

# WOMEN, PEACE AND SECURITY: WIDENING WOMEN PARTICIPATION IN UNITED NATIONS PEACE OPERATIONS

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**Abstract:** As the UN Security Council Resolution (UNSCR) 1325 (2000) on Women, Peace and Security (WPS) marks 24th anniversary this year, the participation of women in peace operations and processes around the world remains low, despite the continuing disproportionate impact of conflict on women and girls and intensifies pre-existing gender inequalities and discrimination. Laterally, women are also identified as active agents of peace in armed conflict, yet their role as key players and change agents of peace has been largely unrecognized. WPS agenda has been particularly attentive to the impact of war on women and become increasingly relevant in the vast landscape between violence and voting. The pillars of the WPS agenda – participation, protection, prevention of gendered violence, and providing gender-sensitive relief and recovery – are important issues and factors in nonviolent mass movements, where women’s participation or exclusion can shape immediate and longer-term outcomes. Malaysia has been in the peacekeeping business for the last five decades since its inception in Congo in 1960. Since then, the participation in UN peace operations have been subscribed mainly by Malaysian government agencies, in particular the armed forces and police forces and represented mainly by male participants. The UN on its part had created many opportunities and formulate policies including UNSCR 1325 allowing gender equalities in its system. Malaysia should take steps to educate and guide its citizen to clutch the opportunities available created by the United Nations in its field missions or headquarters appointments. The education should allow the Malaysians to capitalise the United Nations system by broadening its contribution base rather than stuffed by the security sectors alone. The study aimed to examine in widening the contribution base of Malaysian women participation in United Nations peace operations. In the attempt to scout the women participation, the study will explore the advantages and challenges on women participation in international peace and security agenda. The methodology of the study confining to qualitative approach with descriptive and interpretive in nature. The study has incorporated the secondary data which are available in different forms, such as journal articles, books, book chapters, reports of UN peacekeeping operations department, and other UN agencies. These sources have recorded the major activities of UN peacekeeping operations, their successful stories, and the issues associated with them. The arguments in the study are presented as interpretive arguments based on United Nations WPS agenda. The findings of the study have suggested that women apart being assets in peace operations and processes, also faces many challenges in engaging in UN peace initiatives due to their dual responsibilities of work and family, lack of accountability in recruitment for their positions, and lack of training in terms of technical knowledge, communication and language barriers. The study attempted to highlights the opportunities available for Malaysians citizen by promoting outreach programs for appointments in the UN system through the facilitation by National Defence University of Malaysia (UPNM).

**Key Words:** UNSCR 1325 (2000), women participation, uniform bodies, UN peace missions, challenges

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## Introduction

One of the objectives of Malaysia’s foreign policy is to participate actively and meaningfully in the United Nations, especially in the efforts to end injustice and oppression, and upholds international law. The spirit of this policy statement that had made Malaysia effectuated in the United Nations peacekeeping operations (UNPKO) since its inception in 1960 in Congo. Laterally, UNPKO are mandated by the Security Council to implement the Security Council Resolutions on Women, Peace and Security (WPS) across all peace functions. Security Council Resolution 1325 (2000) was the first

resolution that recognized the disproportionate and unique impact of armed conflict on women and girls, acknowledged the contributions women and girls make to conflict prevention, peacekeeping, conflict resolution and peacebuilding and highlighted the importance of their equal and full participation, as active agents in peace and security.

Women, Peace and Security (WPS) agenda has been particularly attentive to the impact of war on women. WPS issues has become increasingly relevant in the vast landscape between violence and voting (Marks & Chenoweth, 2020). The pillars of the WPS agenda – participation, protection, prevention of gendered violence, and providing gender-sensitive relief and recovery – are important issues and factors in nonviolent mass movements, where women's participation or exclusion can shape immediate and longer-term outcomes. As peacekeeping has evolved to reflect the populations that it serves, women have become increasingly part of the peacekeeping system– making the peacekeeping operations more effective. Women are deployed through all sectors – police, military and civilian – and have made a positive impact on peacekeeping environments, including in supporting the role of women in building peace and protecting women's rights. 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 to recruit and retain female peacekeepers. More women in peacekeeping means more effective peacekeeping (Simic, 2013). Women peacekeepers improve overall peacekeeping performance, have greater access to communities, help in promoting human rights and the protection of civilians, and encourage women to become a meaningful part of peace and political processes (Jennings, 2011).

