



**DECISION**

**On the**

**National Implementation Program of the United Nations Security Council Resolution 1325 on Women, Peace and Security for 2018-2021 and the Action Plan regarding the Resolution 1325 implementation**

**No. 259 of March 28, 2018**

*Monitorul Oficial no.108-112/294 of 03.30.2018*

\* \* \*

**On the legal basis of the article 6, section C and H from the Law on Government no. 136 dated July 7<sup>th</sup>, 2017 (Monitorul Oficial of the Republic of Moldova, 2017, no.252, art.412),**

**1.** The Government approves:

1) National Implementation Program of the United Nations Security Council Resolution 1325 on Women, Peace and Security for 2018-2021 according to the appendix no.1;

2) The Action plan regarding the implementation of the National Implementation Program of the United Nations Security Council Resolution 1325 on Women, Peace and Security for 2018-2021 according to the appendix no.2;

**2.** The following institutions are responsible for generalizing the results of the actions provided in the Plan as nominated:

1) Ministry of Defense – objectives 1, 5, 6, and 7;

2) Ministry of Health, Labor and Social Protection – objectives 2 and 3;

3) Ministry of Internal Affairs – objectives 4 and 8;

**3.** Ministries and central administrative authorities, according to the assigned authorities will:

1) take measures to accomplish entirely and within the deadlines the actions included in the above-mentioned Plan;

2) submit the necessary information to the responsible entities for developing the reports regarding the implementation level of the actions, annually until January 5<sup>th</sup>.

**4.** The above authorized institutions will report annually until January 20<sup>th</sup> to the Bureau of Reintegration of the State Chancellery about the implementation level of the actions.

**5.** The Bureau of Reintegration of the State Chancellery will inform the Government annually until February 10<sup>th</sup> about the implementation of the above-mentioned Plan;

**6.** The expenses for the implementation of the Plan will be incurred from and within the annually approved allocations of the authority/institution budget and other legal sources.

**7.** The Vice Prime Minister of the country reintegration politics is in charge of the present decision execution.

**PRIME-MINISTER**

**Pavel FILIP**

**Countersigned by:**

**Minister of Internal Affairs**

**Alexandru Jizdan**

**Minister of Defense**

**Eugeniu Sturza**

**Minister of Health, Labor and Social Protection**

**Svetlana Cebotari**

**No.259. Chişinău, March 28, 2018.**

**NATIONAL IMPLEMENTATION PROGRAM  
of the United Nations Security Council Resolution 1325 on Women, Peace and  
Security for 2018-2021**

**Chapter I  
CURRENT SITUATION AND PROBLEM IDENTIFICATION**

1. The Resolution 1325 on Women, Peace and Security unanimously adopted by the United Nations Security Council on October 31<sup>st</sup>, 2000 (*hereinafter – Resolution 1325*) is the first international document that highlights the impact of conflicts on adult and young women, recognizing their significant role in establishing peace and ensuring security. The Resolution is mandatory for the all UN-state members, without extra ratification.

2. The Resolution 1325 requires all the actors to protect women's rights, prevent violence against adult and young women, take into account their necessities and priorities and involve them in the processes of conflict prevention and settlement, as well as post-conflict reconstruction. The Resolution 1325 foresees gender perspective in peace operations, increases the women's role and contribution especially as military observers, civil police and the human rights and humanitarian personnel.

3. For the first time, the Republic of Moldova engaged to implement the Resolution 1325 within the Individual Partnership Action Plan (IPAP) Republic of Moldova - NATO for 2014-2016, where it has assumed the responsibility to take actions for the implementation of the UN Security Council Resolution 1325. The Individual Partnership Action Plan (IPAP) Republic of Moldova - NATO for 2017-2019, approved by the Government Decision no.736 on September 13<sup>th</sup>, 2017, ensures the continuity of this commitment and establishes the action related to the cooperation on implementation the United Nations Security Council Resolution 1325 on Women, Peace and Security. The strategy on ensuring equality between women and men in Moldova for 2017-2021, approved by the Government Decision no. 259 on April 27<sup>th</sup>, 2017, establishes that one of the general objectives is the promotion of gender equality in the security and defense sector.

4. The above mentioned are important prerequisites for the adoption of a National Program for the Implementation of the United Nations Security Council Resolution 1325 on Women, Peace and Security for the years 2018-2021 (*hereinafter referred to as the National Program*).

5. The basis for the elaboration of the National Program and the Action Plan for its implementation in the Republic of Moldova was the inter-institutional self-evaluation on the gender dimension within the national security and defense sector during the period 2015-2016, carried out with the support of UN Women in Moldova, the Organization for Security and Cooperation in Europe and the Institute for Inclusive Security (ISI), Washington DC, United States of America. The draft of the National Plan of the Republic of Moldova for implementing UN Security Council Resolution 1325 on the role of Women in Peace and Security was launched On October 6<sup>th</sup>, 2016, and implemented by the Ministry of Defense of the Republic of Moldova in collaboration with the Institute for Inclusive Security and the NATO Center for Information and Documentation in the Republic of Moldova (NATO IDC) through the NATO Peace and Security Program (SPS). The main objective of the project was to assist the Government of the Republic of Moldova as well as representatives of civil society in developing an inter-institutional national strategy for the implementation of Resolution 1325.

6. At the same time, since 2015, a series of dialogues, roundtables and meetings have been held to increase the level of awareness of public authorities' representatives and civil society with the provisions of Resolution 1325. These events, attended by civil servants, women deputies, members of the Common Platform of Dialogue in the Parliament of the Republic of Moldova, activists in the field of gender equality, national and international experts etc., have created an appropriate framework to initiate the elaboration of the National Program.

7. The analysis of women's participation in the security and defense sector highlighted two significant issues: 1) the low representation rate of women in this sector, and 2) the fact that the sector is not sufficiently inclusive.

8. Thus, there are 8 identified barriers that reduce the representation and influence of women in the security and defense sector (described below).

