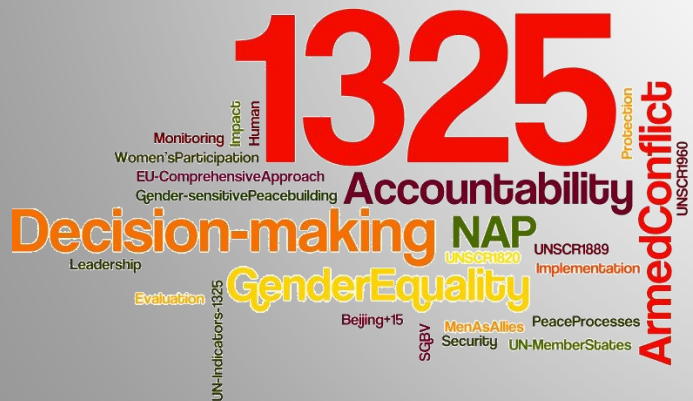




# National Program of the Republic of Moldova for implementing UNSCR 1325 (2000) on Women, Peace and Security for the period 2018-2021



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# Historical review

**2000** – adoption by the UNSCR. 1325 on Women, Peace and Security



**2010-2016** – working on the framework for implementing UNSCR. 1325

*(National program of ensuring gender equality in 2010-2015/ The Individual Partnership Action Plan Moldova-NATO for the years 2014-2016/ Moldova's Government Action Plan for the years 2015-*



**2016** – conducting the self-evaluation process on the gender dimension of the security and defense sector of the Republic of Moldova



**2017** – highlighted the need for implementation of UNSCR. 1325

*(Strategy on Ensuring Equality between Women and Men in Moldova for 2017-2021; Government Decision on the creation of the WG for the elaboration of NAP on UNSCR. 1325; The Individual Partnership Action Plan Moldova-NATO for the years 2017-2019)*



**2018** – the National Program on Implementation of UNSCR. 1325 on Women, Peace and Security for 2018-2021 and the Action Plan on its implementation were adopted

# External pictures

## National Action Plans for the Implementation of UNSCR 1325 on Women, Peace and Security

77

Countries have adopted a National Action Plan in support of UNSCR 1325 (as of September 2018)



# Initiation (1)

- discussions, roundtables and meetings
- gender inter-institutional self-evaluation in the national security and defense sector carried out during the period 2015-2016



# Initiation (2)

## Specific problems identified in self-assessment evaluation report:

- Most legal frameworks in security and defense area are „gender blind”
- Efforts to increase gender responsiveness are focused on personnel training
- Women occupy junior or administrative positions, the sector does not apply reasonable adaptation and positive measures to allow a wider representation of women
- Gender stereotypes influence perception of men and women in security sector, no rules for reconciling work and family life of professionals
- Interpreting data about sexual harassment is challenging and the sector has no full capacity to prevent and fight discrimination, sexual harassment and GBV
- The security and defence sector is not sufficiently transparent and open to participation by civil society and women’s organizations



# Initiation (3)



2016, was launched the project „*The National Program of the Republic of Moldova on implementing the UN Security Council Resolution 1325 on the role of women in peace and security*”, implemented by the MD of the RM in collaboration with the **Institute for Inclusive Security** (Washington DC, USA) and **Information and Documentation Center about NATO in Moldova**

**UN Women provided assistance to review the legal framework and expertise to support the process of drafting the NAP**

**National Strategy for development of the Police sector for 2016-2020**

**EU Budget Support Program for Police Reform,**

**Association of Women from Internal Affairs (2015)**

**Women's Police Association (2017)**



# NAP approval



Republica Moldova

GUVERNUL

**HOTĂRÎRE** Nr. 259  
din 28.03.2018

cu privire la aprobarea Programului național de implementare a Rezoluției 1325 a Consiliului de Securitate al ONU privind femeile, pacea și securitatea pentru anii 2018-2021 și a Planului de acțiuni cu privire la punerea în aplicare a acestuia

## Government Decision

No. 259 of 28 March 2018

The **National Program for the Implementation of UN Security Council Resolution 1325 on Women, Peace and Security for the years 2018-2021** and the Action Plan on its implementation, were approved by the Government.

The Program is based on 4 pillars:

- Participation
- Protection
- Prevention
- Relief and Recovery

It includes 8 strategical objectives.



