



**SUMMARY**  
**OF THE IMPLEMENTATION OF NATIONAL STRATEGY AND NATIONAL**  
**ACTION PLAN ON WOMEN, PEACE AND SECURITY**  
**FOR 2021**

## ***IMPLEMENTING TARGETS AND MEETING THE INDICATORS***

### ***Objective nr. 1: Integration of gender perspective in security and defence policies***

#### ***Target 1: Internal norms approved by each institution***

**MoND:** The secretary of state for liaison with Parliament and quality of life personnel has approved the „Military guidelines on gender perspective integration into the Ministry of National Defence” approved by DRP-2 dated 28th January 2021.

#### ***Target 2: Promotion, support and implementation of NAP.***

**MFA:** The directorates with specific responsibilities related to WPS in MFA Headquarters as well as the diplomatic missions of Romania have been informed about the adoption of the first NAP of Romania, about its content and significance both at national level and as a Member State of United Nations, European Union and NATO.

The NAP in electronic format, both Romanian and English versions, have been sent to all the diplomatic missions of Romania.

In February 2021, the Directorate for UN, Specialized Agencies and Francophony of MFA distributed the bilingual brochure of the NAP to all embassies and diplomatic missions in Bucharest. The brochure was issued by the Ministry of National Defense.

In his address to the Meeting celebrating the 30th anniversary of Romania’s participation in UN peacekeeping missions, organized by the Ministry of National Defense on 21st September 2021, the state secretary for global affairs with the MFA underlined the progress of Romania in this area and the contribution of the first NAP in this respect.

**NAEO:** In the context of the works of the 65th Session of the Commission on the Status of Women (CSW65) NAEO promoted the WPS NATIONAL PLAN IN THE NATIONAL STATEMENT SUPPORTED BY THE STATE SECRETARY OF NAEO (<https://NAEO.gov.ro/a-65-a-sesiune-a-comisiei-privind-conditia-femeii-la-organizatia-natiunilor-unite-csw65/>).

#### ***Target 3: NFP Provision***

**MoND:** Web page- under implementation

NFP was promoted in the military press and on the Department for Parliament liaison and quality of life personnel Facebook page, counting up to 15 online posts and 5 published articles in the Military Observer.

**Target 4** *Assign an expert/Gender Advisor POC at the central level that will collaborate and support NFP activity.*

**MoND:** A database comprising all gender advisors within MOD, as per Minister of Defence Order no. M203/2020 has been created.

**MFA:** The topic Women, Peace and Security is in the responsibility of the Directorate for UN, Specialized Agencies and Francophony in MFA Headquarters given that the this Directorate has in its portfolio the UN Security Council and the UN Agenda Women, Peace and Security.

The diplomat following the topic Women, Peace and Security was nominated as contact point as well as the representative of MFA within the National Group of Implementation. The contact point of MFA and the NFP have constant consultations on issues related to the preparation of Romania's reports to UN and other international organizations on various aspects of the topic Women, Peace and Security.

**MIA:** Gender advisor has participated in conferences, meetings, workshops.

**NAEO:** Members of institution have participated at the international event on "Solidarity with Afghan women: the Time and Place for Feminist Responsibility", organized by the National School of Political and Administrative Studies (SNSPA) and the Eastern and South-Eastern Europe Fanel Network (ESEE-FANEL).

Based on the Partnership Agreement, the Romanian Institute for Human Rights (IRDO) together with NAEO organized a Seminar on "Institutional Cohesion to Promote Women's Rights and Combat Violence". At the end of this event was launched the first version of the Practical Guide on Moral Harassment workplace (developed by IRDO and NAEO, within the National Awareness Campaign "Moral Harassment in the Workplace", Stage II on workplace harassment), on November 25, 2021, online format.

Based on the Partnership Agreement, NAEO contributed to the organization of the Annual Conference of the Romanian Institute for Human Rights (IRDO) dedicated to Human Rights with the theme "Promoting and protecting human rights in the post-COVID reconstruction process and reducing inequalities", held on of 10.12.2021.

**Target 5:** *Integration activity on gender perspective in security policies.*

**MoND:** NFP has attended 8 (eight) conferences/seminars/ international meetings on Women, Peace and Security. The content was shared with the central structures within MoND and the institutions part of the National Implementation Group (NIG).