**Barrier 1. Gender stereotypes persist within the sector (and outside it) about women's participation in the security and defense sector**

9. The areas of security and law enforcement are perceived as masculine. Approximately 20% of citizens believe that security sectors jobs are better suited to men. As for the Army, the ratio of those who believe that the Army is a sector for men only is higher than the proportion of those who choose for equal representation of women and men.

10. Working in the Police is perceived as the most dangerous occupation, and at the same time, the majority of people consider it to be suitable for both men and women. The perceived degree of danger of serving in the National Army is considered to be lower, and at the same time these jobs are considered less suitable for a fair representation of women.

11. Generally, citizens consider that enlisting more women in the security and defense sector would add value to it, increase the trust of the population and improve the working process. The most obvious benefits are related to fighting corruption and maintaining public order.

**Barrier 2. The security and defense sector does not allow men and women to combine work and family life**

12. The most important barrier which determines women's underrepresentation in the security and defense sector is the burden of domestic responsibilities. Other reasons for underrepresentation of women are psychological: women's self-confidence and also the fact that the sector is dominated by men and would be unfriendly and closed for women.

13. There are no specific policies to support the balance between work and personal life of employees in the sector.

**Barrier 3. The security and defense sector has no full capacity to prevent and fight discrimination, sexual harassment and gender-based violence**

14. Internal mechanisms for preventing and fighting harassment, discrimination and violence in the security and defense sector need to be more effective. At the moment, there are no comprehensive strategies to prevent sexual harassment and sexual abuse in the National Army and other security and defense institutions. However, there are programs related to the prevention of sexual harassment. This topic is included in the annual training program for military personnel.

15. In addition, the Armed Forces personnel assigned to participate in missions are trained to adopt specific behavior in relation to women. This implies a set of rules and requirements that must be followed to avoid accusations of sexual harassment. Although there are no designated persons dealing with the investigation of sexual harassment, there are formal procedures that can be used by victims to report harassment.

16. Increasing the number of women in the security and defense sector without providing internal procedures for preventing and fighting discrimination and sexual harassment involves significant risks. The persistence of gender stereotypes and the specificity of Armed Forces structures that are more or less closed, determine the need for men's psychological training in accepting women in the sector, which will reduce the risk of discrimination and sexual harassment.

**Barrier 4. The security and defense sector does not have an inclusive and proactive human resource management system**

17. With the exception of the Ministry of Internal Affairs, a proactive effort to hire women in the security and defense sector is basically missing.

18. For the most part, the reasons why women tend to leave the structures of the Armed Forces and other security and defense institutions are the difficulties in balancing work and family life, retirement and wage size or health.

**Barrier 5. The security and defense sector does not apply reasonable adaptation and positive measures to allow a wider representation of women**

19. The physical training requirements are not fully justified. These requirements are different for men and women within military training.

20. Physical infrastructure is not adjusted to the needs of women in the system. The equipment is the same for men and women. Most of the rooms for work, study, and recovery are not adapted to the specific needs of men and women.

**Barrier 6. The security and defense sector is not sufficiently transparent and open to participation by civil society and women's organizations**

21. The level of transparency of the decision-making process is functional, but the participation of external stakeholders can be enhanced.

22. Cooperation with civil society and the presence in the community of the security sector is generally low

23. Collaboration with civil society organizations concerned about gender equality can be extended.

**Barrier 7. Policies in the security and defense sector are insensitive to the gender unit**

24. The security needs of women and men are different. They have distinct priorities in the context of specific security threats. There is a tendency for women to be more affected by the destruction of social assistance structures and support systems. Lack of access to resources in times of peace tends to worsen the situation during the crisis or conflict.

25. Policies relevant to the security and defense sector must also be evaluated in terms of gender impact. This issue is addressed in a slight way, in terms of women's representation, and does not address the specific gender and gender inequalities and needs of the security sector.

26. The national legislative framework offers equal opportunities to all citizens, regardless of gender, but there are structural impediments or public attitudes that prevent the equal participation of men and women in the security and defense sector. For example, promoting women in certain positions requires long-term tour of duties for training. Long journeys are not possible for some women that are breadwinners for the family and children. Although promotion is open to the men and women who completed training, it can be a challenge for women.

**Barrier 8. Limited policies to ensure equal participation in peacebuilding and peacekeeping missions**

27. There is evidence of women absence in peace talks and in the peacebuilding process. Mostly, women's limited access to peace and negotiation processes as well as decision-making process is determined by the fact that there is no such approach to ensure the connection between *presence* and *influence*.

28. Women's participation in peacekeeping missions and peacekeeping operations should be encouraged. Studies show that when women account for at least 30% of the peacekeeping mission, local women are more likely to join the peace committees (Henry F. Carey. *Women and peace and security: The politics of implementing gender sensitivity norms in peacekeeping*. In: *International Peacekeeping*, vol. 8, 2001, p. 53). This contributes to increasing the credibility of peacekeeping forces, greater reporting of gender-based crimes and reducing cases of sexual exploitation and abuse by peacekeepers.