# Objectives & solutions

1325

## Increasing women's representation

Reducing the stereotypes about the role of women in the sector

Improving the opportunities for M/W, reconciliation of the professional and family life

Preventing and responding to discrimination, sexual harassment, and GBV

Developing an inclusive and pro-active HR management system

Implementing reasonable adjustment and special temporary measures

## Ensuring an inclusive security and defence sector

Strengthening the transparency and involvement of civil society in the decisions taken

Developing the institutional capacity for integrating gender

Supporting the participation of women in peacebuilding and peacekeeping missions and operations



# Involved stakeholders

## Security and defense area

- MoD
- MIA
- MJ
- CS
- BRP
- IS
- SSC

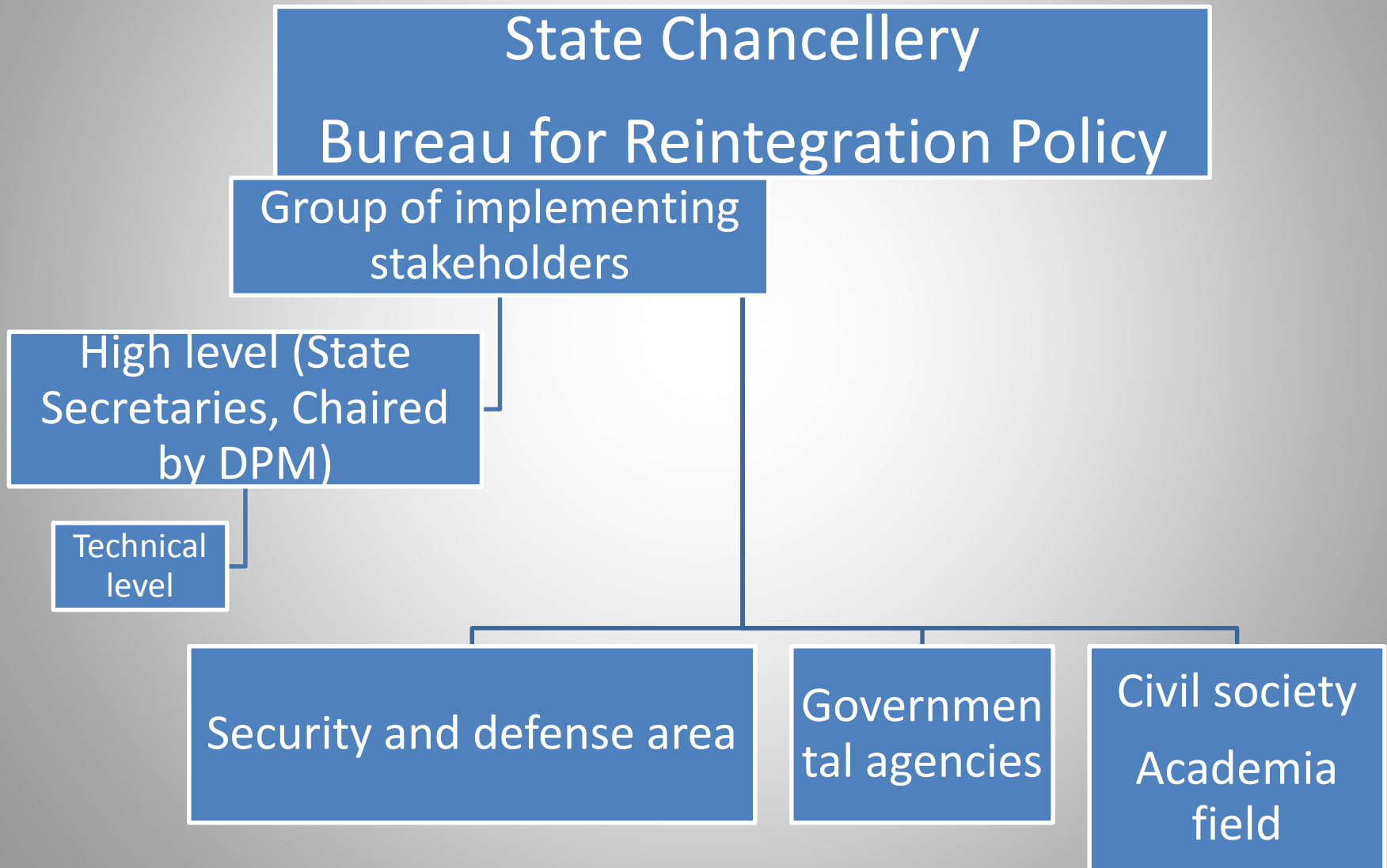
## Governmental agency

- State  
Chancellery
- MHLSP
- MFAEI

## Other actors

- Civil society
- Academia
- Media

# Monitoring mechanism



# Results (1)

- ❑ In the MIA was done the analysis of the level of perception of professionals in the system regarding gender policy
- ❑ Communication, information and capacity building activities (information guidelines and a video spot regarding new approved National Program on implementation UNSCR 1325)
- ❑ Revised internal legal framework/drafted a new ethics and deontology guidelines of professionals in the security and defense area, approved a new regulations on gender



