"FEMALE LEADERS IN SECURITY AND DEFENCE FORUM"

Conclusions

GROUP 1: *Specific training for military personnel who are going to be deployed in missions and operations abroad (increase the training with practical work and exercise based on various examples and scenarios)*

- The participants acknowledged the existence of training opportunities, not necessarily specific, and reaffirmed the need to publicize and stress the importance of specific training in a formal environment. For this purpose, many countries introduced courses and some are currently underway. Also, it became apparent that the knowledge is mostly base line type. More than that, it is good to know that people in the field collected relevant data to store in different studies and books, which that can be shared as part of our collective training.
- The main thing that seems to be working is preventions. By applying preventions, a certain degree of difficulties can be overcome. Another element that could have a great contribution is knowing the culturally appropriate behavior in the country you are going to work in. And even better seems to be implementing mechanism that support individuals during the mission. Some examples given were mentorship channels, direct contact as well as regular check-ins. Other examples referred to informing people that their mental wellbeing might be impaired and sharing even "awkward" thoughts could help relieve the pressure. Family preparations remain a landmark for the success of an individual on an oversea mission.
- Some recommendations made regarded changing some designations to more gender inclusive (Women, Peace, Security vs Human, Peace, Security, the motto on the Romanian medal of honor is "Manhood…" vs" Boldness…"), since they could be perceived as only a woman's task or seem to exclude women. Furthermore, others expressed their preference for having also males for gender advisor positions. Also, gender issues should not remain a responsibility of the GENAD office, but could be extended to the planning of operations.

GROUP 2: *Increasing the involvement of leadership (raise Commander's awareness in order to receive their support, thus proceed forward with the goals included in the National Action Plans on UNSCR1325)*

- As far as the participation pillar is concerned, there is still necessary to increase the number of women involved in the decision-making process at a national and international level.

- Recruitment and the decreasing number of representatives of the young generation that are willing to join the military schools has been a challenge for some countries. As a result, new and improved ways of addressing this population segment are in demand.
- For example, online platforms could be a good opportunity to stay connected with the young by answering their questions regarding military life, by sharing ideas with people already involved in the process and by being offered true female role-models.
- The gender perspective can also be integrated through courses delivering basic knowledge regarding the issue.
- Providing the educational curriculum of military training institutions for the training of personnel with courses on gender equality.
- Th integration of the concept of WPS in military schools is a means of educating the young generation and raising awareness.

GROUP 3: *Fighting stereotypes (Nowadays we still see different treatments for men and women. It is necessary to find the best solutions to change mentality and spread out a new gender culture.)*

- The existence of a national strategy to integrate women in the Armed Forces;
- The existence of national laws, programs and campaigns as well as monitoring process;
- Some countries are still struggling with stereotype (in the Armed Forces): mirroring civil society;
- Solutions to break stereotypes: education but also cooperation with different civilian organizations, military academies;
- The need to have valuable women in key positions; not because they are women, but because they are well-trained and instructed.