



MEDIUM TERM EVALUATION

OF THE IMPLEMENTATION OF NATIONAL STRATEGY AND NATIONAL ACTION PLAN ON WOMEN, PEACE AND SECURITY

1325 (2000) resolution of the Security Council of UNO- women, peace and security adopted on 31st December 2020 affirms the crucial role of women in the prevention and resolution of conflicts, in peace negotiation, peace consolidation, peace keeping, the humanitarian response and post-conflict restoration and underlines the importance of women being fully involved and committed in the efforts to ensure and promote peace and security.

The national action plan (NAP) is at the core of the development of policies and 1325 RSCUNO's common implementation direction used by the institutions within the national defense system, public order and national security, as well as other related institutions from within the central government.

IMPLEMENTATION MEASURES AND ACHIEVEMENT OF INDICATORS

Objective nr. 1: Gender mainstreaming in the security and defense policies.

Measure 1: *Develop orders/rules on the internal implementation of NAP.*

MOD: The Order of the Minister of Defence on the implementation of the provisions of the National Strategy and the National Action Plan on the implementation of the UN Security Council resolution 1325 (2000)- Women, Peace, Security for 2020-2023 has been drawn up and approved by Government Decision no. 561/2020.

On the 28 January 2021, the Military Guide on Gender Mainstreaming within the Ministry of Defence was approved by the Disposition no DRP-2 by the State Secretary for the Parliament Liaison and Personnel Welfare.

MAI: Undertake steps for the elaboration of the MAI draft of order in the field of reference.

Measure 2: *Promoting, supporting and implementing of NAP.*

MOD: The Central Structures were informed in writing and the approval and publication of the *Government Decision no 561/2020* and the Order no M 203/2020 were publicized on the Department for Parliament Liaison and Personnel Welfare Facebook page and articles in *Observatorul Militar* (Military Observer). NAP was translated, a bilingual brochure was edited and printed in order to promote NAP both at a national and international level.

MFA: Directorates with responsibilities in the field of Women, Peace and Security at MFA Headquarters, as well as Romania's missions abroad were informed on the adoption of this document, on its significance from a Romanian perspective, internally and as a EU, NATO and UN member state. The Romanian and English digital versions of the NAP were sent, together with guidance for these documents to be further provided to the responsible authorities in the country of residence/accreditation.

In February 2021, the National Strategy and National Action Plan brochure, published by MOD, was shared by UN Directorate - Specialized International Institutions and Francophonie with all the diplomatic missions in Bucharest.

In his allocution during the Reunion dedicated to the 30th anniversary of Romania's participation in the UN peacekeeping operations, MFA State Secretary emphasized Romania's accomplishments in the field, highlighting the importance of NAP.

ANES: The publication of *Government Decision no . 561/2020* was publicized on social media Facebook and ANES website. Members of the County Committee for equal opportunities between women and men (COJES) and National Committee for equal opportunities between women and men (CONES) were informed about the approval of NAP by *Government Decision no 561/2020*, as well as about the 20th anniversary since the RCSONU 1.325 (2000) adoption.

In the light of the Committee on the Status of Women 65th session (CSW65) works, ANES fostered the WPS National Plan within the National Declaration held by the ANES State Secretary.

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

MOD: Gender Management branch head within MOD was designated to act as NFP BY Order of the Minister of Defence no. M 203/2020.

The website is under implementation.

The appointment of NFP was publicized on the military press and the Department for Parliament Liaison and Personnel Welfare Facebook page.

On a permanent basis, the NFP's activity was publicized in the military press and through post on the Department for Parliament Liaison and Personnel Welfare Facebook page counting up to 15 online posts and 5 articles in *Observatorul Militar* gazette. (2021)

Measure 4: *Designate a POC to collaborate and support the NFP's activity.*

MOD: By order of Minister of Defence no M 203/2020, gender advisors were designated in all MOD structures.

As per Order of Minister of Defence no M 203/2020, a database of all gender advisors within MOD has been built.

MAI: The gender advisor took part in conferences, meetings and workshops.

MFA: within the MFA HQ, *Women, peace and security* is being closely watched mainly by the UN Directorate - Specialized International Institutions and Francophonie which is responsible for monitoring the activities of the UN Security Council, including the UN Agency on *Women, Peace and Security*. Thus, *Women, Peace and Security* responsible was designated POC and MFA's representative within the National Implementation Group. There has been permanent consultation between the MFA representative and NFP in order to establish the ways to respond the requests received from international organizations and other entities.

ANES: ANES designated two persons i.e. a full member and an alternate member to be part of the NIG.

The representatives took part in the international event on 'Solidarity with Afghan Women: the Time and Place for Feminist Responsibility', held by the National University of Political Studies and Public Administration (SNSPA) and Eastern and South-Eastern Europe Fanel Network (ESEE- FANEL).

Based on the Partnership Agreement, gave made its contribution to the Annual Conference (IRDO)- dedicated to Human Rights on " A Human Rights-based approach to post- COVID reconstruction process and reducing inequalities, held on 10.12.2021.

Measure 5: *Gender integration activities in the security policies.*

MOD: In 2020, NFP and BMPG personnel took part in 6 international conferences/seminars/meetings on Women, Peace and Security. The results were shared with the MOD central structures and NIG member institutions.

MOD organized the VTC international conference *Women leaders in security and defence* on the occasion of the 20th anniversary of the adoption of UNSCR 1325 (2000), in October.

