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**A synthesis**

**of the annual reports**

**regarding the implementation of the national strategy and national action plan on the implementation of Resolution 1.325 (2000) of the UN Security Council – Women, Peace and Security for 2020-2023, approved by**

**Government DECISION 561/2020,**

**for 2022**

**IMPLEMENTATION OF MEASURES AND ACHIEVEMENT OF INDICATORS**

**Objective 1: gender mainstreaming into the security and defense policies**

**Measure 1:** *elaborating individual orders / provisions regarding the internal implementation of NAP*

**MOD**: this measure has already been implemented in 2020.

**Measure 2:** *promoting, supporting and mainstreaming the NAP***.**

**MOD:** this is an ongoing activity, the measure is being carried out as part of the regular training conducted by the designated gender advisors, in accordance with *the Order of the Minister of Defence no M 203/2020 on the implementation of the national strategy and national action plan on the implementation of Resolution 1.325 (2000) of the UN Security Council – Women, Peace and Security for 2020-2023, approved by Government Decision 561/2020.*

**MFA:** the directorateswith responsibilities in the field “Women, Peace and Security” have been constantly informed about the activities carried out throughout 2022 with the purpose of implementing the National Action Plan.

Special attention was paid to the situation and support for Ukrainian refugee women as a result of Russian Federation aggression against this country.

Various consultations took place at a State Secretary level between the Ministry of Foreign Affairs and Ministry of Defence in order to establish the future courses of action given that the second Action Plan *Women, Security and Peace* for 2024-2027 is to be drafted in 2023.

In addition, the possibility of a future collaboration between USA and Romania in the field of *Women, Security and Peace* has been discussed through the dialog with the US Department of State representatives. State Secretaries from MFA attended the actions initiated by MOD on the occasion of the visits paid by the leaders of the Alabama National Guard-USA (March and December 2022), as well as to mark two years since the adoption of the *national strategy and national action plan on the implementation of Resolution 1.325 (2000) of the UN Security Council – Women, Peace and Security for 2020-2023.*

**ANES:** Coordinating and organizing the visit of the special representative of the Organization for Security and Co-operation in Europe Presidency-in -office for gender related matters, Mrs Liliana Palihovici, 21-22 November 2022.

During the meeting organized as part of the working visit, the following topics were approached:

1. Women, Peace and Security Agenda;
2. The situation of the Ukrainian refugee women (meetings with the responsible authorities and with non-governmental organizations involved in managing the situation of the Ukrainian refugees, visit of a refugee center);
3. In this respect, we mention the attendees of the dialog regarding the government dimension of the visit, as follows: the Prime-Minister, the Minister of Defence, the Minister of Justice, Department for Emergency Situations of the Ministry of Internal Affairs, the Romanian Border Police, Romania Parliament, the mother-child support Center for Ukrainian refugees- General Directorate of Social Assistance and Child Protection Bucharest.

The Summit for Democracy took place online on 9-10 December 2021. The organizing team (USA) developed the Summit for Democracy as a platform for individual and collective international commitments with the purpose of protecting the democratic principles and the human rights both within the states and internationally.

The invitation was addressed to a limited number of states with consolidated democracy. The event was open by announcing the commitments taken by the attending states; the actions dedicated to these commitments will take place throughout 2022 and will culminate in the second phase of the Summit, in physical format.

Through ANES contribution, submitted in October 2021, the Romanian side presented a series of commitments on *Strengthening women’s participation in public and political affairs*, an extremely important element in supporting the democratic reformers. Thus, in Romania, at a Prime-Minister, respectively at a Presidency level, it has been approved that the Romanian side should propose the creation of a Cohort for support of the consolidation of women’s participation in public and political affairs from within the support pillar of the democratic reformers. This was co-chaired by Romania together with Sweden and other partners from the civil society, private sector and academia (USA, Romania, Sweden, International Institute for Democracy & Electoral Assistance (IDEA), Georgetown Institute for Women, Peace and Security (GIWPS)).

Thus, during 2022 a series of dialogues was organized online having as topic the 4 central pillars of the *“Cohort on Gender Equality as a Prerequisite for Democracy”: Inclusion, Legislative and policy frameworks, Conflict prevention, and peace and security initiative.*

Moreover, in order to organize the first visit of the President of “Global Sustainability Network” (GSN), Mr. Raza Jafar, institutional steps were taken at The National Agency for Equal Opportunities between Women and Men together with representatives from the Department for Emergency Situations and MOD.

On 18 October 2022, at NAEO HQ, GSN delegation put forward a number of topics regarding global changes correlated with the need to adapt to the problems of the vulnarable groups, the situation of Ukrainian women refugees in the light of the 4th Pillar of the 1325 (2000) Resolution *Women, Peace and Security.* The purpose is to solve the complex issues and the serious forms of gender violence by presenting a holistic perspective on the approach to achieving the Sustainable Development Objective 8: Decent Employment and Economic Growth correlated with Sustainable Development Objective 5: Gender Equality.

**Measure 3:** *ensuring the National Focal Point (NFP)*

**MOD:** the final steps towards the approval and creation of the web page have been taken per indicators.

The activities were publicized in the military press and through posts on the Facebook page of the Department for the Parliament Liaison and Personnel Welfare, totaling 15 online posts and 5 articles published in the Military Observatory.

