

ACTION PLAN
FOR
IMPLEMENTATION OF
UNITED NATIONS
SECURITY COUNCIL RESOLUTION
1325
AT
THE MINISTRY OF DEFENCE

CONTENTS:

1.INTRODUCTION

2.AIM

3.OBJECTIVES

4.TIME PERIOD

5.MEASURES and GUIDELINES

6.EDUCATION, TRAINING and STANDARDS
OF CONDUCT

7.COORDINATION

8.MONITORING, ASSESSMENT and
ANALYSIS

9.ABBREVIATIONS

INTRODUCTION

On 31 October 2000, the United Nations Security Council adopted Resolution 1325 on women peace and security. Subsequent to its adoption, Resolutions 1820, 1888, 1889 and 1920 have been adopted, reaffirming the commitment undertaken by the UN Member States with regard to the above issues. Firstly, Resolution 1325 refers to those women directly affected by armed conflicts; and secondly, emphasizes the important role of women in all aspects of peace achievement, peacekeeping and peace support. This document calls for recognizing women's contribution to peace building process, especially with regard to the decision-making process at the highest level.

The Plan for the Implementation of UNSC Resolution 1325 is a conceptual part of the enactment of the gender equality and equal opportunity policies at the Ministry of Defence of the Republic of Bulgaria. Its putting into practice will be assisted by a Programme for the Implementation of UNSC Resolution 1325 at the Armed Forces. The two documents are interrelated, the latter being of deciding importance with regard to achieving the objectives, laid out in the former.

AIM

The Plan for the Implementation of UNSC Resolution 1325 at the Ministry of Defence will send a strong political signal to the Bulgarian and the international public on the priorities undertaken by the leadership of the MoD and the BA with regard to the enactment of Euro-Atlantic policies in this area.

OBJECTIVES

1. Providing mechanisms for more comprehensive establishment within the MoD and BA structures of the principles, laid out in UNSC Resolution 1325.
2. Guaranteeing to the partners from the UN, EU, NATO and other international organizations that values and principles are shared and that adequate contribution to allied operations is provided.

3. Strengthening the position of the MoD of the Republic of Bulgaria as the leading institution in South-East Europe with regard to enactment of gender policies.

TIME PERIOD

The Plan for the Implementation of UNSC Resolution 1325 at the MoD covers the period 2011-2014. The Plan is open to amendment in order to fully reflect any occurring changes in the security environment, and, in accordance with the defence planning cycle adopted by NATO, is subject to review and update every 2 years.

MEASURES and GUIDELINES

- Enhancing the role of women at all levels of decision-making;
- Reviewing and updating the legislative framework regarding the military service in compliance with the European and national legislation in place, in order to create conditions conducive to the elimination of discrimination practices;
- Organizing and participating in joint activities raising awareness among home and foreign public about good practices and lessons learned with regard to the implementation of UNSC Resolution 1325;
- Improving the gender balance in all structures of the MoD and the BA;
- Eliminating the informal restrictions for women in professional areas, academic subjects, post-graduate qualifications, educational degrees and forms of study when applying for the acquisition of Bachelor's Degree in **Military Studies**, with a professional qualification **Military Officer**;
- Taking into account the importance of stressing the gender balance when disseminating information at all levels and when participating in conferences, seminars and working meetings;
- Adapting operational work to NATO and EU standards when formulating orders for the conduct of missions and operations, focusing on: interaction with the indigenous population in the area of responsibility, cross-cultural communication, and standards of conduct;
- Ensuring gender balance in the structures participating in missions and operations, especially in components in direct contact with the indigenous population. Participation of servicewomen becomes particularly important for the acquisition of additional information and for communication with victims, refugees, and local women's organizations;

- When conducting preliminary selection procedure on the basis of application papers, gender balance must be taken into consideration. In order to achieve this, women's representation in missions and operations is to be closely followed, which will be guaranteed by detailed data and statistics (taking gender into account). In this context, fully respecting operational requirements, NATO and EU Member States are encouraged to embark on the further development of appropriate gender balance in all relevant areas. Best national practices regarding the achievement of real gender equality and balanced structure should be shared (i. e., at conferences, official meetings and other forums);
- Maintaining the necessary level of support for the process of implementation of UNSCR 1325, so that the Armed Forces are sufficiently provided with information on the relevant issues.

EDUCATION, TRAINING and STANDARDS OF CONDUCT

- Within the framework of pre-deployment training for missions and operations abroad, military and civilian personnel are instructed on gender issues and other relevant topics. (Depending on available vacancies, experts from other governmental institutions may also be involved in the educational and training courses.)
- The Armed Forces (AF) personnel participating in missions and operations under the flag of various international institutions assumes responsibility for respecting and actively implementing the objectives of women's participation and protection of women and girls in the area of responsibility.
- Establishment and continuous propagation of a communication model involving modern methods of education, training, and preparation and the conduct of regular activities aimed at the formation of a new understanding of the culture of relationships between all members of the Armed Forces.
- Preparation of a list of applicable international, European and national standards or codes of conduct in place, to be used in education, training, and preparation. The information should be well-organized, easily accessible and readable.
- Existing training modules (including those under construction) must be harmonized, and the programme must encompass the standards or codes of conduct included in the above mentioned list.