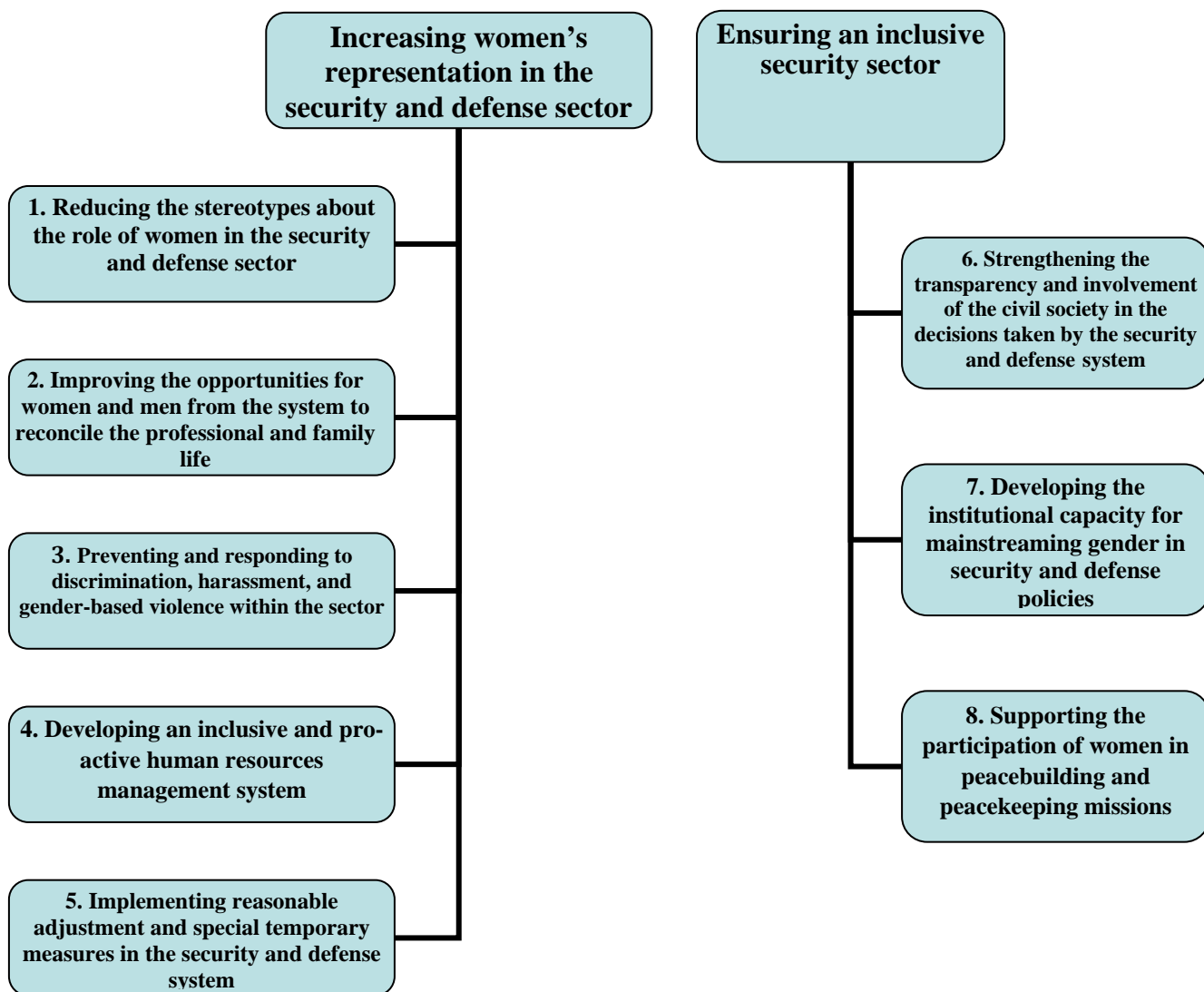
## **Chapter II OBJECTIVES AND EXPECTED RESULTS**

29. As a result of a multidimensional analysis of the barriers that reduce the representation and influence of women in the security and defense sector, several solutions have been identified that would help promote women and gender equality in the security and defense sector. These solutions have been grouped according to the 8 mentioned barriers and are addressed through 8 solutions / objectives in the Implementation Action Plan of the National Program for the Implementation of UN Security Council Resolution 1325 on Women, Peace and Security for the years 2018-2021 (hereinafter - Action Plan).

30. It is an approach that will facilitate the development of ministerial action plans according to the institutional needs and capacities to ensure gender integration both from the internal perspective of the sector - increasing women's representation, and from an external perspective - ensuring an inclusive security and defense sector. These two perspectives are the

core objectives of the Action Plan. Their implementation will contribute to the intensification of inter-ministerial cooperation with non-governmental organizations and civil society, thus ensuring the visibility of the actions taken by these institutions to implement Resolution 1325.

### Objectives and identified solutions



**31. OBJECTIVE 1:** *Reducing the stereotypes about the role of women in the security and defense sector* aims to increase women's participation by promoting the security culture at institutional, local and national level. Enhancing the visibility of women in the sector at the national level, local awareness-raising campaigns on Local Resolutions 1325 and regular gender equality trainings will help to increase the positive perception of women's involvement in the security and defense sector and, as a consequence, increases the population's confidence in security institutions.

**32. OBJECTIVE 2:** *Improving the opportunities for women and men from the system to reconcile the professional and family life* will allow institutional scrutiny of opportunities to introduce flexible working hours for parents- women and men within the system as well as other measures that would offer men and women the opportunity to get more involved in family life. The actions under this program also aim to diminish the factors that generate women's mistrust in a male-dominated and unfriendly to women system.

**33. OBJECTIVE 3:** *Preventing and responding to discrimination, harassment, and gender-based violence within the sector* implies the development of institutional capacity in this field by developing policies, establishing internal procedures for reporting cases of sexual harassment and violence, etc., to prevent and fight discrimination. The current National Program will help to reduce the risk of discrimination and sexual harassment in the circumstances of increasing the number of women in the security and defense sector.

**34. OBJECTIVE 4:** *Developing an inclusive and pro-active human resources management system* will ensure the functioning of security and defense institutions based on the

principles of non-discrimination and gender equality, thus contributing to the upholding women in the security and defense sector. One of the aims of this National Program will be to strengthen the transparency and integrity of the promotion system in positions.

**35. OBJECTIVE 5: *Implementing reasonable adjustment and special temporary measures in the security and defense system*** will allow specific actions to be taken to broaden the representation of women, including the revision of certain recruitment requirements, the adjustment of infrastructure within the sector to the needs of staff and the launch of internal mentoring and leadership programs for women.

