A YEAR IN REVIEW:

2023 PROGRESS REPORT ON THE IMPLEMENTATION OF UN SECURITY COUNCIL RESOLUTION 1325

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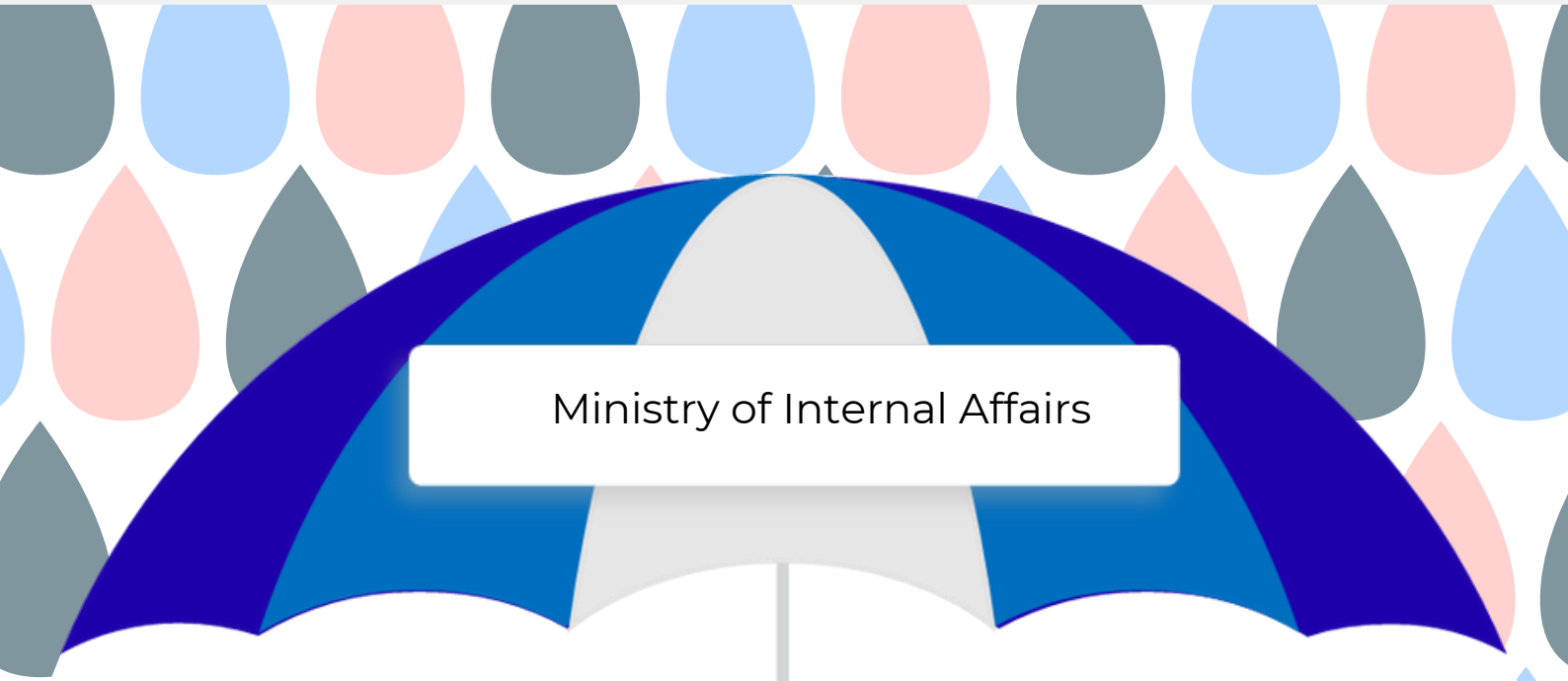

Ministry of Defense

National Administration of Penitentiaries

Customs Service

Ministry of Education and Research

Prosecutor General's Office

Intelligence and Security Service

National Anticorruption Center

State protection and Guard Service

Ministry of Labour and Social Protection

Ministry of Health

Ministry of Economic Development and Digitalization

Ministry of Foreign Affairs

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Empowering Women, Peace and Security: Implementing Resolution 1325

UN Security Council Resolution 1325, adopted unanimously on October 31, 2000, was the first resolution ever passed by the Security Council that specifically addresses the impact of conflict on women and women's roles in peace and security. It emphasizes the importance of women's equal participation and full involvement in all efforts for the maintenance and promotion of peace and security.

