

ROMANIA
NATIONAL STRATEGY
AND NATIONAL ACTION PLAN ON
WOMEN, PEACE AND SECURITY
2020 – 2023



- ❖ *Ministry of National Defense*
 - ❖ *Ministry of Foreign Affairs*
 - ❖ *Ministry of Internal Affairs*
 - ❖ *Romanian Intelligence Service*
 - ❖ *Special Telecommunication Service*
 - ❖ *Protection and Guard Service*
 - ❖ *National Agency for Equal Opportunities between women and men*
 - ❖ *National Administration of Penitentiaries*
 - ❖ *National University of Political and Administrative Studies*
 - ❖ *The Mediation Council*
 - ❖ *Civil organization non-profit FRONT*
-

Pictures on the front cover (from the top)

- ❖ *MoND - 30th Guard Brigade „Mihai Viteazul” -  Laurențiu Turoi*
- ❖ *MFA - OSCE Special Monitoring Mission in Ukraine -  Personal archive*
- ❖ *MIA - RSM Afghanistan Mission -  Personal archive*

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ROMANIA
NATIONAL STRATEGY
AND NATIONAL ACTION PLAN
REGARDING THE IMPLEMENTATION
OF THE UNITED NATIONS SECURITY
COUNCIL RESOLUTION 1.325 (2000)
WOMEN, PEACE AND SECURITY
2020-2023



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ABBREVIATIONS

| | |
|--------------|-----------------------------------------------------------------|
| <i>MoND</i> | – Ministry of National Defense |
| <i>MFA</i> | – Ministry of Foreign Affairs |
| <i>MIA</i> | – Ministry of Internal Affairs |
| <i>SRI</i> | – Romanian Intelligence Service |
| <i>STS</i> | – Special Telecommunication Service |
| <i>SPP</i> | – Protection and Guard Service |
| <i>NAEO</i> | – National Agency for Equal Opportunities between women and men |
| <i>NAdP</i> | – National Administration of Penitentiaries |
| <i>NFP</i> | – National Focal Point |
| <i>NAP</i> | – National Action Plan |
| <i>WPS</i> | – Women Peace and Security |
| <i>NATO</i> | – North Atlantic Treaty Organization |
| <i>EU</i> | – European Union |
| <i>OSCE</i> | – Organization for Security and Co-operation in Europe |
| <i>UN</i> | – United Nations |
| <i>UNSC</i> | – UN Security Council |
| <i>UNSCR</i> | – United Nations Security Council Resolution/Resolutions |
| <i>GMO</i> | – Gender Management Office |



Laurențiu Turoi



Ministry of National Defence – Graduation ceremony –

CHAPTER I

Introduction

Resolution 1.325 (2000) of the National Security Council of the United Nations *Women, Peace and Security*, adopted on 31 October 2000, hereinafter referred to as, UNSCR 1.325(2000), affirms the important role of women in conflict prevention and resolution, in peace negotiations, peace consolidation, peace keeping, humanitarian response and post-conflict reconstruction and highlights the importance of the full participation and involvement of women in all peace and security promotion and insurance efforts.

The contents of UNSCR 1.325 (2000) expresses concern for civilians, especially women and children, who represent the vast majority of the victims of armed conflicts and reaffirms the importance of the role of women in conflict prevention and resolution as well as the peace construction process.

Moreover, UNSCR 1.325 (2000) presents the necessity for equal participation and full involvement of women in all efforts for peace and security keeping and promotion, as well as the need to increase their role in the decision making process regarding conflict prevention and resolution. The analysis of the potential for violence against women in a certain country can constitute an indicator that can predict the potential for conflict of that nation. As such, if data regarding women's rights and the potential for violence against women is introduced in the early warning systems, this may lead to improved predictability regarding the manifestation of gender based violence and other atrocities.

In order to achieve the objectives, UNSCR 1.325 (2000) is based on four pillars:

1. Participation

– which deals with increasing participation of women in the decision making process at all levels at national and regional levels, within international institutions and mechanisms for conflict prevention and resolution, in peace negotiations, as well as in UN peace keeping operations.



Ministry of Foreign Affairs – OSCE Seminar on the Code of Conduct on Political – Military Aspects of Security Bucharest, 2018



Personal archive

2. Prevention – which involves taking special measures for conflict prevention as well as the prevention of all forms of violence against women during and after conflicts, including but not limited to sexual and gender based violence, discriminatory practices, abuses and exploitation. There is a correlation between women's situation and the level of conflict in an area, that, while real, it is insufficiently explored and has its roots in the fact that male dominated societies and those dominated by military structures fail to protect women's rights and very little if any opportunities exist to promote women's rights appropriately within the public and private spheres of these societies and/or at every decision and leadership level.