**36. OBJECTIVE 6: *Strengthening the transparency and involvement of the civil society in the decisions taken by the security and defense system*** will facilitate the process of communication between institutions and civil society on gender issues in the security and defense sector. This National Program is also a viable premise to create a civil society consultation platform for institutions and to initiate partnerships with women's rights organizations. For some institutions, the principle of transparency will be applied within the limits of the legal provisions.

**37. OBJECTIVE 7: *Developing the institutional capacity for integrating gender in security and defense policies*** has as main objective to raise the awareness of gender policies in the sector, taking into account the different needs of women and men in the field of security and defense. The program will ensure the establishment of an internal procedure for ensuring gender integration in security and defense policies and examination of the gender-specific needs of the security and defense institutions.

**38. OBJECTIVE 8: *Supporting the participation of women in peacebuilding and peacekeeping missions*** responds to the obvious need to encourage, through different mechanisms, the participation of women in peace and security at regional and international level. These actions also seek to establish a program for the reintegration and rehabilitation of the military (men and women) who participated in peacekeeping missions.

### Chapter III IMPLEMENTATION, REPORTING PROCEDURES, MONITORING AND EVALUATION

**39.** The present National Program is to be implemented by the central public administration authorities and the institutions of the security and defense sector of the Republic of Moldova mentioned in the table below. They are responsible for integrating the Action Plan provisions into annual action plans, monitoring and reporting on progress and implementation difficulties on a regular basis, and designating a person responsible for coordinating this process. For institutions that are not subordinated to the Government, this National Program is provided as a recommendation and its implementation will be carried out in coordination with the target institutions.

<b>Security, Defense and Public Order Institutions and their subdivisions (*)</b>	<b>Institutions from Justice Sector</b>	<b>Institutions for Policy Coordination and Conflict Negotiation</b>
<ul style="list-style-type: none"> <li>• Ministry of Defense</li> <li>* Military Academy of Armed Forces' Alexandru cel Bun'</li> <li>• National Army</li> <li>• Ministry of Internal Affairs</li> <li>* General Police Inspectorate</li> <li>* Border Police Department</li> <li>* Department of Carabineers' Troops</li> <li>* Civil Protection and Emergency Situations Service</li> <li>* Bureau for Migration and Asylum</li> <li>* 'Stefan cel Mare' Police Academy</li> <li>* Border Police National College</li> <li>• Customs Service</li> <li>• State Protection and Guarding Service</li> <li>• Security and Intelligence Service</li> </ul>	<ul style="list-style-type: none"> <li>• Ministry of Justice</li> <li>• National Anticorruption Centre</li> </ul>	<ul style="list-style-type: none"> <li>• State Chancellery with Bureau for Reintegration</li> <li>• Ministry of Foreign Affairs and European Integration</li> </ul>

**40.** The security and defense sector does not only include military and law enforcement structures but also institutions responsible for certain areas of the security and defense sector as well as national security policies (Reintegration Policy Bureau, Customs Service, Security and Intelligence Service, Supreme Security Council, Ministry of Justice, State Chancellery and, last but not least, a key partner is the Ministry of Health, Labor and Social Protection) as well as those that ensure the international cooperation on the security and defense dimension, such as the Ministry of Foreign Affairs and European Integration. A special role in this context is the collaboration of the force structures with the civil society and the academic environment on the gender dimension, which would ensure the promotion of the positive image of the institutions in the sector in the society.

**41.** From the governmental perspective, the Reintegration Policy Bureau, as an integral part of the State Chancellery, is the institution responsible for coordinating the implementation of this National Program and the Action Plan.

**42.** In order to ensure an inclusive and transparent process of implementation of the National Program and Action Plan, the Reintegration Policy Bureau will create a group of implementing partners. The coordinating institutions will invite civil society organizations and development partners to identify the most effective ways to coordinate efforts and programs aimed at promoting women and gender equality in the field of security and defense. All stakeholders will be encouraged to identify the objectives of the Action Plan as well as the public institutions with which they will work in the implementation process.

**43.** The annual monitoring and evaluation will be based on the expected outcome described in the Action Plan. Each target institution will prepare the annual report based on a plan describing how the expected results included in the Annual Action Plan have been achieved. The annual progress reports will be drafted and dispatched by January 5<sup>th</sup> to the institutions responsible for generalization. The latter will systematize the information according to its objectives and will present the Reintegration Policy Bureau by January 20<sup>th</sup>. The Reintegration Policy Bureau will produce the annual sumup report by February 10<sup>th</sup>. It will be presented to the Government and will be debated at the annual meeting of implementing partners with civil society organizations and development partners.

**44.** The procedures for reporting, monitoring, and evaluating the level of implementation of the Action Plan will not involve classified information.

**45.** The mid-term review of the Action Plan will address the achieved progress at each objective level. Each objective has a representative indicator that will reveal the impact of the implementation of the initiatives / activities according to the table below.

No.	Objectives	Progress Indicator	Baseline 2016	Target 2019	Target 2021	Source of information
1	2	3	4	5	6	7
1.	Reducing the stereotypes about the role of women in the security sector	% of respondents who believe that the activity in the security sector is appropriate for both genders to the same extent.	61,1 %	+15%	+10%	National public survey.
2.	Improving the opportunities for women and men from the system to reconcile the professional and family life.	Ratio of women to men from the security and defense sector, who are temporarily inactive due to motherhood/fatherhood		+0,1	+0,1	Calculations based on the data provided by the Human Resources Department.
3.	Preventing and responding to discrimination, harassment, and gender-based violence within the sector.	% of staff in the security and defense sector who believe that their institution prevents and addresses efficiently cases of discrimination, harassment and violence.		+15%	+15%	Internal representative survey among staff from security and defense sector.
4.	Developing an inclusive and	The recruitment system is regarded as inclusive		Partially Inclusive	Largely Inclusive	Expert judgment

	pro-active human resources management system.	and based on the best practices.		System	System	based on an independent analysis.
5.	Implementing reasonable adjustment and special temporary measures in the security and defense system.	Percentage of actions from the reasonable accommodation plan implemented		30%	60%	Calculations based on institutional reports
6.	Strengthening the transparency and involvement of civil society in the decisions taken by the security and defense system.	Growth % of recommendations received from citizens and NGOs.		+15%	+15%	Annual reports on decision-making transparency.
7.	Developing the institutional capacities for integration of gender unit in security and defense policies.	Percentage of public security and defense policies that integrate the dimension of gender equality		60%	100%	Independent expert evaluation
8.	Supporting the participation of women in peacebuilding and in peacekeeping missions.	% of women among mediators, negotiators, technical experts in the formal peace negotiations and peacekeeping missions				Calculations based on the data provided by the Human Resources Department.