# Results (2)

- ❑ Each institution from security and defense area approved the internal plans of action on bases of the approved National program
- ❑ In 2018, in the MoD and UNDP in Moldova was signed the project „Support for Security Sector Reform in the Republic of Moldova” (March 2018 – December 2020), which includes activities related to ensuring GE
- ❑ Piloting in the defense and police sectors the UNDP Gender Equality Seal Certification Program for Public and Private Organizations
- ❑ UN Women organized and supported study visits of professional from both areas defense and security to the countries with more progressive experiences in implementing UNSCR 1325
- ❑ Participating in international events on the UNSCR 1325 topic

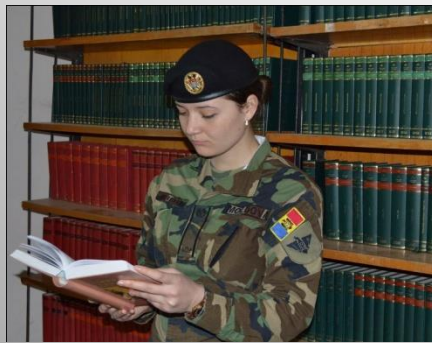


# Results (3)

In 2017, the ***Nomenclature of Military Specialties*** and the list of positions provided for the National Army officers' corp were revised, with the exclusion of restrictions on the occupation of certain military positions by women.

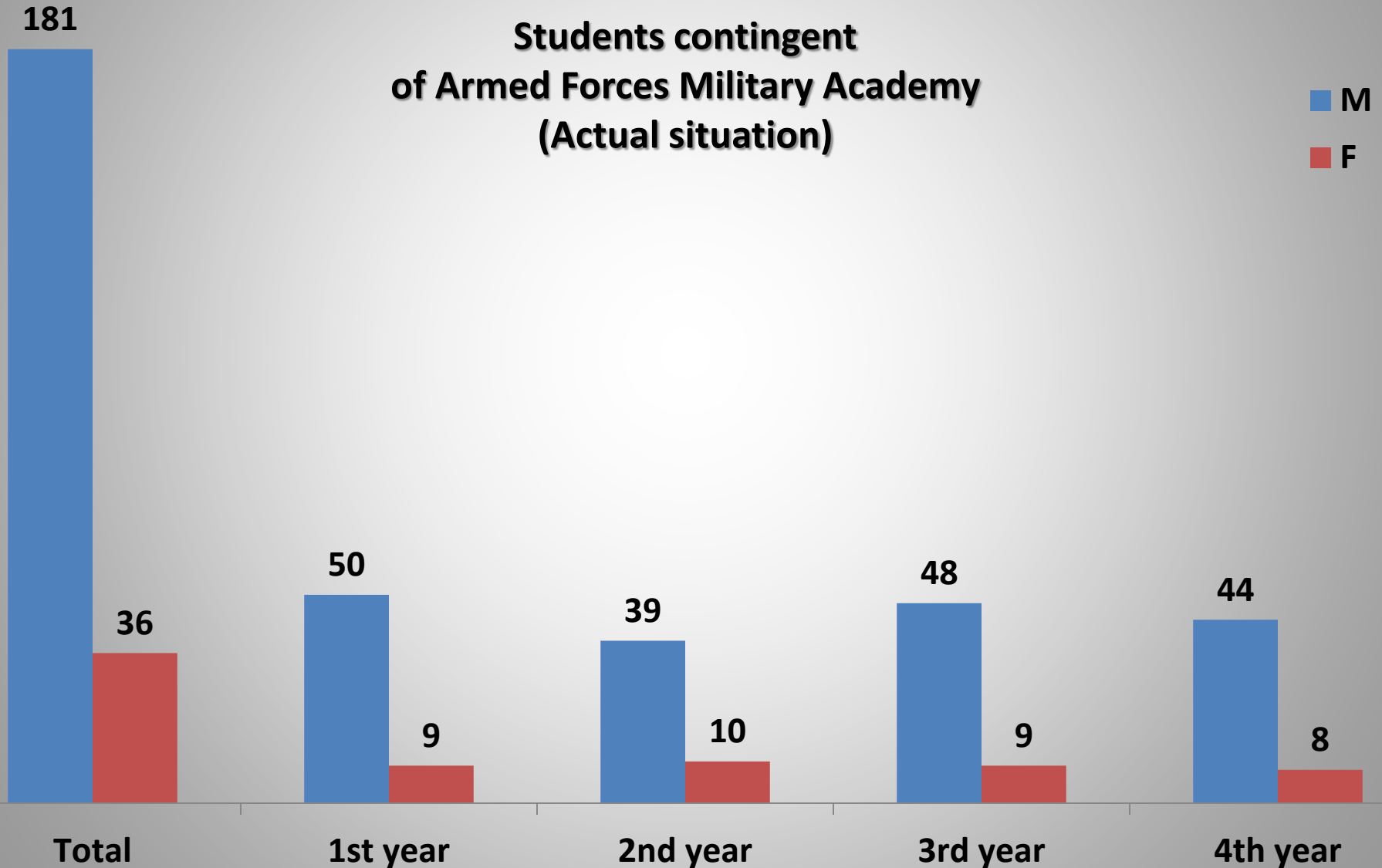
**Armed Forces Military Academy „Alexandru cel Bun”** starting since 2017, the girls can be enrolled in studies at the respective institution at all Military Specialties („Command of Infantry Subunits”, „Command of Artillery Subunits” and „Command of Communications and Information Subunits”).

