

**NATIONAL STRATEGY ON THE  
IMPLEMENTATION OF UNITED NATIONS  
SECURITY COUNCIL RESOLUTION 1325 (2000) -  
WOMEN, PEACE AND SECURITY,  
FOR THE PERIOD 2024 - 2028**

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## **ABBREVIATIONS**

NAEO = National Agency for Equal Opportunities between Women and Men  
NAdP = National Administration of Penitentiaries  
GMO = Gender Management Office  
SC = Security Council  
UNSC = United Nations Security Council  
DNSC = The National Directorate of Cyber Security  
DES = Department for Emergency Situations  
FEMM = Committee on Women's Rights and Gender Equality  
WPS = Women, peace and security  
NIG = National Implementation Group  
MFA = Ministry of Foreign Affairs  
MIA = Ministry of Internal Affairs  
MoND= Ministry of National Defence  
MJ = Ministry of Justice  
NATO = North Atlantic Treaty Organisation  
UN = United Nations  
OSCE = Organisation for Security and Cooperation in Europe  
NFP = National Focal Point  
NAP = National Action Plan  
CSDP = Common Security and Defence Policy  
UNSCR = United Nations Security Council Resolution  
SPP = Protection and Security Service  
SRI = Romanian Intelligence Service  
STS = Special Telecommunications Service  
EU = European Union  
UN Women = United Nations Entity for Gender Equality and the Empowerment of Women

## CHAPTER I

### Introduction

#### 1.1 Definitions and terms used in the National Strategy for the Implementation of United Nations Security Council Resolution 1325 (2000) - Women, Peace and Security, 2024-2028

United Nations Security Council Resolution 1325 (2000) - Women, Peace and Security, hereinafter referred to as UNSCR 1325 (2000) reaffirms the important role of women in conflict prevention and resolution, peace negotiations, peace-building, peacekeeping, humanitarian assistance and post-conflict reconstruction and stresses the importance of women's full participation and involvement in all efforts to ensure and promote peace and security.

In substance, UNSCR 1325 (2000) expresses concern for civilians, especially women and children, who constitute the majority of those affected by armed conflict, and reaffirms the important the role of women in conflict prevention and resolution, as well as in peacebuilding.

At the same time, UNSCR 1325 (2000) establishes the need for the equal participation and full involvement of women in all efforts to maintain and promote peace and security, as well as the need to increase their role in decision-making on conflict prevention and resolution. Analysing the level of violence against women can be an element in predicting the potential for conflict in a country. Therefore, including data on rights and violence in the early warning report, can lead to better predictability on manifestations of gender-based violence and other atrocities.

To achieve the proposed goals, UNSCR 1325 (2000) refers to four pillars:

- **Participation** - is to ensure increased participation of women in decision-making at all levels, nationally, regionally and internationally, in institutions and mechanisms for conflict prevention and resolution, in peace negotiations and in UN peacekeeping operations;

- **Prevention** - involves taking specific measures to prevent conflict and all forms of violence against women and girls during and after conflict, i.e. preventing sexual and gender-based violence, discriminatory practices, abuse and exploitation. There is an under-researched but real convergence between the situation of women and the state of conflict in a given area, as in male-dominated societies and military structures their fundamental rights and freedoms are not protected, nor is adequate space given to the advancement of women and girls in all spheres of public and private life and at all levels of decision-making and leadership;

- **Protection** - refers to the special attention given to the protection of women and girls from sexual or gender-based violence, including in emergency or humanitarian situations such as refugee camps;

- **Relief and recovery** - includes the adoption of relief and recovery measures to address crises from a gender perspective, including by respecting the civilian and humanitarian nature of refugee camps, and taking into account the needs of girls and women from the design phase of refugee camps and facilities.

Assistance to women and girls in times of crisis, as well as long-term recovery assistance, is based on their real needs, and coordination and cooperation between relevant ministries is only one part of the relief effort in humanitarian interventions.

Since 2000, the UN Security Council has adopted nine resolutions on the issue of WPS, which means that there is now considered to be a UN Agenda on this issue.

In order to implement the provisions of UNSCR 1325 (2000), in 2017, following consultations between the MFA and the MoND, it was agreed that the MoND would take over the coordination of the implementation of the WPS Agenda at national level, creating the GMO for this purpose.

Given the binding nature of the UNSCR in the field of international peace and security for UN Member States, on 16 July 2020, the Government of Romania approved *Government Decision No. 561/2020 approving the National Strategy and National Action Plan on the implementation of United Nations Security Council Resolution 1325 (2000) - Women, Peace and Security, for the period 2020-2023*.

The end of the implementation period of the above-mentioned strategy, as well as the practice of other UN, NATO and EU member states, has led to the need to continue the implementation process of the WPS Agenda at national level. In this context, on the basis of the analysis of the Annual Synthesis on the implementation of the NAP and the Mid-Term Review, the National Strategy on the implementation of UNSCR 1325 (2000) for the period 2024 - 2028 was developed.

The elaboration of the national strategy is the result of the activities of the inter-institutional working group coordinated by MoND, which included experts from MIA, MFA, NAdP, NAE0, STS, SRI. Representatives of relevant parliamentary committees and civil society also contributed.

In order to ensure the continuity and coherence of the institutional implementation and monitoring mechanisms, this strategy has been developed with five objectives: (1) - Mainstreaming gender in security and defence policies, (2) - Increasing the representation and meaningful participation of women in the national defence, public order and national security system in peace negotiations, mediation processes and peacekeeping missions, (3) - Preventing and combating all forms of gender-based discrimination, harassment and sexual violence, (4) - Relief and rehabilitation, (5) - Working with civil society and relevant entities in the implementation process of the WPS Agenda.

The document is based on current data and statistics, linked to the objectives and measures contained in the National Action Plan for the implementation of United Nations Security Council Resolution 1325 (2000) - Women, Peace and Security for the period 2024-2028 (set out in the annex), in full accordance with developments at international level.

As an active member of NATO, EU, UN and OSCE missions, Romania is aware of and integrates gender equality considerations in all aspects of its national security and stability work. Allocating 2.5% of gross domestic product to defence and supporting increased representation of women at all decision-making levels, both national and regional or at the level of international institutions, in consultations with women's groups at local or international level, are part of the set of actions/measures to implement the WPS Agenda.

The definitions and terms used in this strategy and plan are harmonised with national and international terminology in the field.

## **1.2 Methodology**

The National Strategy for the implementation of UNSCR 1325 (2000), for the period 2024 - 2028, is the instrument that underpins the development of common guidelines for the implementation of UNSCR 1325 (2000) by the institutions of the national defence, public order and national security system in Romania, as well as by other institutions of the central administration with responsibilities in this field.

In this context, the present strategy and the related action plan have been developed using the evidence-based policy approach and based on the analysis of the following documents: Synthesis of the implementation of the NAP for 2020; Synthesis of the implementation of the NAP for 2021; Synthesis of the implementation of the NAP for 2022; Mid-term evaluation of the implementation of the National Strategy and the NAP<sup>1</sup>.

### **1.3 General principles**

Each measure contained in this strategy and the related NAP is subject to the following principles:

- a) the principle of legality in carrying out activities to promote and implement the areas of the WPS Agenda in the national defence, public order and national security system;
- b) the principle of equal opportunities and treatment between women and men in the national defence, public order and national security system;
- c) the principle of respect for human rights and fundamental freedoms;
- d) the principle of non-discrimination and equal opportunities and treatment between women and men;
- e) the principle of adequate funding and responsible use of financial resources allocated to the implementation of the measures identified to achieve the objectives;
- f) the principle of decentralisation in the development of promotion and implementation actions for the WPS field;
- g) the principle of gender mainstreaming in the national defence, public order and national security system;
- h) the principle of public-private partnership.

## **CHAPTER II**

### **Vision of the National Strategy on the Implementation of United Nations Security Council Resolution 1325 (2000) - Women, Peace and Security for the period 2024 - 2028**

The international context in which we live highlights a society in which gender inequalities continue to manifest themselves at all levels, in all areas, including the security and defence sector. It is therefore important to take measures such as increasing the participation of women in security and defence-related activities, promoting equal opportunities and treatment between women and men and encouraging more women in leadership and decision-making positions.

The overall vision of the strategy is based on the objectives of the global peace and security agenda and aims to achieve gender equality in the field of peace and security, thus pursuing the implementation of internal mechanisms and practices within the national defence, public order and national security institutions that contribute to a gender-balanced approach to women's involvement in the specific activities of these institutions.

This vision is in line with the rules-based multilateralism within the UN and confirms Romania's support for it.

The implementation of this strategy and the related NAP will lead to an increase in the visibility of women in leadership positions, through their involvement and assumption of responsibility in those

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<sup>1</sup> <https://gendermanagement.mapn.ro/webroot/en/pages/legislatie>

sectors of activity within the institutions of the national defence, public order and national security system that are currently considered the preserve of men.

## **CHAPTER III**

### **Existing priorities, policies and legal framework**

#### **3.1 Priorities of the National Strategy on the implementation of United Nations Security Council Resolution 1325 (2000) - Women, Peace and Security, for the period 2024 - 2028**

The approval of the first National Strategy and NAP in the field of WPS, by Government Decision No 561/2020, was a moment of particular significance for Romania, in the context of the 20th anniversary of the adoption of UNSCR 1325 (2000). This strategy was developed in line with both governmental policies and European and international policies, priorities and directions for action, to comply with the obligations assumed by the Romanian State in this field.

The above-mentioned strategy set out **four general objectives**, namely:

- **Objective 1** - Mainstreaming gender in security and defence policies;
- **Objective 2** - Increase the representation and meaningful participation of women in peace negotiations, mediation processes and peacekeeping missions;
- **Objective 3** - Prevent and combat all forms of gender-based discrimination, harassment and sexual violence;
- **Objective 4** - Working with civil society in the implementation of the WPS Agenda.

The NAP related to this strategy has been the instrument that has been the basis for the development of common policies and guidelines for the implementation of UNSCR 1325 (2000) in Romania.

The lack of gender balance between work and private life has a direct impact on the lives of female and male employees, as well as on the development of their professional skills for advancement to different decision-making and management positions. It is the government's responsibility to develop new public policies and update existing national regulations in line with European and international standards in this field. This will lead to improving gender balance and eliminating gender stereotypes in the role of women in the security and defence sector as the main priority of this strategy.

Promoting constructive discussions on UNSCR 1325 (2000) at the national level also creates the conditions for the right way to recognise and ensure the meaningful participation of women in peace negotiations and other conflict resolution activities, which will contribute to regional and local peace building and the inclusion of women in peace processes as a priority of the strategy.

Increasing the representation and meaningful participation of women in peace negotiations, mediation processes and peacekeeping missions is a goal of this strategy and is based on the positive statistical data on women's performance in these activities, which highlights the potential of women in peacebuilding and peacekeeping.

#### **3.2 Current public policies**

➤ *The Government Programme 2021-2024 - Coalition for Resilience, Development and Prosperity*, provided in Appendix no. 2 to Parliament Decision no. 42/2021 for granting the Government confidence, aims, among other things, to reduce gender inequalities by promoting women's participation in the labour

market and to prevent all forms of violence against women, including by providing specialised support and protection services accessible to victims.

➤ *The Government Programme 2023-2024 - Vision for the Nation*, provided in Appendix no. 2 to Parliament Decision no. 22/2023 for granting the Government confidence, includes objectives on "reducing inequalities between women and men" assumed by the Ministry of Family, Youth and Equal Opportunities with the following governance priorities - *Promoting women's rights and introducing gender quotas, Promoting women's participation in the labour market, including access to childcare and care for dependent persons*<sup>2</sup>.

➤ *National strategy on the promoting equal opportunities and treatment between women and men and the prevention and combating of domestic violence for the period 2022-2027*, approved by Government Decision no 1547/2022.

At the same time, in order to increase Romania's strategic relevance within NATO and the EU, actions and measures of interest are mentioned in the field of strategies for the implementation of UNSCR 1325 (2000), namely: participation in EU and NATO civilian and military operations and missions and adaptation of the military body to cyber and hybrid threats. In this respect, data on the very good level of training of women in the field of technology, information and communications at European level (3rd place), a key area for cyber and hybrid defence on NATO's southern flank, are mentioned.