**Measure 4:** *nominating a point of contact to collaborate and support the activity of the National Focal Point.*

**MOD:** A data base was created with the gender advisors pertaining to MOD, as per *Order of the Minister of Defence no M 203/2020 on the implementation of the national strategy and national action plan on the implementation of Resolution 1.325 (2000) of the UN Security Council – Women, Peace and Security for 2020-2023, approved by Government Decision 561/2020.*

**MFA:** The topic *Women,* *Peace and Security* is mainly monitored by the UN Directorate, Specialized Institutions and Francophony that have a portfolio of observing the activities of UN Security Council, including UN Agenda on *Women, Peace and Security.* Under the circumstances, the diplomat holding the *Women, Peace and Security* file was nominated as point of contact and MFA representative within National Implementation Group. Between the file holder and the National Focal point there was a constant process of consultation, with a view to establishing the ways to address the requests received from international organizations that follow this topic or other entities.

Within MFA, the National Action Plan implementation is carried out by maintaining the collaboration between UN Directorate Specialized Institutions and Francophony- as coordinator, Council of Europe Directorate and Human Rights, Security Policies Directorate, OSCE Directorate, Non-Proliferation and Disarmament Control, Human Rights Management Directorate.

**MAI:** The gender advisor attended conferences, gatherings and workshops.

**Measure 5:** *the activity of gender mainstreaming in security policies*

**MOD:**

1. Between 18-19 May 2022, the Head of Gender Issues Management Branch, attended the meeting of the National Focal Points in the field Women, Peace and Security. The activity was organized by Switzerland and South Africa and it took place in Geneva-Switzerland. This is the activity with the greatest magnitude organized by UN WOMEN (through the secretariat network) and it is the place and time where the national representatives give presentations and receive ideas, advice and recommendations in order to turn into practice the Women, Peace and Security Agenda. The National Focal Point proved that in our country the inter-institutional cooperation and acknowledging the importance of the topic led to amazing results.

After the intervention, the National Focal Point had a conversation with the representative from Canada who took the opportunity to congratulate Romania on its progress and launched the invitation to run for the co-presidency of the Global Network of the National Focal Points for 2024 or 2025.

1. Between 5-8 April 2022, BMPG personnel carried out a reconnaissance mission at the border checkpoints and the refugee camps in Isaccea, Husi, Siret and Sighetul Marmatiei. The purpose of this mission was to evaluate the situation and verify the measures that were taken in regards to the crisis from a gender perspective, the compliance with the civilian and humanitarian nature of the refugee camps and full consideration over the needs of girls and women from the very design phase of the camps and the arrangements for the refuges, in accordance with Pillar 4 “Aid and Restoration” of the UN Security Council Resolution 1325 Women, Peace and Security.

As a possible vulnerability, insufficient training of National Defence, public order and national security personnel with specific duties in these vulnerable points was identified.

In order to prevent any unwanted situation and for a complete implementation of the four pillars of the UN Security Council Resolution 1325 (2000) Women, Peace and Security, BMPG issued a conduct card (set of rules) in Romanian and English and sent it through the Department for Emergency Situations to the involved personnel and volunteers.

Moreover, BMPG drafted an evaluation report with eloquent photos which was sent for information to the specific branches of the international organizations that our country is part of.

1. On 14 February 2022, National Focal Point attended a video-conference with LTC Lani Kennealy strategic military advisor at UN WOMEN. During the meeting, NFP presented the progresses that our country made in terms of implementing the *Women, Peace and Security Agenda* within MOD and nationally.
2. During the reference year, NFP attended 5 online activities organized by the Global Network of the National Focal Points, as follows:

* 10 February 2022, the annual awarding conference Women, Peace and Security, hosted by Melanie Joy, the Minister of Foreign Affairs in Canada;
* 27 June 2022, *“Advancing women, peace and security in today’s geopolitical context”* conference*;*
* 5 July, *“Finding a strong synergy between the National Action Plans on women’s peace and security, both internally and externally”* conference;
* 28 July 2022, conference on “*Technical learning session towards a greater adaptability, flexibility and intersectorality”;*
* 22 September 2022 *„Partnering for Change Translating the Women Peace and Security Agenda into Action”* conference.

1. On 6 July 2022, NFP attended the online meeting held on Teams Meeting platform with he members of the Global Network of the National Focal Points secretariat in order to analyze the possibility of Romania candidading as co-president of the Focal Points Network for 2024 or 2025.
2. Between 14-18 March 2022, LTC Diana Morais, president of the NATO Committee on gender perspective matters and head of Equal Opportunities Branch within the Portugal Ministry of Defence, arrived in Romania IOT participate in the NATO Scorpion Legacy exercise conducted by HQ Multinational Brigade South-East.

BMPG took the opportunity and organized a working session with the gender advisors from the central structures, military branches and armed commands. The presence of the NATO representative was a special occasion for the gender advisors who benefited from the overview on gender perspective within the Alliance. Also, the conclusion of the discussions and experience exchange was that there is an evident similarity between the Romanian and Portuguese gender perspective integration in the armed forces which led to the idea of developing a partnership in this field.

1. Committee regarding gender perspective on “Gender mainstreaming- from politics to practice” at NATO HQ in Brussels. The purpose of the activity was to meet the representatives of the member states and partners, to discuss the implementation of the *Women, Peace and Security Agenda*, its current stage and its needs to be put into practice. Between 03-05 October 2022, NFP attended the Annual conference of the NATO.

The event focused on the key-role that the Alliance has in promoting the *Women, Peace and Security Agenda,* in the light of the EU-NATO cooperation and within an increasingly volatile geopolitical context. The conference proceedings were opened by Mr. Mircea Geoana, NATO Deputy Secretary General, who outlined the importance of the *Women, Peace and Security Agenda* and the need to be integrated in all the strategies and policies of the Alliance.

NFP went over the implementation stage of the *Women, Peace and Security Agenda* in the national defence system, public order and national security, and then went ahead with presenting the topics for gender training during predeployment. At the end, NFP made a quick reference to the specific training of the personnel and volunteers that work with the Ukrainian refugees, by presenting the card of conduct with the 10 rules developed in this respect.