Resolution 1325 of the United Nations Security Council represents a crucial document in promoting women's participation in conflict prevention, peacebuilding, and post-conflict reconstruction. The implementation of this document is reflected in the National Program for the Implementation of UN Security Council Resolution 1325 on **Women, Peace, and Security** for the years 2023-2027, approved at the governmental level. Its aim is to promote gender equality and encourage women to participate at all levels of decision-making and in all peacekeeping and peacebuilding processes, within an inclusive, active, and participatory context.

Under the auspices of the **Ministry of Internal Affairs**, the coordination of the entire national-level implementation mechanism of the **National Action Plan** (NAP) takes place, ensuring inter-institutional communication processes as part of the teamwork conditionality for strengthening crisis management capacities at national, regional, and international levels. The national security element entails a comprehensive approach aimed at developing new effective strategies to overcome situations arising from multiple contexts. The coordination of implementation processes and activities, as well as data collection, analysis, and monitoring of implementation levels, is facilitated by the NAP Secretariat established within the Ministry of Internal Affairs, in collaboration with UN Women Moldova.

In the context of the Common Security and Defense Policy, Moldova's law enforcement system assumes the role of a peace provider, focused on security and defense principles. In this regard, the Republic of Moldova is an integral part of the peace and security promotion segment, demonstrating its previous experience in implementing the Women, Peace, and Security Agenda.

National Program for the Implementation of UN Security Council Resolution 1325 on Women, Peace, and Security for the Years 2023-2027

- Developed by the Ministry of Internal Affairs with support from UN Women in Moldova;
- Based on public policy change theory and input from stakeholders in gender equality;
- Mandated by Government Resolution No. 152/2023 for annual reporting on progress by March 20th;
- Annual progress monitored and reported through analytical reports, guiding future activities;
- Alignment with European Council Strategy for Gender Equality, EU Gender Equality Strategy, UN Women Strategic Plan, Moldova-EU Association Agenda, Council of Europe Convention on preventing and combating violence against women and domestic violence, CEDAW recommendations, and other international legal instruments;
- Anchored in the principles of Moldova European 2030 Strategy and the Internal Affairs Development Strategy 2022-2030.

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Objectives

- Five-year program to promote cohesion in the security and defense sector;
- Aims to reduce stereotypes and barriers, improve women's representation, enhance mechanisms for preventing and investigating violence, increase women's participation in peacekeeping missions, enhance legal and operational frameworks, train specialists, ensure equal participation in conflict resolution, achieve gender equality sensitivity, and improve communication with civil society.

Main directions

- Qualitative representation of women in the security and defense sector, including in conflict negotiation;
- Ensuring an inclusive and efficient security and defense sector, domestically and internationally.

Activities planned and results obtained according to the Action Plan of the National Program for the Implementation of UN Security Council Resolution 1325 on Women, Peace, and Security for the years 2023-2027 were focused on achieving the following general and specific objectives:

1. Increase the level of participation and representation of women in the security and defense sector.
2. Prevent injustices, violence, and harassment in the security and defense sector by reducing risks and eliminating consequences associated with discrimination.
3. Protection through good governance and developed capabilities.
4. Rehabilitation of affected individuals through efficient, sustainable, and smart measures.
5. Humanitarian support for women and girls originating from conflict and post-conflict areas.
6. Communication and reporting.

2023 Implementation Progress

- Currently, the degree of implementation/partial implementation of the Plan for the period 2023-2027 stands at **43.3%**, with **5 actions completed** and **37 in progress.**
- The **completion rate for 2023 alone is 63%**.

4 PILLARS

6 OVERARCHING OBJECTIVES

12 SPECIFIC OBJECTIVES

97 ACTIONS

1. Increase the level of participation and representation of women in the security and defense sector

The Women, Peace, and Security Agenda activities with the Security and Defense Initiative Platform in Ștefan-Vodă, Căușeni, and Bălți from January 22nd to 25th, 2024, involving regional police, border, and carabinieri units, as well as civil society and local authorities, have been completed.

Promotional activities, educational workshops, and an Autumn Camp on the Women, Peace, and Security Agenda (WPS) were organized through the International Security Sector Advisory Panel (ISSAP). This included an Autumn Camp from November 2nd to 3rd and three roundtable discussions in 2023 focusing on "The Role of Women in Peace and Security Processes at the Local and National Levels".



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The Ministry of Internal Affairs organized a high-level conference titled "Women, Peace, and Security - Common Partnerships for Resilience" on December 11, 2023, with financial support from Sweden and in partnership with UN Women. The event aimed to enhance institutional commitment and partnership support for recognizing women as crucial actors in promoting sustainable peace processes and security construction.