In 2021 NFP was part of 8 international conferences /seminars/meetings on Women, Peace and Security. The results were shared with the MOD central structures and NIG member institutions.

MFA: 2021 was marked by a series of meetings at multilateral level (UN, NATO, EU), dedicated to the 20th anniversary of the adoption of UNSCR 1325 (2000). MFA sent instructions to the permanent missions of Romania as to intervene in the debates during the anniversary meetings and to present the measures taken by our country in the field. Interventions were sustained at UN Security Council, EU, NATO and OSCE. Moreover, MFA POC for WPS had an intervention during the international conference *Women leaders in security and defence* and briefed on the specific contribution brought by MFA in order to achieve the objectives established by UN within the WPS Agenda.

The series of meetings continued all throughout 2021, at a multilateral level (UN, NATO, EU) dedicated to the 20th anniversary of the adoption of UNSCR 1325 (2000) on *Women, Security and Peace*. Based on this, MFA sent instructions to the permanent missions of Romania as to intervene in the debates during the anniversary meetings and to present the measures taken by our country in the field. Interventions were sustained at UN Security Council, EU, NATO and OSCE.

Furthermore, MFA POC for *Women, Peace and Security*, together with the NFP took part in the NATO workshop dedicated to the presentation of national experiences in the implementation of the National Action Plans (the Netherlands, Italy, Latvia and Romania) organized as a videoconference in May 2021.

MAI: Gender advisor gave a presentation on *Gender perspective within MAI* during the international conference *Women leaders in security and defence*. Additionally, he/she participated in virtual workshops on the civilian dimension of the Common Security and Defence Policy organized by European External Action Service of the European Union, where the need to increase the number of seconded national experts, including women EU in theatres of operation was addressed, by encouraging the submission and support of these applications.

ANES: It was publicized on Facebook and ANES website the attendance of the full member to the international conference *Women leaders in security and defence* where it was presented the steps taken at national level in this field of equal opportunities.

Measure 6: *Build a common database of specialists in the field of WPS within the National defence, public order and national security system, academia and civil society.*

MOD: In 2020, NIG secretary built an electronic database. There were 2 working groups with the NIG representatives.

In 2021, there were an additional number of 2 WG with NIG representatives. The conclusions and results were disseminated among the participant institutions.

Measure 7: *Permanent exchange of knowledge and experience with national and international civil specialists in the field of WPS.*

MOD: Specialists and representatives of the academia and civil society attended the *Women leaders in security and defence* international conference which took place in November 2020.

In 2021, BMPG personnel attended 26 international activities.

On the 24th of November 2021, the Romanian-Canadian working group organized the most important activity which took place at Henri Coandă Air Force Academy. *Women in missions abroad* was the central theme of the activity and it benefited from the participation of MAI and the National School of Political and Administrative Studies representatives.

MFA: During a videoconference requested by a Finnish Ph.D. Student of a University in the UK, the POC for WPS gave a presentation of the results in the field.

MAI: The gender advisor attended the *Women leaders in security and defence* conference and the virtual workshop on the civil dimension of Security and Common Defence Policy, organized by Finland and Spain, in partnership with the Berlin Excellence Center on 8 October 2021. Named „Work-life balance and other factors affecting women’s participation in civilian CSDP missions”, it emphasized the importance of creating a policy and practice to encourage the balance between professional and personal life. This balance plays a significant part in attracting, motivating and recruiting women national experts in EU civilian theatres of operations, as well as the challenges in this respect for pursuing a career in international missions.

Additionally, the designated gender advisor attended and had an intervention within the tema „Women in missions abroad” Romanian-Canadian workshop, held on 24th November 2021 at the Henri Coandă Air Force Academy regarding the proven experience, professional and personal challenges within the OSCE Special Monitoring Mission in Ukraine between 2015-2017, being the first deployed Romanian woman in a civil mission in an active armed conflict region.

Moreover, steps are currently being taken to designate (affiliate) the leadership of the International Police Cooperation Center, as the representative of the Romanian Police within the Women Police Officers Network, a professional organization established at European level.

Also, part of the objective are the participation of the Romanian Police representatives/POCs in:

- Online international conference organized by ANES, on the 27th April 2021 as part of the predefined project Supporting the implementation of the Istanbul Convention in Romania, financed by the Norwegian Financial Mechanism- Justice Program-coordinated by the Romanian Ministry of Justice;

- Online round table organized by PRO REFUGIU Association, on the 12th May 2021, on the protection of victims of crime within the project "Towards a more responsive victim-centre approach of the criminal justice system RE-JUST" of the European Union Justice Programme, together with specialists from Romania, Bulgaria, Germany, Finland, Spain;

- Online conference on "Domestic Violence", organized by the Romanian Association of Criminologists for the presentation of the research on the Provisional Protection Order and the Bright Sky RO application, on 21.07.2021.

ANES: From 29 September to 2 October 2020, two regional workshops were held in Sibiu and Râmnicu Vâlcea.

Two regional workshops were held in Slobozia and Buzau on 12-16 October 2020.

Representatives from local public institutions, universities and NGOs attended the four workshops.

Between 26 and 28 October 2020, high-level consultations were held with the participation of decision-makers from relevant public institutions.

On 27-28 October 2020, the work continued with the participation of representatives from central public administration, academia and civil society relevant to the field of equal opportunities and equal treatment between women and men.