3. Protection – it refers to the special attention in order to protect women and young girls from sexual or gender based violence, including emergency or humanitarian situations such as refugee camps.

4. Assistance and recovery – includes the adoption of assistance and recovery measures in order to tackle crisis from the gender perspective, which includes respecting the civilian and humanitarian nature of refugee camps, by taking into account the needs of women and young girls from as early as the design and layout phase of the refugee camps and amenities.

From 2000 until today, UNSC adopted eight additional resolutions on the WPS theme, which means that, at the UN level there is already an Agenda for this theme. In this regard, we would like to mention the following resolutions:

- 1820/2008, that deals with sexual violence in conflicts as an element of war tactics;

- 1888/2009 that highlights the increasing role of UN peace keeping missions in protecting women and children during conflict situations;

- 1889/2009, through which the UN Secretary General is requested to propose a set of indicators regarding the implementation of resolution 1.325 (2000);



Ministry of Internal Affairs - Frontex Joint Operation - POSEIDON 2017 – Greece



Host nation

- 1960/2010 that offers a tracking system concerning those responsible with sexual violence during conflicts. This resolution requests the compilation of lists identifying those who are responsible with committing such acts of violence;

- 2106/2013, which requests that – aside from UN and SC – all members states should get involved in applying the resolutions of the SC regarding Women, Peace and Security;

- 2122/2013, that highlights new measures to enforce the participation of women solving conflicts at UN and member states and regional organisations level and requests removing the obstacles against the facilitation of such participation;

- 2242/2015 that identifies the new themes which impact this field: climate change, violent extremism, the increasing number of refugees and internally displaced persons.

- 2467/2019, that emphasizes the elimination of sexual violence during conflicts, by establishing new measures for the UN and member states systems in order to eliminate, track cases where such violence occurs and to identify the support measures required for the victims. The resolution brings to attention the acknowledgement of children born from rape, starting from an approach focused around the survivors.

UNSCR in the WPS field acknowledge in equal measure that boys and men are and can be victims of sexual and gender based violence, including but not limited to: torture and failure to report it, stigmatization and discrimination, the promotion of false messages regarding homosexuality, infertility, prohibition of access to health services, etc.

Sexual violence is a recurring problem in armed conflicts and has become part of the strategic instruments used especially by extremist terrorist groups. More and more often, men, women, boys and girls are subjected to the same risk, irrespective of age and, in most cases, the victims of such atrocities do not report these issues because they feel ashamed.

The list of sensitive indicators regarding the gender perspective includes of wide range of manifestations, such as: women's education, vulnerability against gender based violence, frequent kidnappings, human trafficking for the purposes of providing sexual services, domestic violence and single parent family support. The indicators can be classified into four categories: **demographic, human rights and security related, political and institutional, economic and social.**

An early warning system, capable of taking into account the gender perspective, can facilitate the taking of adequate measures in order to prevent abuses against women during and after conflicts, as well as to protect their involvement, given that, in a conflict, women's ability to empathise and relate with the community may lead to a more efficient approach of inter-ethnic alliances, in view of preventing and solving conflicts.

Even though they are not part of the UNSCR 1.325 (2000), it is important to mention that the two additional resolutions regarding sexual exploitation and abuse in peace keeping operations (UNSCR. 2272/2016) and human trafficking and its impact (UNSCR 2331/2016).

The implementation of the WPS agenda at NATO level was accomplished by means of BISC 40-1 Directive *Integrating UNSCR 1.325 and gender perspective into the NATO Command Structure*.

The NATO action plan envisages the integration of the gender perspective both internally, within NATO forces, as well as externally, within the operations and missions executed by the alliance. The document highlights the importance of integrating the gender perspective as a tool that must be used at all operational, planning, leadership and evaluation levels in order to obtain high operational efficacy and to bring a real awareness of the situation.

The EU promotes peace and security within and outside their borders. It is consecrated in the Treaty on European Union and reflected in the global strategy for security and external policies of the European Union.

The WPS agenda constitutes a tool for managing aspects concerning both equal opportunities and treatment for women and men, as well as conflicts, violence and security. The overall vision of the WPS global agenda seeks to achieve gender equality, peace and security.

