

ANALYSIS

Regarding the implementation, by Romania, of the United Nations Security Council Resolution (UNSCR) 1325 “Women, peace and security”

Background

The NATO Alliance legal framework necessary to integrate at the military operational level the gender perspective is provided through a common directive issued by the two NATO military strategic commandments, BiSC 40-1¹: “Bi-Strategic Command Directive 40-1, Integrating UNSCR 1325 and gender perspectives in the NATO Command structures”.

This Directive details the *gender perspective integration* manner at the NATO military authorities’ level, as well applicable for any other allied structure that deploys personnel within any NATO operations and missions approved by the North-Atlantic Council (NAC). The document is in accordance with the action plans developed by the European Union and the United Nations for the military international subordinated staff and it also complements the existing national plans on this matter.

*The NATO/EAPC Policy for implementing UNSCR 1325 on Women, Peace and Security, and related Resolutions*² and *The NATO/EAPC Action Plan on Women, Peace and Security*³ provide the necessary NATO doctrine, in expanded format, allies and partners, compulsory for the implementation of UNSCR 1325 and its related resolutions at the civil and military level, specific to those national and NATO structures that operate as defense and security providers.

I. Measures taken by the Romanian Ministry of National Defense regarding a hastened implementation of UNSCR 1325 and its additional resolutions

Starting with 2008, the Romanian Ministry of National Defense⁴ contributes within The NATO Committee on Gender Perspectives (NCGP) with **annual reports regarding the implementation of UNSCR 1325 provisions at the national level, on defense dimension**, in accordance with all NATO documents previously mentioned, military laws and regulations that determine the scope which includes men and women equality of chances⁵.

The Ministry of National Defense also developed “*The plan of implementing within the Ministry of Defense the UN 1325 Security Council Resolution “Women, peace and security” and its associated resolutions, as well as the complementary documents approved by various international organizations whose membership Romania is part of 2014 – 2024*” or “The 2014th Plan”, which represents the instrument used to establish internal implementation indicators, priorities, directions and action measures taken for UNSCR 1325 and related resolutions as well as other NATO specific complementary documents implementation.

In accordance with “The 2014th Plan” provisions, a gender adviser (GENAD) permanent position was established at the Ministry of National Defense level, while at all other hierarchic levels, dual-hatted personnel from every military structure was assigned as commanders’ focal points on gender issues.

¹ Approved in 02.09.2009 and revised in august 2012

² Revised and approved by NAC through PO(2014)0253 in 10.04.2014

³ PPC(EAPC)N(2014)0010-REV2 in 04.06.2014

⁴ MoND - Ministry of National Defense

⁵ Minister of National Defense Order no.M57/2003, regarding the approval of “M.R.U. – 9, Measures taken in order to implement the National Action Plan regarding the men and women equality of chances within the activity of the Ministry of National Defense ”

II. Application domains of „Women, Peace and Security” program

The application domains of the “Women, Peace and Security” program that have been taken into consideration at the Ministry of National Defense level are in accordance with the “2014th Plan” the following:

- Increasing the number of women involved in all activities carried out at the Ministry of National Defense level;
- Promoting the importance of applying UNSCR 1325 provisions within the Ministry of National Defense;
- Promoting through national mass-media the importance of applying UNSCR 1325 provisions within the Ministry of National Defense;
- Promoting the importance of applying UNSCR 1325 provisions within the Ministry of National Defense through foreign allied or host nation mass-media present in different theatres of operations;
- NATO evaluation and reporting methods regarding UNSCR 1325 Resolution implementation within the Ministry of National Defense.

III. Concrete ways of achieving the objectives outlined by “The 2014th Plan”

III.1.1. Increasing the number of women involved in all activities carried out at the Ministry of National Defense level

The 2009 – 2013 human resources dynamics (as seen in Fig.1), reveals a tendency for increasing the number of female staff participating in international missions, compared to the total number of personnel within the Romanian Armed Forces. Therefore, a proportional increase of the female personnel participating in missions abroad can be observed; initiatives regarding a more proactive involvement of military female staff as well as an increased visibility rate for all actions performed by them within Peace Support Operations have been undertaken.