In 1993, women made up 1% of deployed uniformed personnel. In 2020, out of approximately 95,000 peacekeepers, women constitute 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 deployment of women in the police and military lies with Member States. UN Police Division launched 'the Global Effort' to recruit more female police officers into national police services and into UN police operations around the world. The 2028 target for women serving in military contingents is 15%, and 25% for military observers and staff officers. The 2028 target for women serving in formed police units is 20%, and 30% for individual police officers (United Nations, 2024).

Malaysia has been involved in United Nations peacekeeping operations in the past five decades ago and has profitably accumulated a vast credible number of years of experiences and exposures in peacekeeping fields. Without doubt with these experiences, Malaysia single-handedly able to emplace and manage a peace support operation under Chapter VIII of the United Nations Charter in Mindanao, Philippines since 2004. Precisely, based on these invaluable experiences, Malaysia should take steps to educate and guide its citizen to clutch the opportunities available created by the United Nations in its field missions or headquarters appointments. The education should allow the people to capitalise the United Nations system by broadening its contribution base, which was all the while has been subscribed by the uniformed bodies particularly the armed forces and the police personnel.

This paper emphasising the United Nations program on Women, Peace and Security (WPS) agenda is intended to examine in widening the contribution base of Malaysian women participation in United Nations peace operations. In the attempt to scout the women participation, the study explored the advantages and challenges on women participation in international peace and security agenda. The study attempts to highlights the opportunities available for Malaysians citizen men and women by promoting outreach programmes for career opportunities in the UN system through the facilitation and coordination by National Defence University of Malaysia (UPNM). The study methodology applying qualitative approach with descriptive and interpretive in nature. The study has incorporated the secondary data which are available in different forms, such as journal articles, books, book chapters, reports of UN peacekeeping operation department, and other UN agencies. These sources have recorded the major activities of UN peacekeeping operations, their successful stories, and the issues associated with them. This study had specially examined the issues in terms of political, humanitarian and military aspects that are challenging the UN peacekeeping operations. The finding of the study is presented as interpretive arguments based on United Nations WPS agenda.

## **Women in United Nations Peace Operations**

**Defining Peace Operations.** Though the terms “peacekeeping” and “peace operations” are not found in the UN Charter (Bellamy and Williams, 2010), nevertheless, based on articles and books, the proximate definition of peace operations is the one proposed by International Peace Institute (IPI) in that *“the prevention, containment, moderation, and termination of hostilities between or within states,*

*through the medium of a peaceful third party intervention organized and directed internally, using multinational forces of soldiers, police and civilians to restore and maintain peace (IPI, 1984).*

### **Advantages of Women in Peace Operations**

The United Nations as any other international organisation has been a male-dominated institution. Historically, women soldiers were first introduced in UN peace missions in 1957 (Bishwambhar, 2017). Accordingly, 1% of the military personnel deployed in peace operations in 2004 were women. This figure has been steadily widening to 2% in 2010, and 3% in 2012. The overall women peacekeepers (including civilians) in 2012 deployed in peace missions were made up to 10% only (Pruitt, 2016). The UN has been encouraging troops contributing countries (TCC) and police contributing countries (PCC) to deploy more women soldiers and police formed units as well as individuals in UN peace missions since UNSCR 1325 (2000). Some countries positively responded by contributing women peacekeepers in UN peace missions. It was noted that for the first time in UN history, an all-female formed police unit (FFPU) was deployed in Liberia in 2007. It was reported that the FFPU had played a significant role in the security of Liberia and the perspective of Liberian women joining the UN Mission in Liberia and joining Liberian Police Force. The most compelling roles played by women in conflict-affected areas were issues with regards to abuses against women and children (Husseini, 2016).

Women able to play a crucial role in peace operations, and their participation is essential for sustainable peace. In order to achieve this, women's representation must be inclusive in peace negotiations, decision-making processes, and conflict resolution efforts. Their perspectives and experiences are valuable for achieving lasting peace (Coulouris, 2019). Their leadership and accountability must be strengthened within peacekeeping missions. Apart from that, encourage accountability for gender-sensitive provisions and ensure that women's rights are being prioritised. Investing in the protection and targeted support for women peacebuilders and human rights defenders contribute to addressing sexual violence against women in conflict zones and promote their safety. Efforts to actively working to increase the number and influence of women in peacekeeping missions and national security forces would be a meaningful participation at all levels. In financial support, allocating targeted financing and resources to women's networks and organisations involved in

peacebuilding and conflict resolution will motivate the movements outcomes. Women are active agents of peace, and their involvement leads to more effective peacekeeping (UN Peacekeeping, 2024).