In December 2018, the EU Foreign Affairs Council adopted the Conclusions regarding WPS and the EU Strategic Approach in the WPS field, which seeks to reaffirm the holistic implementation of the WPS Agenda, the UN Strategy regarding gender equality, peace and security.

The EU Strategic Approach regarding the WPS field offers a solid foundation for the accomplishment of equal opportunity and treatment for men and women – one of EU's fundamental values – by engaging with, increasing the responsibilities of, protecting and supporting women and young girls in view of achieving peace and security.

Additionally, we must stress the importance of women in leadership in the context of policies and programmes concerning peace keeping and security.

The organisational approach starts by identifying certain social roles fulfilled by men and women that are different in each of the communities to which they belong, and that must be taken into account when configuring the transition from a state of conflict to one of peace.

The EU strategy is aligned with International Human Rights provision, with emphasis on respecting the prohibition to exercise any form of sexual violence in the context of humanitarian aid interventions, as well as the development of programmes meant to respond to the needs of victims of such acts.

CHAPTER II

Current situation

◆ *At the National Level*

On 4 September 1980, Romania signed the *Convention on the Elimination of All Forms of Discrimination against Women*, which was adopted by the United Nations General Assembly at New York, on 18 December 1979 and ratified by State Council Decree No. 342/1981, thus establishing the social, economic and political rights of women, and thereby making the first step towards the effective promotion of equal opportunities between men and women in all fields of activity.

On this foundation, between 2002 and 2018, four normative acts regarding gender equality and combating all forms of discrimination were adopted. Those are as follows:

- Law no. 202/2002 regarding equal opportunity and treatment for women and men, republished, amended and supplemented, that regulates measures for promoting equal opportunity between men and women, in view of eliminating indirect and direct discrimination based on gender equality, in all areas of public life in Romania;
- Government Resolution no. 1273/2000 regarding the National Action Plan for equal opportunity between men and women;
- Government Ordinance no. 137/2000 regarding prevention and sanctioning of all forms of discrimination, republished, with subsequent amendments and completions;
- Government Resolution no. 365/2018 for the approval of the National Strategy regarding the promotion of equal opportunity and treatment between men and women, prevention and combating of domestic violence for the period between 2018 - 2021 and the Operational Plan for the implementation of the National Strategy regarding the promotion of equality opportunity and treatment between men and women as well as the prevention and combating domestic violence for the period between 2018 – 2021.

◆ *At the National Defence Level, Public order and National Security*

As an active member in NATO, EU, UN and OSCE missions, Romania knows and integrates gender dimensions in all aspects regarding national security and stability. Allocation of 2% of GDP for defence and the support for increased representation of women at all decision making levels both nationally and regionally and/or at the level of international institutions, in consultation with women's groups at local or international level, are part of the set of actions/measures for the implementation of the WPS agenda.

The Romanian Government considers that gender equality represents a priority, which is why they included in the social model proposed by means of the Governing Programme, the first programme that includes a chapter dedicated to the gender perspective named “Respect and dignity for women”.

As a result of acknowledging the importance of UNSCR 1.325 (2000), but more importantly that of the specific activities conducted within the resolution, in 2014 the Ministry of National Defence elaborated the *Plan for Implementation of the Ministry of National Defence for the UN Security Council Resolution 1325/2000 “Women, Peace and Security” and for the enclosed resolutions, as well as the complementary documents approved at the level of different international organisations, to which Romania is member – 2014–2024*.

The Ministry of National Defence assumed its role as an integrator of the NAP and, for this purpose, created the Gender Management Office which was also assigned as NFP for the WPS field, which ensures liaison with international organisations and coordinates the activities of national institutions with responsibilities in this area.

The Ministry of National Defence includes women activating as both civilian and military personnel, occupying both leadership and execution positions at all levels of the organisation.

Women may occupy any of the military and/or civilian positions if they meet the competency criteria required for the military branches and specialties, with no legal restriction.