The government programme aims to encourage women in the national defence, public order and national security system to participate in international peacekeeping missions because of their ability to prevent and/or mitigate the effects of armed conflict, demonstrating greater empathy for the needs of affected populations in conflict areas.

➤ *The country's national defence strategy*, approved by Parliament Decision No 22/2020, contains the directions of action to ensure Romania's national security. These directions include facilitating the implementation of the NATO-EU cooperation agenda - including in terms of military mobility - and strengthening the national role and presence in civilian missions and military operations, through participation in monitoring and crisis management missions in areas of interest to Romania.

➤ *Romania's National Strategy for Sustainable Development 2030*, approved by Government Decision no. 877/2018, affirms the important role of eliminating inequalities between women and men, with Sustainable Development Goal no. 5 of the Strategy targeting gender equality, with a focus on the pay gap, preventing and combating violence against women and increasing the percentage of women in leadership positions. It also includes the fair sharing of household and family responsibilities, the achievement of which will naturally lead to increased participation of women and girls in the labour market.

According to the above-mentioned programmatic documents, gender equality is an integral part of government programmes, national policies and strategies and is a priority of the Romanian leadership.

### **3.3 Legal framework in the area of Women, Peace and Security. National context - general situation in Romania**

In order to achieve the objectives and measures set out in the first national strategy, the Order of the Minister of National Defence No. M. 203 of 18 November 2020 on the application at the level of the MoND of the provisions of the National Strategy and the National Action Plan for the Implementation of

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<sup>2</sup> [https://gov.ro/fisiere/pagini\\_fisiere/23-06-16-12-32-52Programul\\_de\\_Guvernare\\_2023-2024.pdf](https://gov.ro/fisiere/pagini_fisiere/23-06-16-12-32-52Programul_de_Guvernare_2023-2024.pdf)

United Nations Security Council Resolution 1325 (2000) - Women, Peace and Security for the Period 2020-2023, approved by Government Decision No. 561 of 2020, was issued.

According to the provisions of the above-mentioned order, gender advisors are appointed in all military units, responsible for gender training, in order to prevent the perpetration of any form of sexual and gender-based violence, both within the units and in the areas of responsibility. To support the work of gender advisors, the MoND has developed a military guide on gender mainstreaming.

In the national defence, public order and national security system, women can occupy executive and managerial positions at all hierarchical levels and there are no legislative restrictions in this respect.

The documents that have been the basis for monitoring the implementation of the National Strategy and the NAP on the implementation of UNSCR 1325 (2000) for the period 2020-2023 are: Synthesis of the implementation of the NAP for 2020; Synthesis of the implementation of the NAP for 2021; Synthesis of the implementation of the NAP for 2022; Mid-term evaluation of the implementation of the National Strategy and the NAP<sup>3</sup>.

On 04.09.1980, Romania signed the *Convention on the Elimination of All Forms of Discrimination against Women*, concluded in New York on 19 December 1979, and ratified it by Decree of the Council of State No. 342/1981, thus establishing the social, economic and political rights of women, constituting a first step in the effective promoting equal opportunities between women and men in all fields of activity.

Against this background, several legal acts have so far been adopted on gender equality and combating all forms of discrimination. These are:

- Law No 202/2002 on equal opportunities and equal treatment between women and men, republished, with subsequent amendments and additions, which regulates measures to promote equal opportunities between women and men, with a view to eliminating direct and indirect discrimination based on sex in all spheres of public life in Romania;
- Law no.167/2020 on amending and supplementing Government Ordinance no. 137/2000 on the prevention and sanctioning of all forms of discrimination, and on supplementing Article 6 of Law no. 202/2002 on equal opportunities and treatment between women and men (on the definition and sanctioning of moral harassment at work);
- Government Ordinance No 137/2000 on the prevention and punishment of all forms of discrimination, republished, as amended and supplemented;
- Government Decision No 970/2023 approving the Methodology on preventing and combating gender-based harassment and moral harassment at work;
- 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 at national level:
  - ✓ GEO No 164/2022 amending and supplementing GEO No 111/2010 on leave and monthly child-raising allowance;
  - ✓ GEO No 117/2022 amending Law No 210/1999 on paternity leave;
  - ✓ GEO No. 57/2022 amending and supplementing Law No. 202/2002 on equal opportunities and treatment between women and men and amending Article 3 para. (2<sup>1</sup>) of the Government Emergency

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<sup>3</sup> <https://gendermanagement.mapn.ro/webroot/en/pages/legislatie>

Ordinance No. 121/2021 on the establishment of certain measures at the level of central public administration and for the amendment and completion of certain normative acts.

Efforts to promote equal opportunities and gender equality, which began in Romania in the early 1990s, must therefore be intensified in order to solve some of the problems that still exist: equality on the labour market, protection of women victims of gender violence, combating stereotypes and traditional gender roles characteristic of a patriarchal society, which still dominate Romanian society.

The Government of Romania, through NAEO, continues to mainstream gender in security and defence policies by promoting, supporting and implementing the first NAP. For example, with the adoption of Law No. 23/2015, the 8th of May was declared the National Day of Equal Opportunities for Women and Men in Romania. In this symbolic way, the importance of this issue for the Romanian society as a whole is marked, by addressing various issues that highlight the progress made in Romania through the implementation of UNSCR 1325 (2000).

In Romania, all necessary measures have been taken to address the Ukrainian refugee crisis from a gender perspective, respecting the civilian and humanitarian nature of the camps, taking into account the needs of women and girls from the design phase of these facilities, in line with Pillar IV *Relief and Recovery* of UNSCR 1325 (2000).

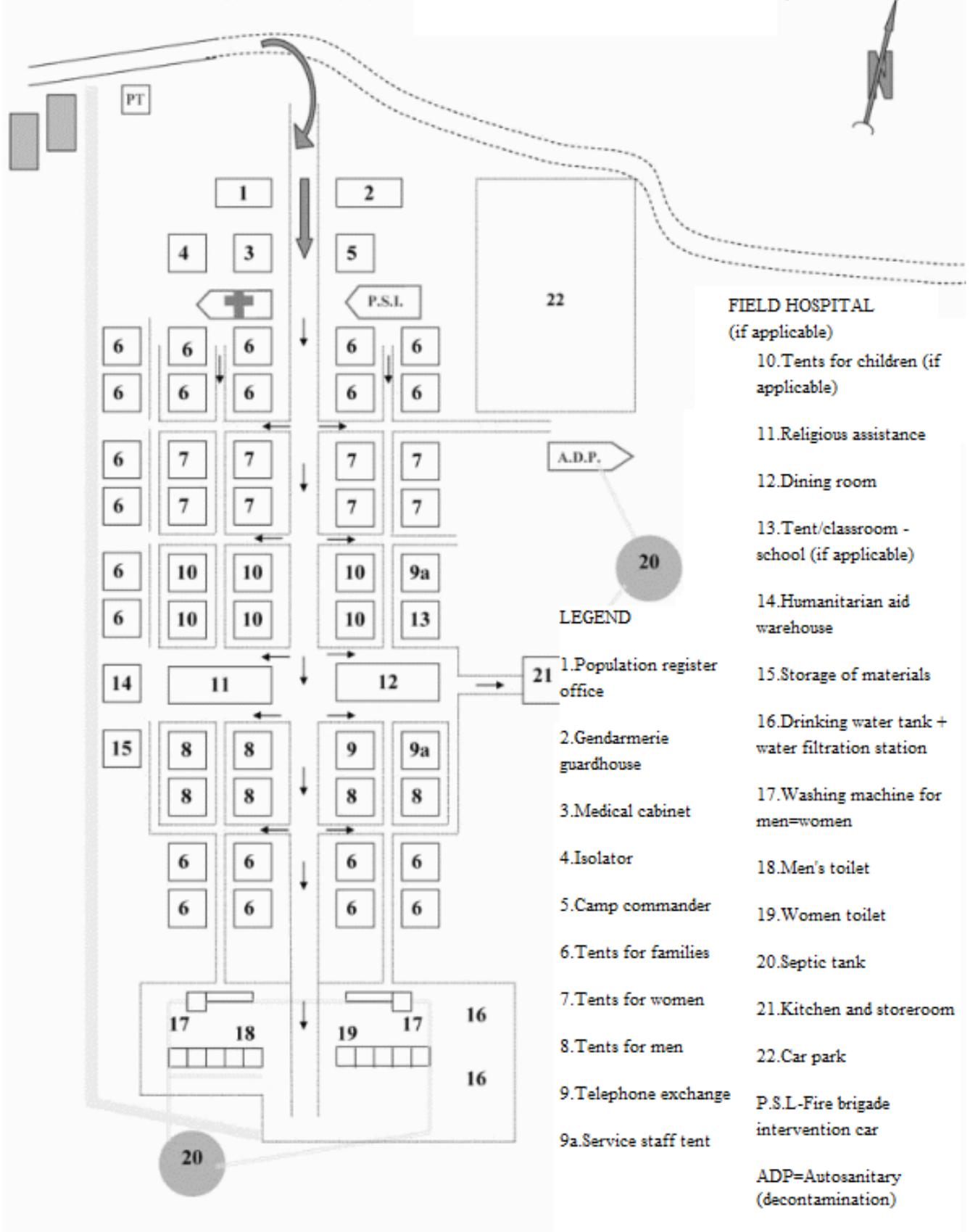
In continuous liaison with the responsible staff in the DES, the NFP carried out a fact-finding mission and produced an assessment report based on a questionnaire, developed according to UN criteria. The resulting conclusions were forwarded to national and international institutions: UN WOMEN and the relevant offices of other international organisations.

In order to ensure specific training, a conduct card (set of 10 rules), in Romanian and English, was developed and sent to the staff of the state apparatus and volunteers, through the DES of the MIA, with the following rules of conduct:

1. Think, speak, act and behave in a disciplined, caring, mature and trustworthy manner!
2. Demonstrate integrity and impartiality. Do not abuse your authority!
3. Respect national and international law, culture, tradition and customs of refugees!
4. Treat refugees with respect, courtesy and care. Do not ask for or accept any material rewards or gifts!
5. Respect human rights. Don't tolerate immoral acts, sexual or mental abuse or exploitation of refugees!
6. Take care of the material goods entrusted to you and do not exchange/trade for personal benefits!
7. Show courtesy to all members of the delegations present, regardless of rank or origin!
8. Protect the environment, flora and fauna!
9. Do not engage in alcohol consumption!
10. Treat any information about refugees with discretion!

By the Order of the Minister of Internal Affairs no. 1494/2006 *for the approval of the Technical Rules on the organization and functioning of camps for disaster victims in emergency situations*, the scheme for the organization of the camp for disaster victims was approved, as per Annex no. 1b), which takes into account the gender perspective by providing accommodation and sanitary facilities in the camps for refugees and disaster victims, appropriately sized for the specific needs of women and girls, as well as for men and boys, and psychological counselling, including for people who have suffered abuse. This is also included in Annex 4 of the *Action Plan on the management of a mass influx of refugees on the territory of Romania*, drawn up at the DES level in 2022.

**SCHEME FOR THE ORGANISATION OF THE CAMP FOR SINISTS (version B)**



## CHAPTER IV

### Context analysis and problem definition

#### 4.1 *International context*

##### 4.1.1 **Implementing the WPS Agenda at UN level**

Since 2000, the SC has adopted nine more resolutions on the issue of WPS, which means that today it is considered that there is already a UN Agenda on this issue, whose implementation is constantly monitored by *UN Women*:

- 1820/2008, which addresses the issue of sexual violence in conflict as an element of war tactics;
- 1888/2009, which underlines the increased role of UN peacekeeping missions in protecting women and children in conflict situations;
- 1889/2009 requesting the UN Secretary-General to propose a set of indicators on the implementation of the provisions of resolution 1325 (2000);
- 1960/2010, which provides a system of accountability for stopping sexual violence in conflict. The resolution calls for the preparation of lists of perpetrators who commit or are responsible for such violence;
- 2106/2013, which requires that, in addition to the UN and the SC, Member States should be involved in the implementation of the provisions of the SC resolutions on WPS;
- 2122/2013, which sets out new measures to strengthen women's participation in conflict resolution at the level of the UN, Member States and regional organisations and calls for the removal of obstacles to such participation;
- 2242/2015, which identifies new emerging themes with an impact on this area: climate change, violent extremism, increasing numbers of refugees and internally displaced persons.
- 2467/2019, which focuses on ending sexual violence in conflict, setting out new measures for the UN system and Member States to eliminate it, track situations that arise and identify support measures for victims of such situations. The resolution brings attention to the recognition of children born as a result of rape, building on the survivor-centred approach;
- 2493/2019, which consolidates the existing regulatory framework of the WPS Agenda. The resolution calls for the UN to develop specific strategies for women's participation in all UN-led peace processes, and Member States are encouraged to ensure and provide timely support for women's full, equal and meaningful participation in all stages of peace processes.