Women are the image of true equality and recognising their critical role in preventing conflicts and sustaining peace must be commended. Having women in peace operations and processes is a credit to the field missions as well as the United Nations as the system (Bigio and Volgelstein, 2018). It is imperative to have more women involve in peace missions. It is assuming that more women in peace missions means there would be more effective peacekeeping. Women peacekeepers improve overall peacekeeping performance, they have greater access to communities especially the local women, they assist in promoting human rights and the protection of civilians and encourage local women to become a meaningful part of peace and political processes (Bouchard, 2020). Some of the benefits of women participation in peace missions will foresee the following effects:

**Improved Operations and Performance.** Greater diversity and a broadened skillset mean improved decision-making, planning and results, leading to greater operational effectiveness and performance. Numerous research publications have proposed that the presence of women peacekeepers increase operational effectiveness. International Peace Institute (IPI) found that women's participation increases the probability of a peace agreement lasting for fifteen years by 35%. Nearly 100 studies reach similar conclusions (UN Website, 2024). Women peacekeepers positively affect operational effectiveness when performing practical tasks involving other women, like body searches or caring for victims of sexual violence. Women peacekeepers are more effective at gaining local population's trust as they are perceived as less threatening than men peacekeepers. The presence of women peacekeepers reduces instances of sexual and exploitative violence from men in the peacekeeping force and especially women contingents constitute role models and contribute to the empowerment of local women and girls. They aptitude to communicate with local women and girls enabling the collection of more nuanced and more complete human intelligence (Bouchard, 2020).

**Better Access in Local Community Circle.** Women peacekeepers can better access the local population, including women and children. For example, women peacekeepers are widely accepted their presence in the community and free by interviewing and supporting survivors of gender-based violence and violence against children. This thereby generates critical information that would otherwise be difficult to reach by their male counterpart's. Women peacekeepers serve as powerful

mentors and role models for women and girls in post-conflict settings in the host community, setting examples for them to advocate for their own rights and pursue non-traditional careers (Bouchard, 2020).

**Building trust and confidence.** Women peacekeepers are essential enablers to build trust and confidence with local communities and help improving access and support for local women, for example, by interacting with women in societies where women are prohibited from speaking to men. Diversity in peacekeeping helps to address the disproportionately negative effect that conflict has on the livelihood of women and bring new perspectives and solutions to the table by effectively addressing the needs of women in conflict and post-conflict settings, including those of women ex-combatants and child soldiers during the process of demobilizing and reintegration into civilian life, this would assist in preventing and reducing conflict and confrontation (Bouchard, 2020).

### **Challenges of Women in Peace Missions**

**Dual Responsibility.** The unanimous adoption of UNSC Resolution 1325, women's role in, and peacebuilding has gained global, regional and national attention. Consequently, in the last two decades have been characterized by the identification of key issues on women, peace and security, and the development of interventions to address them. Women involvement peace missions has faced many challenges and will continue to face in the future. Their main challenge that influences their participation and performance in peace mission is their dual responsibilities of work and family. Most developing countries like Malaysia the women folks faces dual responsibilities of work and family, which deny them the opportunity to join peace missions. The irony is that most peacekeepers are from developing countries. This factor discourages women to be self-dependent and establish their own identity. The present economic circumstances forces women to work to help the family financially. Apart from that, they had to manage the household obligations and care for the children. This prevents them from being free to serve in any peace missions. Unless the national armed services assert peace mission duties for those unmarried women. Notwithstanding the uniformed personnel, this may not be possible because a normal soldier or an officer to acquire certain level of experience or exposure and knowledge about assignments at strategic level before being able to be deployed for any peace missions abroad. In order to gain the level of experience, expertise, and knowledge, they must serve in the armed forces for not less than ten years or more.

**Communication.** The second challenge the women must face is their ability to converse fluently in English. Even though many young Malaysian women are well educated with university degree but lacks proficiency in English language. Similar shortcoming is identified presence with the Serbian women peacekeepers, which should have fluency in English for participating in peacekeeping missions (Milosevic, 2012). The ability to communicate in English is crucial in peace missions and at international platform. The ability to communicate and write in English enable one to develop skills in report writing as well as enhancing own self-confidence level. Self-confidence can integrate a person to harmonise with others or groups of people, which at times you need to communicate in public in the community in peace missions. This naturally builds their own confidence level as well as the public acceptance of peacekeepers' presence within their community. Therefore, the national education approach to improve knowledge and ability to communicate in English needs to be fostered at all levels of primary, secondary, and higher educations in building self-confidence (Dawdy, 2011).