46. The actions impact assessment from the objectives will focus on the degree of implementation of the two core objectives.

No.	Main Objectives	Progress Indicator	Baseline 2016	Target 2022	Source of information
1.	Increasing the women's representation in the security and defense sector	Women representation percentage in all security and defense structures, including in leading positions		+15%	Calculations based on the data provided by the Human Resources Department.
2.	Ensuring an inclusive security sector	Value of the insecurity index among men and women declining	35,7 (women) 23,9 (men)	20 (women) 15 (men)	Nationally representative opinion survey.

Annex no.2  
to the Government Decision  
No. 259 of March 28<sup>th</sup>, 2018

**ACTION PLAN**  
**on the execution of the National Program of**  
**implementing UN Security Council Resolution 1325**  
**on Women, Peace and Security for the years 2018-2021**

No	Actions	Deadline	Responsible institutions	Estimated budget	Expected outcome
1	2	3	4	5	6



**Objective 1: Reducing the stereotypes about the role of women in the security and defense sector**

1.1.	Introducing institutional procedures for periodic internal gender equality reviews in each relevant institution from the security and defense sector	2018	Ministry of Defense, Ministry of Internal Affairs, Ministry of Health, Labor and Social Protection, Intelligence and Security Service, Customs Service of the Ministry of Finance, State Protection and Guard Service, Department of Penitentiary Institutions of the Ministry of Justice	Within the limits of approved budget allocations	All target institutions approved the procedure for internal reviews of gender equality perceptions
		2019	Ministry of Defense, Ministry of Internal Affairs, Ministry of Health, Labor and Social Protection, Intelligence and Security Service, Customs Service of the Ministry of Finance, State Protection and Guard Service, Department of Penitentiary Institutions of the Ministry of Justice	Within the limits of approved budget allocations	Each target institution performed at least one internal review of gender equality perceptions
1.2.	Carrying out a communication campaign aimed at increasing the women's visibility in the security and defense sector	2019-2021	Ministry of Defense, Ministry of Internal Affairs, Ministry of Health, Labor and Social Protection, Customs Service of the Ministry of Finance, State Protection and Guard Service, Department of Penitentiary Institutions of the Ministry of Justice	Within the limits of approved budget allocations	Annually, at least 10 000 persons from the target group will be addressed directly during the communication campaign
1.3.	Introducing compulsory periodical gender equality trainings in all institutions from the security and defense sector	2019	Ministry of Defense, Ministry of Internal Affairs, Ministry of Health, Labor and Social Protection, Information and Security Service, National Anticorruption Center, Customs Service of the Ministry of Finance, State Protection and Guard Service, Department of Penitentiary Institutions of the Ministry of Justice	Within the limits of approved budget allocations	All target institutions will introduce provisions on the compulsory minimum training in gender equality
		2019-2021	Ministry of Defense, Ministry of Internal Affairs, Ministry of Health, Labor and Social Protection, Information and Security Service, National Anticorruption Center, Customs Service of the Ministry of Finance, State Protection and Guard Service, Department of Penitentiary Institutions of the Ministry of Justice	Within the limits of approved budget allocations	Training on gender equality organized for all employees who have received basic minimum training
1.4.	Amending/introducing the Gender Equality Code of Conduct;	2019	Ministry of Defense, Ministry of Internal Affairs, Ministry of Health, Labor and Social Protection, Information and Security Service, National Anticorruption Center, Customs Service of the Ministry of Finance, State Protection and Guard Service, Department of Penitentiary Institutions of the Ministry of Justice	Within the limits of approved budget allocations	All target institutions amended/approved codes of conduct that contain provisions promoting gender equality.

**Objective 2: Improving the opportunities for women and men from the system to reconcile the professional and**

<b>family life</b>					
	Identifying and introducing the flexible work hours option for female and male parents from the system	2019	Ministry of Defense, Ministry of Health, Labor and Social Protection, Ministry of Internal Affairs, Information and Security Service, National Anticorruption Center, Customs Service of the Ministry of Finance, State Protection and Guard Service, Department of Penitentiary Institutions of the Ministry of Justice	Within the limits of approved budget allocations	All target institutions introduced the flexible working hours option for female and male parents.
		2020 - 2021	Ministry of Defense, Ministry of Health, Labor and Social Protection, Ministry of Internal Affairs, Information and Security Service, National Anticorruption Center, Customs Service of the Ministry of Finance, State Protection and Guard Service, Department of Penitentiary Institutions of the Ministry of Justice	Within the limits of approved budget allocations	At least 20% of female and male parents benefit annually of flexible work hours option in every target institution.
2.2.	Introducing stimuli/programs to encourage men from the system to get more involved in the education of their children	2020	Ministry of Defense, Ministry of Health, Labor and Social Protection, Ministry of Internal Affairs, Customs Service of the Ministry of Finance, State Protection and Guard Service, Department of Penitentiary Institutions of the Ministry of Justice	Within the limits of approved budget allocations	All target institutions approved and implemented programs to encourage men from the system to get more involved in the education of their children.
2.3.	Introducing facilities to increase the access of staff (military personnel, special-status police officers) from the security sector to nursery services;	2021	Ministry of Defense, Ministry of Health, Labor and Social Protection, Ministry of Internal Affairs, Intelligence and Security Service, Customs Service of the Ministry of Finance, State Protection and Guard Service, Department of Penitentiary Institutions of the Ministry of Justice	Within the limits of approved budget allocations	All target institutions developed and approved projects aimed at increasing the access to nursery services for women workers from the security system and families where both parents are employed in the security sector
<b>Objective 3: Preventing and responding to discrimination, harassment, and gender-based violence within the sector</b>					
3.1.	Developing and implementing internal procedures on prevention of and response to discrimination, harassment, and gender based violence within the security sector	2018	Ministry of Defense, Ministry of Health, Labor and Social Protection, Ministry of Internal Affairs, Information and Security Service, National Anticorruption Center, Customs Service of the Ministry of Finance, State Protection and Guard Service, Department of Penitentiary Institutions of the Ministry of Justice	Within the limits of approved budget allocations	All target institutions approved internal procedures on prevention of and response to discrimination, harassment, and gender-based violence based on the existing best practices
3.2.	Appointing members of staff in charge of investigating and addressing cases of discrimination, harassment and gender based violence	2019	Ministry of Defense, Ministry of Health, Labor and Social Protection, Ministry of Internal Affairs, Information and Security Service, National Anticorruption Center, Customs Service of the Ministry of Finance, State Protection and Guard Service, Department of	Within the limits of approved budget allocations	All target institutions appointed a person in charge of investigating and addressing cases of discrimination, harassment and violence