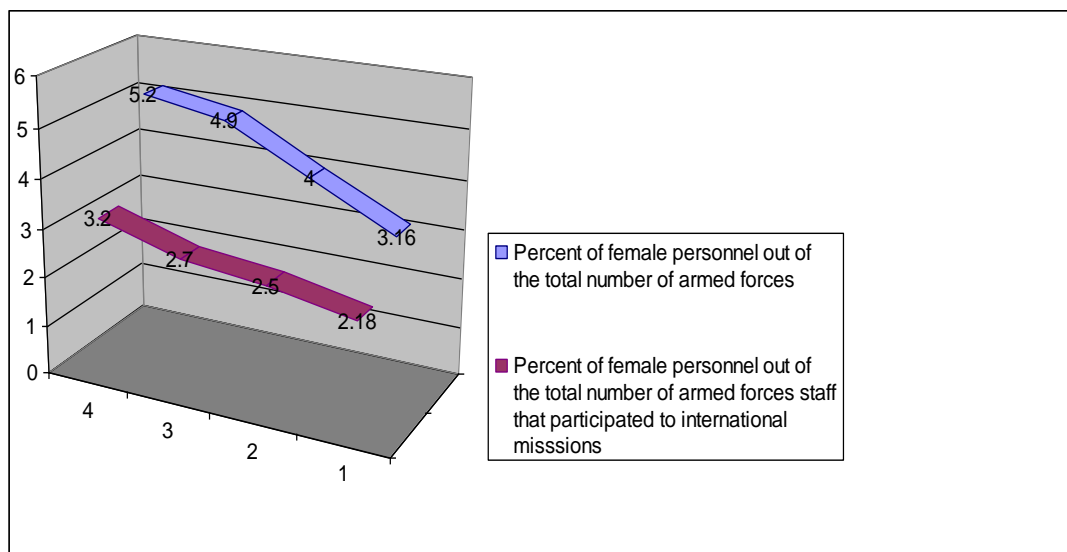


Fig.1. Source: MoND’s annual reports send to the NATO Committee on Gender Perspectives (NCGP), www.nato.int/cps/en/natolive/topics_101371.htm

Regarding politics on the human resources management, there have not been noticed important changes on women’s enrollment rates, this activity taking place under the auspices of national legislation implying equal opportunities assurance for both women and men in all fields of expertise.

The Ministry of National Defense promotes and supports fair and balanced access at all hierarchic levels of men and women, military or civilian personnel, to both leading and executive positions, with the observance of complying to performance selection criteria. Thus, there are no restrictions regarding women's participation and selection for positions specific to permanent missions from the Military Representation of Romania to NATO and the EU, or temporary missions specific to commanding or executive structures deployed to Afghanistan and the Balkans.

Thus, this upward trend of proactive involvement of the female personnel from the ROU MoND within the last year's international operations and missions (carried out under NATO, UN or EU mandate) expresses a solid organizational will regarding the efficient implementation and further promotion of UNSCR 1325 and its associated resolutions. For that reason, solely in 2013, 3.2% out of the total of Romanian staff deployed to NATO missions was comprised of female personnel.

Due to the gender equality principle appliance within the process of appointment, conduct and dismissal, women are currently serving, as shown in the statistics (Fig.2), in all armed forces categories and have equal opportunities to enter each of the three existing corps of professional military personnel⁶.

