

Did CMC Finland reach its goals on the Women Peace and Security Agenda? Women and men in civilian crisis management 2019–2023

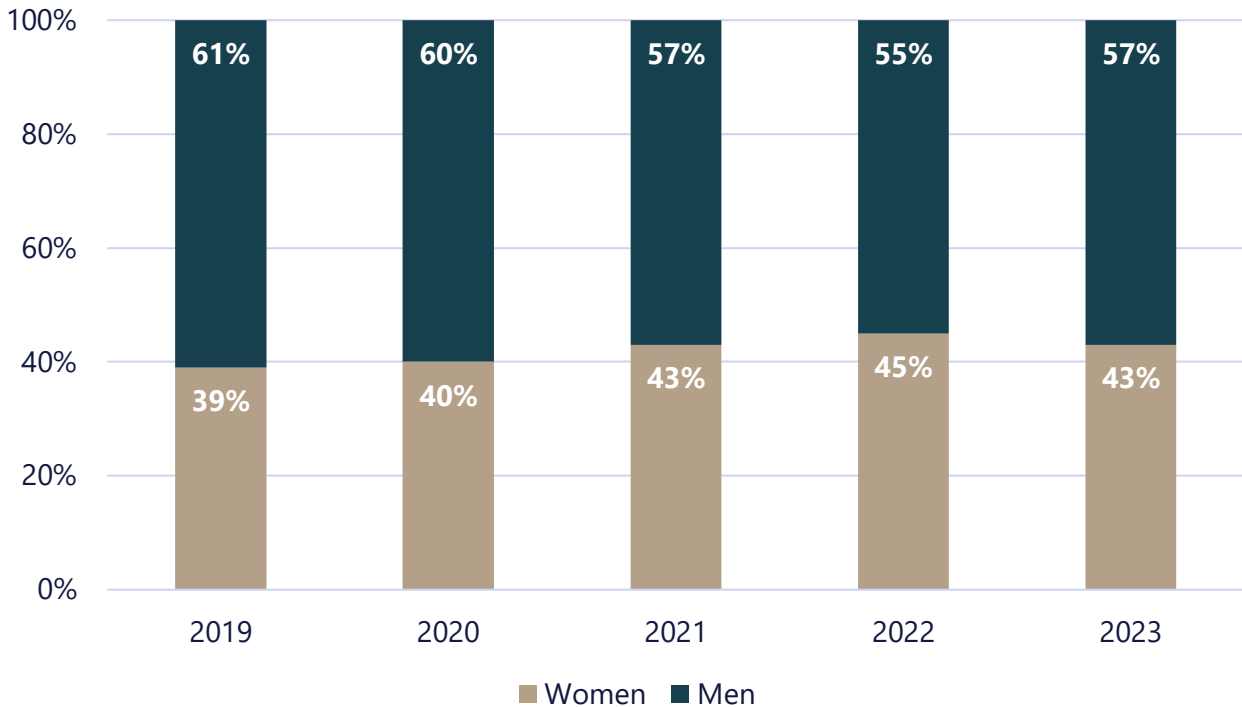
Summary of CMC Finland's internal report 2024

Finland's international commitments emphasise the role of women in conflict prevention, crisis management, and peacebuilding. Finland promotes the national and international implementation of the UN Security Council Resolution 1325 Women, Peace, and Security. The 2024 Government report on Finnish foreign and security policy also emphasises democracy, the rule of law, human rights, equality, and non-discrimination as the foundations of Finland's foreign and security policy activities.

As part of Finland's Women, Peace, and Security national action plan, CMC Finland compiled a report examining various factors that may have affected women's application and recruitment to civilian crisis management tasks. The data is from 2019 to 2023 and includes information from CMC Finland's expert registry, internal recruitment documentation, and expert interviews. The report also examines the potential effects which the reform of the Civilian Crisis Management Act (2019) may have had on women's participation.