**MFA:** The series of meetings held in various multilateral organizations (UN, EU, NATO and OSCE) in the context of marking the 20th anniversary of the adoption of UN Security Council Resolution 1325 continued in 2021. The MFA instructed the permanent missions of Romania in UN Centers hosting such meetings to participate, to

intervene and to present the results obtained in Romania in the implementation of the Resolution 1325. A special attention was given to the debates of UN Security Council on this topic.

The contact point of MFA for Women, Peace and Security participated with the NFP at the NATO Workshop on good practices in implementing NAP (by Netherlands, Italy, Latvia and Romania) held in video-conference format in May 2021, at the initiative of NATO SG Special Representative for Women, Peace and Security.

**Target 6:** *Construction of a common database regarding WPS specialists in the national defence, public order and national security systems, academic environment and civilian community.*

**MoND:** There have been organized 2 working meetings with NIG representatives.

**Target 7:** *Realise permanent exchange of knowledge and experiences with national and international WPS civilian experts.*

**MoND:** Gender management office has attended 26 international activities.

Organizing the Romanian-Canadian workshop on Women in missions abroad at Henri Coanda Air Force Academy, on 24th November 2021, in collaboration with the National University of Political Studies and Public Administration.

**MIA:** The gender advisor took part in the virtual workshop on the civilian dimension of the Common Security and Defense Policy, organized by Finland and Spain in partnership with the Berlin Center of Excellence entitled „Work-life balance and other factors affecting women's participation in civilian CSDP missions”, on 08.10.2021, during which the importance of creating policies and practices designed to encourage work - life balance was highlighted. This balance plays an important role in attracting, motivating and recruiting female expert national staff in EU civilian theaters of operations and, as well, the challenges in this regard for pursuing a career in international missions were addressed.

Also, the designated gender adviser participated and had an intervention in the Romanian-Canadian working group on Women in missions abroad held on 24.11.2021, at the Headquarters of the Henri Coandă Air Force Academy, regarding the experience gained, the challenges, from a professional and personal point of view, during the OSCE Special Monitoring Mission in Ukraine, 2015-2017, being the first Romanian woman deployed in the civilian mission, in the region of active armed conflict.

At the same time, steps are currently being taken to appoint (affiliate) the management of the International Police Cooperation Center as a representative of the

Romanian Police within the European Network of Women Policemen, a professional organization established at European level.

Also incidents of the objective are the participation of the representatives / contact points within the Romanian Police in:

- the international conference organized by National Agency for Equal Opportunities for Women and Men within the predefined project Support for the implementation of the Istanbul Convention in Romania financed by the Norwegian Financial Mechanism, Justice Program - coordinated by the Romanian Ministry of Justice on 27.04.2021, online format.

- at the round table organized by the PRO REFUGIU Association, on the protection of victims of crime within the project Towards a more responsive victim-centered approach of the criminal justice system RE-JUST within the Justice Program of the European Union, together with specialists from Romania, Bulgaria, Germany, Finland, Spain, on 12.05.2021, online format.

- at the conference on Domestic Violence organized by the Romanian Association of Criminalists for the presentation of the research on the Provisional Protection Order and the Bright Sky RO application, on 21.07.2021, in online format.

- at the 58th Conference of the International Association of Women Policemen (IAWP), from 06 to 11.11.2021, online format.

**NAEO:** Members of institution have participated at the international event „Women’s Participation & U.S. Military Culture”, organized by the Georgetown Institute for Women, Peace and Security, online format.

NAEO assumed 2 commitments corresponding to 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, respectively joining the Coalition for Action Elimination of Violence against Women and Girls and the Coalition for Action Supporting Feminist Movements and women's leadership

The aim of the UN Women “Generation Equality” initiative is to generate and encourage new actions to support equal opportunities and treatment for women and men, and in the same time encouraging UN Member States to implement their commitments through Beijing Declaration and Platform for Action.

Members of institution has participated at the online event dedicated to the launch of the Compact on Women, Peace and Security and Humanitarian Action (WPS-HA Compact), on the side-lines of the Paris Forum.

***Objective nr. 2 - Increase representation and significant participation of women in peace negotiations, mediation processes and within peace keeping missions***

**Target 8:** *Provide support necessary for participation in the selection and manning of such positions.*

**MoND:** Women will participate at the selection for peacekeeping missions on a voluntary basis. There are no restrictions within MoND as to women occupying any of the positions as long as eligibility and competency criteria are respected.