UNSCR 1325 (2000) equally recognises that boys and men can be and are also victims of sexual and gender-based violence, such as: torture and non-reporting, stigma and discrimination, spreading false messages about homosexuality, infertility, denial of access to health services, etc.

Sexual violence is a problem in armed conflict and has become part of the strategic toolkit of extremist terrorism in particular. Increasingly, men, women, boys and girls of all ages are equally at risk in conflict situations, and in most cases victims of atrocities do not report these situations because they feel dishonoured.

The list of gender-sensitive indicators covers a wide range of manifestations, such as: women's education, vulnerability to gender-based violence, frequent abductions, trafficking for sexual services, domestic violence and single-parent family maintenance. Indicators can be classified into four categories: demographic, human rights and security, political and institutional, economic and social.

A gender-sensitive early warning system can facilitate both appropriate action to prevent abuse against women during and after conflict and to protect and engage them, as women's capacity for empathy and community relations in conflict could lead to an effective approach to inter-ethnic alliances for conflict prevention and resolution.

Although not part of the architecture of UNSCR 1325 (2000), it is important to mention two additional resolutions, namely *Sexual exploitation and abuse in peacekeeping operations* (UNSCR 2272/2016) and *Trafficking in human beings and its impact* (UNSCR 2331/2016).

Global results in the implementation of the UN Agenda on SCP are reflected in the annual reports on the subject submitted by the UN Secretary-General, based on contributions received from Member States. As an increasing number of UN Member States have adopted measures for the national implementation of the WPS Agenda, the Global Network of National Focal Points has been established and has carried out specific activities, with *UN Women* providing the secretariat.

In recognition of the results and appreciation of Romania's experience in implementing the National Strategy and the NAP, the co-chairmanship of the Global Network has been secured in 2023 by the US and Romania.

Thus, the co-chairs and UN Women hosted three conferences and events:

- ✓ 5th High Level Meeting held in Washington D.C., June 5-9, 2023;
- ✓ a ministerial-level event of the UN General Assembly held in New York City in September 2023;
- ✓ a conference of national focal points held in Bucharest on 7-9 November 2023.

During the co-presidency, the US and Romania focused on the following key themes:

- ✓ Adaptability and evolution of WPS as a foundation for designing and implementing policy change through an inclusive approach;
- ✓ Joint solidarity of national focal points;
- ✓ Adjust efforts and actions to meet global requirements through a national focus on WPS and continued support for NAP implementation.

#### **4.1.2 Implementation of the WPS Agenda at NATO level**

The implementation of the WPS Agenda at NATO level has been achieved through Directive BI-SC 40-1 on the *Integration of UNSCR 1325 and the Gender Perspective into the NATO Command Structure, including Protective Measures during Armed Conflict*.

The adoption of this Directive is in line with the four pillars implementing Resolution 1325 (2000).

The following key concepts are contained in Bi-SC 40-1:

- ✓ The role of women in missions and operations must increase at all levels;
- ✓ During operational planning, women's specific needs, such as accommodation, medical or supply needs, must be taken into account;
- ✓ During the preparation and conduct of military actions, training materials such as instructions, guides, manuals, operating procedures, etc., must be provided in the units for all personnel. These should address: (1) women's needs, rights and protection; (2) the importance of women's involvement in missions and operations; (3) the inclusion in national and pre-deployment training plans of cultural awareness-raising elements to ensure proper understanding of the gender context in the regions of operations;
- ✓ Women's representation in crisis management commands and in the new NATO command structure must increase;

✓ NATO standards of behaviour, as well as measures to respect international law in the field of women's and children's rights, and in particular civilians' rights, during armed conflicts, must be included in training programmes during pre-deployment.

Recognising the essential nature of women's full, meaningful and equal participation in all aspects of ensuring peace, security and stability, and the disproportionate impact of armed conflict on women and girls, NATO is committed to the implementation process in this area.

In 2018, at NATO Summit in Brussels, NATO's policy on the WPS Agenda was affirmed. The 2022 NATO Madrid Summit Declaration and the new NATO Strategic Concept underline the intrinsic link of the WPS Agenda to the work of the Alliance and include references, for the first time, to the importance of integrating human security and WPS in the implementation of NATO's three core tasks: collective defence, crisis management and cooperative security. NATO's activities in this area build on the WPS Action Plan 2021-2025, which continues the integration of progress made during the previous plan period.

NATO's Action Plan aims to integrate a gender perspective both internally within NATO forces and externally in operations and missions conducted under the NATO umbrella. The document underlines the importance of gender mainstreaming as a tool to be used at all operational, planning, leadership and evaluation levels to achieve high operational effectiveness and real situational awareness.

#### **4.1.3 Implementation of the WPS Agenda at OSCE level**

The OSCE - as a regional security organisation under Chapter VIII of the UN Charter - is committed to promoting and supporting the regional implementation of the WPS Agenda. Thus, the OSCE has a package of commitments in the area of gender equality relevant to this field such as Ministerial Council Decision 14/05 on the Role of Women in Conflict Prevention, Crisis Management and Post-Conflict Reconstruction and Ministerial Council Decision 3/11 on the Conflict Cycle, both of which emphasize the role of women in conflict prevention and resolution as well as in peace-building.

As the organisation operates on the basis of the consensus rule, no new policy documents have been adopted on this issue in recent years, as some participating states consider that the issue is not within the organisation's responsibility.

#### **4.1.4 Implementation of the WPS Agenda at EU level**

The EU promotes peace and security within and beyond its borders. This is enshrined in the EU Treaty and reflected in the EU's Global Strategy for Foreign and Security Policy. The WPS Agenda is a tool for managing issues related to gender equality and equal treatment, conflict, violence and security. The Global WPS Agenda aims to achieve gender equality in the military as well as in peace and security.

This EU strategic approach to the field of WPS provides a solid basis for achieving gender equality - a fundamental EU value - by engaging, empowering, protecting and supporting women and girls to achieve peace and security.

It also underlines the importance of the role of women in leadership positions in the context of policies and programmes related to supporting peace and security. In November 2022, a new set of Council Conclusions on the WPS was adopted, the second after the similar document adopted in 2018.

The document reaffirms the principles enshrined in and commitments made in the EU Action Plan 2019-2024 and reconfirms, as a priority line of intervention, the central place of the WPS Agenda in the overall UN-EU relationship and in partnerships with other intergovernmental organisations. The mandate of the Ambassador for Gender and Diversity in the European External Action Service is strengthened and specific tasks are established for the working group he/she coordinates.

As a novelty, the Conclusions mention the need to integrate the WPS perspective into other EU working instruments: the Strategic Compass, the European Peace Facility, the European Stabilisation Concept, the European Peace Mediation Concept and the European Lines for Mediation, as well as into the European Union's Common Security and Defence Policy (CSDP) Civil Pact. Additional gender-related vulnerabilities caused by new global challenges such as climate change, food crisis, poor access to water and sanitation, organised crime, trafficking in human beings, etc. are considered.

The EU promotes women's participation in all peace and security processes, including current and future disarmament and non-proliferation instruments. The EU is a strong supporter of the recommendations of the Disarmament Agenda proposed by the UN Secretary-General.

The EU strategy is also harmonised with the provisions of international humanitarian law, with a focus on respecting the prohibition of any form of sexual violence in the context of humanitarian assistance interventions, as well as developing programmes that respond to the needs of victims in these situations.

At the European Parliament level, the issue of WPS is followed by the Committee on Women's Rights and Gender Equality (FEMM).

## **4.2 *Data and issues relevant to the areas included in the Strategy***

### **4.2.1 *Situation of women and men in decision-making positions in central public administration - 2023***

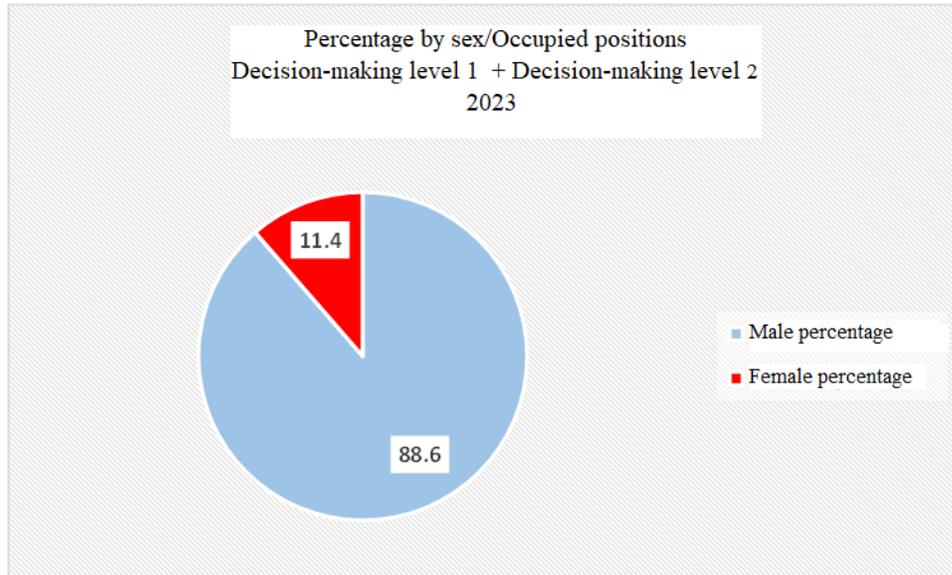
Decision-making level 1: Secretary-General, Deputy Secretary-General, Director-General, Deputy Director-General.

Decision-making level 2: Director, Deputy Director.

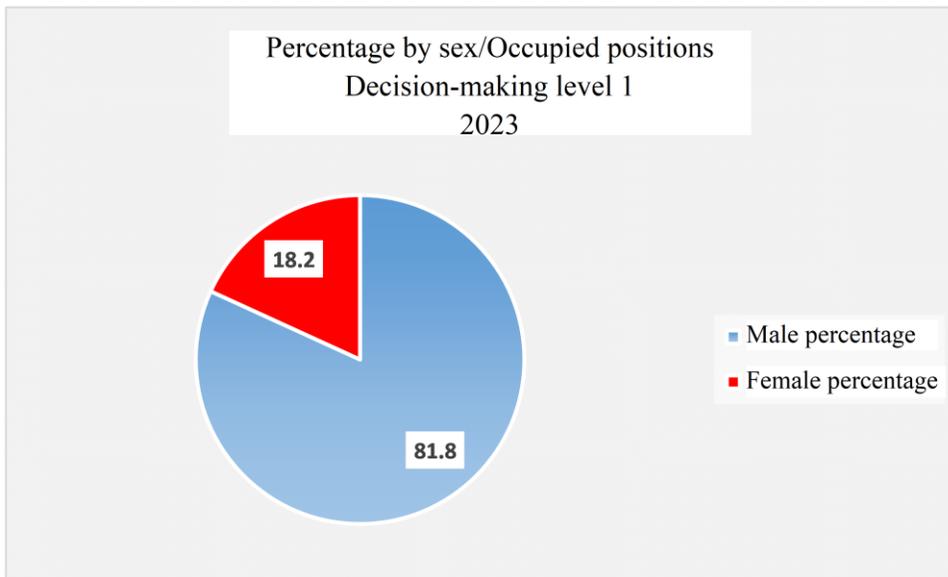
Reporting time 0 was 1 August 2023 (reporting is done annually and reporting time 0 is August 1<sup>st</sup>).

