) of the Republic of Korea (ROK).

In their opening speeches as co-hosts, Jeongshim Lee, Director of the Centre, and Seung-buhm Lee, Director-General for International Policy of the Ministry of National Defense, emphasized the need to create a truly enabling environment for more women peacekeepers to join, advance, and contribute to peace operations and national armed forces. Referencing ROK’s role as a non-permanent member of the UN Security Council for the 2024–2025 term, Kim Young-ho, Vice President of Korea National Defense University, also highlighted the significance of the forum as a meaningful platform to reflect on WPS issues, particularly with overseas participants from the Asia-Pacific region.



(from left) Jeongshim Lee, Director, UN Women Centre of Excellence for Gender Equality; Seung-buhm Lee, Director-General for International Policy, Ministry of National Defense of the Republic of Korea; Kim Young-ho, Vice President of Korea National Defense University. Photo: UN Women/Hwang Chang Kyu

The forum featured three prominent speakers with extensive experience in military service and peace operations. They shared critical insights and real-life experiences, highlighting the persistent challenges faced by women peacekeepers in the field and the necessary actions to advance gender equality in peace operations.



(from left) Commander Tyson Nicholas, Military Advisor at UN Women HQ; Jen Wittwer, CSM, Commander RAN (Ret.); Lt. Col. Sungyeon Yi, a Liaison Officer with United Nations Disengagement Observer Force (UNDOF). Photo: UN Women/Hwang Chang Kyu

Commander Tyson Nicholas, Strategic Military Advisor at UN Women, emphasized that gender equality should not be viewed as a peripheral issue but recognized as a critical factor for mission success. He also made a compelling call for the “HeForShe” initiative, urging male leaders to take an active role in championing and advancing the WPS agenda within military institutions.

Jen Wittwer, a renowned WPS expert and retired Commander of the Australian Navy, highlighted the systemic challenges women face in armed forces and peace operations, stemming from entrenched gendered power structures. She shared concrete examples of successful gender mainstreaming efforts and institutional cultural shifts implemented in several national militaries.

From the ROK military, Lt. Col. (S) Sungyeon Yi, Liaison Officer with the United Nations Disengagement Observer Force (UNDOF), discussed the practical challenges women peacekeepers encounter, such as balancing family commitments, dealing with gender-insensitive comments, and the lack of role models and mentors in the field. To address these barriers, she recommended gender sensitivity training, clear protocols for handling inappropriate behavior, and the creation of safe spaces where women can voice concerns without fear of retribution.



Panel discussion. From the left: Ahjung Lee, External Relations Specialist, UN Women Centre of Excellence for Gender Equality; Lt. Col. Sungyeon Yi, a Liaison Officer with United Nations Disengagement Observer Force (UNDOF); Jen Wittwer, CSM, Commander RAN (Ret.); Commander Tyson Nicholas, Military Advisor at UN Women HQ. Photo: UN Women/Hwang Chang Kyu

Following the presentations, a lively panel discussion with the three speakers took place, moderated by Ahjung Lee, External Relations Specialist and WPS Coordinator at the Centre. Lt. Col. Yi emphasized that expanding the scope of responsibilities and leadership opportunities for women—not just increasing their numbers—leads to a more effective and inclusive peacekeeping force, better equipped to address the complexities of modern conflict. Commander Wittwer recommended promoting a new narrative of leadership that values the strengths of diverse styles and perspectives, including those associated with women and traditionally marginalized groups. On the same topic, Commander Tyson underscored, "Commanders at all levels must understand that gender equality is not a side issue—it's a strategic necessity."

This year's Forum served as the finale of the Uniformed Women Peacekeepers' Training Programme (UWPT), co-organized by the Centre and the ROK Peacekeeping Operations Centre. The programme, which combined a UN Staff Officers Course with a Leadership and Empowerment Workshop, equipped 22 women military officers from 13 countries across the Asia-Pacific region with essential operational and leadership skills.



Instructors and trainees at the Leadership and Empowerment Workshop in the Uniformed Women Peacekeepers' Training (UWPT). Photo: UN Women/Hwang Chang Kyu

At the Forum, participants of the UWPT shared their reflections during the final segment. Major Ara Jo from the ROK Army highlighted how the training boosted her confidence and prepared her for her upcoming deployment as a military observer. Another participant, Captain Orchelyn Bobis from the Philippines, emphasized the importance



of programmes like the UWPT, stating, “Diversity strengthens peacekeeping efforts, and empowering women uplifts entire communities.”



Group photo of UN Uniformed Women Peacekeepers' Training Launch Ceremony on 7 October 2024. Photo: Courtesy of Korea National Defense University/Jeongcheol Lee

Overall, the forum highlighted that empowering and retaining women's talent in the military and peace operations is not just about advancing gender equality—it is a powerful step toward building stronger, more effective, and future-ready institutions.

**Empower Women Build Peace  
Peace Is Best Kept Together**