Manning with female personnel in July 2019 in the national defence, public order and national security system is as follows:

- In the MoND the percentage of female personnel (both civilian



Ministry of National Defense – Secretary of state Simona Cojocaru



Valentin Ciobîrcă



Ministry of National Defense – Naval Forces –



Laurențiu Turoi

and military) is 23.69% and is segmented as follows: officers 2.53%, NCOs and Technical officers 2.66%, enlisted 1.27%, students 2%, civilian and public service personnel 15.23%;

• In MFA, 47% of the diplomatic and consular personnel of the institution is represented by women, of which 27% are Romanian diplomatic mission or consular office heads. Additionally, 52% of the personnel occupying leadership positions in the Central Administration of the Ministry of Foreign Affairs are women;



Ministry of Foreign Affairs - EU Advisory Mission in Ukraine



Personal archive



Ministry of Internal Affairs –
National Day of Romania



Romanian Police Public
Relations Compartment

• Within the MIA, female personnel represents app. 17.40% of the personnel of the institution;



Romanian Intelligence Service – Counterterrorism Unit –



Marius Bercaru

• 36.03% of the personnel manning the SRI is represented by women, and has shown a growth of 0.9% as compared to the previous year;

- In what concerns the STS, female personnel represents app. 51.17% of the total personnel;

- Female personnel within National Administration of Penitentiary represent 24.65% of the total personnel of the institution;



Special Telecommunication Service – Doors open Day –



Dan Neagu



National Administration of Penitentiaries



Communication and Mass Media Compartment

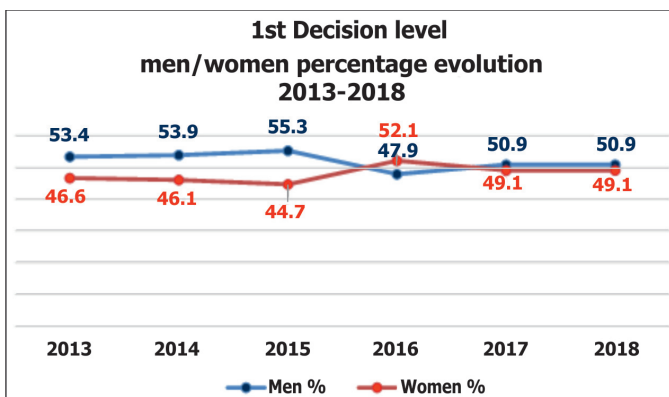
- Female personnel within SPP represents 15.2% of the total personnel of the institution.

Evolution of post occupation by women and men (between 2013 and 2018) is depicted in the chart below.

In what concerns the percentages regarding women, there is no change between 2017 and 2018, as they remain at 46.1%. With the exception of year 2016, the percentage of women at decision level 1 does not pass the 50% tile, but in years 2017 and 2018 they remain fairly

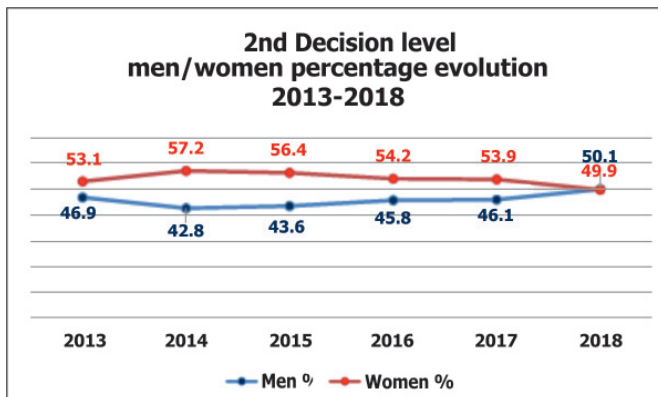
close to those of male personnel, the difference being of only 1.8%.

At the national level, in 2018, the central public administration for the 2 decision levels (decision level 1: secretary general, deputy secretary



general, general director, deputy general director and decision level 2: director, deputy director) there were 701 reported leadership positions, of which 126 were vacant. From the total remaining of 575 positions, 50.4% were occupied by men and 49.6% by women.

The evolution of post occupation by women and men between 2013 and 2018 is depicted in the chart below.

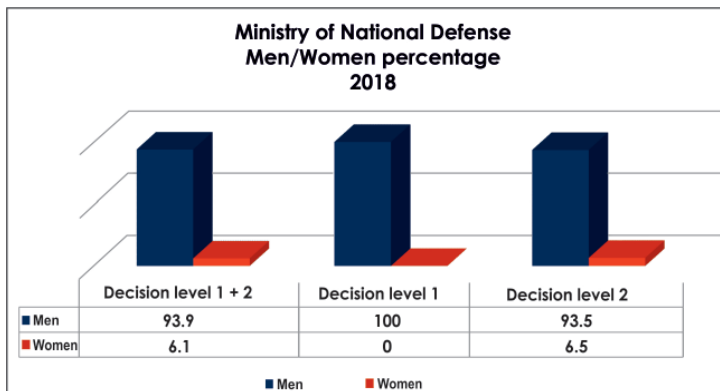


In 2018, the percentage of women drops by 4% as compared to 2017 and below the 50% tile. That being said, the difference between male and female representation is of just 0.2%. the best year for women in terms of representation at this decision level is 2014, when female representation was 57.2%.