1. BMPG personnel attended 3 online activities at EU level, respectively:

* The informal work group on *Women, Peace and Security*;
* The meeting of the experts, work group on *Women, Peace and Security* organized by the European External Action Service (EEAS);
* Workshop on Strategic communication and women representation in CSDP civil missions.

1. On 22 November 2022, the State Secretary for the Parliament Liaison and Personnel Welfare and the NFP had a meeting with the Special Representative of the OSCE Presidency-in –office for gender related matters, Mrs. Liliana Polihovici and the organization’s gender advisor, Mrs. Lara Scarpitta.

The visit of the official representative of OSCE took place in the context of the war in Ukraine, the situation of the women refugees being an essential topic of the agenda of meetings sheduled with the Romanian representatives.

1. During 22-25 November 2022, the Defence Policy, Planning and International Relations organized the event “Female Leaders in Security and Defence Forum” as partv of the regional initiative “South-eastern Defence Ministerial” where the head of BMPG held 2 presentations on implementing Women, Peace and Security Agenda in Romania and promoting women in the Romanian Armed Forces.
2. On 26 October 2022, NFP attended the reception of a US delegation led by the senior official to the Secretary of State in the office of Women’s Issues of the US Department of state, Mrs. Katrina FOTOVAT. The main topic of the meeting was the invitation that was addressed to the NFP to take the co-presidency of the UN Global Network of the National Focal Points.

***Bilateral cooperation activities***

In accordance with the agreed cooperation plan, March and December 2022 were the months when BMPG received the visit of the Alabama National Guard led by MGen. Sheryl GORDON, with activities as:

1. On 10 March 2022, at the Military Circle in Bucharest, BMPG organized the conference “Women in Security Sector”; senior officials, leaders of the national institutions and representatives of the academia and civilian society were invited. Among the attendees, we mention: the president of the National Defence, public order and national security commission of Romanian Senate, State Secretaries from MOD, MFA and MAI, leaders from Defence Staff, SRI (Romanian Intelligence Service), STS (Special Telecommunications Service), ANP (National Administration of Penitentiaries), members of the academia and civilian society.

On 11 March 2022, BMPG mediated the reception of the Alabama National Guard by Mrs. Senator Nicoleta Pauliuc, president of the National Defence, public order and national security Commission.

1. In December 2022, BMPG organized a series of activities with the purpose of promoting women in leadership positions equally and without discrimination, improving the training through exchanging the experience gathered during the process implementation of the Women, Peace and Security domain by both of the partner states, such as:

* On 6 December 2022, *Implementing WPS Agenda progress and way ahead* conference took place at Carol I National Defence University, in Bucharest. The conference was attended by the Minister of Defence and senior representatives from Romania and Alabama.
* On 7 and 8 December, an expert workgroup was organized and 3 training sessions with students from Henri Coanda Air Force Academy, Brasov, addressing topics like *Gender Mainstreaming, Leadership and gender perspective* and *Eliminating gender stereotypes.*

At the end of the activities, the parties conveyed on developing the bilateral cooperation plan in the field WPS and organizing training sessions and exchanges of experience both in Romania and Alabama, with the participation of Henri Coanda Air Force Academy personnel, officers attending career courses (basic, advanced or staff) as well as other professionals.

**MFA:**

In 2021 the series of multilateral meetings continued (UNO, NATO, EU) dedicated to the exchange of ideas and experience in regards to the national implementation of Resolution 1325 (2000) of UN Security Council on Women, Peace and Security. Based on this, MFA sent instructions to the permanent missions of Romania in the multilateral diplomacy centers to intervene in the debates during the meetings that addressed various aspects of the theme WPS and to present the measures adopted by our country in this field. Such interventions were held at UN, NATO, EU, OSCE Security Councils.

Moreover, on 3 November 2022, the MFA point of contact on WPS attended, together with NFP the seminar organized by the Romanian Diplomatic Institute, celebrating 22 years since the adoption of the UN Security Council Resolution 1325/2000. The topic “The role of women during war” allowed the intervention of representatives of Ukrainian refugee women that carry out activities in support of their country.

**Measure 6:** *creating a common database of professionals in the field of WPS from the National Defence system, public order and national security, academia and civil society.*

**MOD:** At BMPG level a database of professionals in the field of WPS from the National Defence system, public order and national security, academia and civil society was built. GNI representatives attended 2 working meetings; the final conclusions and suggestions were disseminated within the participating institutions.

**Measure 7:** *ensuring permanent exchange of knowledge and experience with professionals in the field of WPS from the national and international civil society.*

**MOD:**

1. On 6 January 2022, at MFA HQ, the head of BMPG attended a consultation meeting on inter-ministerial cooperation necessary to promote Romania’s candidacy to the Human Rights Council.
2. On 2 March, the head of BMPG attended an online conference on ESEL-Fanel platform organized by National University of Political Studies and Public Administration; the topic of the conference was ***“What would a Feminist Foreign Policy look like in ESEE Region”.***
3. On 16-17 June 2022, the head of BMPG attended a trans-national meeting part of a ERASMUS strategic partnership organized by Nicolae Balcescu Land Forces Academy, Sibiu.
4. On 3 November 2022, at Romanian Diplomatic Institute, in Bucharest, NFP held a presentation on WPS Agenda implementation, on the occasion of the 22nd anniversary of the Resolution 1325/2000.

The numerous representatives of embassies, national and international organizations and Romanian Government outlined the necessity to encourage women to attend peace negotiation and peacekeeping meetings in order to prevent conflicts and obtain long term peace. The event was supported by the Active Citizens Fund Romania, co-financed by Iceland, Liechtenstein, Norway, through EEA grants 2014-2021 and Actionaid International.