#### ***Ministry of National Defence***

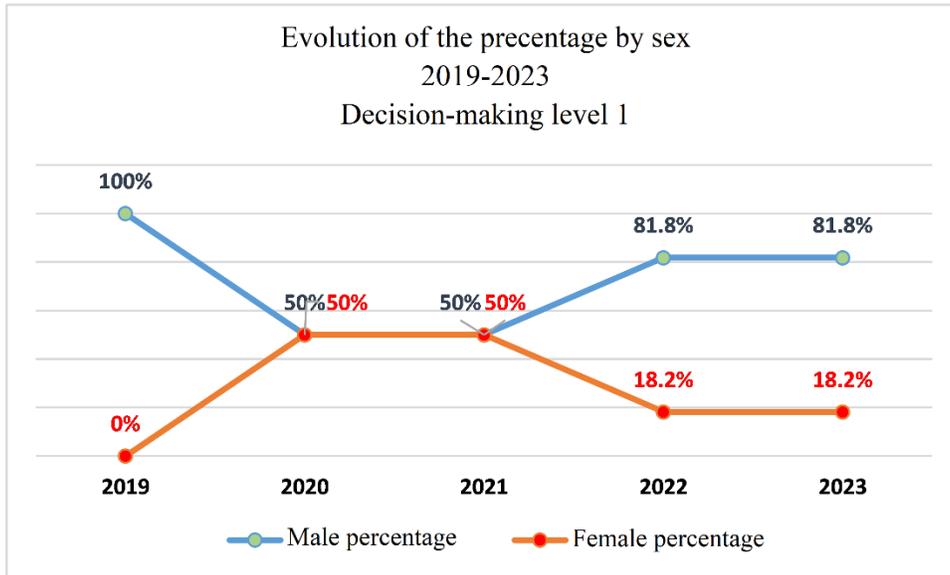
At the time of reporting, the MFA was operating with 51 decision-making positions, of which 7 were vacant, the occupancy rate of decision-making positions being 86.3%. Of the 44 occupied positions (**decision grades 1+2**), 39 (88.6%) were men and 5 (11.4%) were women.



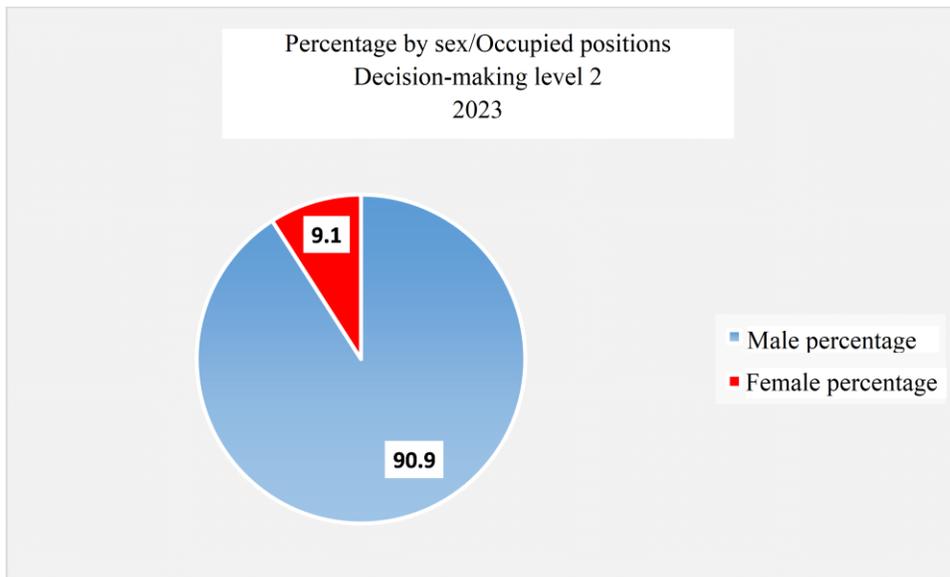
At **decision-making level 1**, the 11 management positions were filled by 9 men (81.8%) (1 Deputy Secretary-General, 4 Directors-General and 4 Deputy Directors-General) and 2 women (18.2%) (1 Secretary-General, 1 Deputy Director-General). Compared to 2022, the percentages for women have remained at the same level.



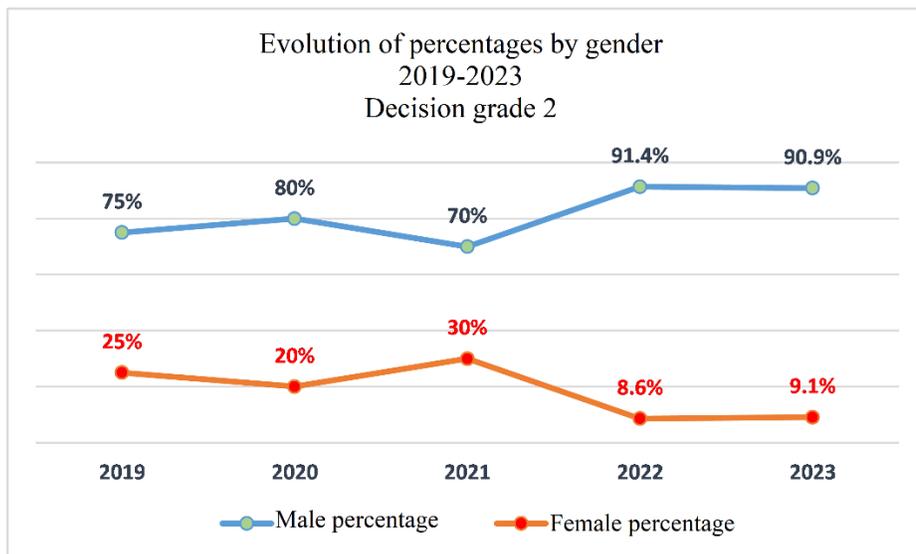
In 2019, men were in the majority when it came to occupying first-level decision-making positions, and in 2020 and 2021 the percentages for both sexes are equal. From 2022 onwards, the share of women falls sharply and remains at the same level in 2023.



At the 2<sup>nd</sup> **decision-making level**, 7 of the 40 jobs were vacant. Of the 33 job positions, 30 were held by men (90.9%) - 16 directors and 14 deputy directors, and the remaining 3 positions were held by women (9.1%) - 2 directors and 1 deputy director. Compared to the year 2022, the percentage of women in management positions increased by 0.5 percentage points.

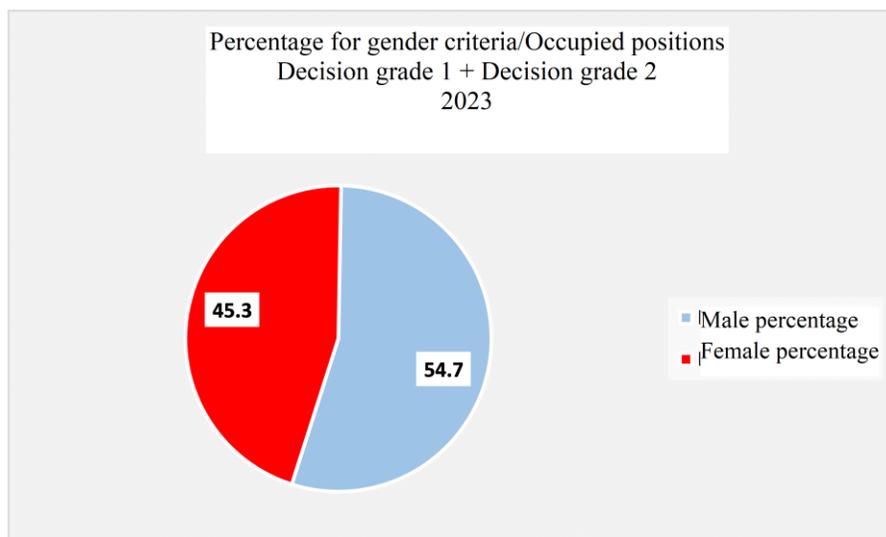


Looking at the percentages by gender over the last 5 years, it can be said that the percentages for men are dominant, with an impressively high figure compared to women, the latter having the highest percentage in 2021, i.e. 30%.

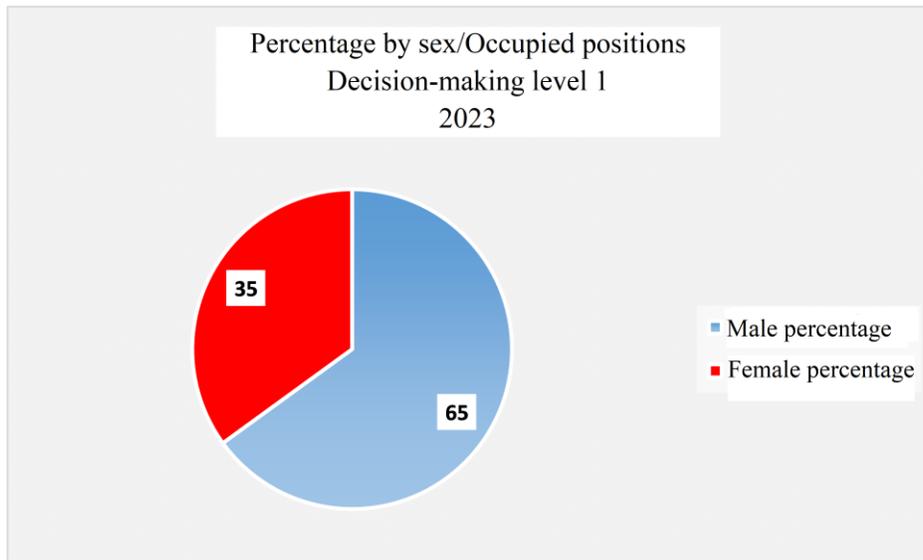


**Ministry of Foreign Affairs**

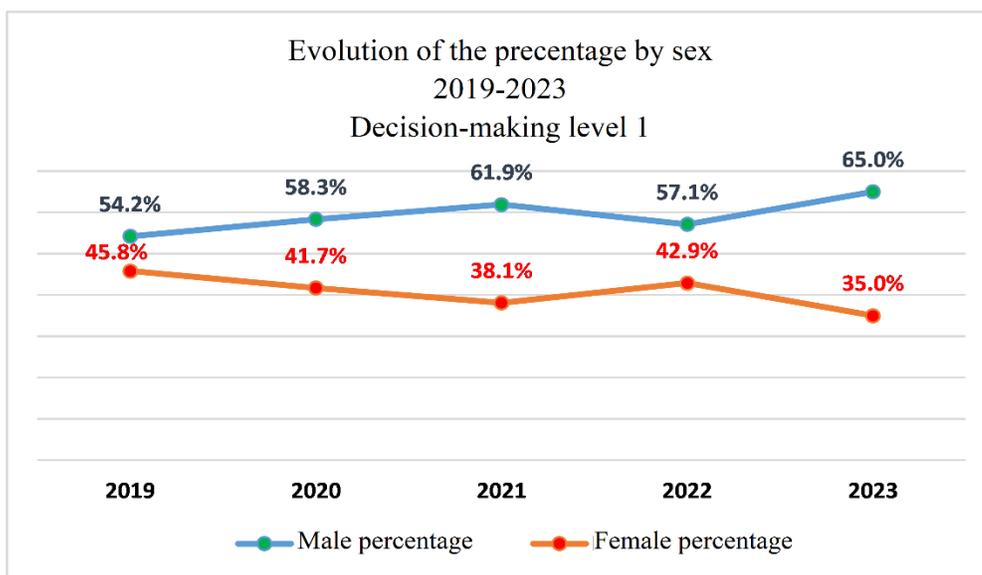
Within the MFA, at the reporting date there were 93 management positions, of which 7 vacant positions (**decision-making grades 1+2**), the occupancy rate of these positions being 92.5%. The 86 positions were filled as follows: 47 (54.7%) men and 39 (45.3%) women.