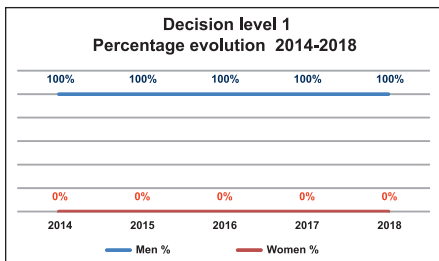
At MoND level, the number of leadership positions (decision levels 1+2) is 33 and all positions are occupied. Of these, 93.9% are filled by men and 6.1% by women.

At decision level 1, the 2 positions available are filled exclusively by men.

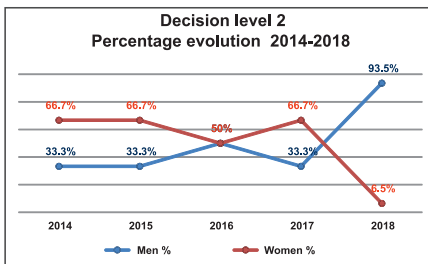
At decision level 2, of the 31 available positions, 6.5% are filled by women and 93.5% are filled by men.



Decision level 1, in the last 5 years, was occupied exclusively by men.



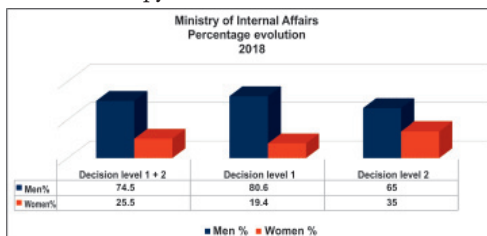
Decision level 2 registered fluctuations in terms of gender representation.



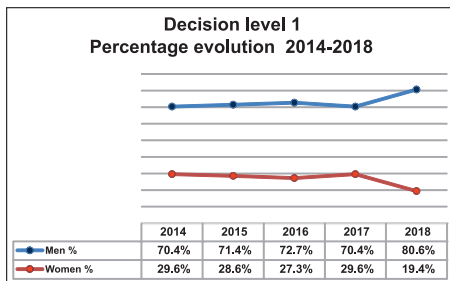
In the MIA the number of positions for decision levels 1+2 is 58, of which 7 are vacant. The 51 occupied positions are split between genders as follows: 25.5% for women and 74.5% for men.

At decision level 1, men occupy 80.6% of posts and women 19.4%.

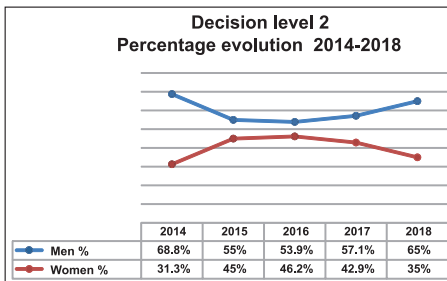
At decision level 2, the difference between genders decreases and women occupy 35% of positions while men occupy 65%.



In the last 5 years, at decision level 1, women registered percentages below 30%. The years in which women had the highest percentages are 2014 and 2017. In year 2018, as compared to the previous year, female representation dropped by 10.2%.