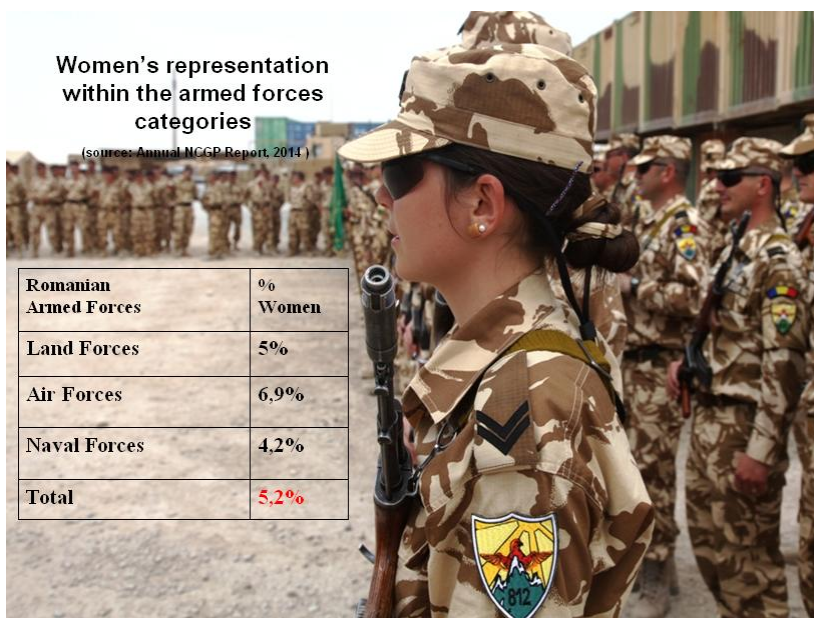


Fig.2 Women's representation within the armed forces categories, Source: MoND's annual reports send to the NATO Committee on Gender Perspectives (NCGP)

The admittance selection criteria for the military educational system, regardless the military educational institution, do not fall under the incidence of gender distinction meaning that they are the same both for male and female candidates. The only exception, to the up mentioned rule, rests with the establishment of the quota system for the female candidates and with the physical capacity evaluation which differs for the male and female military personnel.

Details regarding female 2014th – 2015th admission to the military educational institutions are presented below, in Fig.3

2014th – 2015th admission to the military educational institutions	
Military educational institutions	% out of the total positions, especially destined for female candidates
Military High schools	11%

⁶ Officers, Non-commissioned officers, soldiers

OFFICERS	
Land Forces Academy	22%
Air Forces Academy	22%
Naval Forces Academy	8%
Military Technical Academy	19%
Military Medical Institute	* no quotas for female candidates
WARRANT OFFICERS AND NON-COMMISSIONED OFFICERS	
Land Forces Military School for NCO ⁷ and WO ⁸	WO -7% NCO – 11%
Air Forces Military School for NCO and WO	WO- 18% NCO – 8%
Naval Forces Military School for NCO and WO	WO- 6%
TOTAL	
*except the figures corresponding to the military high schools	
OFFICERS	15%
WARRANT OFFICERS	11%
NON-COMMISSIONED OFFICERS	11%
General quota for the military educational system	13%

Fig.3 Source: Human Resources Management Directorate, „2014th - 2015th Tuition Plan ”

In the last recent years, during the promotion and recruitment process held by the military centers, the principle referring to the equality of chances was highly taken into consideration on gender dimension (sex based non-discrimination), this strategy allowing a positive army image to be shaped in relation to the civil society. Moreover, if gender integration takes place during peacetime, it will facilitate readiness by increasing the pool of qualified individuals. For that reason, even though no new programs meant to attract or retain women in the military system have been recorded, the number of female military personnel has raised, due to the efforts made in favor of harmonizing the military regulations and the national and international legislation in order to achieve balance between those aspects defining work/family responsibilities and their interference (Example: both men and women are entitled to benefit on maternity/paternity leave).

⁷ Non-commissioned officer

⁸ Warrant officer

III.1.2. Promoting the importance of applying UNSCR 1325 provisions within the Ministry of National Defense

Within the Romanian Army, topics regarding UNSCR 1325 Resolution and its additional resolutions, the gender equality principle or other aspects associated to this activity domain, are approached at every training, educational and operational level that implies military or civilian MoND staff.