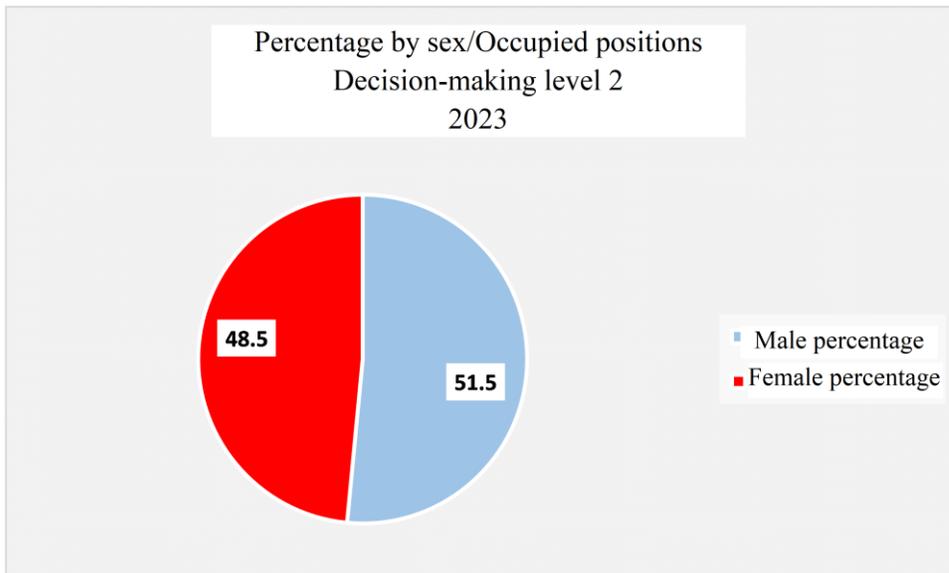
At the **decision-making level 1**, out of the 22 positions, two were vacant and 20 filled. Women occupied 7 posts ((35%); 1 secretary-general, 6 directors-general] and men 13 posts [(65%); 1 deputy secretary-general, 11 directors-general and 1 deputy director-general]. Compared to 2022, the percentage of women recorded a decrease of 7.9 pp in this decision-making degree.



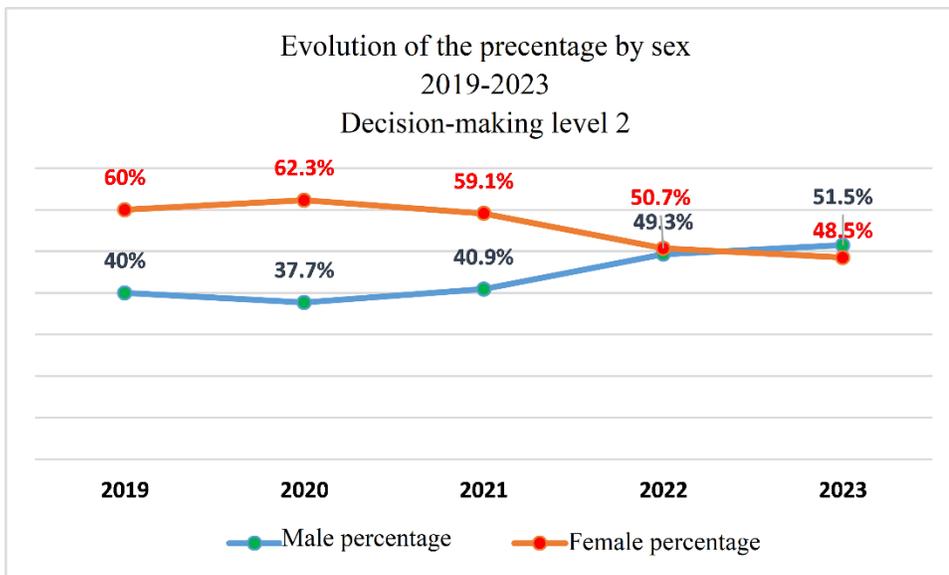
Over the past five years, men have dominated decision-making positions at this level, with the percentage in 2019-2023 being over 50%. The highest percentage for women was in 2019 (45.8%).



At **decision-making level 2**, 71 positions were reported, of which 5 were vacant, with 34 men [(51.5%); 20 directors, 14 deputy directors] and 32 women [(48.5%); 21 directors, 11 deputy directors] holding management positions. Compared to the year 2022, the percentage of women has decreased by 2.2 percentage points at this decision-making level.

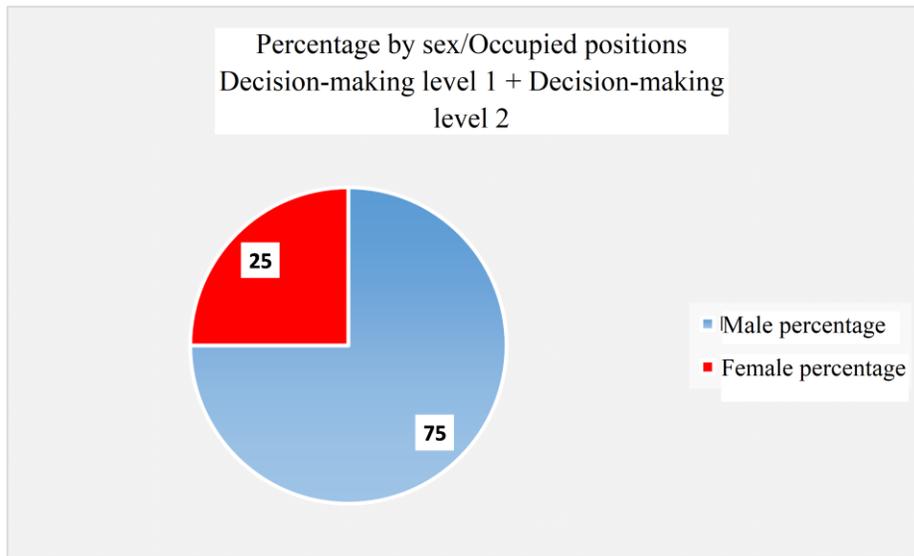


In the period 2019-2022, women outnumbered men in terms of percentage, and in 2023 the situation is reversed with a lower percentage for women. The highest percentage of women was recorded in 2020 (62.3%).

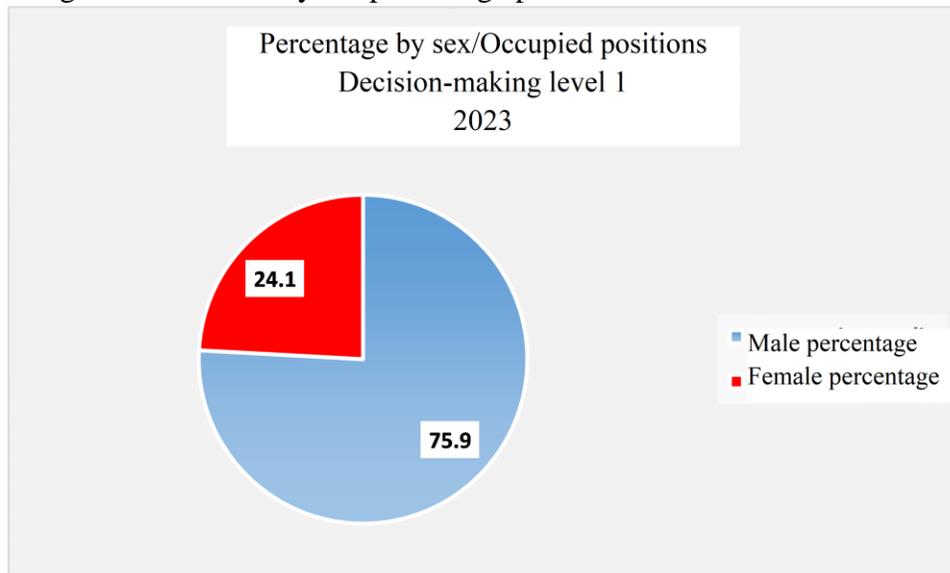


*Ministry of Internal Affairs*

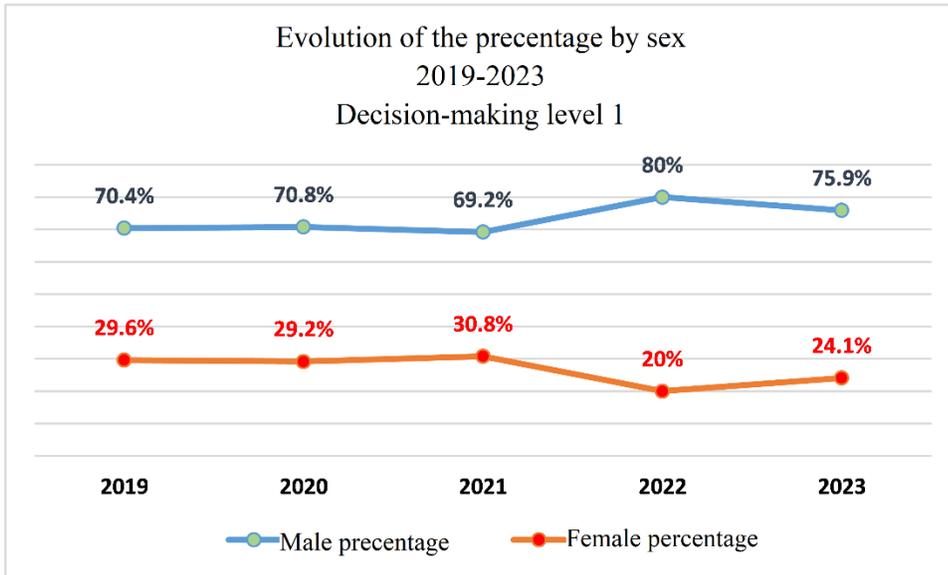
MAI reported 61 decision-making positions (**decision-making levels 1+2**), of which 9 were vacant. With an occupancy rate of 85.2%, the 52 positions were held as follows: 39 (75%) by men and 13 (25%) by women.



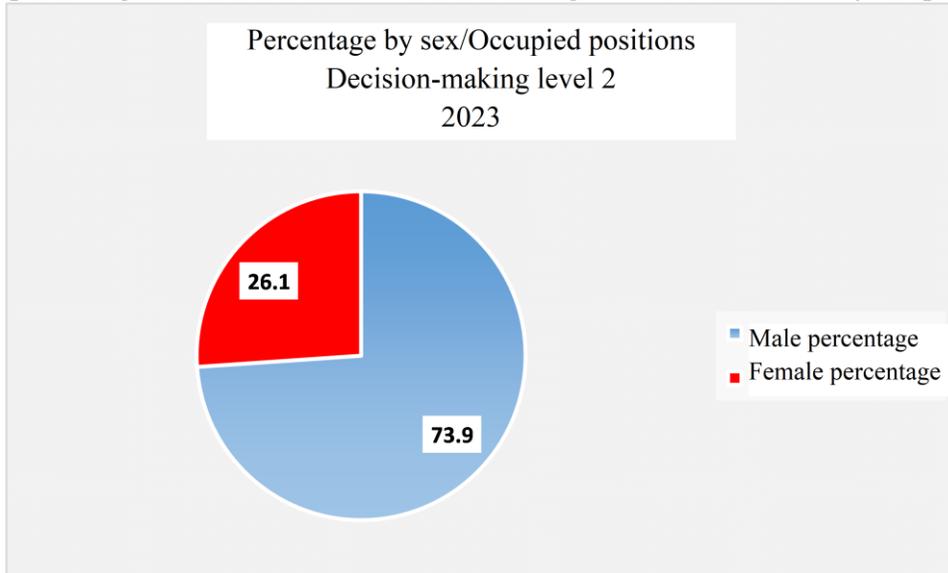
At **decision-making level 1**, of the 29 positions held (33 in total, including 4 vacant positions), 22 were held by men [(75.9%); 2 Deputy Secretaries-General, 8 Directors-General, 12 Deputy Directors-General] and women occupied 7 by women [(24.1%); 1 Secretary-General, 1 Deputy Secretary-General, 1 Director-General, 4 Deputy Directors-General]. Compared to 2022, the percentage of women at this decision-making level increased by 4.1 percentage points.