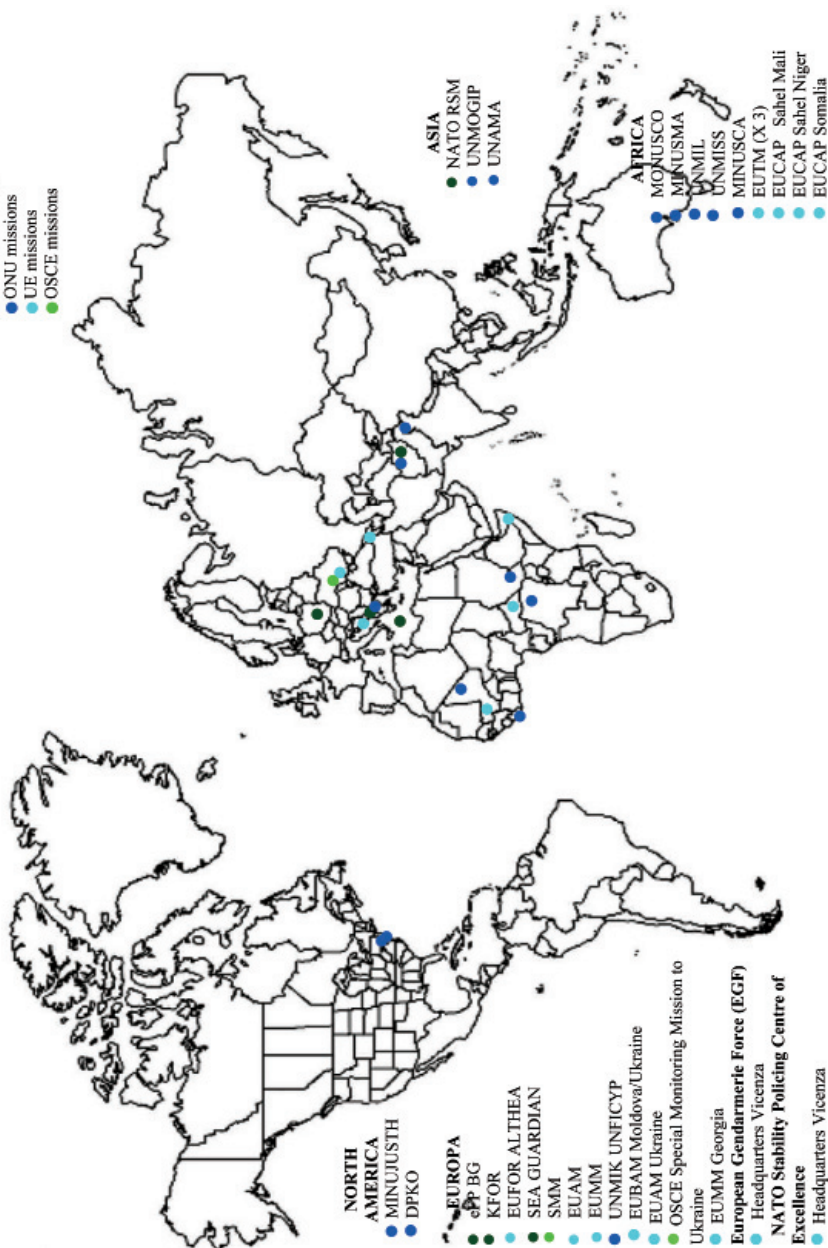
Decision level 2 showed fluctuations over the last 5 years, the highest female percentage being registered in 2016, with a value of 46.2%. However, the percentages overall are higher than those of decision level 1. In year 2018, female representation dropped by 7.9 percent as compared to the previous year.



ROMANIA'S PARTICIPATION IN MISSIONS ABROAD 2018

2571 from wich 93 women - 3,61%

- NATO missions
- ONU missions
- UE missions
- OSCE missions



CHAPTER III

Purpose of the National Action Plan

The NAP represents the tool constituting the basis for a series of common policies and directives for the implementation of UNSCR 1.325 (2000) used by the institutions of the national defence, public order and national defence system of Romania, as well as other central administration institutions with responsibilities in this field.

CHAPTER IV

Objectives and measures

| Crt. No. | Measure | Deadline | Structures responsible | Financial Resources | Indicators |
|--------------------------------------------------------------------------------------------|------------------------------------------------------------------------------|-----------|----------------------------|-----------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Objective No. 1. Integration of gender perspective in security and defence policies | | | | | |
| 1. | Elaboration of orders/ dispositions regarding internal implementation of NAP | 2020-2023 | MoND MFA MIA | Within the limits of the existing allocated budgets | Internal norms approved within each institution |
| 2. | Promotion, support and implementation of NAP | 2020-2023 | MoND MFA MIA NAEO | Within the limits of the existing allocated budgets | The creation of a subdivision on the web pages on the institutions responsible. Depending on the specific of each institution, inform employees regarding NAP content (at least one information session per year) NAP revision, every 4 years |
| 3. | NFP Provision | 2020-2023 | MoND | Within the limits of the existing allocated budgets | Ensure visibility on a website/creation of a web page |