Reading is a reliable way to improve vocabulary, from essays to books and articles, reading will be exposed to a varied vocabulary. When we learn a new word, it's important that we use it immediately. Practice this in writing and include it in conversations. Learning the roots of words can help understand the language in general much better. Read a variety of writings from fiction, non-fiction, magazines, technical articles and expose ourselves to different types of writing that provide exclusive experience on the use of words and sentences. Make full use of free online thesaurus, and nothing like a good thesaurus to boost the vocabulary. Talking to a wide variety of people and discussing as many different topics as possible. It will be surprising how easily we can pick up some new words from just talking to other people. Writing in a journal can be a good way of improving vocabulary. Aim to use any new words that we have learned. Review the writing and try to identify words that we could have used, look up synonyms, and try to understand what could have been done differently (Dawdy, 2011).

**Lack of Training in Technical Knowledge.** There is also a need for specially designed training for women in peacebuilding due to the inequalities that already exist. According to a report, citing as an example in West Africa, women's participation in formal peace and security structures and processes is either very minimal or nil at all (Alaga, 2011). Most of the peace and security architecture in West African community organisation are dominated by men. It has been argued that the poor participation of women in these processes is due to their lack of skills and know-how. Though it may not be obvious in Malaysian environment, but the training methodologies are in highly technical

language and draw on sophisticated models that are foreign to women in developing countries. Promoting women's meaningful participation in peace processes requires addressing several specialised training needs.

Specialised Gender training is mandated by the United Nations' Women, Peace and Security (WPS) agenda and most regional and national action plans on WPS establish a commitment to provide gender training to deployed peacekeepers (Holvikivi, 2021). The key aspects are, firstly, access to the peace itself. Women often struggle to access formal peace negotiations due to their non-combatant status. Mediators can play a crucial role by engaging with women's groups and ensuring their presence at the negotiating table. Secondly, self-efficacy and skills in which women need substantive knowledge and skills to actively contribute. Providing technical toolboxes, specialised and technical training, and capacity-building opportunities can empower them to participate effectively. The most common topics covered in such training include: the WPS agenda, conflict-related sexual violence, and sexual exploitation and abuse.

**Accountability in Recruitment.** There is a clear lack of accountability in recruitment of women in higher positions throughout the United Nations system as well as at national level. Women are in an uphill struggle in achieving the higher positions although UN has adopted different initiatives since its foundation (Bertolazzi, 2010).). It was quite difficult to obtain higher positions in the United Nations because of minimum requirements and complex procedures. Even at the national level women recruitment into the armed forces or uniform service is based on limited quota (Fadzillah, 2024). Increasing women representation in the uniform bodies is crucial in enhancing their participation in peace missions. Comprehensive recruitment campaign, review of entry barriers and quotas, and promoting inclusive selection procedures may assist in increasing women representation in the uniform services. The barriers on the participation of women in uniform bodies must be lifted to have more women in peace missions and peace building processes.

### **Motivating Women Participation in Peace Missions**

There are several limitations in the involvement of Malaysian women in international peace missions in terms of the involvement of female military personnel and the other government agencies. First, on the participation of female military personnel in international peace missions has been limited

to medical staffs and observer missions involving officer corps. Apart from the constraint of dual responsibilities, women soldier admissions in the armed forces are limited and the recruitment is based on quotas (Alaga, 2010). Some nations contend they lack a sufficient pool of qualified female peacekeepers. In one recent study by UN on twenty-one police and troop contributors from all regions of the world indicate that the deployment of women to the United Nations at levels far lower than their proportion in the same countries' domestic security forces. Informal evidence suggests that many countries either do not nominate women qualified to deploy to peacekeeping operations for relevant training or train but do not deploy them, because of the conscious and unconscious biases of their superiors (Bigio and Vogelstein, 2018). Table 1 below indicates troops contribution by country and its ranking in the participation in UN peacekeeping operations. The UN intention to get all-female unit for peace mission will not be achieved with the quota system. The current admission system in Malaysia will absolutely nullify the UN howl for gender equality in the peace missions and peacebuilding processes. Strong political will among the political leaders and review of national policies on women participation in the military is required to be included in the formulation of National Action Plan (NAP).