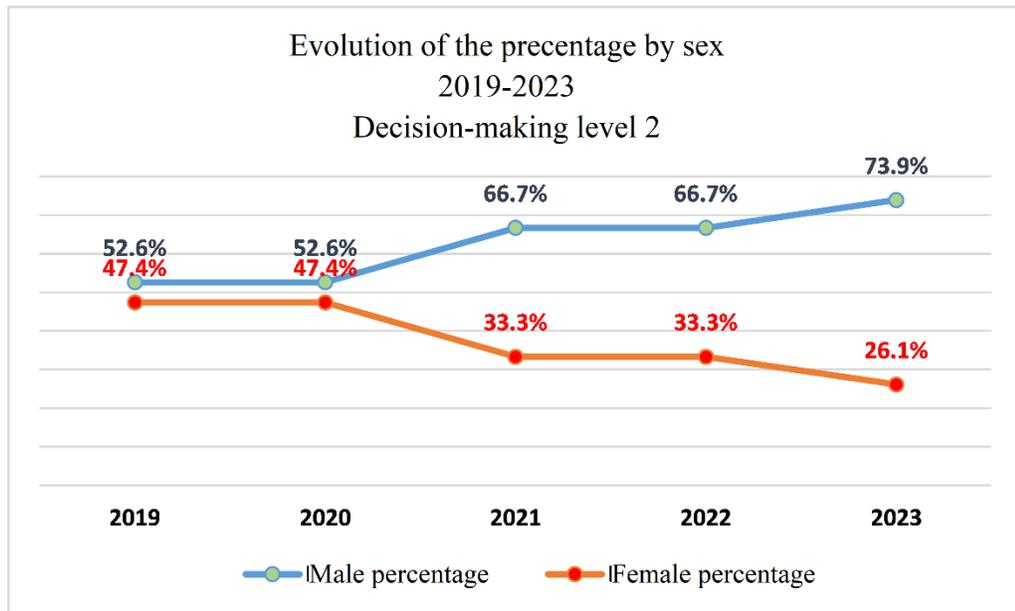
At this level of decision-making, men have had significantly higher percentages than women over the last 5 years. The highest percentage for women over this period was recorded in 2021, i.e. 30.8 pp.



At **decision-making level 2**, 17 of the 23 positions are occupied by men [(73.9%); 14 Directors, 3 Deputy Directors] and 6 by women [(26.1%); 2 Directors, 4 Deputy Directors]. Compared to 2022, the percentage of women at this decision-making level has decreased by 7.2 percentage points.



In 2019-2023, men had higher percentages than women, but the difference between them is smaller compared to decision lev 1. In 2019 and 2020, the highest proportion of women is recorded (47.4%), followed by a decrease in 2021 and 2023.



#### 4.2.2 Female employment - 2020

**MoND:** The overall percentage of female personnel in the institution was 19%, with the following percentages by category of personnel: Generals - 2.33%; Officers - 17%; Military majors and NCOs - 10%; Professional soldiers - 3.77%; Civilian contract staff/officials - 64%; Students at National Military Schools - 41%; Students at Military Schools for Military Majors and NCOs - 25%; Military students at Military Colleges (undergraduate studies) - 31%.

**MIA:** The overall percentage of female staff at institutional level was 19.05%, with the following percentages by structure Romanian Police: 24.99%, Border Police: 20.94%, Romanian Gendarmerie: 7.81% and DSU: 5.34%.

**MFA:** 35.9% of Head of Mission positions and 54.5% of HQ management positions were held by women.

**SRI:** The overall percentage of female staff at institutional level is 35.52% and at decision making level 2 18.60%.

**STS:** The total number of female staff in the institution was 50.56% and 23.94% were in managerial positions.

#### 4.2.3 Female employment - 2021

**MoND:** The most recent analysis showed that women made up 8.5% of the Romanian army. Of the total number of women, the highest percentage was in the land forces - 36%. In the Air Force, the percentage of female personnel was 18% of the total, of which 21% were employed as pilots. In the navy, the percentage of female personnel was 7.6%. The medical field was the most favoured by women in the military, with more than 16% of positions held by women. The next most preferred field for women was communications and information technology, with 15% of female employment, followed by infantry, with 11% of female employment.

Of the total number of women in the armed forces, 32% are in leadership positions. Female military leadership has gained ground in recent years. There are now structures led by women, ranging from military units and military hospitals to the central structures of the MoND.

The percentage of women serving in foreign missions has changed recently. The percentage was 39% in UN missions, 6% in NATO missions and 6% in EU missions.

**MFA:** In the central MFA, 54% of managerial posts were held by women. In the external service, 33% of senior posts were held by women.

**MIA:** At MIA level, there were 45 decision-making level 1 positions, of which 10 were vacant. The 35 positions were held as follows: 27 (77%) men and 8 (23%) women.

There were 78 positions at decision level 2, of which 12 were vacant. The posts occupied were distributed as follows: 55 (83%) men and 11 (17%) women.

For decision-making levels 1+2, the distribution of posts was as follows 82 (81%) men and 19 (19%) women.

In 2021, the percentage of women decreased by 1% compared to 2020, from 20% to 19% for decision levels 1+2. For decision level 1, the percentage of women in 2021 decreased by 7% compared to 2020 and for decision level 2 it increased by 2% compared to 2020.

**STS:** In 2021, the proportion of women in existing positions in the institution was 49.52% and the proportion of women in existing management posts in the institution was 27.96%. Compared to the previous year, the percentage of female staff was in balance with the percentage of male staff, and there was an increase in the percentage of female staff in managerial positions compared to the previous year. In terms of the level of education required by the institution, the percentage of women was also 50%.

**SRI:** The number of women employed by the SRI was 35.55%. The selection procedures for direct employment and admission to the National Intelligence Academy "Mihai Viteazul" did not take gender criteria into account.

#### 4.2.4 Female employment - 2022

**MoND:** The latest analysis showed that the percentage of female staff (military and civilian) was 21.7% of the total staff of the Ministry. The employment of female military personnel in the MAPN, out of the total military personnel, by category, was: officers 20.5%, military majors 14.7%, non-commissioned officers 11.4% and professional privates 4.5%.

**MFA:** In the MFA, women accounted for 61.9% of all staff in the central MFA. MFA management continued to pay due attention to the promotion of 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 were held by women) and at Headquarters (where 47.6% of senior positions, including those of public dignity, were held by women).

**MIA:** At MIA level, the proportion of female staff was around 20.47% of the institution's total staff.

**STS:** In 2022, the proportion of women in existing positions in the institution was 48.69% and the proportion of women in existing managerial posts in the institution was 26.63%. Women also represented 49.26% of the staff required to meet the needs of the institution.

**SRI:** The percentage of female staff employed in the SRI was 36.35%, an increase of 0.02% over the previous year. The selection procedures for direct employment and admission to the Mihai Viteazul National Intelligence Academy did not take gender criteria into account.

**ANP:** Female prison staff accounted for 25.3% of the total employed.

#### **4.2.5 Female employment - 2023**

**MoND:** The last analysis showed that the percentage of female personnel (military and civilian) in relation to the total of each category was as follows: officers 21%, military majors 16%, non-commissioned officers 14.5%, professional privates 5%, civilian personnel 64%.

**MFA:** Within the MFA, women represented 61.4% of all staff in the central MFA. MFA management continued to pay due attention to the promotion of equal opportunities among diplomatic staff, including through the appointment of women to senior positions in the Foreign Service (where 40.7% of Head of Mission positions were held by women) and at Headquarters (where 50% of public dignity positions and 43.1% of senior positions were held by women).

**MIA:** Of the total MIA staff, 20.82% were women, as follows: 23.73% police officers, 46.44% police agents, 4.76% officers, 0.05% military majors, 10.18% non-commissioned officers, 1.68% civil servants, 13.16% civilian contract staff.

**STS:** In 2023, the percentage of women in existing positions in the institution is 48.54% and the percentage of women in existing management positions in the institution is 26.88%. It should also be noted that the percentage of female staff in relation to the needs of the institution was 46.77%.

**SRI:** The percentage of female staff employed in the SRI was 36.45% of the total staff employed in the institution. We would like to add that the selection procedures of persons for direct employment and admission to the National Intelligence Academy "Mihai Viteazul" did not take into account gender criteria.

**NAdP:** Female staff in the penitentiary system accounted for 25% of the total employed.

**DNCS:** The percentage of female staff employed in the DNCS was 35.71% of the total staff employed in the institution. The percentage of women in existing management positions in the institution was 27.78% and execution was 37.04%.

#### **4.2.6 External missions - Map of participation in missions outside the national territory - 2023**

In 2023, the participation of Romanian personnel in international peacekeeping missions was as follows:

- MoND participated with 1673 military personnel, of which 122 were female, or 7.29%;
- 53 MIA representatives carried out such missions, of which 15 were female, or 28.3%;
- NAdP participated with one male military officer.

### Participation in missions abroad – 2023

- SUA**  
**New York**  
 ● DPKO  
 ● VNC  
**Tampa-Florida**  
 ● VNC

- UN missions
  - EU missions
  - NATO missions
  - Coalition missions
- T: 1726, of which 137 are female - 7.94%.

- EUROPA**
- UNFICYP
  - UNMIK
  - eFP BG
  - Headquarters Vicenza NATO
  - Stability Policing Centre of Excellence
  - KFOR
  - SEA GUARDIAN
  - SNMCMG/SNMG2
  - VNC
  - ATALANTA
  - DCIM
  - SR TEAM
  - EUSG
  - EUFOR ALTHEA
  - EUTM
  - EUNAVFOR IRINI
  - EUMAM
  - EUMM Georgia
  - EUBAM Moldova/Ucraina
  - EUAM Ucraina
  - INTERFLEX
  - GALLANT PHOENIX

- Central America**  
 ● BINUH

- AFRICA**
- MINUSCA
  - MONUSCO
  - UNMISS
  - MINUSMA
  - EUCAP Sahel Niger
  - EUCAP Somalia
  - EUTM
  - EUMPM

- ASIA**
- UNMOGIP
  - OIR
  - NMI

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## CHAPTER V

### Aim and objectives of the strategy

#### Aim of the strategy

The National Strategy for the Implementation of UNSCR 1325 (2000) is the instrument that forms the basis for the development of common policies and guidelines for the implementation of UNSCR 1325 (2000), used by the institutions of the national defence, public order and national security system in Romania, as well as by other institutions of the central public administration with responsibilities in this field.

#### Objectives of the strategy

##### ***General Objective 1 - Mainstreaming gender in security and defence policies***

Through programme activities, women will be encouraged and sensitized to be active in promoting an inclusive approach by reducing stereotypes and barriers related to the role and importance of women in the national defence, public order and national security system.

##### ***Specific objectives***

##### **1.1 Improving the framework of internal regulations of the institutions of the national defence, public order and national security on the NAP**

###### **Measures/actions:**

- *Drawing up its own orders or provisions on the internal implementation of the NAP.*
- *Promoting, supporting and implementing the NAP.*
- *Include the theme of women's involvement in arms control, disarmament and non-proliferation of weapons of mass destruction.*
- *Gender mainstreaming activity in security policies.*

##### **1.2 Development of working tools at the level of institutions of the national defence, public order and national security system on the implementation of the NAP**

###### **Measures/actions:**

- *NFP assurance, responsible for coordinating the implementation of the WPS domain.*
- *Appoint a gender expert/advisor/central contact point to collaborate and support the work of the NFP.*
- *Updating a common database on specialists in the field of WPS in the national defence, public order and national security system, academia and civil society.*
- *Permanent exchange of knowledge and experience with national and international civilian specialists in the field of WPS.*

##### ***General Objective 2 - Increase the representation and meaningful participation of women in the national defence, public order and national security system, in peace negotiations, mediation processes and peacekeeping missions***

The objective is to increase the participation and representation of women in the national defence, public order and national security system, thereby ensuring increased participation of women in decision-making.