With UN Women and Swedish support was launched the manual entitled ***„The gender dimension in the security and defence sector”***. Based on it an online course is being finalised



# Results (4)

## Students contingent of Armed Forces Military Academy (Actual situation)



# Results (3)

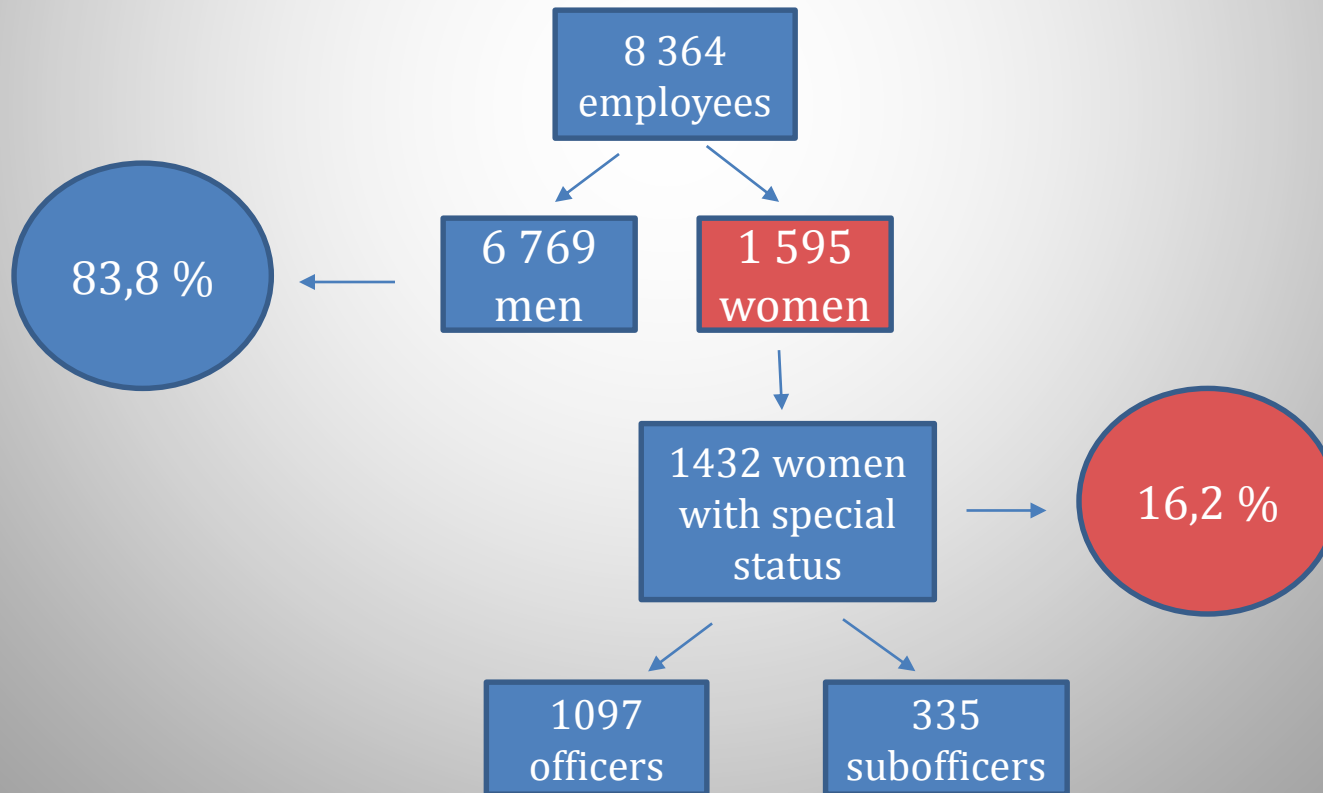
- ✓ Out of the total number of all active duty military personnel of the National Army – **81%** are **male** and **19%** are **female**;
- ✓ Out of the total number of officers of the National Army – **81%** are **male** and **19%** are **female**;
- ✓ Out of the total number of female officers of National Army – **53%** are in **senior positions**;
- ✓ Out of the total number of civilian employees of the National Army – **37%** are **male** and **63%** are **female**;
- ✓ Out of the total number of (military/civilian) personnel of the National Army – **2%** represent female in **top-leadership positions**.