The specific objective of the Draft National Gender Equality Strategy (2021-2027) was also a subject for discussion during the six meetings.

Representatives of the institution participated in the online international event on "Women's Participation & U.S. Military Culture", organized by the Georgetown Institute for Women, Peace and Security.

During the work of the Génération Egalité Forum (30.06.- 2.07.2021) held in Paris, chaired by Mr Emmanuel MACRON and organized in partnership with UN WOMEN, Mexico, as well as members of civil society and youth organizations, ANES has made 2 commitments that comply with Romania's foreign policy objectives in the field of equal opportunities and treatment between women and men and the prevention and combating of domestic violence. The two commitments are related to joining the Action Coalition "Eliminating Violence against Women and Girls" and the Action Coalition "Supporting Feminist Movements and Women's Leadership".

The aim of the UN WOMEN "Génération Egalité/Generation Equality" initiative is to generate and encourage further action in support of gender equality and at the same time to spur UN Member States to implement the commitments made in the Beijing Declaration and Platform for Action.

The institution's representatives participated in the online event dedicated to the launch of the Compact on Women, Peace and Security and Humanitarian Action (WPS-HA Compact) on the sidelines of the Paris Forum.

Objective nr. 2: Increase the representation and meaningful participation of women in peace negotiations, mediation processes and peacekeeping missions.

Measure 8: *Provide the necessary support for participation in the selection for such posts.*

MOD: There are both female military and civilian staff in executive and managerial positions at all levels. Women may hold any military or, where appropriate, civilian post, subject to the criteria of competence, in all arms, military specialties and there are no legislative restrictions. MOD supports and encourages the participation of women in the selection process for peacekeeping missions.

The percentage of women serving on foreign missions has been changing recently. In UN missions, the percentage of female staff is 39%, 6% in NATO missions and 6% in EU missions.

MFA: In 2020, the 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 and at Headquarters. Through their specific tasks, these senior staff is qualified to respond to requests from international organizations for mediation, peace negotiations or conflict prevention.

MAI: On the occasion of the publicity of the requests for national contribution at the MAI level (posting on the MAI intranet page), the submission and support of applications from women staff from the structures is encouraged.

Furthermore, against the background of participation in international missions under the aegis of the UN and given the shortage of women personnel, the Department of Peace Operations within the UN General Secretariat has requested an increase by 25%, in the percentage of women police officers participating in missions in which context MAI has made recruitment and selection procedures for the deployment of women in peace missions more flexible. Therefore, currently 30% of female personnel are deployed in UN theatres of operations, 27% in international missions under the EU's Common Security and Defence Policy, in total 28% of MAI personnel deployed in peacekeeping missions are women, thus successfully achieving the UN Security Council Resolution 1325 (2000) Action Plan target of 15% female personnel in international missions.

Steps have also been taken to fill the positions of contingent chiefs with women police officers, as well as to fill some senior representative positions. One female officer is currently serving in the UN Police Division in New York.

ANES: At ANES level, a specific objective has been introduced in the National Strategy Plan on Gender Equality (2021-2027) in order to increase women's representation and meaningful participation in peace negotiations, mediation processes and peacekeeping missions. Steps have been taken to conduct an awareness-raising campaign focusing on three main actions:

1. The first phase aims to host testimonials and success stories of women in leadership positions in different fields on the ANES website.

2. In the second phase, 5 workshops were organized with women in leadership positions in NGOs, academia, public and private entities and social partners.

3. The result of this campaign will be the drafting of legislative amendments to Law No 202/2002 on equal opportunities and treatment between women and men, regarding the need to establish quotas or affirmative action to increase the representation of women in the decision-making process.

4. The campaign was planned to run nationwide and was to be implemented starting with 10 December 2020 and continued into 2021.

In the context of the 6th anniversary since the adoption of Law no. 23/2015, declaring 8 May the day of Equal Opportunities for Women and Men, the National Agency for Equal Opportunities for Women and Men implemented a series of online actions under the aegis of "Equal Opportunities for Women and Men Week" and MOD carried out a series of briefings and sent messages supporting and promoting equal opportunities for women and men with a focus on encouraging women's participation in decision-making and leadership.

Measure 9: *Ensure a horizontal and vertical information flow for the exchange of data and experiences gained from women's participation in peacekeeping missions.*

MFA: After the NAP adoption, the Romanian missions abroad were asked by the MFA Central Office to assign the theme Women, Peace and Security to a diplomat and to send relevant information on this theme from their country of residence. The

communications sent by the Romanian missions are forwarded to the NFP, for the documentation base of the GNI secretariat and in order to know the experiences of other countries in this field.

MAI: The designated gender advisor attended the virtual workshop on the civilian dimension of the Common Security and Defence Policy, organized by Finland and Spain in partnership with Berlin Centre of Excellence, entitled "Work-life balance and other factors affecting women's participation in civilian CSDP missions", on 08.10.2021, which highlighted the importance of developing policies and practices to encourage work-life balance. This balance plays an important role in attracting, motivating and recruiting women national experts in EU civilian theatres of operations, but also the challenges in this respect for pursuing a career in international missions.