| Crt. No. | Measure | Deadline | Structures responsible | Financial Resources | Indicators |
|----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|----------------------------|-----------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 4. | Assign a Gender expert/ Gender advisor/ Contact point at the central level, which will collaborate with and support NFP activity | 2020-2023 | MoND MFA MIA NAEO | Within the limits of the existing allocated budgets | Ensure visibility of gender expert activity on the website/social media. Ensure visibility of gender expert/ advisor/contact point by means of participation in conferences, reunions and workshops |
| 5. | Integration activity on gender perspective in security policies | 2020-2023 | MoND MFA MIA NAEO | Within the limits of the existing allocated budgets | NFP participation in at least 2 international conferences/reunions on the theme <i>Women, Peace and Security</i> . Dissemination of materials towards gender experts/ gender advisors/ contact points |
| 6. | Construction of a common database regarding WPS specialists in the national defence, public order and national security systems, academic environment and civilian community | 2020-2023 | MoND | Within the limits of the existing allocated budgets | An electronic database with the support of relevant institutions. Organizing a minimum of 1 annual reunion of WPS specialists |
| 7. | Realise permanent exchange of knowledge and experiences with national and international WPS civilian experts | 2020-2023 | MoND MFA MIA NAEO | Within the limits of the existing allocated budgets | NFP participation or that of an expert/ gender advisor/ contact point at the central level at least one activity |

| Crt. No. | Measure | Deadline | Structures responsible | Financial Resources | Indicators |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|----------------------------|-----------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Objective No. 2. Increase the representation and significant participation of women in peace negotiations, mediation processes and within peace keeping missions | | | | | |
| 8. | Provide support necessary for participation in the selection and manning of such posts | 2020-2023 | MoND MFA MIA NAEO | Within the limits of the existing allocated budgets | Eligible women will be encouraged to participate in peace keeping missions Tracking the objective to have at least 15% female representation within peace keeping missions |
| 9. | Provide a horizontal and vertical information flux designed for exchange of data and experiences gathered during female participation in peace keeping missions | 2020-2023 | MoND MFA MIA NAEO | Within the limits of the existing allocated budgets | Best practices and experience exchange Create a compendium of best practices and publish it on the NFP web page |
| 10. | Conduct communication campaigns to improve visibility of women in security and defence sectors | 2020-2023 | MoND MIA NAEO | Within the limits of the existing allocated budgets | Reduce stereotypes related to women's role in security and defence sectors Programmes to promote women's activities activating in peace and security fields, NGOs the youth (as part of programmes such as Alternative School |
| 11. | Conduct analysis regarding the perception of gender equality | 2020-2023 | NAEO MoND | Within the limits of the existing allocated budgets | Conduct research or at least a synthesis of research materials regarding gender equality perception Annually organise an informative reunion regarding the results of the research |

| Crt. No. | Measure | Deadline | Structures responsible | Financial Resources | Indicators |
|---------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------|-----------|----------------------------|-----------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 12. | Conduct periodic training concerning gender equality | 2020-2023 | MoND | Within the limits of the existing allocated budgets | Organize a minimum of 2 training events/1 per semester |
| 13. | Introduce training programmes regarding gender equality in all academic institutions of the security and defence sectors | 2020-2022 | MoND MIA NAEO | Within the limits of the existing allocated budgets | Periodically create and update WPS study materials as well as academic curriculum based on Resolution 1325(2000) |
| 14. | Identify and introduce flexible working options for employees from the security and defence sectors, during peace time | 2020-2023 | MoND MIA NAEO | Within the limits of the existing allocated budgets | I m p l e m e n t normative acts concerning flexible working hour options |
| Objective No. 3. Prevent and combat all forms of gender based discrimination, harassment and sexual violence | | | | | |
| 15. | Elaborate a code of conduct from a gender perspective | 2020-2023 | MoND MFA MIA NAEO | Within the limits of the existing allocated budgets | Prevent and combat discrimination and sexual harassment. Adopt, approve the code of conduct form a gender perspective Disseminate the content of the Code of Conduct from a gender perspective via at least 2 personnel training sessions per year |