UN Women organized and conducted a roundtable discussion on "The Role of Women's Organizations and Civil Society in the Democratic Oversight of the Security Sector and Conflict Prevention" on December 14, 2023. The event was attended by 12 employees.

Training sessions on developing indicators for the Action Plan were held in collaboration with DCAF, involving representatives from various public institutions including the Ministry of Internal Affairs, UN Women, the Women's Law Center, and national law enforcement entities. A total of 42 public officials (32 women, 10 men) participated, responsible for implementing the 1325 Agenda for 2023-2027.

Representatives from the Reintegration Policy Bureau participated in training sessions to enhance professional skills in conflict resolution during the Geneva Peace Week 2023. The event was organized by the Geneva Center for Security Policy and took place from October 30 to November 2, 2023.

The Institute for Democracy and Development organized a workshop on "Soft Skills for Peace Consolidation, Peace Maintenance, Peacebuilding, and Peace Enforcement: Negotiation and Peacebuilding" on January 15, 2024. The workshop aimed to equip individuals, including women, girls, men, and boys, with skills to contribute to peace processes and decision-making at all levels. Six representatives from Ministry subdivisions, consisting of 5 women and 1 man, along with representatives from national law enforcement entities, participated in the event.

During 2023, three women from the Ministry of Defense participated in peacekeeping missions, with two deployed to South Sudan and one to the Central African Republic.

The Ministry of Internal Affairs organized a training course for female trainers in security and defense from December 11 to 27, 2023, at the Continuous Training and Leadership Center of the "Ion Creangă" State Pedagogical University in Chișinău. The course was attended by 20 female employees from various institutions, including the Ministry of Internal Affairs, Ministry of Defense, Intelligence and Security Service, National Anticorruption Center, State Protection and Guard Service, and the National Administration of Penitentiaries.

Ministry of Internal Affairs

- Women constitute 26.4% of the workforce, with 14.11% in decision-making roles.

State Protection and Guard Service

- Women constitute 10% of the workforce, with 2% in decision-making roles.

Ministry of Defense

- In the National Army, women occupy 29.5% of leadership positions, with 2% in decision-making roles.

Security and Intelligence Service

- Women make up 35% of the workforce, with 2.1% in decision-making roles.

National Administration of Penitentiaries

- Women make up 37.12% of the workforce, with 5.77% in decision-making roles.

Customs Service

- Women make up 33% of the workforce, with 4% in decision-making roles.

National Anticorruption Center Women make up 30% of the workforce, with 28% in decision-making roles.

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A Customs Service employee participated in the "Training of Trainers in Gender Equality and Diversity Implementation in Customs" from March 13 to 17, 2023. Furthermore, a training course on "Training of Trainers in Gender Dimension Assurance" was held from October 30 to November 10, 2023, attended by 15 female employees from police subdivisions.

A "Career Fair" was held on November 30, 2023, at the Palace of the Republic, where Police employees participated in identifying and selecting potential candidates for vacant positions. Additionally, a practical workshop on firearm handling for female SPPS members was organized in late July 2023 to increase visibility and awareness of women's roles within the SPPS.



In 2023, the Ministry of Internal Affairs organized **14 gender equality activities**, including trainings, workshops, webinars, and conferences, with **741 participants** (481 male and 260 female). The Ministry of Defense trained **80 individuals** (30 male and 50 female) in gender equality. Additionally, the Customs Service conducted **56 activities**, involving trainings, workshops, webinars, and conferences, with **216 customs officials** participating (134 female and 82 male). The National Administration of Penitentiaries trained **184 individuals** (114 male and 70 female) during the same period.

The Ministry of Labor and Social Protection, in collaboration with UNHCR and other UN agencies including UN Women, UNFPA, and IOM, implemented various activities aimed at integrating respect for the rights of women, girls, and women with children in sensitive conflict and post-conflict situations. This included the establishment of 16 Orange Safe Spaces and mobile teams to conduct awareness-raising activities targeting refugees and host communities in the Northern region. Additionally, they disseminated the UNHCR Pocket Guide on supporting gender-based violence victims and trained twenty young volunteers in activities with refugees, effective crisis communication, and gender-based violence prevention. UNFPA supported capacity building for young volunteers in partnership with the National Youth Council of Moldova (NYCM).