The gender advisor also attended and made an intervention during the Romanian-Canadian working group on "Women in missions abroad", held on 24.11.2021, at Henri Coandă Air Force Academy Headquarters, regarding the experience gained, personal and professional challenges in the OSCE Special Monitoring Mission to Ukraine in 2015-2017, being the first woman that Romania deployed to a civilian mission, in the region of active armed conflict.

At the same time, steps are currently being taken to designate (affiliate) the leadership of the International Police Cooperation Center, as representative of the Romanian Police, within the European Network of Women Police Officers, a professional organization established at European level.

Also, part of the objective is the participation of the Romanian Police representatives/POCs in:

- Online international conference organized by ANES, on the 27th April 2021 as part of the predefined project Supporting the implementation of the Istanbul Convention in Romania, financed by the Norwegian Financial Mechanism- Justice Program-coordinated by the Romanian Ministry of Justice;

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- Online conference on "Domestic Violence", organized by the Romanian Association of Criminologists for the presentation of the research on the Provisional Protection Order and the Bright Sky RO application, on 21.07.2021.

- The 58th online Conference of the International Association of Women Police (IAWP), from 06 - 11.11.2021.

Measure 10: *Conduct communication campaigns to increase the visibility of women in the security and defence sector.*

MOD: 2020- 3 press releases were issued on the topic or central theme of female staff. The FLSD Conference was also covered in the military and civilian press.

2021- 3 press releases were issued at the MOD level to mark 25 November - "International Day against Violence against Women", 8 May 2021 - "Equal Opportunities for Women and Men Day" and the promotion of the Romanian-Canadian

Working Group on "Women in missions abroad". There were also 15 social media posts (Facebook) of the Department for Parliament Liaison and Personnel Welfare.

MAI: At the initiative of the Human Resources Management Directorate, 6 MAI women representatives, deployed in UN theatres of operations, were congratulated by the Minister of Internal Affairs during a videoconference ceremony held at the Ministry's headquarters where they were awarded with the Emblem of Honor for International Missions, on the occasion of the International Day of Personnel participating in UN peacekeeping missions. The event was publicized on the MAI social media page (Facebook).

On the social media page (Facebook) of the Ministry of Internal Affairs, there are brief experiences of personnel currently in theatres of operations. Several pages of the "Pentru Patrie" magazine, have been dedicated to the field of analysis, such as: MAI Women on four meridians", "Romanian leaders in international missions and organizations", "Training for international missions - a priority objective".

In 2021, female personnel in decision-making positions, as well as in executive positions in various structures of the Ministry of Internal Affairs, were publicized in press materials, in the "Pentru Patrie" magazine, in their own TV shows and through materials published on the accounts assumed by the MAI on social networks.

Thus, 19 materials were published on MAI's Facebook page, to promote women police officers, women volunteers in emergency inspectorate structures, their interventions in various situations in support of citizens, as well as women personnel on international peacekeeping missions (e.g. on the occasion of International Blue Helmets Day - 29 May. 26 such materials were also published on the MAI's Instagram account.

16 articles have been published in the MAI Pentru Patrie magazine, highlighting the contribution of female personnel in different areas of work within the competence of MAI, among which we mention:

- article on the work carried out by a MAI representative in the Central African Republic (MINUSCA) who also holds the position of Head of the Human Resources Management Unit and who won the "Best Police Officer" award in the Administration Department, mentioned in ECHOS DE LA POLICE magazine no. 30 of July 2021;

- interviews conducted with the Director General of the Emergency Hospital "Prof. Dr. Dimitrie Gerota" of the Ministry of Internal Affairs, with the Director General of the General Directorate for Passports, or with the Director of the Crime Research and Prevention Institute of the Romanian General Police Inspectorate.

Within the weekly "MAI close to you" programs, broadcast on national TV channel, taken over by TVR Moldova and SedLex, broadcast on the N24+ channel, 10 reports were made on the contribution of women personnel, on different lines of work within the competence of MAI, with the participation, of representatives from the Institute for Crime Research and Prevention of the Romanian Police, the National Anti-Drug Agency, the Mounted Gendarmerie.

At the level of the Romanian Gendarmerie, 11 materials have been posted and produced on Facebook and Instagram social networks, promoting women personnel in the context of the missions they carry out within this structure and, at the same time, describing the missions and personal experiences of the representatives of the Ministry of Internal Affairs in international peacekeeping missions in Afghanistan, Central

African Republic, Haiti. The work of some women gendarmes who work as civilians in the field of mountains, public order, or are involved in volunteer activities within SMURD or humanitarian actions has been highlighted.

"Nicolae Golescu" Police Training and Development Centre, Slatina, has included the theme "Women's contribution to conflict prevention and peacekeeping" in its continuous training plan, in order to familiarize and improve police officers' perception of the added value of women in peacekeeping forces.

The promotion of women experts from the Ministry of Internal Affairs to international missions has a double role: to provide expertise within European and extra-EU institutions, as well as to strengthen the public order and security sector in Romania through the experience gained. Also, the accumulation of international experience by policewomen aims to increase interoperability with similar formations of other nations, i.e. the possibility offered by the collaboration with personnel (military and civilian) from other countries, other continents, with a different operational culture and to deepen the experience of interoperability.

ANES: The National Awareness Campaign "We see you, we respect you, together we act" aimed to highlight the work of women on the frontline during the COVID 19 pandemic in areas such as health, public order, defence and education. These areas, predominantly feminized, have now proved to be of major interest to the functioning of society as a whole.