			Penitentiary Institutions of the Ministry of Justice		
3.3.	Implementing a training program in prevention of discrimination, harassment and gender based violence for the stakeholders in charge	2019 - 2021	Ministry of Defense, Ministry of Health, Labor and Social Protection, Ministry of Internal Affairs, Information and Security Service, National Anticorruption Center, Customs Service of the Ministry of Finance, State Protection and Guard Service, Department of Penitentiary Institutions of the Ministry of Justice	Within the limits of approved budget allocations	100% of participants in the training program between those responsible for examining cases of discrimination, sexual harassment and violence; 100% of participants in the training program between people in charge of human resources management in the target institutions
3.4.	Developing an internal mechanism for harassment and gender based violence reporting;	2019	Ministry of Defense, Ministry of Health, Labor and Social Protection, Ministry of Internal Affairs, Information and Security Service, National Anticorruption Center, Customs Service of the Ministry of Finance, State Protection and Guard Service, Department of Penitentiary Institutions of the Ministry of Justice	Within the limits of approved budget allocations	All target institutions institutionalized an internal mechanism for harassment and violence reporting, based on the best practices
3.5.	Achieving and debating annually institutional progress reports on prevention of and response to violence, discrimination and sexual harassment	2019-2021	Ministry of Defense, Ministry of Health, Labor and Social Protection, Ministry of Internal Affairs, Intelligence and Security Service, Customs Service of the Ministry of Finance, State Protection and Guard Service, Department of Penitentiary Institutions of the Ministry of Justice	Within the limits of approved budget allocations	Each target institution submits and discusses publicly the institutional progress report on prevention and reduction of discrimination, harassment and violence
<b>Objective 4: Developing an inclusive and pro-active human resources management system</b>					
4.1.	Organizing annually campaigns to recruit women in the security and defense system	2019	Ministry of Internal Affairs, Ministry of Defense, Ministry of Health, Labor and Social Protection, Information and Security Service, Customs Service of the Ministry of Finance, State Protection and Security Service, Department of Penitentiary Institutions of the Ministry of Justice	Within the limits of approved budget allocations	Women's recruitment concept developed and institutionalized in each target institution (depending on the level of under-representation) <sup>1</sup>
		2019-2020	Ministry of Internal Affairs, Ministry of Defense, Ministry of Health, Labor and Social Protection, Information and Security Service, Customs Service of the Ministry of Finance, State Protection and Security Service, Department of Penitentiary Institutions of the Ministry of Justice	Within the limits of approved budget allocations	Start-up recruitment actions targeting at least 10% of each institution's staff (each institution will promote the employment opportunities within institution in the most direct way for a number equal to at least 10% of its staff)
4.2.	Adjusting the recruitment procedures to non-discrimination and gender equality perspectives	2018	Ministry of Internal Affairs, Ministry of Defense, Ministry of Health, Labor and Social Protection, Information and Security Service, National	Within the limits of approved budget allocations	All target institutions adjusted their recruitment procedures to non-discrimination and gender equality perspectives on

<sup>1</sup> This does not mean that 500 women need to be employed/recruited, but rather each institution will promote directly employment opportunities for at least 500 women.

			Anticorruption Center, Customs Service of the Ministry of Finance, State Protection and Guard Service, Department of Penitentiary Institutions of the Ministry of Justice		the basis of the best existing practices.
4.3.	Train the HR specialists from the security and defense system in non-discrimination and gender equality	2019	Ministry of Internal Affairs, Ministry of Defense, Ministry of Health, Labor and Social Protection, Information and Security Service, National Anticorruption Center, Customs Service of the Ministry of Finance, State Protection and Guard Service, Department of Penitentiary Institutions of the Ministry of Justice	Within the limits of approved budget allocations	Each targeted institution developed an HR training program from the perspective of non-discrimination and gender equality for the security sector
		2019 – 2021	Ministry of Internal Affairs, Ministry of Defense, Ministry of Health, Labor and Social Protection, Information and Security Service, National Anticorruption Center, Customs Service of the Ministry of Finance, State Protection and Guard Service, Department of Penitentiary Institutions of the Ministry of Justice	Within the limits of approved budget allocations	At least 50% of HR specialists attended the training program
4.4.	Reviewing and adjusting procedures to promote best practices in terms of the transparency and integrity of promotion system	2018 – 2019	Ministry of Internal Affairs, Ministry of Defense, Ministry of Health, Labor and Social Protection, National Anticorruption Center, Customs Service of the Ministry of Finance, State Protection and Guard Service, Department of Penitentiary Institutions of the Ministry of Justice	Within the limits of approved budget allocations	Analysis of the promotion procedures in positions, based on the best practices of transparency and integrity
		2020	Ministry of Internal Affairs, Ministry of Defense, Ministry of Health, Labor and Social Protection, National Anticorruption Center, Customs Service of the Ministry of Finance, State Protection and Guard Service, Department of Penitentiary Institutions of the Ministry of Justice	Within the limits of approved budget allocations	Internal procedures adjusted on the basis of the recommendations in the analysis from each institution concerned
4.5.	Improving the system of collecting HR data from the gender equality perspective	2018	Ministry of Internal Affairs, Ministry of Defense, Ministry of Health, Labor and Social Protection, Information and Security Service, Customs Service of the Ministry of Finance, State Protection and Security Service, Department of Penitentiary Institutions of the Ministry of Justice	Within the limits of approved budget allocations	All HR data from the system are disaggregated from the gender equality perspective
<b>Objective 5: Implementing reasonable adjustment and special temporary measures in the security and defense system</b>					
5.1.	Introducing minimum representation rates and recruitment targets where feasible	2019	Ministry of Defense, Ministry of Internal Affairs, Ministry of Health, Labor and Social Protection, Intelligence and Security Service, Customs	Within the limits of approved budget allocations	Feasibility study on the opportunity of introducing quotas and minimum targets for representation in security sector