| Crt. No. | Measure | Deadline | Structures responsible | Financial Resources | Indicators |
|-----------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|------------------------------------|-----------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 16. | Elaborate certain analysis regarding the security situation in theatres of operations, to include identifying gender based violence in the mission areas | 2020-2023 | MoND MFA MIA NAEO NGOs | Within the limits of the existing allocated budgets | Make use of the analysis in training programmes in order to prevent abuses against women during after conflict, as well as increase their protection and involvement |
| 17. | Elaborate internal procedural norms regarding complaint resolution concerning gender discrimination and sexual harassment | 2020-2023 | MoND MIA | Within the limits of the existing allocated budgets | Adapt internal norms regarding prevention and combating of discrimination and sexual harassment Inform those norms on the web page |
| 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 | 2020-2023 | MoND MFA MIA ANP | Within the limits of the existing allocated budgets | Conduct at least one training per semester regarding prevention and combating sexual harassment and discrimination |
| 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 | 2020-2023 | MoND MFA MIA NAEO | Within the limits of the existing allocated budgets | Decide regarding the reporting mechanism for cases of sexual harassment and the resolution procedures Inform the public regarding the content of this mechanism via the website |

| Crt. No. | Measure | Deadline | Structures responsible | Financial Resources | Indicators |
|----------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|------------------------|-----------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 20. | Elaborate an SOP regarding the reporting and response mechanism with regards to the incidents that involve sexual exploitation and abuse committed by Romanian military and civilian personnel deployed abroad | 2020-2023 | MFA MoND MIA | Within the limits of the existing allocated budgets | Decide on the SOP concerning the reporting and response mechanism with regards to the incidents that involve sexual exploitation and abuse committed by Romanian military and civilian personnel deployed abroad |
| 21. | Training the forces prior to deployment for peace keeping missions regarding the code of conduct and the mandatory behaviour standards during their mission | 2020-2023 | MoND MIA | Within the limits of the existing allocated budgets | Training the forces prior to deployment for peace keeping missions regarding the code of conduct and the mandatory behaviour standards during their mission |
| 22. | Training the forces 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 | 2020-2023 | MoND MIA | Within the limits of the existing allocated budgets | Training the forces 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 |

| Crt. No. | Measure | Deadline | Structures responsible | Financial Resources | Indicators |
|----------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------|-----------|----------------------------|-----------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Objective No. 4. Cooperation with the civil society in the process of implementing the WPS agenda | | | | | |
| 23. | Create partnerships with organisations from Human Rights and Equal Opportunities and Treatment between women and men | 2020-2023 | MoND MFA MIA NAEO | Within the limits of the existing allocated budgets | Create a consultation mechanism between state institutions and NGOs with attributions in this field |
| 24. | Institute a proactive and permanent consultation process with the civil society and the academic sector | 2020-2023 | MoND MFA MIA NAEO | Within the limits of the existing allocated budgets | At least one debate per year, involving participation from state institutions with attributions in the field as well as representatives from NGOs and academic sector |

CHAPTER V

MONITORING AND EVALUATION

In order to ensure the efficient implementation of the national action plan, all activities will be monitored and evaluated.

The main objectives of NAP evaluation are:

- provision of information regarding the implementation at the national level, for internal analysis as well as reports for international organisations monitoring the implementation of UNSCR 1.325 (2000);

- evaluate implementation efficacy;

- increase the efficiency of Romanian institutions concerning the implementation of UNSCR 1.325 (2000) and the enclosed resolutions.

The monitoring of the implementation of the provision for NAP will be provided by the National Implementation Group, which includes representatives from the following institutions: Ministry of National Defense, Ministry of Foreign Affairs, Ministry of Internal Affairs, Romanian Intelligence Service, Special Telecommunication Service, Protection and Guard Service, National Agency for Equal Opportunities between women and men and National Administration of Penitentiaries.

The National Implementation Group will cooperate with and invite for specific activities, representatives and experts of the specialised commissions from the Romanian Parliament, representatives of the civil society and of the academic sector related to the WPS field.

The cooperation with the civil society in the UNSCR 1.325 (2000) implementation process will be realized by means of a permanent and proactive consultation process with relevant organisations from the civil society and by creating partnerships with NGOs in the field.

The secretariat of the group will be provided by the Gender management office. In all day-to-day activities, the secretariat will cooperate with and will be supported by those responsible with UNSCR 1.325 (2000), nominated by each participating institution.

NAP implementation evaluation will be conducted as follows:

- Annually – until the end of February of each year, all institutions as member to the NIG will send reports to the secretariat regarding the implementation of the plan regarding the actions related to their fields of expertise.

The reports will contain information regarding the achievement of the required indicators, a summary of the lessons learned from applying the NAP measures in the previous year and proposals for improvement.

- On the medium term

NAP evaluation at half period will be conducted 2 years after its launch – in the second quarter of year 2022.

After the centralising of the annual evaluations, the secretariat will present to the National Implementation Group an analysis of the results and a first proposal regarding the NAP updates and amendments.

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