1. On 21 November 2022, the head of BMPG attended an activity on the occasion of the 22nd anniversary of the Resolution 1325/2000, organized by the Committee for Foreign Policy of the Chamber of Deputies, in partnership with Foundation "[Center of Mediation and Community Security](https://context.reverso.net/traducere/engleza-romana/Center+of+Mediation+and+Community+Security)", Romanian Women’s Lobby (RoWL) association, Foreningen Hedda, Bulgarian Platform of European Women`s Lobby, the Network of East-West Women (NEWW) and Magyar Noi Erdekervenyesito Szovetseg/Hungarian Women`s Lobby.
2. On 15 December 2022, the head of BMPG attended the seminar on leadership issues among military women in the Land Forces, the first activity of its kind organized by the Land Forces Staff.

**ANES:** In the context of the 7th anniversary of the adoption of Law 23/2015 declaring May 8 as the Day of equal opportunities between men and women in Romania, ANES decided that one of the topics debated during the equal opportunities week to be “The Challenges that women and girls face in times of peace and war”.

The “Gender mainstreaming in public policy and budget” project aims to enhance peer learning between the Romanian Government (through ANES), EU member states (France, Germany, Portugal, Ireland, Greece and Italy) and the European Union, in accordance with EU Strategy on gender equality (2020-2025) with a focus on various approaches to gender equality governance, such as gender integration approach, gender budgeting, women’s access to leadership positions and decisional process.

The purpose of this project is to efficiently implement equal opportunities and treatment of men and women, mainly reducing the gap between Romania and the majority of EU member states in regards to the role and position of women in society and balancing the proportion of men and women taking part in the decisional process.

During the National Commission in the field of gender equality which took place on 11 May 2022, **“Protection of women and girls in refugee camps from the perspective of Resolution 1325/2000 WPS- Pillar IV Relief and recovery”.**

**Objective 2- increasing representation and participation of women in the peace negotiations, mediating processes and in peace keeping missions**

**Measure 8:** *providing support for participating in the selection for such positions*

**MOD:** Women offervoluntarilyto attend the selection for peace keeping missions. There are no restrictions within MOD, women can fill any position, complying with the eligibility and competence criteria.

**MFA:** MFA leadership continued to give due attention to gender equality among the diplomatic personnel. Women were appointed in leadership position within the Foreign Service. By means of their specific attributions, they have the necessary qualifications to respond to certain requests from international organizations related to mediating activities, peace negotiations or conflict prevention.

EU pays great attention to WPS topic, therefore MFA diplomats and members of the Permanent Representation of Romania to the European Union followed and attended some of the meetings and activities organized in Brussels and working groups.

In this respect, the participation of the Human Resources Department management in the launch of the EU network of women diplomats in Brussels on 9 November 2022 is also a part of this.

**MAI:** At the level of the Institute of Public Order Studies, training activities were organized as follows:

* *Basic training courses for participation in multinational operations under EU auspices, with topics that are subject to evaluation:*

*Women, Peace and Security; gender mainstreaming in CSDP missions and operations*

*EU Agenda and Commitments on gender mainstreaming Agenda WPS*

*The importance of gender mainstreaming and promotion of gender equality in missions under EU auspices (15 participants were trained)*

* *Basic training courses for participation in multinational operations under UN auspices, with topics that are subject to evaluation:*

*Women, Peace and Security*

*Legal frame, general definition of the Importance of the WPS concept DPO policy on gender equality- Roles and responsibilities in UN Missions (37 participants were trained)*

* *Induction courses with topics that are subject to evaluation:*

*International Humanitarian Law concepts*

*Gender equality*

*Gender discrimination and violence (82 participants were trained).*

* *Courses of professional competences to obtain the rank of chief agent, deputy commissioner and commissioner on Implementation of EU Directives on non-discrimination in the Romanian legal sector (38 participants were trained)*
* *Local Police Officer induction training program on Legal protection of human rights in local police (86 participants were trained)*
* *Management Course for officers in management positions: General terms for preventing discrimination- 4 hours (20 participants were trained)*
* *Management Course for officers in executive positions: General terms for preventing discrimination- 4 hours (43 participants were trained)*

**ANES:** Inclusion of a Specific Objective in GD no. 1.547/2022 for the approval of the National Strategy for the promotion of equal opportunities and treatment between women and men and the prevention and combating of domestic violence for the period 2022-2027, namely **in Intervention Area 5**. Participation in decision-making process has as a general objective: "**Balanced participation of women and men in the decision-making process in public and political life". Specific Objective 5.4 - Mainstreaming equal opportunities and equal treatment of women and men in security and defence policies.**

**Measure 9:** *ensuring a vertical and horizontal information flow for an effective change of data and experience gathered as a result of women participating in peace=keeping missions*

**MAE:** After the adoption of the NAP, MFA asked the Romanian missions abroad to assign the WPS theme to a diplomat and to send relevant information on this theme from the country of residence. The communications sent by the Romanian Missions are also sent to the National Focal Point, for GNI Secretariat database and to know the experiences of other countries in this field.

**Measure 10:** conducting communication campaigns in order to increase women’s visibility in the security and defence sector.

**MOD:**BMPG has contributed 5 press releases and 15 posts on the Facebook page of the Department for the Parliament Liaison and Personnel Welfare.

The press releases and the posts were focused on:

* The 22nd anniversary of the adoption of the UN Security Council Resolution 1325/2000 *“Women, Peace and Security”*
* The 2-year anniversary of the adoption the National Strategy and the National WPS Action Plan;
* The International Day for the Elimination of Violence against Women;
* The meeting between the state secretary for the Parliament Liaison and Personnel Welfare and [Special Representative of the OSCE Chairperson-in-Office on Gender](https://www.osce.org/node/155356), Mrs. Lilian Palihovici;
* Romanian-American bilateral cooperation in the field WPS;
* online conferences on the field of WPS
* particular international days specific to the field (8 May Equal Opportunity Day)
* training on gender related issues;
* organizing the conference and the reception of the American delegation;
* workgroups on WPS.