*Specific objectives*

**2.1 Promoting women's participation and representation in the national defence, public order and national security system**

**Measures/actions:**

- *Ensuring both horizontal and vertical information flow for data exchange and experiences gained from women's participation in peacekeeping missions.*
- *Increase the visibility of women in the national defence, public order and national security system through specific information and communication methods.*
- *Conduct regular training and activities on gender equality.*
- *Introduction of subjects related to the field of WPS in the curricula of own educational institutions.*

**2.2 Increasing women's participation in decision-making**

**Measures/actions:**

- *Provide the necessary support for participation in the selection for such positions.*
- *Carry out analyses on the perception of gender equality.*

***General Objective 3 - Prevent and combat all forms of gender-based discrimination, harassment and sexual violence***

The objective is to prevent all forms of gender-based discrimination, harassment and sexual violence through the consistent application of specific national legislation and the strengthening of internal information, training, reporting, monitoring and control mechanisms.

*Specific objectives*

**3.1 Strengthening the legal framework in the reference area**

**Measures/actions:**

- *Develop or update, as appropriate, the Rules of Conduct, including a gender perspective.*
- *Develop internal rules of procedure for dealing with complaints (referrals) of gender discrimination and moral and sexual harassment in the workplace.*

**3.2 Actions to prevent all forms of discrimination, harassment and gender-based sexual violence.**

**Measures/actions:**

- *Analysis of the security situation in theatres of operation, including reporting on possible situations of gender-based violence*
- *Conduct regular training, activities and/or information for personnel on standards of behaviour and norms of conduct to prevent gender discrimination and moral and sexual harassment in the workplace*
- *Reporting and responding to situations of sexual exploitation and abuse committed by Romanian military and civilian personnel deployed on missions abroad.*
- *Training of military and civilian personnel prior to deployment on missions outside the national territory on the rules of conduct and standards of behaviour that are mandatory during the mission.*
- *Training of military and civilian personnel prior to deployment on missions outside the national territory on the protection and assistance to victims of sexual and gender-based violence in conflict areas, and on the reporting of such cases.*

**General Objective 4 - Relief and recovery**

The objective is to support people affected by armed conflict through effective, sustainable and unified measures, considering the specific needs of women and girls.

**Specific objectives****4.1 Ensuring the training of staff involved in carrying out such activities****Measures/actions:**

- *Training of personnel (military/civilian/volunteers) involved in humanitarian assistance missions to refugees on compliance with gender legislation and combating all forms of discrimination and harassment.*
- *Organise field exercises on planning, organising and managing refugee flows from a gender perspective.*
- *Include in projects, seminars or meetings training sessions on the role and participation of women in post-conflict recovery and reconstruction processes.*

**4.2 Providing the necessary assistance****Measures/actions:**

- *Providing psychological assistance to refugees who have suffered abuse.*
- *Providing medical and psychological assistance and housing support to applicants and beneficiaries of international protection.*

**General Objective 5 - Working with civil society and relevant entities in the implementation of the WPS Agenda**

The aim is to develop partnership with civil society, share experiences and knowledge on implementing the WPS Agenda and raise the visibility of the field.

**Specific objectives****5.1 Providing the means to work with civil society****Measures/actions:**

- *Create and develop partnerships with human rights and gender equality organisations.*

**5.2 Develop a coherent framework for collaboration with relevant institutions or entities to implement the NAP****Measures/actions:**

- *Develop an ongoing consultation process with stakeholders.*
- *Create and develop tools for cooperation with relevant bodies to support the implementation of the NAP measures.*

## **CHAPTER VI**

### **Programmes and action lines**

The programmes and lines of action that will support the achievement of the objectives and the implementation of the Strategy can be found in the National Action Plan corresponding to the five areas of intervention in the field of WPS, or in the Annex to this Strategy. Consistency will be sought between the measures adopted in the strategy and the programmes included in the institutional strategic plans of the institutions responsible for implementing the strategy.

## **6.1 Expected outcomes**

The implementation of the objectives and measures contained in the Plan of Action will lead to the promotion of women in peace negotiation processes, in the force structure and in peacekeeping operations, as well as to the protection of women and girls in conflict areas and refugee camps.

## **6.2 Indicators**

The indicators against which progress in the implementation of the strategy will be measured are set out in the action plan corresponding to the five fields of intervention of WPS field and in the annex to this strategy.

## **6.3 Monitoring and evaluation procedures**

In accordance with Chapter V of the National Strategy and NAP for the Implementation of UNSCR 1325 (2000) for the period 2020-2023, a National Implementation Group (NIG) has been established, composed of representatives of the following institutions MoND, MIA, MFA, NAEO, SRI, STS, SPP, NAdP, which is responsible for monitoring, evaluating and reporting on the implementation of this Strategy and the related Action Plan.

In order to ensure the continuity of the content and the coherence of the institutional mechanisms for the implementation and monitoring of the measures set out in the current strategy, the follow-up of the implementation of the provisions of the reference document will continue to be ensured by the NIG, which includes representatives of the same institutions, namely MoND, MIA, MFA, NAEO, SRI, STS, SPP, NAdP, DNSC. The secretariat of the group is provided by the MoND. In its day-to-day activities, the secretariat will work with and be supported by the UNSCR 1325 (2000) officers designated by each participating institution.

In order to implement the measures set out in this Strategy, each institution with responsibilities in this area is required to appoint a representative who will facilitate and monitor the implementation of the Strategy internally and ensure cooperation with the MoND and other institutions responsible for implementation/monitoring/evaluation/reporting on the Strategy. The NIG will cooperate and has the possibility to invite to specific activities representatives and experts from the specialised committees of the Romanian Parliament, representatives of civil society and academia.

Cooperation with civil society in the process of implementing UNSCR 1325 (2000) will be achieved through a process of continuous and proactive consultation with relevant civil society organisations and through the establishment of partnerships with relevant non-governmental organisations.

The NIG, through MoND, in partnership with relevant institutions and non-governmental organisations, will ensure that the strategy is communicated, and that relevant information and best practices identified in the field are disseminated. In order to ensure the effective implementation of the NAP, its activities will be evaluated and monitored.

These activities will be carried out throughout the implementation period and will include the collection, processing and analysis of monitoring data, the progress and implementation of the strategy, the identification and resolution of practical problems encountered in the implementation of policies in the specific areas of intervention, and the improvement of knowledge, understanding and implementation of WPS measures. The state of implementation of the strategy will be assessed on the basis of annual monitoring reports drawn up by the MoND, with the support of the NIG, following the reports of all the institutions with responsibilities in the field included in the action plan.

The authorities and institutions responsible for the implementation of the Action Plan for the Implementation of the National Strategy and the NAP for the Implementation of UNSCR 1325 (2000) for the period 2024 - 2028 will prepare and submit an annual report on the status of implementation of their actions according to their specific areas of competence.

The impact of the Strategy will also be assessed on the basis of the indicators set out in the Action Plan for the Implementation of the National Strategy for the Implementation of UNSCR 1325 (2000) for the Period 2024-2028.

The main objectives of the NAP evaluation are to

- to provide information on the results of implementation at the national level, both for internal analysis and for reporting to international organisations monitoring the implementation of UNSCR 1325 (2000);
- to assess the effectiveness of implementation;
- to increase the effectiveness of the implementation of UNSCR 1325 (2000) and related resolutions by Romanian institutions.

The mid-term review will be conducted at mid-term, in the fourth quarter of 2025, on the basis of reports from NIG member institutions.

The reports will include information on the achievement of the indicators, a summary of the lessons learned from the implementation of the actions in the Action Plan in the period preceding the submission of the report, and recommendations.

After centralising the reports received, the Secretariat will provide the NIG with an analysis of the results and proposals for additions to the NAP.

To ensure transparency, the Secretariat will publish the results of the evaluation online on the NFP website <https://gendermanagement.mapn.ro/webroot/en/>.

#### **6.4 Responsible institutions**

The institutions responsible for implementing the strategy are listed in the action plan corresponding to the five areas of intervention in the field of WPS, which is annexed to this strategy.

#### **6.5 Budgetary impact and sources of financing**

The financing of the actions foreseen in the strategy will be ensured within the expenditure ceilings set for 2024 and subsequent years.

At the same time, the strategy sets out a series of commitments for the competent authorities/institutions which, once approved, will analyse in detail the financial implications and allocate the amounts for the various actions within the limits of the annually approved budgets.

The sources of funding are set out in the Action Plan corresponding to the five areas of intervention of the WPS.

#### **6.6. Implications for the legal framework**

The measures provided for in the National Strategy on the implementation of UNSCR 1325 (2000) for the period 2024 – 2028 are valuable guiding points for improving the legislative framework in the field of *Women, peace and security*, by developing methodologies, guidelines and analyses.

**THE NATIONAL ACTION PLAN REGARDING THE IMPLEMENTATION OF UNITED NATIONS SECURITY COUNCIL  
RESOLUTION 1325 (2000) - WOMEN, PEACE AND SECURITY, 2024 – 2028**

N°	Measures/Actions	Completi on Deadline	Respon sible instituti ons	Financial Resources	Indicators	Expected Results	Evaluation
<b>General Objective 1: Gender mainstreaming in security and defense policies</b>							
<b>Specific objective No. 1.1 - Improving the internal regulatory framework of the institutions of the national defense, public order and national security system regarding the NAP</b>							
1.	Development of own institutional decisions on the internal implementation of the NAP	2024 – 2028	MoND MFA MIA	Within existing budget allocations	Internal rules approved within each responsible institution	Women will be encouraged and made aware of the importance to be active in promoting an inclusive approach by reducing stereotypes and barriers related to the role and importance of women in the national defense system, public order and national security	The evaluation will be carried out in the medium term, in the middle of the implementation period, as well as at its end, based on the reports of NIG member institutions
2.	Promotion, support and implementation of the NAP	2024 – 2028	MoND MFA MIA NAEO	Within existing budget allocations	A section on the web pages of the responsible institutions and at least one annual information session of employees on the NAP content	Women will be encouraged and made aware of the importance to be active in promoting an inclusive approach by reducing stereotypes and barriers related to the role and importance of women in the national defense system, public order and national security	The evaluation will be carried out in the medium term, in the middle of the implementation period, as well as at its end, based on the reports of NIG member institutions
3.	Including the theme of women's involvement in arms' control, disarmament and the non-proliferation of	2024 – 2028	MFA MoND MIA	Within existing budget allocations	Representation of both sexes in delegations participating in the inclusion of women	Women will be encouraged and made aware of the importance to be active in promoting an inclusive approach by	The evaluation will be carried out in the medium term, in the middle of the implementation

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	weapons of mass destruction				experts in disarmament meetings/missions	reducing stereotypes and barriers related to the role and importance of women in the national defense system, public order and national security	period, as well as at its end, based on the reports of NIG member institutions
4.	Gender mainstreaming activity in security policies	2024 – 2028	MoND MFA MIA NAEO	Within existing budget allocations	Participation in at least two national/ international conferences/ meetings on <i>Women, Peace and Security</i> . Dissemination of materials to experts/gender advisors/contact points. An annual information activity for policymakers.	Women will be encouraged and made aware of the importance to be active in promoting an inclusive approach by reducing stereotypes and barriers related to the role and importance of women in the national defense system, public order and national security	The evaluation will be carried out in the medium term, in the middle of the implementation period, as well as at its end, based on the reports of NIG member institutions
<b>Specific Objective No. 1.2 - Development of working tools in institutions of national defense, public order and national security system on the implementation of the NAP</b>							
5.	NFP Insurance, responsible for coordinating the implementation of the WPS domain	2024 – 2028	MoND	Within existing budget allocations	Internal rule based nominationthe NFP	Women will be encouraged and made aware of the importance to be active in promoting an inclusive approach by reducing stereotypes and barriers related to the role and importance of women in the national defense system, public order and national security	The evaluation will be carried out in the medium term, in the middle of the implementation period, as well as at its end, based on the reports of NIG member institutions