The aim of the FEMTALK 2020 campaign was to highlight the issue of gender discrimination and equal opportunities in Romania in 2020. Women personalities from the fields of education, culture, health, business and media spoke about their personal and professional experiences where they faced various gender stereotypes, prejudices or discrimination. Video messages from several female personalities from various fields of activity were recorded and posted on the institution's website, www.anes.gov.ro.

Within the context of the worsening phenomenon of violence generated by the COVID-19 pandemic, the webinar "Women's safety in public and private spaces" was organized in partnership with the Romanian Institute for Human Rights and the Romanian Women Together Association.

An ANES-UNICEF Romania partnership agreement has been signed.

UN-GENEVA-MAE-ANES contributions to the virtual photo exhibition "Not a Woman's Job?" on the occasion of International Labour Day - UN Geneva, 01.05.2021.

Simona Maieran—, Lieutenant commander Simona Maieran, the first Romanian woman to fly a supersonic aircraft (2009, MiG-21 LanceR). A pilot within the NATO-supported Strategic Airlift Capability programme and is part of a multinational team from 12 NATO member and partner nations who have flown several missions to deliver medical supplies and equipment to Allies and other countries in need during the COVID-19 pandemic.” <https://sites.ungeneva.org/not-a-womans-job/eastern-european-group/simona-maieran.html>

SRI: An internal communication campaign was carried out in all units of the Service on gender regulation in Romania, based on the provisions of RCSONU 1.325 (2000), the *Government Decision no 561/2020* and the Order *no M 203/2020* with a focus on the provisions of the National Strategy and the National Action Plan.

Measure 12: *Conduct regular training on gender equality.*

MOD: Designated gender advisors are responsible for the regular training of the personnel of the structures to which they belong, by including specific topics in the working meetings of the commanders and/or in the command preparations.

SRI: 134 HR specialists within SRI have been trained since October 2020 on gender equality through practical exercises based on the NIG leaflet on gender equality.

Measure 13: *Introduce gender equality training in all security and defence educational institutions.*

MAI: The school curricula include and periodically update topics on the protection of human rights and them being respected in the activities of police officers (discriminatory attitudes and behavior motivated by hatred, discrimination issues, the code of ethics of the police officer - a fundamental benchmark in shaping standards of professional conduct), as follows:

- „Alexandru Ioan Cuza” Police Academy ensures the common training of students, in the field of reference through contents within the subject of Ethics and Integrity, a subject studied at all faculties starting with 2018-2019 academic year, as a half-year subject;

- within the Promotion of Human Rights and Postgraduate Studies Center, the postgraduate programme "Human Rights in the Institutions of Public Order and Security" is organized with the following subjects: equal opportunities and sustainable development, fundamental rights and freedoms of citizens of the European Union, legal modalities of protection of certain categories of persons in case of international disputes or conflicts, legal protection of victims, respect for human rights in the integrated management of public order institutions, jurisdictional mechanism of the Council of Europe - ECHR, role of law enforcement authorities in preventing child abuse, preventing and combating hate crimes through criminal law means - 48 trainees;

- within the Institute for Public Order Studies, MAI staff have been trained, during the reference period, in various forms of training covering topics subject to evaluation, as follows:

- ✓ Career Initiation Course - 120 trainees;

- ✓ Professional competence course for the rank of chief agent, commissioner and chief commissioner- 20 trainees;

- ✓ Management course for senior officers- 20 trainees;

- ✓ Management course - officers with executive functions- 40 trainees.

The following training programmes were also reintroduced: Preventing and combating all forms of discrimination, Preventing torture and inhuman or degrading treatment or punishment, Preventing and combating gender-based violence (organized at the proposal of the Embassy of Spain in Bucharest, presentations by representatives of the Spanish National Police Department).

Induction courses for externally recruited staff are organized in the training centers and the curriculum of these courses includes relevant topics in the field of human rights as well as hate crimes - anti-Semitism, racism, xenophobia. Special interviewing techniques and ECHR case law are presented and practiced in the teaching

activities. The activities are held by specialists from the General Inspectorate of the Romanian Police, instructors of the centers and trainers.

Expected measures

Respect for human rights is a professional attribute and a permanent concern in the training of MAI staff, so the measures designed to intensify training in the field of human rights and gender equality, opportunities/treatment between women and men, target the following levels and contexts of training:

- formally, in educational institutions and training centers; maintaining specific programmes on respect for human rights in the course schedules, developing and diversifying these training programmes - updating content, differentiated approach to topics and subjects, linking teaching aspects to professional activities, expanding target groups, developing inter-institutional collaboration; providing territorial trainers to disseminate specific knowledge and procedures, in stages, until the majority of police officers and military personnel who are in professional contact with vulnerable groups are included;

- non-formal education, through the exercise of professional guardianship; inclusion in guardianship programmes of compulsory themes on respect for human rights (including specific issues like hate crimes, domestic violence, equal opportunities/treatment of women and men, etc.;

- informally, work-based learning, through professional activities according to the endeavors of the post, studying and applying the specific national and European regulatory framework in force.

ANES: ANES signed a Partnership Agreement with the Ministry of Education and Research in August 2020.

Based on the Partnership Agreement signed with UNICEF Romania, actions will be implemented to promote gender equality and the rights of women and girls, which are essential for respecting the rights of all children.