Rank	Country	Male	Female	Total
1	Nepal	5478	<b>631</b>	6109
2	India	5917	<b>123</b>	6040
3	Rwanda	5352	<b>566</b>	5918
4	Bangladesh	5365	<b>482</b>	5847
5	Pakistan	3968	<b>148</b>	4116
6	Indonesia	2599	<b>121</b>	2720
20	Malaysia	771	<b>94</b>	865
	<b>Grand Total out of 117 TCC</b>	58444	<b>6069</b>	64513

Table 1. Troops Contribution Ranking by Country as of 31 January 2024  
Source: United Nations Website

Table 1 above highlights the number of women soldiers deployed throughout UN peace missions in a global context. Malaysia position number 20 in the overall global ranking with 771 male troops and 94 women being deployed and mainly in Lebanon. Overall, it achieved 9.4% of the total troops deployed as of 31 January 2024. The most notable experience of all-female police unit was the

deployment of Indian Female Formed Police Unit (FFPU) in Liberia, which had changed the general perception on the capability of women peacekeepers in UN peace operations. Malaysia should use the success story on the deployment of Indian Female Police Units (FPU) in Liberia as the benchmark for the future women participation in UN peace missions. The Indian FFPU was deployed in three consecutive units from 2007 to 2009 and contributed significant impact on the national perception of the Liberian men and women. The Indian FPU mandate began with providing security at local events, drug raids, riot control, and carrying out night patrols with member of the Liberian National Police (LNP) and other United Nations Police (UNPOL staffs (Kember, 2010; 28). However, the Indian FFPU started community-focused programs to empower local women and girls and build trust and confidence between police and local communities (Pruitt, 2016; Kember, 2010). The most significant achievement was that Liberian women were motivated to join the LNP and UN mission; some of them became police officers. Female recruitment in LNP remained high and increased every year (Kember, 2010). The Unit was able to maintain law and order, and reform the strong police force (Pruitt, 2016; Kember, 2010). There are numerous positive results from Indian FFPU contributions to United Nations Mission in Liberia (UNMIL) and peacekeeping missions. The UN has presented the Indian FFPU in Liberia as a role model for women's involvement in security (Pruitt, 2016:57) as the best practice in peacekeeping missions, inspiring Liberian women. The conduct of the Indian FFPU served as an example of how the deployment of more female uniformed personnel can help the United Nations in its efforts to combat sexual exploitations and abuses (Pruitt, 2016).

Second limitation of women participation in UN peace missions is the exerted due to the confine or enclosed participation of women or even the men within the security sectors (armed forces and police) actors. For years since the first deployment of Malaysian Special Forces Contingent to Congo in 1960, the participation Malaysian contingents in UN peace operations have been subscribed by the security sector actors - namely the armed forces and police personnel. Nevertheless, the participation of department personnel besides the armed forces and the police, other government agencies, such as the Customs Department, Prison and Correction Department, Maritime Agency, Election Commission, Fire and Rescue Department, and others should be given the opportunities to serve in UN headquarters or field missions. Expanding the secondment opportunities, the temporary assignment or transfer of an employee from their regular organisation to another organisation like the United Nations, to eligible staffs of these agencies and departments will provide the opening of the nation's contribution base and

the working experiences for Malaysian civil servants in international governmental organization, which is a rare opportunity in Malaysian environment.

In furthering the procurement of broadening the contribution base is by stimulating the interest among Malaysian citizens to be employed in the UN career scheme. More Malaysian should subscribe to the career opportunities in the UN system. Some of the available opportunities for Malaysian citizens are employment in the civilian agencies and experts, such as in the United Nations Development Programme (UNDP); where UNDP often engages experts in various fields, such as governance, economic development, and environmental management, to work on development projects in conflict-affected areas. These experts contribute to peacebuilding efforts by addressing local needs and promoting sustainable development. United Nations High Commissioner for Refugees (UNHCR); often UNHCR employs staff to support refugees and displaced persons. Their work involves protection, assistance, and advocacy for displaced populations, which contributes to peace and stability in affected regions.