The percentage of women`s participation in international and combat mission has increased over time. The distribution of our co-workers in foreign assignments shows that 39% are deployed in UN missions, 6% in NATO missions and 6% in EU missions.

**MFA:** The MFA continued in 2021 to pay due attention to promoting equality of chances within the diplomatic personnel, including by appointing women as head of diplomatic missions of Romania abroad (women represent 33 % of the total of heads of mission) as well as senior managers in the MFA Headquarters (women represent 54 % of the total of positions of senior management). According to their mandate, women in such positions have the required capacity and skills to participate in activities of mediation, peace negotiations and conflict preventions carried out by various international organizations.

**MIA:** At the level of the Ministry of Internal Affairs, the transmission and support of the applications of female staff is strongly encouraged.

At the same time, giving the participation in international missions under the auspices of the UN and given the shortage of female personnel, the Department of Peace Operations within the UN General Secretariat requested an increase (25%) in the percentage of female participation from member states. In this context, MIA reconsidered the recruitment and selection procedures during the last year, and made them more flexible for the secondment of women to peacekeeping missions so that currently: 30% are female personnel deployed in UN theaters of operations, 27% are in international missions under the EU's Common Security and Defense Policy, in total 28% of the MIA staff deployed in international missions is represented by female staff, and the goal of the United Nations Security Council Resolution 1325 (2000) Action Plan Women, Peace and Security (15% female staff in international missions) has been successfully achieved.

Also, steps were taken for the occupation of the positions of Contingent Chiefs by the women police officers, but also for the assignment of some positions of representation at a higher level. A female police officer is currently working for the UN Police Division in New York.

**NAEO:** In the context of marking 6 years since the adoption of Law no. 23/2015 for the declaration of May 8, the Day of Equal Opportunities between Women and Men in Romania, the National Agency for Equal Opportunities between Women and Men has

implemented a series of actions in online format, under the auspices of “THE WEEK OF EQUAL OPPORTUNITIES BETWEEN WOMEN AND MEN” and the Ministry of National Defense provided a series of information and sent support messages for promotion of equal opportunities between women and men with an emphasis on encouraging women's participation in decision-making and leadership.

***Target 9:** Provide a horizontal and vertical information flux dedicated for the exchange of data and experiences gathered during female participation in peacekeeping missions.*

**MFA:** After the adoption of the NAP, MFA instructed the diplomatic missions of Romania to assign the topic Women, Peace and Security to a diplomat of the mission and to inform constantly about the measures adopted by the host country in relation with the implementation of the UN Security Council resolution 1325. The relevant reports on this topic, sent by Romania's diplomatic missions are transmitted to the NFP for the documentary of the Secretariat and to prepare analyses on the experience of other countries in this area.

**MIA:** The gender advisor took part in the virtual workshop on the civilian dimension of the Common Security and Defense Policy, organized by Finland and Spain in partnership with the Berlin Center of Excellence entitled „Work-life balance and other factors affecting women's participation in civilian CSDP missions”, on 08.10.2021, during which the importance of creating policies and practices designed to encourage work - life balance was highlighted. This balance plays an important role in attracting, motivating and recruiting female expert national staff in EU civilian theaters of operations and, as well, the challenges in this regard for pursuing a career in international missions were addressed.

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- at the 58th Conference of the International Association of Women Policemen (IAWP), from 06 to 11.11.2021, online format.

***Target 10:** Conduct communication campaigns to improve visibility of women in security and defence sectors.*

**MoND:** There have been issued a number of three press releases at MoND level, IOT celebrate International Day for the Elimination of Violence against Women 2022, 25th November, International Day for Gender Equality, 8th May and to promote the Romanian-Canadian working group having as topic Women in missions abroad.

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**NAEO:** UN GENEVA-MFA-NAEO contributed to the Virtual Photographic Exhibition "Not a Woman's Job?", on the occasion of the International Labor Day - UN Geneva - 01.05.2021:

Lieutenant Commander Simona Maiorean the first Romanian woman to fly a supersonic aircraft (2009, MiG-21 LanceR). A pilot within the NATO-supported Strategic Airlift Capability program 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-maierean.html>

**MIA:** In 2021, the female staff in decision-making positions, but also in executive positions in various structures of the Ministry of Internal Affairs, were publicized in media press, in MIA's magazine *Pentru Patrie*, in its own TV shows and through the materials published on the accounts assumed by the Ministry of Home Affairs on social networks.