**MAI:** In 2022, the activities carried out by female personnel in various structures of the Ministry of Internal Affairs were publicized in press materials, in articles published by the magazine "Pentru Patrie" (“For our country”) in TV shows and through materials published on the accounts approved by the Ministry of Internal Affairs on social media**.**

Thus, on the official Facebook page of MAI, 56 materials were published promoting women police officers, gendarmes or women volunteers in the structures of the Inspectorate for Emergency Situations who, by the nature of their work or the results obtained in various situations in support of citizens represent a role model and reinforce the dignity of the uniform they wear. In addition, 52 photos of women employees from all subordinate structures of MAI were published on the Ministry's Instagram account, thus ensuring a balance of representation.

In the central publication of MAI, "Pentru Patrie", 25 articles were published in 2022, highlighting the contribution of female personnel in various lines of work within the competence of MAI, as well as topics that brought to the forefront the fight against gender discrimination, hence strengthening the principle of equality between men and women, as well as the prevention and fight against human trafficking and violence against women. By way of example, we mention *"The midnight call", "Thoughts of peace for the Ukrainian firefighters", "Ten-star teams", "Female commander".*

Furthermore, 9 of the weekly TV shows “MAI aproape de tine” (“Closer to you”) and “SedLex”, broadcasted by TVR1 and N24+ had as topics the contribution of female personnel in various lines of work within the competence of MAI. Women represented the Romanian Police, Romanian Gendarmerie, the National Antidrog Agency and the National Agency against Trafficking in Persons during these TV shows. The topics discussed promoted the activities carried out by women working in the MAI structures, as well as their substantial contribution to preventing and combating criminal acts, carrying out information and awareness campaigns in areas such as domestic safety, drug use, human trafficking, bullying, public order, etc.

**The General Inspectorate of the Gendarmerie**

* extracts of the rights in the field of equal opportunities and treatment between women and men have been posted on the notice boards of the units, for information purposes.
* 34 materials were developed and posted on the Romanian Gendarmerie Facebook page promoting women within the institution and their professional activity.

**Measure 11:** *Analyzing the perception on gender equality*

**MOD:** in progress

**Measure 12:** *Conducting periodical training sessions on gender equality*

**MOD:** An ongoing activity, the designated gender advisors are responsible for the regular training of the staff of the structures they belong to, by including specific topics in the working meetings of the commanders and/or in the command preparations.

1. On 18 March 2022, at the National Military Circle, on the occasion of the visit of the Chairman of the NATO Committee on Gender Perspective, Lieutenant-Colonel Diana MORAIS, the BMPG organized a working meeting of gender advisors from the central structures of the MOD. The aim of the activity was to train the gender advisors, exchange experiences and best practices, ensure a horizontal and vertical information flow, in accordance with the regulations in force.
2. On 7 December 2022, on the occasion of the visit of the Alabama State National Guard delegation led by Major General Sheryl GORDON, the BMPG held a working meeting with gender advisors from the Air Force General Staff at the headquarters of Henri Coandă" Air Force Academy.

**SRI:** throughout the year, 361 employees were trained on matter related to gender equality by including the POCA project “INTELLIGENCE in support of the citizens in the designated courses.

**Measure 13:** *Introducing gender equality training in all educational institutions in the security and defence sector*

**MAI:** Regarding the curricula for the training programs for MAI personnel’s career initiation (police officers / non-commissioned officers and officers), the following topics have been planned within the structures that provide continuous training for their staff: "Human rights and non-discrimination" (3 hours), Respect for human rights in police work: European Convention on Human Rights, European directives, rights of vulnerable groups (minors, disabled persons, etc.) - 4 hours and Hate crimes and victims of hate crimes (6 hours). These themes also included sub-themes on gender equality and non-discrimination. The topics were presented to 205 learners.

It is also worth mentioning the 2 “Public Relations and Communication Assistant” courses organized by the Institute for Public Order Studies that were graduated by 38 participants, 22 commissioned and non-commissioned women officers. The media handling of different cases dealing with gender equality and discrimination and violence of any kind were also addressed.

**[Schengen Multifunctional Training Center](http://www.cmps.mai.gov.ro/language/en/index.php)** [constantly organize](http://www.cmps.mai.gov.ro/language/en/index.php)**[s](http://www.cmps.mai.gov.ro/language/en/index.php)** [courses where topics like human rights are also debated. Through conventions referring to the protection of certain categories of persons, non-discrimination based on gender, race, ethnicity and non-discrimination in employment and professional activities the following topics are addressed:](http://www.cmps.mai.gov.ro/language/en/index.php)

1. Respectig human rights in public institutions;
2. Police institutions and human rights;
3. Combating torture and ill-treatment;
4. Organizational culture and ways to address Roma communities and people;
5. Transactional analysis;
6. Conflict and crisis management;
7. Holocaust in Romania, between history and remembrance.

At the level of a unit, by introducing new provisions in the Rules of Organization and Operation, the employer is obliged to ensure equal opportunities and treatment for men and women in professional relationships of any kind, including through the application of provisions on the prohibition of gender discrimination, in accordance with Article 8(a) of Law No 202 of April 19 2002 (republished) on equal opportunities and treatment for women and men.