2023 Results

- 962 reports of domestic violence received;
- 807 criminal cases related to domestic violence initiated and completed;
- 403 reports of sexual violence received;
- 326 criminal cases related to sexual violence initiated and completed;
- 42 violent behavior reduction programs developed;
- 24 violent behavior reduction programs implemented;
- 429 Protection Orders issued in criminal cases;
- 5723 Protection Orders issued in contravention cases;
- 145 Restraining Orders issued in criminal cases;
- 798 Restraining Orders issued in contravention cases;
- 175 Violated Protection Orders and Restraining Orders in criminal cases;
- 1236 Violated Protection Orders and Restraining Orders in contravention cases;
- 613 victims referred to specialized services in criminal cases;
- 3957 victims referred to specialized services in contravention cases.

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2. **Prevent injustices, violence, and harassment in the security and defense sector by reducing risks and eliminating consequences associated with discrimination.**

Promotion of respect for women's rights and roles in the security and defense sector

The Ministry of Internal Affairs participated in various international events such as the event titled "Advancing Adaptability and Evolution of the Women, Peace, and Security Agenda as a Framework for Policy Change", hosted in New York City in September 2023. Additionally, it was organized a high-level conference on "Women, Peace, and Security - Common Partnerships for Resilience" in December 2023.

The Ministry of Defense organized over 20 public information sessions, speeches, and training sessions throughout 2023.

The Intelligence and Security Service contributed to events such as workshops, seminars, and roundtable discussions aimed at promoting gender equality in defense and security.

The Customs Service conducted 56 activities including training sessions, workshops, webinars, and conferences focusing on gender equality and women's empowerment in the security sector.

Zero tolerance for sexual and psychological harassment in the workplace

- Despite a harassment complaint filed with the General Police Inspectorate, no substantial evidence of misconduct was found after investigation.
- Efforts were made to raise awareness among employees about reporting and protecting against workplace harassment.

Information and communication campaigns for women in the security sector

- Various campaigns and training sessions were conducted by different agencies to inform and guide women in the security sector and provide access to protection measures and social inclusion.
- Strategic communication plans were developed to integrate the Women, Peace, and Security Agenda into national and institutional communication plans.

Stimulation of gender coordination groups to eliminate barriers and stereotypes

- Training sessions and meetings were organized for gender coordination group secretaries to mainstream gender considerations into policies.
- High-level discussions were held to address the role of women in the security sector and promote gender equality.

Adaptation of language in the security sector

- Training sessions were conducted to sensitize employees on the importance of using non-discriminatory language and its impact on workplace dynamics.

Involvement of civil society and international organizations

- Roundtable discussions and platforms were organized to involve civil society and international organizations in monitoring security and conflict prevention.
- Projects were launched to support the protection and integration of refugees and migrants, promoting peace, security, and stability.

Equal opportunities for work-life balance

- Facilities such as women's locker rooms and childcare rooms were set up to support work-life balance for employees in the security sector.
- Workshops and events were organized to encourage men's participation in childcare and family activities.

Inclusion of gender-related topics in training programs

- Subjects related to the gender dimension and the "Women, Peace, and Security" Agenda were incorporated into the professional training program of the "Stefan cel Mare" Academy. Additionally, these topics were integrated into the university curriculum of the "Legal Protection of Human Rights" discipline for first-year students at the Faculty of Law, Administration, Order, and Public Security.
- The National Anti-Corruption Center included in its Continuous Professional Development Plan for the employees for the year 2023 a training course on integrating aspects of non-discrimination and gender equality.



3. **Protection through good governance and developed capabilities.**

Protection through good governance and developed capabilities involves taking special measures to prevent violence against women by prosecuting those who violate international laws and supporting women's initiatives in peace processes and conflict resolution. This objective supports and accelerates protection measures for women and girls affected by discrimination and inequalities in the security and defense system, training personnel to provide a coordinated response, as well as contribute to the protection of victims through appropriate and specific measures.

For the development of institutional capacities, public officials from the Policy Bureau for Reintegration of the State Chancellery benefited from the training "Integrating Gender Dimension into Public Policies and Strategic Planning Documents", which took place from November 22 to 29, 2023, organized through the EU Program "EU4Gender Equality Reform Helpdesk Project".

In order to ensure the development of skills and capacities of employees in the fields of preventing discrimination, sexual harassment, including gender-based violence, within the Continuing Education Course Plan for the academic year 2023-2024 of the "Stefan cel Mare" Academy of the Ministry of Internal Affairs, 6 modules were included with the generic titles "Gender Equality and Prevention of Discrimination," "Family Violence," "Communication in Professional Activity".