			Service of the Ministry of Finance, State Protection and Guard Service, Department of Penitentiary Institutions of the Ministry of Justice		institutions
		2020	Ministry of Defense, Ministry of Internal Affairs, Ministry of Health, Labor and Social Protection, Intelligence and Security Service, Customs Service of the Ministry of Finance, State Protection and Guard Service, Department of Penitentiary Institutions of the Ministry of Justice	Within the limits of approved budget allocations	Decision adopted on the implementation of the Feasibility Study Recommendation
5.2.	Reasonable adjustment from the perspective of including the gender dimension of infrastructure within the security and defense sector	2019	Ministry of Defense, Ministry of Internal Affairs, Ministry of Health, Labor and Social Protection, Intelligence and Security Service, Customs Service of the Ministry of Finance, State Protection and Guard Service, Department of Penitentiary Institutions of the Ministry of Justice	Within the limits of approved budget allocations	A study was conducted on the reasonable adjustment needs for each target institution
		2020	Ministry of Defense, Ministry of Internal Affairs, Ministry of Health, Labor and Social Protection, Intelligence and Security Service, Customs Service of the Ministry of Finance, State Protection and Guard Service, Department of Penitentiary Institutions of the Ministry of Justice	Within the limits of approved budget allocations	Each target institution approved an internal plan of reasonable adjustment
5.3.	Start internal mentoring and leadership programs for women from the system	2019-2021	Ministry of Defense, Ministry of Internal Affairs, Ministry of Health, Labor and Social Protection, Intelligence and Security Service, Customs Service of the Ministry of Finance, State Protection and Guard Service, Department of Penitentiary Institutions of the Ministry of Justice	Within the limits of approved budget allocations	At least 200 women from the security and defense system attend annually mentoring and leadership programs
5.4.	Review and adjust reasonably the compulsory physical requirements in the security system for women and men	2020	Ministry of Defense, Ministry of Internal Affairs, Ministry of Health, Labor and Social Protection, Intelligence and Security Service, Customs Service of the Ministry of Finance, State Protection and Guard Service, Department of Penitentiary Institutions of the Ministry of Justice	Within the limits of approved budget allocations	A study conducted on the timeline to review the physical requirements based international practices
		2021	Ministry of Defense, Ministry of Internal Affairs, Ministry of Health, Labor and Social Protection, Intelligence and Security Service, Customs Service of the Ministry of Finance, State Protection and Guard Service, Department of Penitentiary Institutions of the Ministry of Justice	Within the limits of approved budget allocations	All target institutions adjusted the compulsory physical requirements based on the study conclusions and the existing best practices

**Objective 6: Strengthening the transparency and involvement of the civil society in the decisions taken by the**

<b>security and defense system</b>					
6.1.	Establishment of advisory expert groups from the Human Rights and Gender Equality fields	2018	Ministry of Defense, Ministry of Internal Affairs, Ministry of Health, Labor and Social Protection, Intelligence and Security Service, Customs Service of the Ministry of Finance, State Protection and Guard Service, Department of Penitentiary Institutions of the Ministry of Justice	Within the limits of approved budget allocations	Each target institution established/strengthened the advisory expert groups
6.2.	Establishment of a proactive, predictable and permanent process of consulting the civil society and citizens	2018-2021	Ministry of Defense, Ministry of Internal Affairs, Ministry of Health, Labor and Social Protection, Customs Service of the Ministry of Finance, State Protection and Guard Service, Department of Penitentiary Institutions of the Ministry of Justice	Within the limits of approved budget allocations	Each target institution organizes at least 5 annual public debates from their office, to consult relevant draft decisions
		2018-2021	Ministry of Defense, Ministry of Internal Affairs, Ministry of Health, Labor and Social Protection, Customs Service of the Ministry of Finance, State Protection and Guard Service, Department of Penitentiary Institutions of the Ministry of Justice	Within the limits of approved budget allocations	The report on decision-making transparency is discussed annually with civil society representatives
6.3.	Enter into partnerships with human rights and gender equality organizations	2019-2021	Ministry of Defense, Ministry of Internal Affairs, Ministry of Health, Labor and Social Protection, Intelligence and Security Service, Customs Service of the Ministry of Finance, State Protection and Guard Service, Department of Penitentiary Institutions of the Ministry of Justice	Within the limits of approved budget allocations	Each target organization implemented at least one initiative jointly with a human rights and gender equality organization
<b>Objective 7: Developing the institutional capacity for mainstreaming gender in security and defense policies</b>					
7.1.	Revision of all security policies from the gender equality perspective	2018	Ministry of Defense, Ministry of Internal Affairs, Ministry of Health, Labor and Social Protection, Intelligence and Security Service, Customs Service of the Ministry of Finance, State Protection and Guard Service, Department of Penitentiary Institutions of the Ministry of Justice	Within the limits of approved budget allocations	All policies of the security sector reviewed from the gender equality perspective.
		2019	Ministry of Defense, Ministry of Internal Affairs, Ministry of Health, Labor and Social Protection, Intelligence and Security Service, Customs Service of the Ministry of Finance, State Protection and Guard Service, Department of Penitentiary Institutions of the Ministry of Justice	Within the limits of approved budget allocations	Each target institution adjusted its public policies from the gender equality perspective
7.2.	Adoption of internal procedure to ensure the integration of the gender units into security policies	2019	Ministry of Defense, Ministry of Internal Affairs, Ministry of Health, Labor and Social Protection, Intelligence and	Within the limits of approved budget	Each target institution approved internal procedures for gender integration within public