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

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

MAI: The Ministry of Internal Affairs applies the legislative provisions concerning this measure through the Government Emergency Ordinance no. 96/2003 on maternity protection at the workplace, with subsequent amendments and completions; Government Decision no. 537/2004 approving the methodological rules for the application of the provisions of Government Emergency Ordinance no. 96/2003 on maternity protection at the workplace, with subsequent amendments and completions.

Under implementation - updating of Procedure PS-002 - DMRU, edition I, revision 0/2003 on the methodology for the application of maternity protection measures at MAI workplaces.

An analysis is envisaged on the appropriateness of amending/updating/complementing the regulatory framework in the area concerned.

ANES: expanding and diversifying the type of information provided on 0800 500 333 national hotline for victims of domestic violence, available free of charge, 24/7 assistance (e.g. guidance on: tele-working, working from home, the possibility to stay at home with children under 12, technical unemployment, information for Romanian women abroad in other countries affected by COVID-19, information on national safety measures adopted by military ordinances, etc).

SRI: The possibility of adopting flexible working hours in SRI units has been maintained for June-September 2021, where activities have allowed for this to be possible.

Objective nr. 3: Prevent and combat all forms of gender-based discrimination, harassment and sexual violence

Measure 15: *Develop a gender-sensitive code of conduct*

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

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

- *Government Emergency Ordinance no. 57/2019 on the Administrative Code*, as amended and supplemented;
- 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.

The MFA's Diplomatic Control and Evaluation Corps ensures the training of MFA personnel going on mission in the Foreign Service in terms of standards of ethics and conduct.

During 2021, there were no complaints of workplace harassment filed by women in peacekeeping missions.

ANES: Moral harassment is illegal! Put an end to dysfunctional working relationships!" was organized in partnership with the Romanian Institute for Human Rights from 15 September to 15 October 2020 and aimed to raise awareness about the high number of cases of moral harassment in the workplace, as well as to promote the new legislative measures adopted in Romania.

STS: New staff ethics rules have been approved at the institution, including provisions on equal opportunities, preventing and combating harassment and discrimination at work, and rules on flexible working hours for staff.

Measure 16: *Develop analyses of the security situation in theatres of operations, including by reporting on the identification of gender-based violence in mission areas.*

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

The Permanent Mission of Romania to the UN constantly sends information on this issue, and the relevant aspects from the regarding this theme are being provided to the NFP.

Measure 18: *Conduct regular training and/or briefings for staff on standards of behavior and code of conduct to prevent gender discrimination and sexual harassment.*

MOD: Ongoing activity. The activity is carried out by gender advisors, by applying the provisions of the *Military Guide on Gender Mainstreaming in the MOD*.

MAI: Steps have been taken to include the subject matter and specialist training in the provision/order on the organization, conduct and evaluation of in-service training for the period 01.04.2021-31.03.2022.

Conducting regular training and/or briefings for staff on standards of behavior and code of conduct to prevent gender discrimination and sexual harassment has been included in the subject matter and training. Rules have been adopted on the organization, conduct and evaluation of in-service training for the period 01.04.2021-31.03.2022.

Provisions for the prohibition of gender-based discrimination have also been included in the organizational and operational regulations and internal rules of the units, and employees have been informed, including through visible posters, of their rights with regard to respect for equal opportunities and treatment between women and men in employment relations, etc.

Additionally, in 2021, for the staff employed in the public relations and communication structures at a central and territorial level within the Ministry of Internal Affairs, two courses were organized for Public Relations and Communication Assistants, which were completed by a total of 32 trainees, including 15 women officers / police officers / non-commissioned officers. Subjects such as the media handling of various cases dealing with gender equality and discrimination and violence of any kind were included.

ANP: At the level of the penitentiary system, with the support of the Gender Management Office of the MOD, a training on gender issues took place, attended by 40 penitentiary police officers.

SRI: 240 SRI employees were trained on gender equality topics, by including specific modules in the courses of the POCA project "INTELLIGENCE in the service of citizens".

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

ANES: At ANES level, the document "Anti-harassment policy in the workplace applicable within ANES structures" has been drafted.

During 2021 the "Practical Guide on Moral Harassment in the Workplace" was developed, based on the ANES and IRDO inter-institutional partnership, as part of the National Campaign for Awareness of Moral Harassment in the Workplace, Phase II.

Based on the Partnership Agreement signed by ANES with the Romanian Institute for Peace (PATRIR), an online seminar on "Psychological harassment at the workplace" was organized in December 2021.

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

MOD: Under implementation, being a continuous activity.

As per Chief of Defence Staff Provision no SMAP 24/ 31.03.2020, BMPG is responsible for the training of the personnel selected to participate in individual missions abroad on the following topics: gender perspective in military operations, combating sexual abuse and exploitation, implementation of the provisions of UNSCR 1.325.

In accordance with its terms of reference, in 2021, the BMPG carried out 6 training sessions for the personnel selected to participate in external missions. A total of 86 military personnel were trained on the aforementioned aspects of interest.

MAI: In the curricula of the basic training programmes for participation in international missions (UN monitors English and French - officers and NCOs, EUPOL English and French - officers and NCOs), topics related to the field of reference are studied. The purpose of this is the further training and education of experts eligible for participation in international missions, gender mainstreaming in the training and education of experts to be deployed on civilian missions, in a constant effort to provide as varied and standardized training as possible at European level.

