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2019
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

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

77

Guinea-Bissau
Serbia
Slovenia
Sierra Leone
Philippines
Gabon
Burkina Faso
South Sudan
Niger
Jordan
Angola
Guatemala
El Salvador
Cameroon
Solomon Islands
UK
Switzerland
Uganda
Belgium
DRC
Croatia
Malaysia
Kosovo
New Zealand
Timor Leste
Czech Republic
Palestine
Finland
Chile
Bosnia Herz.
USA
Australia
Kyrgyzstan
Iraq
Afghanistan
Ukraine
Brazil
Mozambique

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
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
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).
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

**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

State Chancellery

Bureau for Reintegration Policy

Group of implementing stakeholders

High level (State Secretaries, Chaired by DPM)

Technical level

Security and defense area

Governmental agencies

Civil society Academia field
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 equality issues, combating sexual harassment behavior
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.
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.

The Armed Forces Military Academy „Alexandru cel Bău” 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)

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<tr>
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<th>M</th>
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<tr>
<td>Total</td>
<td>181</td>
<td>36</td>
</tr>
<tr>
<td>1st year</td>
<td>50</td>
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<tr>
<td>2nd year</td>
<td>39</td>
<td>10</td>
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<tr>
<td>3rd year</td>
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<tr>
<td>4th year</td>
<td>44</td>
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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%
692
Total management positions within the General Police Inspectorate

77 women in management positions
11,13 %

615 men in management positions
88,87 %
POLICE SECTOR

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

- 86 men (62.3%)
- 52 women (37.7%)
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

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<th>Mission</th>
<th>TOTAL</th>
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<tr>
<td></td>
<td>Male</td>
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<tr>
<td>Irak</td>
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<tr>
<td>KFOR</td>
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<td>0</td>
</tr>
<tr>
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<tr>
<td><strong>Total</strong></td>
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</table>
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!!!