

## **Best practices on the implementation of UN Resolution 1325 on "Women, Peace and Security" in the Ministry of Defense of Romania**

Ambition, courage and professionalism are the elements that define women in uniform, within the Romanian Armed Forces, who vowed to defend, even with their lives, the sovereignty and the values of our nation, fulfilling entrusted missions at the highest standards.

In the Romanian military, an order providing for equal chances and treatment for men and women in the professional activity has been enforced ever since 2003.

Moreover, as a reconfirmation of commitments made by Romania to contribute to gender perspective implementation, in 2014, Ministry of Defense adopted an Implementation Plan not only of the UN Security Council Resolution 1325 (UNSCR 1325) "Women, Peace and Security", but also of all related resolutions, and any additional documents approved by the various international organizations to which Romania is member, applicable in the period 2014-2024.

The *Plan* represents the basic tool that sets indicators for the implementation of the resolution in the Ministry of Defense and it is the permanent concern regarding gender perspective.

The implementation Plan's objectives are as follows: the increase of the number of women in missions abroad, the augmentation of the involvement of women in the decisional process, as well as the enhancement of the inter-institutional cooperation in the field, with the NGOs and civil society.

To facilitate the implementation of the objectives and also for informing the public opinion about the concern of the Romanian Ministry of Defense regarding gender perspective, the Plan and the presence of women in the military system were made known through the military media and social networks (Facebook and Twitter).

In order to make gender perspective more visible and to implement UN Resolution in the Romanian Armed Forces, a position of gender adviser to the Minister of National Defense has been established (GENAD), concurrently with the appointment of gender advisors for the commanders at all levels, in the chain of command (GFP- Gender Focal Points).

A very important aspect is represented by the publishing of a guide for preventing and combating gender discrimination and harassment at work, following the recommendations formulated during the Annual Conference

regarding gender perspective in 2015 and transmitted to all the member states by the Military Committee of NATO. The guide offers valuable information regarding the integration of gender perspective at international level and also, general aspects related to discrimination and harassment.

In addition, according to the Bi-Sc Directive 40-1, the responsibilities of gender focal points for assuring minimum scales for a comprehensive instruction were adapted for the Romanian Armed Forces.

The implementation of gender perspective is a continuous and permanent process in the Romanian Ministry of Defense, following specific national and international legislation.