Thus, 19 materials were published on the Facebook page, promoting women police officers, women volunteers in emergency inspectorate structures, how they intervened in various situations in support of citizens, as well as female staff in international peacekeeping missions (eg on the occasion of International Blue Helmet Day - May 29), and 26 such materials were published on the MIA's Instagram account.

In the magazine *Pentru Patrie*, 16 articles were published and the contribution of the female staff was highlighted, on different lines of work within the competence of the MIA, among which:

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

- the interviews conducted with the general director of the Emergency Hospital Prof. dr. Dimitrie Gerota of the Ministry of Interior, with the director general of the General Directorate of Passports, or with the director of the Institute for Crime Research and Prevention of the General Inspectorate of the Romanian Police.

During the MIA shows that were broadcasted weekly on the national television station, and taken over by TVR Moldova and *Sed Lex* broadcast on N24 +, 10 shows were made regarding the contribution of female staff, on various lines of work within the competence of the MIA. Thus, for example, the representatives of the Institute for Research and Prevention of Crime in the Romanian Police, the National Anti-Drug Agency, the Equestrian Gendarmerie were promoted.

At the level of the Romanian Gendarmerie, on the social networks Facebook and Instagram, 11 materials were posted and the female staff was promoted in the context of the missions they carry out and, at the same time, the articles describe the missions and personal experiences of female representatives in international peacekeeping missions in Afghanistan, Central African Republic, Haiti.

The activity of some women gendarmes who carry out their civil service in the mountain field, public order, or are involved in volunteer activities within Mobile

Emergency, Resuscitation and Release Service (SMURD) or in humanitarian actions was highlighted.

The Nicolae Golescu Police Training and Development Center, Slatina, included in the Continuing Education Plan the topic Women's contribution to conflict prevention and peacekeeping, in order to familiarize and improve the perception of police officers and the added value of the female presence in peacekeeping forces.

The promotion of women experts from the Ministry of Internal Affairs in international missions has a double role: to provide sectoral expertise within the European and non-EU institutions, as well as to consolidate on return, through the experience gained, the public order and safety sector in Romania. Also, their experience in international experience aims to increase the interoperability with similar formations of other nations, respectively the possibility offered by the collaboration with personnel (military and civilians) coming from other countries, from other continents, with another operational culture and deepen the interoperability experience.

***Target 12: Conduct periodical training with regards to gender equality***

**MoND:** Under implementation- on-going activity.

Assigned gender advisors are responsible for periodical training of the personnel by including specific topics within the working sessions of the commanders or/and within staff training.

***Target 13: Introduce training programmes regarding gender equality in all academic institutions from the security and defence sectors.***

**MIA:** The school curricula provides for and is regularly updated on topics on the protection and respect of human rights police officers activities and while performing their duties (lectures on attitudes and hateful discriminatory behavior, discrimination issues, police code of ethics - a key milestone in shaping standards of professional conduct)

Thus, the Alexandru Ioan Cuza Police Academy ensures the joint training of students in the field of reference through contents within the discipline Ethics and Integrity, a discipline studied, starting with the academic year 2018 - 2019, at all faculties, as a semester discipline.

Within the Center for the Promotion of Human Rights and Postgraduate Studies, the postgraduate program Human Rights in Public Order and Security Institutions is organized, with the following disciplines: equal opportunities and sustainable development, fundamental rights and freedoms of European Union citizens, legal 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, the role of law enforcement authorities in preventing child abuse, prevention and combating hate crimes by criminal law - 48 students.

Within the Institute of Studies for Public Order, during the reference period, MIA staff participated in various forms of training that include topics which are subject to this evaluation, as follows:

- Career Initiation Course - 120 students,
- Professional capacity course for obtaining the degree of chief agent, deputy commissioner and chief commissioner - 20 students
- Management course - officers with leadership positions - 20 students
- Management course - officers with executive functions - 40 students

The following 3 training programs 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 Spanish Embassy in Bucharest, with presentations by representatives of the Spanish National Police).