During the reporting period, 17 MAI trainees were trained in the Basic Training Course for Participation in Multinational Operations under the EU and 21 trainees in the Basic Training Course for Participation in Multinational Operations under the UN.

During the briefings held at the Ministry of Internal Affairs, prior to their deployment in the theatres of operation, the personnel are trained on complying with the provisions of the code of conduct and rules of conduct during the mission, the code of ethics and deontology of the police officer, respectively those related to the Statute of the police officer and the Statute of the military staff, relevant to the issue.

At training activities, BMPG staff supported the MAI by giving presentations on topics such as combating sexual harassment, sexual exploitation and abuse, UN Security Council Resolution 1325 (2000) and conduct of personnel on foreign missions.

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 area and reporting of such cases.*

MOD: According to the Order of the Chief of Defence Staff No. SMAP 24 of 31.03.2020, the BMPG is responsible for training the personnel selected to participate in individual missions outside the Romanian state on the following topics: gender

perspective in military operations, combating sexual abuse and exploitation, implementation of UNSCR 1.325.

In accordance with the competences in this field, in 2021, BMPG carried a number of 6 training sessions for the personnel selected to participate in external missions. Thus, 86 military personnel were trained on the following aspects of interest mentioned above.

MAI: In the curriculum of basic training programmes for participation in international missions (UN monitors English and French - officers and NCOs, EUPOL English and French - officers and NCOs) topics related to the field of reference are included. The purpose of this is to improve and train experts eligible for participation in international missions, to integrate gender aspects in the training and preparation of experts who will be deployed in civilian missions, in a constant effort to provide a training as varied and standardized as possible at European level. During the reporting period, 17 MAI trainees were trained in the Basic Training Course for Participation in Multinational Operations under the EU and 21 trainees in the Basic Training Course for Participation in Multinational Operations under the UN.

Prior to deployment in the theatres of operations, MAI personnel is briefed and trained in compliance with the provisions of the code of conduct and rules of conduct during the mission, the code of ethics and deontology of the police officer, and those related to the Status of the police officer and the Status of the military staff, all relevant to the issue under analysis.

At the training activities, BMPG staff supported the MAI by giving presentations on topics such as combating sexual harassment, sexual exploitation and abuse, UN Security Council Resolution 1325 (2000) and conduct of personnel on foreign missions.

Objective nr. 4: Cooperating with civil society to implement the SPF Agenda

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

ANES: Partnership agreements have been signed with the Romanian Institute for Human Rights, the International Organization for Migration and UNICEF Romania. In 2021 the partnership agreement no. 4/19.04.2021 ANES - Romanian Institute for Peace (PATRIR) was concluded.

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

MOD: Within the Romanian-Canadian Working Group, the BMPG has collaborated with academia to support the work. The aim of the working group was to initiate the younger generation by providing examples of success and sharing lessons learned and best practices obtained in foreign missions by female military personnel from the Romanian Air Force and the Canadian Air Force.

MAI: “Alexandru Ioan Cuza” Police Academy in partnership with the ANAIS Association, organized on 10.11.2021 a public debate on "Challenges in police intervention in domestic violence cases", attended by 50 students.

The General Inspectorate of the Romanian Police (I.G.P.R.) also carries out activities in partnership with NGOs: E-Romja, Necuvinte Association, Sensiblu Foundation, Filia Centre, Telefonul Copilului Association, Word Vision Romania, Legal Resources Centre.

In partnership with ANES, ANAIS Association and Necuvinte Association organized and supported 2 training sessions on domestic violence, targeting police officers from public order structures who intervene in reported events or manage cases of domestic violence.

To this end, 1,000 police officers were trained, the selection criterion being newly recruited or newly transferred to public order structures.

I.G.P.R. also organized in November 2021, in online format, the event Healthy Relationships, and in February-March 2022 the project "Sensitive response to domestic violence cases" was carried out, in which 6 training sessions were held, addressing topics with incidence in the field of reference. The project aims to support the efforts of police officers involved in dealing with domestic violence cases and of social workers who are part of mobile emergency response teams in domestic violence cases.

Moreover, steps have been taken to organize, in May 2022, an academic conference in the field of crime prevention, including human rights and gender equality

RELIEF AND RECOVERY

In Romania, all necessary measures have been taken to address the Ukrainian refugee crisis from a gender perspective, by respecting the civilian and humanitarian nature of the camps, by taking into account the needs of women and girls from the design phase of these facilities, as per Pillar IV Relief and Recovery of Resolution 1325 Women, Peace and Security.

In continuous liaison with the responsible staff of the Department of Emergency Situations, the NFP carried out a fact-finding mission and prepared an assessment report based on a questionnaire, elaborated on UN criteria. The results were forwarded to national and international institutions: UN WOMEN and the relevant offices of other international organizations.

In order to provide specific training, the BMPG developed a card of conduct (a set of 10 rules), in Romanian and English, which was sent to the staff of the state apparatus and volunteers through the Department for Emergency Situations of the Ministry of Internal Affairs.

1. Think, speak, act and behave in a disciplined, caring, mature and reliable 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. Do not allow immoral, sexually, psychologically abusive or exploitative acts against 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 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..