Ensuring equitable access to vital resources such as employment guidance, medical, psychological, and legal assistance for women, girls, young people, and families with children is paramount. In collaboration with development partners, non-profit organizations, local authorities, and the broader community, the Ministry of Labor and Social Protection has established accommodation facilities, including refugee placement centers, to meet these needs.

In order to strengthen recruitment and promotion procedures from the perspective of non-discrimination within the Ministry of Internal Affairs, recruitment and promotion procedures have been stipulated in Government Decision 460/2017 for the implementation of the provisions of Law no. 288/2016 regarding the civil servant with special status within the Ministry of Internal Affairs.

The Ministry of Defense, starting from November 2023, together with NATO partners within the Defense Capacity Building Initiative (DCBI), initiated a recruitment and retention campaign for human resources within the National Army.

Since February 2022 until present, 137 Temporary Placement Centers for Refugees have been established, with a total capacity of approximately 11,050 places. As of December 11, 2023, there were 44 active centers in the Republic of Moldova, with a total capacity of 2,809 places, with an occupancy rate of approximately 82.81%. Of the total number of refugees accommodated in Temporary Placement Centers: 61% are women, and 39% are men. As for age, 40% are children, 44% are adults aged 19-65, and 16% are persons over 64 years old

The Ministry has developed an improved Regulation for the operation of the Temporary Placement Center for persons displaced from other states, staff norms, and the financing mechanism by Order no. 182 of December 20, 2023. Additionally, at the moment, the Ministry of Labor and Social Protection has developed the Framework Regulation on the organization and functioning of the Social Service Temporary Placement Center for persons displaced from other states and the Minimum Quality Standards, which after repeated approval are to be promoted. Additionally, the National Employment Agency, in 2023, registered 844 refugee persons seeking employment, 129 persons (15.28%) were temporary protection status holders. 237 out of the registered were employed, 76 persons (32.06%), holders of temporary protection status.

4. **Rehabilitation of affected individuals through efficient, sustainable, and smart measures.**

Implementation of this objective prioritizes the rehabilitation of victims, enhancing resilience, improving internal and external communication, and fostering effective partnerships with all stakeholders for the administration of justice.

Activities undertaken by the Ministry of Internal Affairs for psychological rehabilitation services in the security and defense sector in 2023:

- Institutional diagnoses conducted: 108;
- Reports prepared and approved: 108;
- Number of counseling sessions conducted: 14,266 procedures;
- Minimum of 50% of personnel counseled: 9,993 employees (including transferred/dismissed employees);
- Annual statistics on employees with symptoms of "burnout" compiled: 2,178 employees.

Psychological Counseling Bureau within the State Protection and Guard Service

- The service includes a specialized psychologist providing free counseling services to all employees, both men and women, as well as their families, including psychological rehabilitation when necessary.

5. **Humanitarian support for women and girls originating from conflict and post-conflict areas.**

The objective is based on providing humanitarian support for women and girls from conflict and post-conflict areas necessitates a gender-sensitive approach to ensure immediate humanitarian assistance for women, girls, and women with children from such regions. Individuals admitted for humanitarian purposes or internally displaced persons have access to security and safety services.

- Training modules on Sexual Violence and Domestic Violence have been developed and integrated into the Annual Continuing Education Plan for the academic year 2023-2024 at the "Stefan cel Mare" Academy of the Ministry of Internal Affairs.

6. **Communication and reporting.**

Several activities promoting the Women, Peace, and Security Agenda for 2023-2027 were conducted collaboratively with the Platform for Security and Defense Initiatives at the regional level in Ștefan-Vodă, Căușeni, and Bălți from January 22 to 25, 2024. Participants included employees from regional subdivisions within the General Police Inspectorate, the General Border Police Inspectorate, and the General Carabinieri Inspectorate, as well as representatives from civil society and local public authorities.

Additionally, an information platform dedicated to Women, Peace, and Security Agenda activities was established on the official website of the Ministry of Internal Affairs.

A workshop held on December 14, 2023, involved representatives from PISA, UN Women, and responsible communication officers from MAI subdivisions in developing the Strategic Communication Concept for promoting the Women, Peace, and Security Agenda (STRATCOM).

The Ministry of Internal Affairs organized a high-level conference titled "Women, Peace, and Security - Common Partnerships for Resilience" on December 11, 2023, with financial support from Sweden and in partnership with UN Women. The event aimed to strengthen institutional commitment and support partnerships for recognizing women as critical actors in promoting sustainable peace processes and security.