In the Justice and Security Sectors, apart from the military and police officers including contingents and police formed units, local law enforcement agencies can participate in UN peacekeeping missions. They assist in maintaining law and order, training local police forces, and promoting community safety. Judicial experts such as legal professionals, judges, and prosecutors can contribute to strengthening local justice systems. They help establish rules of law, address human rights violations, and promote accountability. Meanwhile, in the Health and Humanitarian Sectors, as health workers made up of medical professionals, nurses, and public health experts play a crucial role in providing healthcare services to conflict-affected communities. Their work includes treating injuries, preventing disease outbreaks, and supporting local health infrastructure. As Humanitarian Aid Workers, NGOs and humanitarian organisations collaborate with UN peacekeeping missions to deliver essential aid, including food, water, shelter, and medical supplies. Their efforts contribute to the stability and well-being of the affected community.

In the Gender and Civil Society Organizations; as Gender Advisers, where Gender experts work to integrate gender perspectives into peacekeeping operations. They promote women's participation, address gender-based violence, and advocate for gender equality. Another option is the Civil Society Representatives, in which local civil society organisations, community leaders, and

grassroots activists engage in dialogue, reconciliation, and peacebuilding. Employees amplify local voices and contribute to conflict resolution. In the Infrastructure and Development Sectors, candidates work as Engineers and Infrastructure Experts. Engineers assist in rebuilding infrastructure (such as roads, bridges, and utilities) damaged during conflicts. Their work supports economic recovery and stability. As Education Specialists, candidates employed as education professionals contribute to rebuilding educational systems, ensuring access to quality education, and promoting social cohesion among youth. The specific roles and opportunities may vary based on the context of each peacekeeping mission and the needs of the affected region. UN peacekeeping operations often require a multidisciplinary approach, involving collaboration among various local and international actors.

## **Conclusion**

Malaysia was a spirited and active player in the international peace and security agenda over its foreign policy narrative especially in the 1990's. However, the participation of women in peace missions was latent. On the same footing in global perspective, the involvement of women in uniform has been prejudice despite the hail by the United Nations Security Council Resolution (UNSCR) 1325 in year 2000 through its Women, Peace and Security (WPS) Agenda. This had gradually surged the women military participation to 9.4% by early 2024. Since women participation in peace operations stimulate many advantages especially in field missions, nevertheless they must face varied challenges as well, limiting their accessible participation.

This study and much other research had found that women peacekeepers are more compassionate and more sensitive than men peacekeepers. Inclusive participation of women as individual or an all women contingent in any missions, would be invaluable in establishing sustainable peace and security. Women participation in peace operations plays an important role in maintaining gender perspective. The presence of women in peace missions is especially beneficial for diverse cultures where women in the community are prohibited from speaking to men and forbid public physical contact between opposite sexes. Within those communities, the presence women peacekeepers are an added value to the mission's requirement, since they are more empathetic and less aggressive. Despite the benefits and advantages of having women in peace missions, they continue to face challenges to sustain their presence; being assets in peace operations and peace building processes,

they face many challenges of dual responsibilities of work and family, discrimination in lack of accountability in recruitment for higher positions and quota in initial recruitment, and lack of training in terms of technical knowledge, communication and language barriers.

Since there are evidence of friction between male peacekeepers and locals, the presence of women peacekeepers is less likely to engage in conflict or confrontation and therefore, should be strongly inspired in the peace mission (Jennings, 2011). The UN and some research agree with regards to women's participation in peacekeeping –it was concluded that both women and men are necessary in police, army, and all security sectors for sustainable peace (Pruitt, 2016; Milosevic, 2012; Kember, 2010). The performance and the success of the Indian FPU's in conflict-affected society in Liberia is to be made as a lesson learnt and benchmark on the deployment, activities and initiatives in conflict-affected areas. Nevertheless, women peacekeepers should be given additional training so that they can be more effective in peace making and peace building processes. Widening women participation in peace operations is a challenge to many troops and police-contributing countries but inspiring their participation by swaying from other government departments rather than binding to military and police sectors would promote to raise women participations.

Expanding women or female participation through civilian involvement in UN employment scheme would be another preference for not being dependent to government agencies alone in upsurge the female participation statistics. The civilian female participation could be engaged as secondment or permanent employment in humanitarian, gender and civil society organization, gender advisers, engineers, education specialists etc. Malaysian women at large and those who are qualified and adventurous are strongly encouraged to register and apply for UN employment. The effort is viewed to support the United Nations gender equality narrative and WPS agenda in global contexts as well as promoting outreach programs for appointments in the UN system through the facilitation by National Defence University of Malaysia (UPNM). It is also in view of the preparation and formulation of National Action Plan (NAP) for Malaysia.

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