Briefings and training sessions were performed regarding the knowledge and application of the national and European legislation, of the provisions of the National Strategy and the National Action Plan on the implementation of UN Security Council Resolution 1325 (2000) - Women, peace and security, approved by H.G. No 561/2020, with emphasis on the provisions of the International Humanitarian Law on equal treatment in the context of refugee management in the conflict in Ukraine.

Designated persons with responsibilities in the field of equal opportunities and treatment for women and men provided information support and advice to women employees on the knowledge and application of the Code of Ethics and Conduct of Police Officers, in order to prevent gender discrimination and sexual harassment, maternity protection at work and equal opportunities and treatment.

Extracts of the rights in the field of equal opportunities and treatment for women and men were posted on the notice boards of the units.

**The General Inspectorate of the Romanian Border Police:**

468 participant were trained during the training courses organized by the Border Police Training School Drobeta-Turnu Severin. In 2022, the topic was *“Respecting human rights in activities specific to the border police. The right not to be subjected to torture, inhuman or degrading treatment. Prohibition of discrimination".* The theme addressed issues related to human rights, the prohibition of discrimination, equality before the law and discrimination based on sex or gender.

Within the framework of the Border Police Initiation Course, organized between 05-09.12.2022, at the Initial and Continuous Training School for the Border Police Personnel, training sessions on migration, asylum and human rights were held by representatives of the Romanian National Council for Refugees, who also addressed the same issues during the "Debriefing" training sessions (16-20.05.2022-8 trainees, 05- 09.12.2022-17 trainees).

Training activities in the field of migration, asylum and human rights took place at the Border Police Training School "Avram Iancu" (PFR), Oradea, with the training series June 2022-April 2023, conducted by representatives of the Romanian National Council for Refugees during the week 15-21 August 2022.

At the same time, measures were taken so that, within the framework of the "Debriefing" training sessions, organized at the level of the PFR schools, ad-hoc training sessions to continue under the aegis of the Romanian National Council for Refugees. These training activities are part of the project "Advocacy for access to the territory, asylum procedure, child protection and integration of refugees".

**General Inspectorate for Emergency Situations:**

At the level of the IGSU and subordinate units, topics related to gender mainstreaming, equal opportunities and non-discrimination have been included in the continuous professional training programmes to be regularly processed.

During the background and thematic controls carried out in the units subordinated to the IGSU in the area of employment/working relations, issues related to ensuring equal treatment and eliminating any form of discrimination in the conduct of employment and service relations were verified, as well as designating a person to be assigned tasks in the area of equal opportunities and treatment between women and men, by adding an annex to the job description.

During the trainings carried out in the field of occupational safety and health, the provisions of the Emergency Ordinance No. 96 of 2003 on the protection of maternity in the workplace were processed, workers being informed about the protection measures for pregnant employees.

**Measure 14:** *Identifying and introducing flexible working time options for employees in the security and defence sector during peacetime.*

**MOD:** Flexible working hours are allowed in childcare situations. In situations where both parents are serving in the armed forces, they may decide not to be deployed to theatres of operation. There are currently policies in place to support single parents and/or widows. For example, it is not mandatory for them to participate in international missions.

**ANES:** Legislative amendments resulting from the transposition of the provisions of **Directive (EU) 2019/1158 of the European Parliament and of the Council on work-life balance for parents and carers and repealing Council Directive 2010/18/EU,** as follows: GEO No 164/2022 amending and supplementing GEO No. 111/2010 on parental leave and monthly child-raising allowance; GEO No. 117/2022 amending Law No. 210/1999 on paternal leave; GEO No. 158 on social health insurance leave and allowances; **GEO No. 57/2022 amending and supplementing Law No. 202/2002 on equal opportunities and treatment for women and men**. Inserting the notion of carer, which broadens the legal definition of care work (in Article 4, after letter (l) insert letter (m)): “carer's leave" means leave for workers to provide personal care or support to a relative or a person living in the same household as the worker who is in need of significant care or support as a result of a serious medical condition, as defined by each Member State. Inserting the principle of flexible work in relation to the personal and family needs of employees (in Article 4, after letter (l), insert letter (n)): "flexible working arrangements" means the possibility for workers to adapt their working hours, including through the use of teleworking arrangements, flexible working arrangements or reduced working time arrangements.

**SRI:** During the period March-December 2022, the possibility of adopting flexible working hours has been maintained, if the Service's activities have permitted this.

**Objective no. 3:** **Preventing and combating all forms of gender-based discrimination, harassment and sexual violence**

**Measure 15:** *Developing a code of conduct from a gender perspective*

**MOD:** In the MOD the "Military Guide on Gender Mainstreaming in MOD" has been approved - this document contains a chapter on gender training in which sexual exploitation and abuse, sexual and gender-based violence during conflict and sexual harassment are dealt with.

**MFA:** MFAapplies the provisions of Law 202/2002 on equal opportunities and treatment for women and men, as well as the provisions of Government Ordinance No 137/2000 on the prevention and punishment of all forms of discrimination. The following specific rules of conduct are also applied:

* Emergency Ordinance No 57/2019 on the Administrative Code, as amended;
* Internal Rules of Procedure;
* Code of Ethics for the Diplomatic and Consular Corps of Romania, adopted by Order of the Minister of Foreign Affairs No 890/2014.

MFA’s Diplomatic Control and Evaluation Corps ensures MFA’s personnel training who is to be deployed in Foreign Service regarding the ethic and conduct standards.

During 2022 there were no complaints registered regarding workplace sexual harassment made by women in peacekeeping missions.

***Measure 16:*** *analyzing the security situation in theatres of operations, including with reference to the identification of gender-based violence in mission areas*

**MFA:** The security situation in UN theatres of operations is regularly reviewed through reports by the UN Secretary General prepared for discussion in the UN Security Council or analysis papers by the UN Department of Peace Operations.