The training centers organize introductory courses for staff from external sources and the curriculum of these courses includes relevant topics in the field of human rights, gender, as well as hate crimes - anti-Semitism, racism, xenophobia.

In the teaching activities special interview techniques are presented and practiced, as well as ECHR jurisprudence. The activities are supported by specialists from the General Inspectorate of the Romanian Police, instructors of the centers and trainers.

### **Predicted measures**

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

- formally, within educational institutions and training centers; maintaining in the course charts the specific programs regarding the observance of human rights, development and diversification of these training programs - updating the contents, differentiated approach of topics and subjects, correlation of didactic aspects with those of professional activity, extension of target groups, development of interinstitutional collaborations; ensuring that territorial trainers disseminate specific knowledge and procedures, in stages, to include the majority of police and military personnel who are in a professional relationship with vulnerable groups;

- non-formal, by exercising professional tutelage; inclusion in human rights programs of mandatory human rights issues (including specific issues - hate crimes, domestic violence, equal opportunities / treatment of women and men, etc.);
- informally, at work, through professional activities according to the duties of the job, studying and applying the specific national and European regulatory framework in force.

**Target 14:** *Identify and introduce flexible calendar options for employees from the security and defence sectors, during peace time.*

**MoND:** Flexible working hours are allowed in case of childcare. When both parents are serving in the armed forces, they can decide not to be deployed to operations simultaneously. There are policies to support single/divorced parents or widows/widowers looking after their children. For example, it is not compulsory for single parents to take part in international missions.

**MIA:** at the level of the MIA the following legal provisions are applied, which concern this measure : GEO no. 96/2003 on maternity protection in the workplace, with subsequent amendments and completions; Decision no. 537/2004 for the approval of the Methodological Norms for the application of the provisions of GEO no. 96/2003 on maternity protection in the workplace.

**NAEO:** Applying the extension and diversification of the type of information provided at the national hotline 0800 500 333 for victims of domestic violence, available free of charge, with non-stop assistance, 24 hours a day, 7 days a week, for example, guidance on: telework, work from home, the possibility to stay at home with children under 12, technical unemployment, information for Romanian women abroad in other states affected by COVID-19, information on national security measures adopted by Military Ordinances.

**SRI:** •During June - September 2021, we successfully maintained the possibility of flexitime for SRI employees, wherever possible

***Objective nr. 3 - Prevenirea și combaterea tuturor formelor de discriminare, hărțuire și violență sexuală bazate pe gen***

**Target 15:** *Elaborate a code of conduct from a gender perspective.*

**MoND:** Military guide on the integration of gender perspectives within MOD has a designated chapter for gender related matters like sexual exploitation and abuse, sexual and gender violence during conflicts, as well as sexual harassment.

**MFA:** MFA applies the provisions of law 202/2002 on equality of chances and treatment of women and men, as well as the provisions of the Governmental Ordinance

137/2000 on the prevention and sanction of all forms of discrimination. Moreover, the following specific conduct norms are applied:

- Emergency ordinance 57/2019 on the Administrative Code;
- Internal conduct regulations;
- The Ethic Code of diplomatic and consular corps of Romania, adopted by order 890/2014 of the minister of foreign affairs.

The Control and Diplomatic Assessment Corps of MFA instructs the personnel (diplomats and technical staff) that before leaving to diplomatic missions of Romania about the standards of conduct and ethics in the foreign missions.

There were no complaints of harassment of Romanian women participating in peace operations in 2021

**STS:** New rules on staff ethics have been approved at the level of the institution, including provisions on equal opportunities, on preventing and combating harassment and discrimination in the workplace, as well as rules on flexible working hours for the institution's staff.

***Target 16:** Elaborate certain analysis regarding the security situation in theatres of operations, to include identifying gender-based violence in the mission areas.*

**MFA:** The security situation in UN theaters of operations is presented periodically in reports of the UN Secretary General to the UN Security Council or in analyses of the UN Department of Peace Operations.

The Permanent Mission of Romania to the United Nations, New York, is sending constantly reports on this topic. The relevant aspects of these reports are transmitted to the NFP.

***Target 18:** Conduct periodic personnel training and/or information programmes regarding behaviour standards and the code of conduct, for the purposes of preventing gender discrimination and harassment.*

**MoND:** Under implementation - on-going activity ruled by the „Military Guidelines on gender perspective integration into the Ministry of National Defence”.