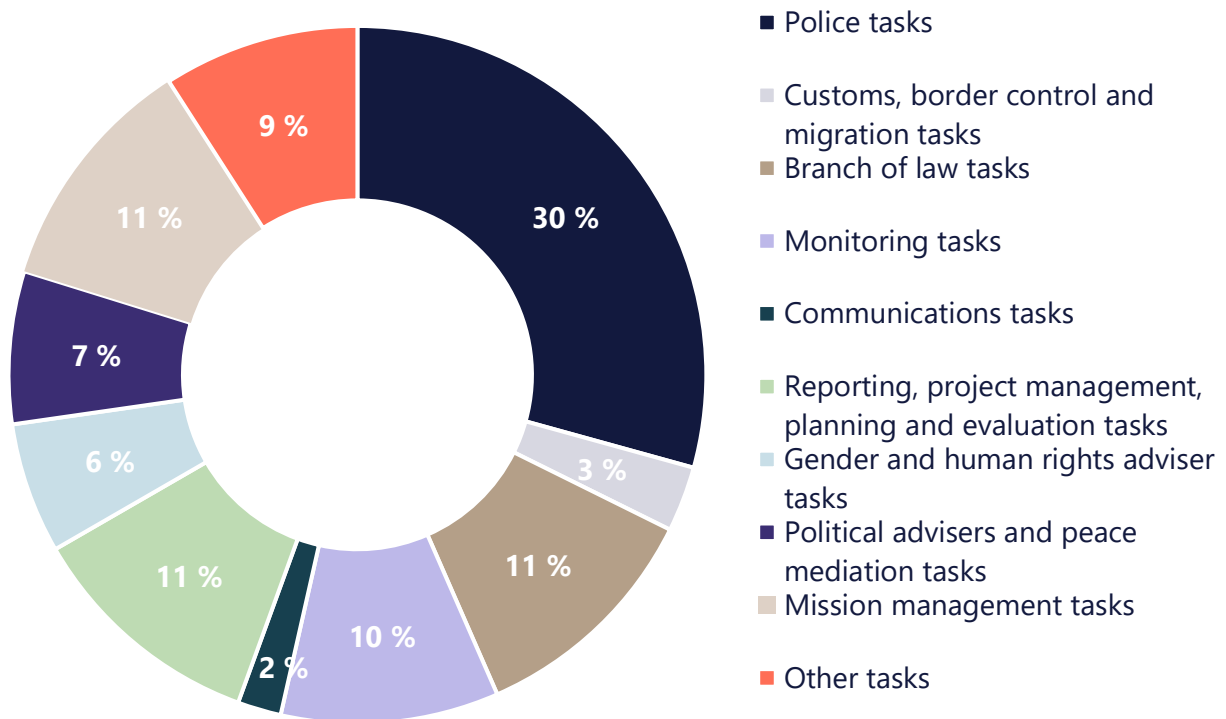
During the five-year period under review, CMC Finland opened a total of 852 civilian crisis management vacancies, 91 % of which were field operation positions. Approximately 2400 applications were received, 35 % of which were from women. Women accounted for 37 % of the nominated candidates, and 39 % of those selected for positions over the five-year period. The proportion of women serving as experts, which is also influenced by the duration of secondments, has remained almost unchanged throughout the review period, averaging at 42 %.

Women and men in civilian crisis management



The report defines for the first time the task categories of civilian crisis management positions seconded by Finland and examines the open positions, applications, nominations, and recruitments by task category and gender. The review reveals that male-dominated task categories accounted for as much as 54 % of all positions opened for application between 2019–2023, while female-dominated task categories accounted for 19 %. The remaining positions (27 %) fell into task categories that were not particularly gendered. The use of task categories is recommended as a recruitment tool in the future, which would enable tracking the placement of opened positions in different task categories generally, but also from a gender perspective. This information could be utilized to achieve the equality goals of Finland and international organizations in recruitment.

All opened assignments in task categories 2019-2023



The gender disparity in police tasks (30 % of all positions opened for application by CMC Finland) was strongly evident in the data, as only about one-fifth of applicants, nominees, and selected candidates were women. A positive note is that in the last year of the review period, 2023, the number of women seconded to police tasks was higher than in previous years (26 % of applicants, 31 % of nominees, and 33 % of selected candidates). This upward trend should be supported in the future. The proportion of Finnish female police officers in UN police positions appears to have slightly increased due to the measures of the UN's Uniformed Gender Parity Strategy, which requires that 25 % of nominees for police tasks put forward by a seconding authority have to be women. Increasing these nominations has led to more women being selected.

Another strongly male-dominated task category is operational leadership positions, which accounted for just over a tenth of all positions opened for application. In this category, women's proportion remained around one-fifth, but similar to the police tasks, 2023 women's proportion among nominees and selected candidates rose to 30 % in 2023.

Achieving an equal gender distribution of candidates, which is one of the goals stated in Finland's 1325 National Action Plan, still requires efforts. Gender and Human Rights advisors and communication tasks were found to be strongly female-dominated categories (65–90 % of applicants, nominees, and selected candidates were women), but these categories accounted for only 8 % of all nationally opened positions. The number of men among Gender Advisors has not increased during the review period. Additionally, in the category of reporting, project management, planning, and evaluation tasks – which included 11 % of opened positions – women were a clear majority among nominees and selected candidates, although half of the applicants were men.

Due to cuts in government funding, the civilian crisis management budget has decreased starting from 2025. Therefore, fewer positions will be opened for application in the coming years. Attention should be paid to the gendered nature of some categories of positions when opening applications to avoid a decrease in women's participation due to the cuts.

The 2019 reform of the Civilian Crisis Management Act in Finland added the possibility of receiving compensation for housing costs and children's daycare and school fees for secondees working in secretariats. Since the law reform, the number of applications to secretariat posts has increased in general, but it does not seem to have increased the proportion or number of women seconded to civilian crisis management tasks/secretariats. Interviewed experts felt that financial compensation for secretariat tasks is an important support that encourages experts with families to apply for secretariat positions. However, other factors such as career of one's spouse and children's schooling needs and arrangements also affect the possibility and capability of experts to apply for these positions.

Regarding training, the report found that both men and women have been equally selected for basic and specialized civilian crisis management training according to CMC Finland's gender equality policy.

The internal review also looked at possible differences in salaries. It was found that the women and men were both represented quite evenly in the mid-level wage scales, but there was a difference in the two higher wage scales: 15 % of women and 26 % of men were in these wage scales. The review identified the need to improve understanding of the requirements of the highest wage scales and to explore ways to strengthen women's recruitment to these positions.