The Permanent Mission of Romania to the UN is constantly sending information on this issue and the relevant aspects from the perspective of this theme are provided to the National Focal Point. The Permanent Mission of Romania also sends the annual report of the UN Secretary General on Women, Peace and Security.

***Measure 17:*** *Developing a set of internal procedural rules on the handling of complaints of gender discrimination and sexual harassment.*

**MOD:** in progress

The Military Guide on Gender Mainstreaming in MOD contains a chapter on gender training, which deals with sexual exploitation and abuse, sexual and gender-based violence during conflict and sexual harassment.

**MAI:** On the Intranet page of the institution is published the *Operational Procedure on the organization and conduct of activities for the reception and management of phone calls and electronic messages reporting any acts of discrimination, harassment or similar treatment committed by MAI personnel, on MAI personnel (PO-MAI-DSG 524).*

**Measure 18:** *Conducting periodical training sessions and/or notices regarding the conduct standards and the code of conduct with the purpose of preventing gender discrimination and sexual harassment*

**MOD:** A permanently ongoing activity. The gender advisors conduct the activity by using the provisions of the Military Guide on Gender Mainstreaming in MOD.

**MAI:** The MAI **Center for Initial and Continuing Training (CFIC)** personnel is trained, prepared and properly informed about gender equality.

The teaching materials were also verified in order to identify and exclude, if necessary, aspects of gender discrimination, as well as negative behavioral patterns and stereotypes regarding the role of women and men in public and family life.

CFIC has supported and promoted balanced participation of women and men in leadership and decision-making positions, and members and/or participants in boards, expert groups and other managerial and/or advisory structures have been nominated in a balanced way. The need to accept flexible working arrangements for employees in care of children or other dependents in their families has been brought to the attention of employees. The rules on gender/sex-based non-discrimination in decision-making positions and pay have been respected and the principle of equal opportunities for women and men has been observed.

Internal regulations on work organization, working conditions and the working environment were analyzed and no deviations from gender equality rules were identified. The provisions relating to equal treatment in health and safety at work were analyzed and no discriminatory provisions or provisions that do not ensure equal opportunities for women and men were identified;

For the period 01.04.2022 - 31.03.2023, in the Plan for continuous training for the staff of the Directorate-General for Legal Affairs (DGJ) the topic *"Communication from the European Commission - A Union of Equality: Gender Equality Strategy 2020-2025, COM 2020 (152) final"* was included.

Starting with 2021, pursuant to Article 2(4) of Law No 202/2002, a representative has been appointed within the DGJ with responsibility in the field of equal opportunities. For example, according to the Annex to the job description, the officer:

* analyzes the context of the emergence and evolution of the phenomenon of gender discrimination, as well as the failure to respect the principle of equal opportunities for women and men, and recommends solutions to respect this principle, in accordance with the law;
* provides expert advice on the application of national and European legislation in the field of equal opportunities for women and men;
* informs DGJ staff of their rights regarding the respect for equal opportunities and equal treatment of women and men in employment relations;
* analyzes the accuracy of the action plans on the implementation of the principle of equal opportunities for women and men with the specific strategies in place and approved at entity level, at the request of the persons drawing up the specific strategies;
* provides expert information to DGJ management in compliance with the relevant legislation;
* conducts informative and awareness-raising activities in order to ensure common understanding of the internal policy on workplace harassment and how to report such a situation.

It is also worth mentioning that, across DGJ, an attitude based on mutual respect and good cooperation is constantly promoted, leading to appropriate professional behavior.

***Measure 19:*** *Establishing a mechanism for regular reporting of cases of harassment at work and how to solve them through the gender advisor/expert/point of contact to the National Implementation Group.*

**ANES:** through MFTES(Ministry of Family, Youth and Equal Opportunities) has developed and posted for public consultation, in December 2022, the Draft Government Decision on the approval of the methodology for the application of the Standardized Guide on preventing and combating harassment based on gender and moral harassment at work.

**Measure 20:** *developing a standard operation procedure on the reporting and response mechanism for incidents of sexual exploitation and abuse by Romanian military and civilian personnel deployed abroad.*

**MOD:**in progress

**ANES:**in progress

**Measure 21:** *training of troops prior to deployment on peacekeeping missions on the code of conduct and mandatory standards of behavior during the mission*

**MOD:** executed according to Order of the Minister of Defence M 203/2020 by using The Military Guide to gender mainstreaming within MOD.

In 2022. 6 training sessions were organized in order to train the personnel selected to take part in external missions; a number of 102 militaries and MAI members of the personnel were trained.

**Measure 22:** *Training of troops prior to deployment on peacekeeping missions on the protection and support of victims of sexual and gender-based violence in the conflict zone, reporting such cases.*

**MOD:** ongoing activity,executed in accordance with the Order of the Minister of Defence M 203/2020 by using The Military Guide to gender mainstreaming within MOD.

In 2022, 6 training sessions were organized in order to train the personnel selected to take part in external missions; a number of 102 militaries and MAI members of the personnel were trained.

**Objective no 4: Collaborating with the civil society in the process of implementing the WPS Agenda**

***Measure 23:*** *Building partnerships with human rights and gender equality organizations*

**MOD:** On 3 November 2022, at the headquarters of the Romanian Diplomatic Institute, Bucharest, took place the celebration of the 22nd anniversary of Resolution 1325/2000, where the NFP gave a presentation on the implementation of the Women, Peace and Security Agenda in Romania. On 21 November 2022, in the Foreign Policy Committee of the Chamber of Deputies, Bucharest, the Head of the BMPG participated in the celebration of the 22nd anniversary of the UN Security Council Resolution 1325 on Women, Peace and Security, giving a presentation on this topic.