			Security Service, Customs Service of the Ministry of Finance, State Protection and Guard Service, Department of Penitentiary Institutions of the Ministry of Justice	allocations	policy development process
7.3.	Appoint gender units within the security sector institutions	2018	Ministry of Defense, Ministry of Internal Affairs, Ministry of Health, Labor and Social Protection, Intelligence and Security Service, Customs Service of the Ministry of Finance, State Protection and Guard Service, Department of Penitentiary Institutions of the Ministry of Justice	Within the limits of approved budget allocations	Each target institution would appoint gender units.
7.4.	Organization of training courses and direct support for to the gender units from the security and defense system	2019-2021	Ministry of Defense, Ministry of Internal Affairs, Ministry of Health, Labor and Social Protection, Intelligence and Security Service, Customs Service of the Ministry of Finance, State Protection and Guard Service, Department of Penitentiary Institutions of the Ministry of Justice	Within the limits of approved budget allocations	100% of the appointed gender units participating in the training on gender equality within public policies.
<b>Objective 8: Supporting the participation of women in peacebuilding and peacekeeping missions</b>					
8.1.	Continuous education of the public concerning the peace culture and promotion of women's activities in the peace and conflicts process	2018 –2019	Ministry of Internal Affairs, Ministry of Defense, Ministry of Health, Labor and Social Protection, State Protection and Guard Service, Department of Penitentiary Institutions of the Ministry of Justice	Within the limits of approved budget allocations	Media campaigns initiated and materials published in order to raise public awareness of the women's and girls' challenges in peacetime and conflicts
8.2.	Implementation of topics on gender-based discrimination and sexual and gender-based violence (SGBV) in the training of staff for peacekeeping missions	2018	Ministry of Internal Affairs, Ministry of Defense, Ministry of Health, Labor and Social Protection, Intelligence and Security Service, State Protection and Guard Service	Within the limits of approved budget allocations	The target institutions will review the curriculum and incorporate topics on gender-based discrimination and SGBV in the trainings
		2019-2021	Ministry of Internal Affairs, Ministry of Defense, Ministry of Health, Labor and Social Protection, Intelligence and Security Service, State Protection and Guard Service	Within the limits of approved budget allocations	Courses on Women, Peace and Security Agenda of UNSC provided to the staff before deployment in the missions
8.3.	Set up the database of candidates to participate in peacebuilding and peacekeeping missions	2018-2019	Ministry of Internal Affairs, Ministry of Defense, Ministry of Health, Labor and Social Protection, Intelligence and Security Service, State Protection and Guard Service	Within the limits of approved budget allocations	The database of candidates created with compulsory gender disaggregation of data
		2020	Ministry of Internal Affairs, Ministry of Defense, Ministry of Health, Labor and Social Protection, Intelligence and Security Service, State Protection and Guard Service	Within the limits of approved budget allocations	A gender analysis conducted in security sector institutions and the analysis results applied
8.4.	Increase the representation and significant participation of women in the (formal and informal) peace negotiations, mediation and	2018-2020	Ministry of Internal Affairs, Ministry of Defense, Ministry of Health, Labor and Social Protection, Information and Security Service, State	Within the limits of approved budget allocations	The target institutions will encourage the eligible women to participate in peacebuilding and peacekeeping missions

	peacekeeping missions		Protection and Guard Service, Department of Penitentiary Institutions of the Ministry of Justice		
8.5.	Establishment of a program for the reintegration and rehabilitation of military staff (men and women) who have participated in peacekeeping missions	2018	Ministry of Internal Affairs, Ministry of Defense, Ministry of Health, Labor and Social Protection, Intelligence and Security Service, State Protection and Guard Service	Within the limits of approved budget allocations	Studies conducted to determine the need for a program for the reintegration and rehabilitation of military staff (men and women) who participated in peacekeeping missions.
		2019	Ministry of Internal Affairs, Ministry of Defense, Ministry of Health, Labor and Social Protection, Intelligence and Security Service, State Protection and Guard Service	Within the limits of approved budget allocations	The program for the reintegration and rehabilitation of military staff (men and women) who participated in peacekeeping missions initiated
8.6	Establish the UN policy implementation framework by appointing a gender adviser at the operational level for the implementation of Resolution 1325 and other related resolutions	2018	Ministry of Internal Affairs, Ministry of Defense, Ministry of Health, Labor and Social Protection, Information and Security Service, State Protection and Guard Service, Department of Penitentiary Institutions of the Ministry of Justice	Within the limits of approved budget allocations	Target institutions identified the institutional mechanism to appoint the gender adviser
		2019	Ministry of Internal Affairs, Ministry of Defense, Ministry of Health, Labor and Social Protection, Information and Security Service, State Protection and Guard Service, Department of Penitentiary Institutions of the Ministry of Justice	Within the limits of approved budget allocations	The gender adviser, who will facilitate the implementation of Resolution 1325 of UNSC and other resolutions related to Women, Peace and Security agenda selected and appointed