**MIA:** The topic was included in the organization order, carrying out and evaluating the continuous professional training on the job, during period 01.04.2021-31.03.2022.

Also, to date, incident to the objective, provisions have been included for the prohibition of discrimination based on sex in the organization and functioning regulations and in the internal regulations of the units, and employees have been informed, including by posting in visible places, on the rights which they have in terms

of respect for equal opportunities and treatment between women and men in labor relations, etc.

At the same time, regarding the personnel employed in the public relations and communication structures at the central and territorial level of the Ministry of Internal Affairs, in 2021, 2 courses of Public Relations and Communication Assistant were organized and 32 trainees out of which 15 female officers / police officers / non-commissioned officers. The course will address the media management of various cases dealing with equal opportunities for women and men, as well as discrimination and violence against women of any kind.

**ANP:** At the penitentiary level a gender training was held for 40 penitentiary police personnel.

**SRI:** in 2021, 240 SRI employees were trained on the subject of gender equality, by attending dedicated modules within the POCA project "INTELLIGENCE în serviciul cetățenilor".

***Target 19:** Establish a periodic reporting mechanism regarding harassment cases at the work place as well as resolution means, via the gender advisor/expert/contact point towards the National implementation group.*

**NAEO:** NAEO has been developed the "WORKPLACE ANTI-HARASSMENT POLICY APPLICABLE UNDER THE NAEO STRUCTURES".

During 2021, the "Practical Guide on moral harassment at work" was elaborated based on the inter-institutional partnership between the NAEO and the IRDO, within the National Awareness Campaign for of Moral Harassment in the Workplace, Stage II.

Based on the Partnership Agreement, the Romanian Institute for Peace (PATRIR) and NAEO organized the Seminar on "Psychological harassment at the workplace", in December 2021, in online format.

***Target 21:** Training for troops prior deployment for peacekeeping missions regarding the code of conduct and the mandatory behaviour standards during their mission.*

**MoND:** In accordance with its responsibility on the domain, Gender management personnel has performed 6 training sessions throughout 2021 for personnel selected to attend external missions. Therefore 86 military personnel drafted for external missions received training on the following matter: combating sexual harassment, sexual exploitation and abuse, UNSCR 1325 (2000) and code of conduct in external missions.

**MIA:** In order to improve and train the national experts for participation in international missions, in a constant effort to provide the most varied and standardized training possible at European level, in the curriculum of basic training programs for participation in international missions (UN, EUPOL, both English and French) the topics are covered.

Thus, during the reporting period, 17 MIA representatives were trained in the Basic Training Course for Participation in Multinational Operations under the auspices of the EU and 21 MIA representatives in the Basic Training Course for Participation in Multinational Operations under the auspices of the UN. During the briefings held at the MIA level, before deploying to the theater of operations, the staff is reminded 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 relating to police officer status and the status of military personnel.

Gender management office has supported MIA with pre-deployment training by giving presentations on combating sexual harassment, sexual exploitation and abuse, UNSCR 1325 and code of conduct for personnel in external missions.

***Target 22:** Train the troops prior to deployment for peace keeping missions regarding the protection and support of sexual and gender violence victims, as well as how to report such cases.*

**MoND:** In accordance with its responsibility on the domain, Gender management personnel has performed 6 training sessions throughout 2021 for personnel selected to attend external missions. Therefore 86 military personnel drafted for external missions received training on the following matter: combating sexual harassment, sexual exploitation and abuse, UNSCR 1325 (2000) and code of conduct in external missions.

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***Objective nr. 4 - Collaboration with the civilian community in the process of implementing the WPS agenda***

***Target 23: Create partnerships with organizations from Human Rights, Equal Opportunity and Fair Treatment between women and men.***

**NAEO:** Partnership agreement no. 4/19.04.2021 between NAEO and Romanian Institute for Peace (PATRIR).

***Target 24: Institute a proactive and permanent consultation process with the civilian community and the academic environment.***

**MoND:** The MoND has worked in close co-ordination with the academic environment within the Romanian - Canadian “Women in Missions Abroad” working group. The purpose of the task force was to enlighten the new generation with success examples and share practices and lesson learned by female military personnel from Romanian and Canadian Air Forces.