**MAI:** In 2022, at “Al. I. Cuza", Police Academy the Guide for combating discrimination has been developed (approved by Resolution no. 54/2022 of the University Senate and available at [https://academiadepolitie.ro/ghidul-pentru- combaterea-discriminarii-8455/](https://academiadepolitie.ro/ghidul-pentru-%20combaterea-discriminarii-8455/)). Within **CFIC** Orăștie, on 24 October 2022, the debate *"Vulnerable groups: discrimination and hate crimes"* was organized, with the involvement of specialists from the Legal Resources Centre - Bucharest, activity within the project *"Monitoring human rights,* up to date", implemented by the NGO, activity in which trainees from several training programmes participated.

In 2022, the **CMPS** concluded two national cooperation protocols with the National Agency for Roma (No. 424208/2022) and the National Council for Combating Discrimination (No. 425911/2022).

**IGJR:**

* In the project funded by the Norwegian Financial Mechanism 2014-2021, Programme "Justice", the designated staff participated in the activity "Support for the implementation of the Istanbul Convention in Romania" organized by the National Agency for Equal Opportunities for Women and Men;
* In 2022, 18 activities were carried out in the post-graduate environment to recruit candidates for military schools and the Police Academy, promoting equal opportunities and treatment for women and men.

**General Directorate for Internal Security (DGPI):**

Within the project *,,Extending the investigative capabilities of the cyber defence system at the level of the Ministry of Internal Affairs CYBINT*": Operational Programme Administrative Capacity, implemented at the level of DGPI, according to the Grant Application, each of the training modules purchased in the project included a section/presentation on the importance of environmental protection and sustainable development, environmental issues and the theme of climate change, as well as a section on equal opportunities for women and men, equal opportunities for all, without discrimination of gender, race, ethnic origin, religion, disability, age and sexual orientation.

**The National Agency for Trafficking in Persons (ANITP):**

The campaign "Prison is not just behind bars" carried out in the framework of the ISFP 2019-AG-THB project *"Further strengthening the capacity to combat trafficking in human beings with a focus on prevention, cooperation and recovery of the proceeds of crime - Westeros 2"* online and outdoor, aimed at conveying the exhortation not to use the services of a victim of human trafficking and, equally, influencing the public to develop attitudes in line with legal provisions and moral values, which may result in decreasing the demand for services provided by victims of trafficking in persons. The campaign also sought to promote among the target audience that, by abandoning prejudices and discriminatory ideas, consumers are the first to recognize potential victims, to refer the matter to the competent authorities in order to put an end to the suffering caused to victims, and are also the ones who can change their social behavior.

Moreover, the *"Spread your wings! Information means freedom"* campaign implemented within the online project *“Strengthening national capacities in the area of international police cooperation and combating crime - PDP2"* aimed, through the anti-trafficking messages, to inform the public about the risks of trafficking in persons, as well as the emotional side of the target groups, by sending as many positive and encouraging messages as possible to vulnerable people, victims or potential victims of trafficking in persons.

Another preventive approach that is in line with the context presented is the "Together in safety" campaign carried out in partnership with the Association "Necuvinte", the Romanian Police and the Border Police, intended for female refugees from Ukraine entering Romania. The prevention activities carried out during this campaign aimed at informing women fleeing war about their rights regarding domestic and gender-based violence on the territory of Romania; increasing access to verified information on reproductive and sexual rights and increasing the level of safety of women and girls from Ukraine entering/being on the territory of Romania. As part of this campaign, preventive activities took place, with 100,000 information materials in Romanian and Ukrainian being sent to Romania's 10 border crossing points on the rights of persons entering our country.

As regards inter-institutional cooperation in the field of prevention of trafficking in persons, ANITP has concluded a cooperation protocol with the Romanian Institute for Human Rights (RIHR), which aims to carry out prevention and information activities in order to reduce the vulnerability to human trafficking of groups at risk of becoming victims of this criminal phenomenon.

***Measure 24:*** *Establishing a proactive and permanent consultation process with civil society and academia*

**MOD:** On **02 March 2022**, the Head of the BMPG attended the Conference organized online on the ESEL-Fanel platform by the National School of Political and Administrative Studies on the topic: **“What Would a Feminist Foreign Policy look like in ESEE Region ".**

On 16-17 June 2022, the Head of the BMPG participated in the Transnational Meeting within an Erasmus Strategic Partnership, organized by "Nicolae Bălcescu" Land Forces Academy in Sibiu.

**FEMALE EMPLOYMENT – 2022**

**MOD:** The latest analysis showed that the employment rate of female staff (military and civilian) is 21.7% of all Ministry staff. The employment percentages of female military personnel in the MFA, out of the total military personnel, by category, are: officers 20.5%, warrant officers 14.7%, non-commissioned officers 11.4% and enlisted privates 4,5%.

**MFA:** Within MFA, women accounted for 61.9% of all staff. MFA management continued to pay due attention to promoting equal opportunities among diplomatic staff, including through the appointment of women to senior positions in the Foreign Service (where 34.7% of Head of Mission positions are held by women) and in Headquarters (where 47.6% of senior positions, including positions of public dignity, are held by women);

**STS:** In 2022, the female staffing level of existing posts at the institution was 48.69% and the female staffing level of existing management positions in the institution was 26.63%. Also, in terms of the level of staffing for the needs of our institution, we would like to point out that women occupy a percentage of 49.26%.

**SRI:** The percentage of women employed in SRI is 36.35%, up 0.02% from the previous year.

**ANP:** Women represent 25.3% of the total employed in the [National Administration of Penitentiaries](https://context.reverso.net/translation/english-romanian/National+Administration+of+Penitentiaries) system.

President of the National Implementation Group

Lieutenant colonel,

Manuela-Elena BERCEA