Depending on the studying level or the specialty, all military educational programs have at least 4-8 hours of gender specific training approaching the importance of respecting the international human rights law and the efficient usage of the gender tool in all phases of military operations. Nevertheless, the military educational institutions have inserted into their curriculum topics which are specific to gender equality, mainstreaming the equality of chances, tolerance and discrimination, interdiction of sexual harassment and gender based violence, such as:

- *Grounding on the protection, rights and special needs of women;*
- *The importance of women for the success of the peace maintaining operations;*
- *Grounding on STD⁹ – HIV/AIDS;*
- *Armed Forces training regarding the categorical ban of all forms of sexual violence exercised on civilians.*

Education, training and exercises are recognized as key tools that have enabled MoND to move on forward the WPS agenda.

For that reason, the latest mission readiness program drafted for the military personnel that participate to individual missions outside the Romanian borders and the annual commandments training plan have been also updated with themes regarding respect for women special needs, abolishment of sexual violence against women, human trafficking or the special needs of female military personnel participating to missions abroad.

The gender training offered during the pre-deployment period was also significantly strengthened, the training modules containing not only general and specialized military classes but also a special class on gender dimension viewed from an operational context.

In support of the gender dimension enhancement, the Civil and Military Cooperation (CIMIC) unit has deployed mix-gender teams – Female Engagement Teams¹⁰ and CIMIC Teams - to Afghanistan.

The main assignment of FET was to engage local female population, in order to empower this social category, in the context of respecting the traditional norms specific to that area. Maintaining a good cooperation with the regional partners and other FET teams from the same operational area was also one of the ROU FET team responsibilities.

In consequence, the whole purpose of this mix-team concept was to integrate the gender dimension within military operations and highlight the influence this way of managing the gender phenomenon exercises on successful mission accomplishment. At the same time, the usage of such special capability contributed to operational environment image completion, by highlighting new action methods resulting from the cultural uniqueness of the area and also from the urgent necessity of valuing the entire local human potential in support of the effort deployed troops have made in favor of reconstruction, peace and stability.

III.1.3. Promoting through national mass-media the importance of applying UNSCR 1325 provisions within the Ministry of National Defense

In terms of the impact that media exercises on society, the female staff working at all levels and echelons within the MoND was consistently promoted both in the military and civilian media with the occasion of organizing various activities.

⁹ STD – sexually transmitted diseases

¹⁰ FET – Female Engagement Team

Events like:

- *“The Army – a different kind of school”* or *“ROU Army Day in schools”*, both organized by the Public Relations Directorate, starting with 2012, in schools and high schools across the country,
- *“I am proud of my parents”* – the children of the ROU staff deployed to various theatres of operations were connected through video teleconference with their parents from their army units location,
- *“Be the hero of the story”* – with the occasion of celebrating the International Children Day,
- *“Minister for one day”*,
- *“The summer scouts camp”* – special event held annually using army image promoting products, have been mainly organized by women and with women, proving once more their organizational capacity as well as a firm and responsible implementation of gender equality principle in the military system.

As part of the defense public diplomacy strategy, the gender issue was approached through intensively female staff coverage, all materials containing topics such as:

- Female leadership,
- Women’s contribution to efficient management of the military institution,
- Female staff professionalism and the influence they exercise upon their specific field of activity,
- Female military staff involvement within society.

All those women that are interested in entering a military career, can access the official organization’s accounts on social networks (Facebook, Twitter) or on Internet (www.mapn.ro), which have been important tools of promoting WPS agenda, from where they extract valuable information about current careers/ activities/ successes/ experiences of female military staff.

In addition, due to the high importance given to the **gender issue**, on the military internal computer network, a special web portal was created, with free access for all users, and containing updated documents on matters regarding UNSCR 1325 and its implementation. The main purpose of this portal is to streamline the implementation process for the *“2014th Plan”* in all military units across the whole country and to guarantee access to specific documents for all focal points of each military structure, who are interested in the subject.