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6.	Appointment of an Expert/Gender Adviser/Central Contact Point to collaborate and support the work of the NFP	2024 – 2028	MoND MFA MIA NAEO SRI STS SPP NAdP DNSC	Within existing budget allocations	At least one person designated by each responsible institution	Women will be encouraged and made aware of the importance to be active in promoting an inclusive approach by reducing stereotypes and barriers related to the role and importance of women in the national defense system, public order and national security	The evaluation will be carried out in the medium term, in the middle of the implementation period, as well as at its end, based on the reports of NIG member institutions
7.	Updating a common database on WPS specialists from the national defense system, public order and national security, academia and civil society	2024 – 2028	MoND	Within existing budget allocations	An electronic database developed with the support of the relevant institutions. Organization of at least one annual meeting with WPS specialists	Women will be encouraged and made aware of the importance to be active in promoting an inclusive approach by reducing stereotypes and barriers related to the role and importance of women in the national defense system, public order and national security	The evaluation will be carried out in the medium term, in the middle of the implementation period, as well as at its end, based on the reports of NIG member institutions
8.	Permanent exchange of knowledge and experience with specialists from the national and international civil environment in the field of WPS	2024 – 2028	MoND MFA MIA NAEO SRI STS SPP NAdP DNSC	Within existing budget allocations	Participation of NFPs or an Expert/Gender Adviser/Central Contact Point in at least two activities (e.g. meetings, conferences, seminars, working groups, training)	Women will be encouraged and made aware of the importance to be active in promoting an inclusive approach by reducing stereotypes and barriers related to the role and importance of women in the national defense system, public order and national security	The evaluation will be carried out in the medium term, in the middle of the implementation period, as well as at its end, based on the reports of NIG member institutions

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<b>General Objective No. 2: Increasing the representation and significant participation of women in the national defense, public order and national security system in peace negotiations, mediation processes and peacekeeping missions</b>							
<b>Specific Objective No. 2.1 - Promotion of the participation and representation of women in the national defense, public order and national security system</b>							
1.	Ensuring a horizontal and vertical flow of information for the exchange of data and experiences gained from the participation of women in peacekeeping missions	2024 – 2028	MoND MFA MIA	Within existing budget allocations	A compendium of good practices and its publication on the NFP website	Participation and representation of women in the national defense system, public order and national security and in decision-making	The evaluation will be carried out in the medium term, in the middle of the implementation period, as well as at its end, based on the reports of NIG member institutions
2.	Increase the visibility of women in the national defense system, public order and national security, through specific modalities of information and communication	2024 – 2028	MoND MFA MIA SPP NAdP DNSC	Within existing budget allocations	At least one activity per year aimed at raising awareness of the role of women in the national defense, public order and national security system	Participation and representation of women in the national defense system, public order and national security and in decision-making	The evaluation will be carried out in the medium term, in the middle of the implementation period, as well as at its end, based on the reports of NIG member institutions
3.	Training and regular activities on gender equality	2024 – 2028	MoND MFA MIA SPP NAdP	Within existing budget allocations	Minimum two training sessions per year	Participation and representation of women in the national defense system, public order, national security and in decision-making	The evaluation will be carried out in the medium term, in the middle of the implementation period, as well as at its end, based on the reports of NIG member institutions
4.	Introduction of topics related to the field of WPS in the curricula of their	2024 – 2028	MoND MIA SPP NAdP	Within existing budget allocations	Updated curricula	Participation and representation of women in the national defense system, public order,	The evaluation will be carried out in the medium term, in the middle of the

N°	Measures/Actions	Completi on Deadline	Respon sible instituti ons	Financial Resources	Indicators	Expected Results	Evaluation
	own educational institutions		SRI			national security and in decision-making	implementation period, as well as at its end, based on the reports of NIG member institutions
<b>Specific objective 2.2 - Increasing the participation of women in decision-making processes</b>							
5.	Providing the necessary support to participate in the selection for the inclusion of such positions	2024 – 2028	MoND MEA MIA	Within existing budget allocations	Eligible women encouraged to participate in peacekeeping missions, aiming to reach a target of 25 % female personnel in peacekeeping operations	Participation and representation of women in the national defense system, public order and national security and in decision-making	The evaluation will be carried out in the medium term, in the middle of the implementation period, as well as at its end, based on the reports of NIG member institutions
6.	Conducting analyses on the perception of gender equality	2024 – 2028	NAEO MoND	Within existing budget allocations	At least one research paper or synthesis on the perception of gender equality. An annual briefing	Participation and representation of women in the national defense system, public order, national security and in decision-making	The evaluation will be carried out in the medium term, in the middle of the implementation period, as well as at its end, based on the reports of NIG member institutions
<b>General Objective 3: Preventing and combating all forms of gender-based discrimination, harassment and sexual violence</b>							
<b>Specific objective 3.1 - Strengthening the legislative framework in the reference area</b>							
1.	Developing or updating, as appropriate, a Code of Conduct to include a gender perspective	2024 – 2028	MoND MFA MIA NAEO SRI STS SPP	Within existing budget allocations	<i>Code of Conduct</i> developed or updated. Dissemination of the content including a gender perspective in at least two staff training sessions per	Preventing and combating all forms of discrimination, harassment and gender-based sexual violence	The evaluation will be carried out in the medium term, in the middle of the implementation period, as well as at its end, based on the

N°	Measures/Actions	Completi on Deadline	Respon sible instituti ons	Financial Resources	Indicators	Expected Results	Evaluation
			NAdP DNSC		year/ depending on specifics		reports of NIG member institutions
2.	Development of internal procedural rules on the resolution of complaints concerning gender discrimination and acts of moral and sexual harassment at work	2024 – 2028	MoND MFA MIA NAEO STS SPP NAdP DNSC	Within existing budget allocations	Internal procedural rules developed or updated. Information on these rules on the website/intranet of the responsible institution/structure	Preventing and combating all forms of discrimination, harassment and gender- based sexual violence	The evaluation will be carried out in the medium term, in the middle of the implementation period, as well as at its end, based on the reports of NIG member institutions
<b>Specific Objective No. 3.2 - Actions to Prevent All Forms of Discrimination, Harassment, and Gender-Based Sexual Violence</b>							
3.	Analysis of the security situation in the fields of operations, including through the reporting of possible situations of gender-based violence	2024 – 2028	MoND MFA MIA	Within existing budget allocations	The results of the analysis will be disseminated in the training sessions	Preventing and combating all forms of discrimination, harassment and gender- based sexual violence	The evaluation will be carried out in the medium term, in the middle of the implementation period, as well as at its end, based on the reports of NIG member institutions
4.	Training, periodic training, activities and/or information for staff on standards of behaviour and codes of conduct with a view to preventing gender discrimination and moral and sexual harassment in the workplace	2024 – 2028	MoND MFA MIA NAEO SRI STS SPP NAdP DNSC	Within existing budget allocations	At least one training per semester on preventing and combating discrimination and moral and sexual harassment	Preventing and combating all forms of discrimination, harassment and gender- based sexual violence	The evaluation will be carried out in the medium term, in the middle of the implementation period, as well as at its end, based on the reports of NIG member institutions
5.	Training of military and civilian personnel prior to deployment to missions	2024 – 2028	MoND MIA SPP	Within existing	Training sessions	Preventing and combating all forms of discrimination,	The evaluation will be carried out in the medium term, in the

N°	Measures/Actions	Completi on Deadline	Respon sible instituti ons	Financial Resources	Indicators	Expected Results	Evaluation
	outside the national territory on mandatory codes of conduct and standards of behaviour during the mission period		NAdP	budget allocations		harassment and gender-based sexual violence	middle of the implementation period, as well as at its end, based on the reports of NIG member institutions
6.	Training of military and civilian personnel prior to deployment to missions outside the national territory on the protection and support of victims of sexual and gender-based violence in the conflict area, reporting such cases	2024 – 2028	MoND MIA SPP NAdP	Within existing budget allocations	Executed training sessions	Preventing and combating all forms of discrimination, harassment and gender-based sexual violence	The evaluation will be carried out in the medium term, in the middle of the implementation period, as well as at its end, based on the reports of NIG member institutions
<b>General Objective No. 4: Relief and recovery</b>							
<b>Specific Objective 4.1 - Ensure training of personnel involved in carrying out such activities</b>							
1.	Training of personnel (military/civil/volunteer) engaged in humanitarian support missions for refugees on compliance with gender-specific legislation and combating all forms of discrimination and harassment	2024 – 2028	MIA MoND	Within existing budget allocations	Semi-annual instruction sessions	Supporting people affected by armed conflict through effective, sustainable and unified measures, considering the specific needs of women and girls	The evaluation will be carried out in the medium term, in the middle of the implementation period, as well as at its end, based on the reports of NIG member institutions
2.	Field exercises involving planning, organizing and ensuring the management of the flow of refugees , considering the gender perspective	2024 – 2028	MIA MoND MFA	Within existing budget allocations	A number of exercises involving the organization of a refugee camp	Supporting people affected by armed conflict through effective, sustainable and unified measures, considering the specific needs of women and girls	The evaluation will be carried out in the medium term, in the middle of the implementation period, as well as at its end, based on the reports of NIG member institutions

N°	Measures/Actions	Completi on Deadline	Respon sible instituti ons	Financial Resources	Indicators	Expected Results	Evaluation
3.	Projects, seminars or meetings or training sessions on the role and participation of women in post-conflict recovery and reconstruction processes	2024 – 2028	MFA MIA MoND	The resources allocated within the Official Development Assistance of Romania	Number of projects, seminars or meetings in which such sessions have been included. Development and adaptation of themes according to the specifics of the region where the activity takes place	Supporting people affected by armed conflict through effective, sustainable and unified measures, considering the specific needs of women and girls	The evaluation will be carried out in the medium term, in the middle of the implementation period, as well as at its end, based on the reports of NIG member institutions
<b>Specific objective 4.2 - Providing the necessary assistance</b>							
4.	Providing psychological assistance to refugees who have been abused	2024 – 2028	MIA	Within existing budget allocations	Number of sessions of psychological assistance (individual and group) for refugees who have been abused	Supporting people affected by armed conflict through effective, sustainable and unified measures, considering the specific needs of women and girls	The evaluation will be carried out in the medium term, in the middle of the implementation period, as well as at its end, based on the reports of NIG member institutions
5.	Provision of medical and psychological assistance, as well as support for accommodation, to applicants and beneficiaries of a form of international protection	2024 – 2028	MIA	Within existing budget allocations	Number of people who have benefited from medical, psychological and accommodation assistance	Supporting people affected by armed conflict through effective, sustainable and unified measures, considering the specific needs of women and girls	The evaluation will be carried out in the medium term, in the middle of the implementation period, as well as at its end, based on the reports of NIG member institutions
<b>General Objective No. 5: Collaboration with civil society and profiled entities in the implementation of the WPS Agenda</b>							
<b>Specific objective 5.1 - Ensuring means of collaboration with civil society</b>							
1.	Establishment and development of partnerships with	2024 – 2028	MoND MFA MIA	Within existing	Number of conventions, protocols, and cooperation agreements concluded	Development of partnership with civil society, exchange of	The evaluation will be carried out in the medium term, in the

N°	Measures/Actions	Completi on Deadline	Respon sible instituti ons	Financial Resources	Indicators	Expected Results	Evaluation
	organizations focused on human rights, equal opportunities and treatment of women and men		NAEO	budget allocations		experience and knowledge in the area of reference	middle of the implementation period, as well as at its end, based on the reports of NIG member institutions
<b>Specific Objective No. 5.2 - Developing a coherent framework for collaboration with the relevant institutions or entities for the implementation of the NAP</b>							
2.	Developing the process of continuous consultation process with the entities active in the field	2024 – 2028	MoND MFA MIA NAEO DNSC	Within existing budget allocations	At least one debate, annually, with the participation of state institutions with responsibilities in the field and representatives from the non-governmental and academic community	Development of the partnership with civil society, exchange of experience and knowledge in the area of reference	The evaluation will be carried out in the medium term, in the middle of the implementation period, as well as at its end, based on the reports of NIG member institutions
3.	The creation and development of tools for collaboration with entities active in the field to support the implementation of the NAP measures	2024 – 2028	MoND MFA MIA NAEO	Within existing budget allocations	Number of conventions, protocols, cooperation agreements concluded	Development of the partnership with civil society, exchange of experience and knowledge in the area of reference	The evaluation will be carried out in the medium term, in the middle of the implementation period, as well as at its end, based on the reports of NIG member institutions