**MIA:** Alexandru Ioan Cuza Police Academy, in partnership with ANAIS Association, organized on 10.11.2021, a public debate on Challenges in police intervention in cases of domestic violence involving 50 students.

Also, the General Inspectorate of the Romanian Police carries out activities in partnership with NGOs: E-Romja, Necuvinte Association, Sensiblu Foundation, Filia Center, Child's Phone Association, Word Vision Romania, Legal Resources Center. In partnership with the National Agency for Equal Opportunities for Women and Men (NAEO), the ANAIS Association and the Necuvinte Association, 2 training sessions were organized and held in the field of domestic violence, the target being the police officers from the public order structures who intervene in the events, report or manage cases of domestic violence. In this regard, 1,000 police officers were trained, the selection criteria being newly recruited police officers or newly transferred to public order structures.

Also, the Romanian Police organized in November 2021, online format, the event Healthy Relationships, and currently, at the level of the Romanian Police, between February and March 2022, the project Sensitive response to domestic violence cases takes place, with 6 training sessions addressing issues with an impact in the field of reference.

The project aims to support the efforts of police officers involved in resolving cases of domestic violence and social workers who are part of the mobile emergency response teams in cases of domestic violence. At the same time, steps were taken to organize, in May 2022, an academic conference in the field of crime prevention,



including topics on human rights and equal opportunities and treatment between women and men.

## WOMEN EMPLOYMENT STATUS – 2021

**MoND:** The last analysis show that in Romanian Armed Forces, **the women represent 8.5% of the entire personnel.** From the total number of women, the highest percentage is in the Land Forces – 36%. In the Air Force is 18%, from which 21% are pilots. In the Naval Forces, the percentage is 7.6. When it comes to what field do the military women prefer, the data show that the medical jobs are the most wanted. Over 16% of military women work in this field. Communication and IT comes on second place with 15% and infantry occupies the third place with 11%.

Over 32% of women are assigned in leading jobs. Women military leadership has gain terrain over the last years. We have many examples of institutions and units managed by women, starting with military units, military hospitals, and ending with high-level structures of the Romanian Armed Forces.

Moving forward, the percentage of women international and combat mission has increased over time. The distribution of our co-workers in foreign assignments shows that 39% are deployed in UN missions, 6% in NATO missions and 6% in EU missions.

**MIA:** Regarding the employment at the level of the Ministry of Internal Affairs, there are 45 positions with decision-making degree 1, out of which 10 vacancies. The 35 positions were filled as follows: 27 (77%) men and 8 (23%) women. At decision level 2, there are 78 positions, of which 12 are vacant. The positions occupied are divided as follows: 55 (83%) men and 11 (17%) women. For decision-making grades 1 + 2, the positions were occupied as follows: 82 (81%) men and 19 (19%) women.

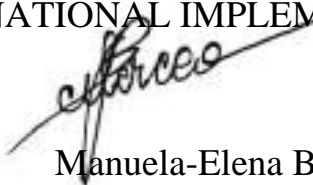
In 2021, the female percentages will decrease by 1% compared to 2020, from 20% to 19% for the 1 + 2 decision-making degree. For decision-making grade 1, female percentages in 2021 will decrease by 7% compared to 2020. And for decision-making grade 2, they will increase by 2% compared to 2020.

**STS:** In 2021, the level of employment with female staff in the existing positions within the institution was 49.52%, and the level of employment with female staff in the existing management positions at the level of the institution was 27.96%. Compared to the previous year, the percentage of female employment is in balance with the percentage of male employment, and with regard to the occupation of management positions by women, there is an increase compared to the previous year. Also, regarding the educational level according to the requirements of our institution, we specify that women hold a percentage of 50%.

**SRI:** Regarding the number of hired women in SRI, on 01.01.2022, we could measure a 0,02% increase over the report on 01.01.2021. The total percentage is 35.55% of all employees, while the total number of female employees with 2nd decisional grade has measured a decrease to a number of 17,96% in 2022, over a measured 18,60% in 2021.

Regarding the selection of personal for direct hire and for „*Mihai Viteazul*” *National Intelligence Academy* admission, we inform you that we do not use gender criteria.

CHAIR ELECT OF NATIONAL IMPLEMENTATION GROUP  
Lieutenant-colonel



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