In the last years, through its adopted gender policy, NATO highlighted the importance of improving and promoting an equitable gender balance in the Armed Forces as this enables the organization to guarantee gender equality, and respectively through this, the capability to deliver global security. Nations have been encouraged to take additional steps to make careers in the Armed Forces more attractive to women and to develop gender specific messaging and processes in recruiting operations. Thus, the activities undertaken by the MoND in order to promote military careers have involved female military personnel, so as to increase their visibility and to conduct a complex information and recruitment process, both through the steps taken and through the diversity of the selected candidates’.

III.1.4. Promoting the importance of applying UNSCR 1325 provisions within the Ministry of National Defense through foreign allied or host nation mass-media present in different theatres of operations

The Romanian Ministry of National Defense unremittingly promotes women leaders from all echelons, deployed or not, through various communication channels. Thereby, the Romanian military staff has shown and proved itself to be a strong and active ally in a struggle for reconstruction, peace and stability, through the multitude and complexity of its developed projects and programs targeting a stronger support for disadvantaged female population or for other vulnerable categories of population within the area of operations.

This principled and constructive attitude was reflected not only through a very good liaison with the host nation representatives and population but also through a high productive cooperative relationship developed with the regional partners, respectively the coalition partners and the nongovernmental organizations present in the operation area.

The media products (printed or on-line publications, audio-video products) with respect to the most prominent activities undertaken by the male and female military personnel have been disseminated through national and foreign media channels, especially at the NATO commandments level or in the local press corresponding to the Romanian contingents deployment area.

III.1.5. NATO evaluation and reporting methods regarding UNSCR 1325 Resolution implementation within the Ministry of National Defense

Within the NATO framework, allies and partners, send an annual *country report* regarding the UNSCR 1325 and its additional resolutions implementation manner and stage. These national reports are centralized and analyzed by the **NATO Committee on Gender Perspectives (NCGP)**¹¹ with the purpose of maximizing the organizational efficiency in support of achieving the Alliance's objectives and priorities. These analysis conclusions are afterwards presented during the **annual conference** organized by the NCGP committee at the NATO headquarters in Brussels.

The Romanian Country Report, on defense matters, for **2013 - 2014** was send to NCGP early in March 2014, comprising solely the activities undertaken by the Ministry of National Defense on gender related matters.

The theme for the 2014 NATO Annual Conference on gender issues, which took place at NATO's headquarters in Brussels, was: "*Recruitment and Retention in the Armed Forces – National Human Resources policies and exchange of best practices*". We mention that, from Romania, as an allied country, the MoND GENAD participated in the conference. During the meeting, results of the analysis carried on the 2013th National Reports have been presented together with the progresses registered in the implementation of NCGP recommendations for 2012 – 2013, regarding the mainstreaming of gender dimension within the process of planning and conducting military operations; the progress nations registered by assuming and performing gender issue circumscribed tasks, through programs and policies they significantly contributed to or were associated with, was also highlighted during the meeting.

Participation to this conference offered the opportunity for each NATO allied or partner state to be actively involved to a gender good practices exchange, the presence itself of a such high number of delegates (33 NATO member or partner countries, EU/UN/Strategic Commandments (ACO and ACT) representatives) being positively noticed during the Military Committee, as a proof of the high importance given by the nations as well as by NATO to the gender perspectives mainstreaming within the armed forces.

IV. Main obstacles, gaps and new challenges encountered in approaching the „Women, Peace and Security” program

Since UNSCR 1325 Resolution “Women, peace and security” was adopted and until present, The Ministry of National Defense has taken measures to implement and gradually insert gender perspective in the whole range of military operations and missions carried out by the Romanian Armed Forces. Thus, by assuming the identified and learned lessons from the previous years of deployment and also due to the strong partnerships Romania is part of on defense matters, raising awareness on the importance of gender dimension within the military structures has constantly raised.