WOMEN STAFFING-2020

MOD: the overall women staff within the institution was 19%, the situation by categories of personnel being as follows: generals - 2.33%; officers - 17%; military majors and non-commissioned officers - 10%; professional enlisted soldiers - 3.77%; civilian contract personnel/civil servants - 64%; students from national military colleges - 41%; students from military schools for military majors and non-commissioned officers - 25%; military students in military higher education institutions (undergraduate studies) - 31%

MAI: The overall women staff at the level of the institution was 19.05%, with the following percentages per structure: Romanian Police: 24.99%, Border Police: 20.94%, Romanian Gendarmerie: 7.81% and Department for Emergency Situations: 5.34%.

MFA: 35.9% of Head of Mission positions and 54.5% of management positions in the Headquarters were held by women..

SRI: The overall women staff at institution level is 35.52% and the women staff at decision-making level 2 was 18.60%.

STS: The overall women staff amounted to 50.56% and 23.94% were management positions.

WOMEN STAFFING-2021

MOD: the latest analysis showed that in the Romanian armed forces women represent 8.5% of military personnel of the total number of women; the highest percentage is in the land forces - 36%. in the air force, the percentage of female personnel is 18% of the total number, of which 21% are employed as pilots. In the navy, the percentage of women personnel is 7.6%. The medical field is preferred by women in the military, with more than 16% of posts filled by women. The next most preferred field for women is communications and information technology, with 15% women, followed by the infantry, with 11%.

Of the total number of women employed in the Ministry of National Defence, 32% are in management positions. Women military leadership has gained ground in recent years. There are now structures led by women, ranging from military units, and military hospitals to central structures of the Ministry of National Defence.

The percentage of women deployed on foreign missions has evolved recently. In UN missions, the percentage is 39%, 6% in NATO missions and 6% in EU missions.

MFA: In MFA, 54% of management positions are held by women. The employment of women in the Foreign Service is 33% for management positions.

MAI: In terms of staffing at the Ministry of the Internal Affairs, there are 45 posts at decision grade 1, of which 10 are vacant. The 35 posts were filled as follows: 27 (77%) men and 8 (23%) women.

There are 78 posts at decision grade 2, of which 12 are vacant. The occupied posts are divided as follows: 55 (83%) men and 11 (17%) women.

For decision grade 1+2, the posts were filled as follows: 82 (81%) men and 19 (19%) women.

In 2021, the percentage of women decreases by 1% compared to 2020, from 20% to 19% for decision grades 1+2. For decision grade 1, the female percentage in 2021 decreases by 7% compared to 2020, and for decision grade 2 it increases by 2% compared to 2020.

STS: In 2021, level of existing posts for women within the institution was 49.52% and of existing management positions at the institution was 27.96%.

Compared to the previous year, there is a balance between women and men and there is also an increase in the number of women in management positions compared to the previous year. Additionally, in terms of the level of schooling for the needs of our institution, we would point out that women occupy a percentage of 50%.

SRI: As regards the number of women employees, on 01.01.2022 it is increasing by 0.02 percentage points compared to 01.01.2021, reaching 35.55%, while the percentage of women in decision-making grade 2 is decreasing from 18.60% in 2021 to 17.96% in 2022. Gender criteria are not taken into account in the selection processes of persons for direct employment and admission to the National Intelligence Academy "Mihai Viteazul".

CONCLUSIONS

In the two years since the adoption of the NAP, significant steps have been made in the national defence, public order and national security system in the internal implementation of the Women, Peace and Security Agenda.

The approval of the Order of the Minister of National Defence and the appointment of the NFP, together with the appointment of gender experts/advisers in all institutions, the creation of a "gender architecture" at national level is a first step in the promotion and implementation of the reference area.

Another significant aspect is inter-institutional cooperation. The establishment of the GNI, the regular working meetings of the members of the group and the dissemination of information and lessons learnt through participation in meetings, seminars and conferences, both domestic and international, are the basis for the implementation of the Women, Peace and Security field at national level.

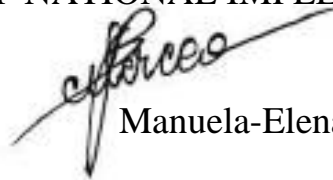
The BMPG has developed „Military Guide on Implementation of Gender Perspective in the Ministry of National Defence", which is used in conducting gender trainings to prevent gender discrimination, sexual harassment, sexual exploitation and abuse, and gender-based violence committed during conflicts. Special attention was paid to training of national defence, public order and national security personnel during pre-deployment in theatres of operations.

Although the implementation of Pillar IV "Relief and Rehabilitation" of UN Security Council Resolution 1325 was not taken into account in the elaboration of the NAP, as there was no indication at that time of the need to apply it on the national territory, in the subsequent approach to the Ukrainian refugee crisis, Romanian authorities took into account all aspects related to the respect of the civilian and humanitarian nature of the camps, the specific needs of women and girls.

Following the analysis of the status of implementation of the measures set out in the National Strategy and the National Action Plan, the following proposals emerge for the continuation/intensification of the implementation of the reference document and the design of the next plan, namely:

- Intensification of campaigns to promote the work of gender advisors/experts appointed in the institutions of the national defence, public order and national security system;
- Increased attention to gender mainstreaming in educational institutions, with the support of the Ministry of Education;
- Involving civil society and academic representatives in specific training and thematic sessions;
- Include Pillar IV "Relief and Recovery" in the draft of the new National Action Plan.

CHAIR ELECT OF NATIONAL IMPLEMENTATION GROUP
Lieutenant-colonel



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