# POLICE SECTOR

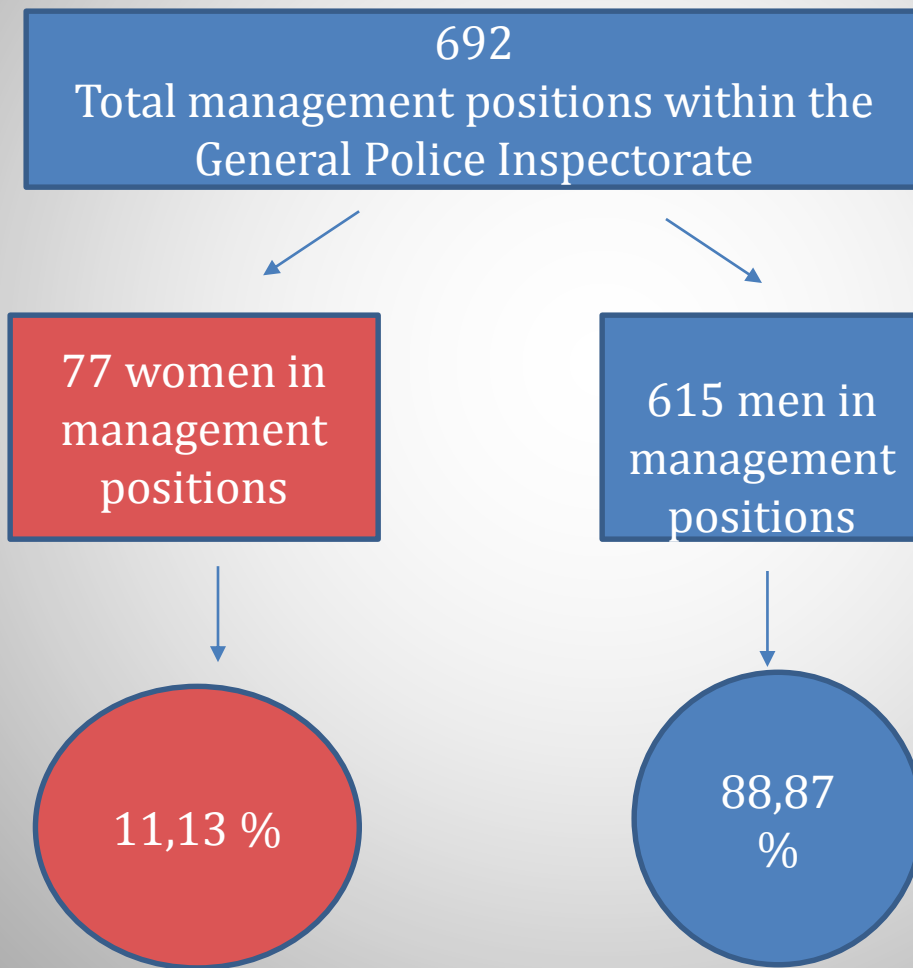
## 2018

- ✓ Overall women participation in the police force increased to 16%



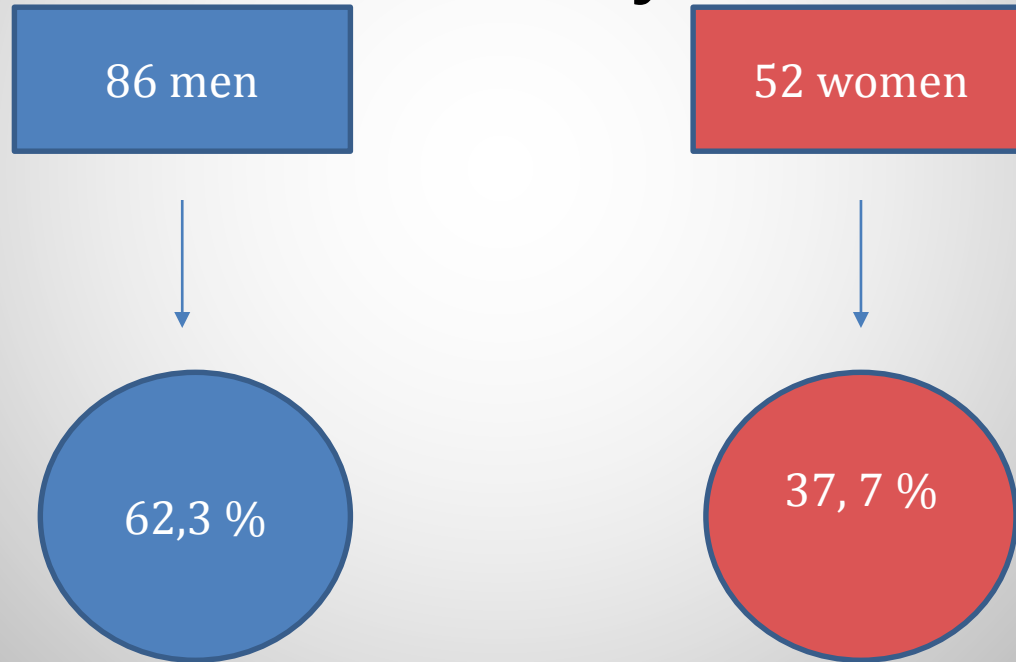


# POLICE SECTOR



# POLICE SECTOR

**Students (women and men) enrolled for the academic year 2018 -2019 at the faculties of the "Ștefan cel Mare,, Academy**



# Results (5)



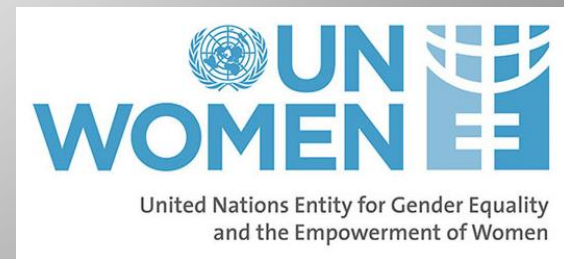
Memorandum of Understanding were signed by UN Women and MoD, and MIA:

to provide support in the implementation of the National Program on implementing the UNSCR 1325 on the role of women in peace and security, and the National Strategy for ensuring equality between men and women.

To increase the capacity building of Women Police Association

To set up a professional women's associations in the field of security and defense:

Association of Women from Defense – to be launched on June 6



# MoD Results (10)

## All International Missions and Operations

	TOTAL		2018	
	Male	Female	Male	Female
UN DPKO	3	0	1	0
UNOMIG	0	2	0	0
UNMIL	28	1	0	0
UNOCI	41	2	0	0
UNMIS	10	0	0	0
UNMISS	19	2	2	1
UNMIK	5	0	1	0
MINUSCA	12	2	4	1
Irak	109	0	0	0
KFOR	405	0	81	0
EUTM	2	0	2	0
<b>Total</b>	<b>634</b>	<b>9</b>	<b>91</b>	<b>2</b>



# Challenges



- Introducing incentives/programs to encourage men to be more involved in child education/reconciliation of work and family life;
- Establishment of the facility to increase access to pre-school education for the children of the military and police professionals;
- Reasonable accommodation from the perspective of including the gender dimension to the military infrastructure of the National Army;
- Initiating internal mentoring and leadership programs dedicated to women;
- Establishment a program for the reintegration and rehabilitation of the military (men and women) who participated in peacekeeping missions/operations.
  - Next 3 years of implementation.....



**Thank you  
for your attention!!!**