Some of the obstacles encountered during the last 15 years of WPS program approach, we mention:

- The lack of specific regulation and of an unitary view upon gender perspective integration at the MoND level, and also at the national level;
- The lack of personnel specialized on gender issues, destined to help managing this subject unitary and constantly for all structures subordinated to the MoND, both at home and during mission deployment in outer theatres of operations;

¹¹ NCGP is advisory body to the NATO Military Committee (CM)

- The tangentially approach of the gender phenomenon during training sessions, both in the military educational institutions and in the operational units, only through classes of humanitarian international law, and without making any other links to the documents especially issued to describe UNSCR 1325 and related resolutions implementation process;
- The absence of a sex disaggregated data system in the Armed Forces, led to additional difficulties regarding the draw up of statistics, analysis and reports on gender perspective implementation.

As it can be seen in chapter IV „Concrete ways of achieving the objectives outlined by “The 2014th Plan” of this analysis, most of the obstacles encountered in the last years have been overcome, MoND expressing its constant opening towards dynamic cooperation and exchanges of good practices in order to achieve a better incorporation of WPS agenda within the defense domain.

Nevertheless, in spite of the last 15 years registered progresses, due to the security environment evolution and its complexity, new challenges regarding the implementation of WPS agenda within the military system have been outlined:

- Further specialized personnel training and working manner adjustment to the modern demands of the operational environment, in accordance with the current regulations within the gender domain;
- Maintain constant rising numbers of female personnel participating in NATO/UN/EU missions in different theatres of operations, on executive and commanding positions;
- Maintain gender issue experts as a capability used at all hierarchic levels during peacetime or during deployment in outer theatres of operations;
- The constant use of all communication and information channels in order to promote military career as a validated gender-neutral occupation which is primarily based on professional competences and expertise;
- Further active participation to all national and international initiatives conducted on gender issues, having as a priority the assurance of MoND contribution on national defense matters, to the National Action Plan drafting.

VI. Conclusions

Today’s military operations are being carried out in a complex designed security environment which requires a political-military-civil comprehensive approach on gender issues afferent to the human resources engaged in the process of guaranteeing that peace and security are achieved and maintained.

The years of previous deployments have brought out-front that complementary skills and expertise of both male and female personnel are essential for the operational effectiveness of the military operations, as war and conflict have distinctively impacted men and women belonging to a certain society.

In this context, we mark the resilience of the female military personnel who, year by year have challenged new boundaries by being more active and by demonstrating that an important way to improve missions imply operating in a comprehensive manner which highlights that gender really makes sense. However, at peace or in conflict, perspectives upon women’s issues cannot be changed without men’s proactive participation.

In conclusion, the Romanian Armed Forces will continue to remain committed to a uniform and permanent mainstreaming of the gender dimensions at all military operating levels, tactical-operational-strategic, within military training and education and in all operations and missions, in accordance with the national and international legislation and NATO’s specific policies.

VII. Contribution of the Ministry of Internal Affairs

At the level of the **Ministry of Internal Affairs**, in the period 2004 – 2014, a number of 174 women have taken part in peacekeeping / peacebuilding missions, out of which 33 were involved in the decision-making process, both at regional and national level, as well as within the international organizations dealing with conflict management.

Among the United Nations, Organization for Security and Co-operation in Europe and European Union peacekeeping / peacebuilding missions involving Romanian female personnel, we mention the following:

1. UN Mission in Haiti – MINUSTAH: 3 management positions and 7 execution positions;
2. UN Mission in the D.R. of Congo – MONUSCO: 1 officer in an execution position;
3. EU Mission in Afghanistan – EUPOL: 8 execution positions;
4. EU Mission in Georgia – EUMM: 5 execution positions;
5. EU Mission in Ukraine – EUAM: 1 execution position;
6. UN Mission in Kosovo – UNMIK: 1 execution position;
7. EU Mission in the D.R. of Congo – EUPOL: 3 execution positions;
8. EU Mission in Bosnia and Herzegovina – EUPM: 1 management position, 1 execution position;
9. OSCE mission in FYROM: 1 management position, 1 execution position.

Personnel participating in peacekeeping / peacebuilding missions benefit of human rights training, especially concerning protection of women and children in conflict areas.