Online participation was facilitated in the event "Advancing Adaptability and Evolution of the Women, Peace, and Security Agenda as a Framework for Policy Change," held on September 21, 2023, in New York City, USA. The State Secretary of the Ministry of Internal Affairs and members of the Secretariat coordinating the Women, Peace, and Security Agenda 2023-2027 attended (online), considering the Republic of Moldova's membership in the Global Network of Focal Points on Women, Peace, and Security.

Furthermore, four employees from MAI (2 women and 2 men) participated in an international conference in Bucharest, Romania, from November 7 to 9, 2023, dedicated to the Network of Focal Points on Women, Peace, and Security. The conference focused on promoting adaptability and evolution of the Women, Peace, and Security field as a framework for policy changes.



Scan the QR code below to explore how you can lend your support and help us realize the vision of Resolution 1325.

Together, let's pave the way for a more inclusive, secure, and equitable future, where the voices and contributions of women in peace and security initiatives are amplified and valued.

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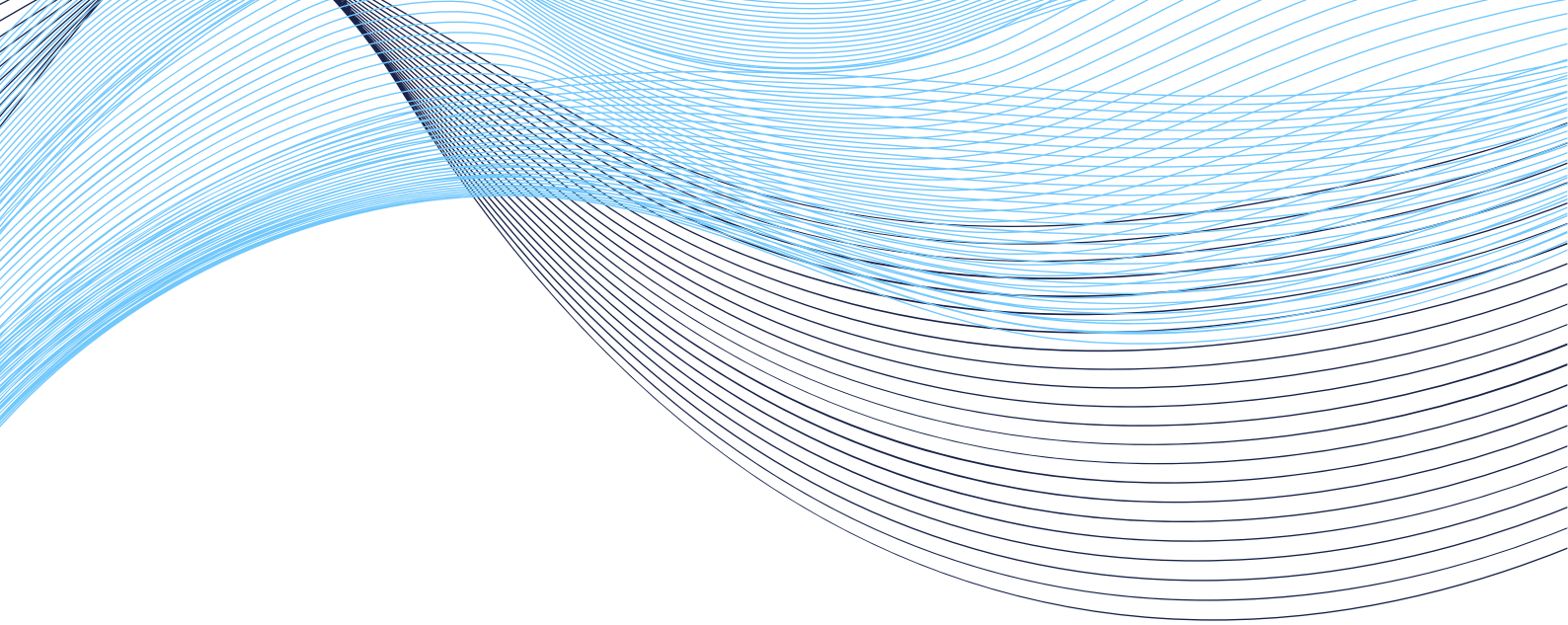

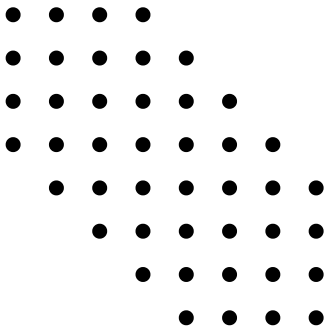

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