➤ The training modules and the list of international and national standards or codes of conduct should be regularly updated, in line with relevant international standards.

➤ All members of the AF, and in particular those at higher levels of the decision-making process, are to be acquainted with the content of the standards or codes of conduct and the educational and training modules, and to apply those in their work on a regular and continuous basis.

➤ Materials such as handbooks, lectures, advertising materials, standards of conduct or codes of ethics, etc., should be elaborated, focusing on the issues of implementing UNSCR 1325, in order to integrate gender policies at all levels of the Armed Forces.

➤ Education, training and preparation should aim at the consistent raising of awareness in the following aspects:

– Implementation of UNSC Resolution 1325 as primary document of the AF within the framework of international missions and operations;

– Effectiveness and efficiency of the activities of mixed-gender teams;

– Positive effect of women's participation in the respective international operation;

– Importance of the protection of women, boys and girls in the area of responsibility for the achievement of peace stability, especially so because of the special status of women, boys and girls with disabilities;

– Consequences of the spreading of prostitution in the conflict area (trafficking in women, organized crime, sexual abuse, protection of underage persons);

– Zero tolerance towards sexual abuse in the area of responsibility, involving disciplinary/penal sanctions in case of offences;

– Trafficking in weapons, people, technologies, and human organs.

➤ Personnel from the military contingents abroad may make use of the expertise of gender advisors appointed at the NATO Headquarters.

➤ Implementation of UNSCR 1325 is to also include formations in the composition of the EU battle groups (HELBROC).

➤ Providing, when possible, international experts on the above issues, in order to achieve better level of education and training of the Bulgarian military personnel.

- Supporting further development of the establishment of sensitivity towards the issues of violence, harassment and discrimination at the workplace.
- Establishment of database of experts with experience on the above issues, who may be involved in the education, training and preparation.

COORDINATION

- Encouraging coordination of efforts at the international, national and interagency levels, as well as when interacting with the civil society.
- Encouraging exchange of experience at the international level, including cooperation with nations which have already gathered undoubtedly important experience, as well as with national and international non-governmental organisations (the civil society sector);
- With regard to the preparation of the national plan for the implementation of UNSCR 1325 in Bulgaria, exchange of international experience should be sought (including donation) from countries who have already elaborated their national plans for the enactment of the relevant policies;
- Encouraging exchange of international experience among military personnel at study events focusing on the relevant issues;
- When holding bilateral and regional military cooperation events, initiatives and seminars, issues regarding UNSC Resolutions' implementation should also be discussed, and the importance of the policy, pursued by NATO and the EU should be stressed;
- Furthering the application of the equal treatment approach to joint events with non-governmental organisations (NGO) on the issues regarding UNSC Resolutions' implementation and the enactment of the policy, pursued by NATO and the EU, including participation of women at a decision-making level;
- Disseminating UNSC Resolutions 1325, 1820, 1888, 1889 and 1920 in military educational institutions and among personnel to be deployed to missions abroad;
- Elaborating, publishing, and propagating specialized programmes and materials such as handbooks, lectures, advertising materials, standards of conduct or codes of ethics, etc., aimed at aiding the education and training of AF personnel as primary documents for the completion of the education and training programme, including that of contingents abroad;

- The elaboration of the documentation on the implementation of UNSC Resolution 1325 should involve the participation of the national representative to NATO Committee on Gender Perspectives (NCGP) with the aim of integrating and adapting the gender policies at all levels of the Armed Forces;
- Elaborating strategies on gender in various strata: Services of the Armed Forces, Human resource management, Defence policy, International activity, Military education, Military police, Logistics, Finance, etc.;
- Improving, together with BUAFWA, the (hotline) system of registration, processing, response and follow-up control with regard to complaints of violence, harassment and discrimination, with the aim of achieving optimal results;
- Organizing the conduct of an annual meeting of servicewomen with the leadership of the MoD and the BA;
- During missions and operations, in the area of responsibility, there should be systematized gathering of information on the contacts with local women, groups and local women's organisations (if such organisations exist), and on the consultations with them, and this information is to be subsequently disseminated;
- Statistical data should be gathered and summarised on the gender percentage ratio (number) for the personnel in missions or operations abroad (for each mission);
- Analysis of the participation of servicewomen should be reflected in annual reports of the DS, the structures directly subordinated to the Minister of Defence, JFC/JOC, the services of the Armed Forces and the units of the BA;
- This type of policy is to be reflected in the annual reports and analyses of the state institutions.

MONITORING, ASSESSMENT and ANALYSIS

- The Plan for the Implementation of UNSC Resolution 1325 at the MoD has been elaborated in collaboration with the Bulgarian Armed Forces Women Association and encompasses the period 2011-2014. In 2014, the Plan will be analysed, reassessed, and, if need be, updated by the administration of the MoD in collaboration with the BUAFWA;
- Publishing information on the enactment of the gender and equal opportunities policies on the website of the MoD;

- Preparation of assessment studies in the course of execution of the Plan for the Implementation of UNSC Resolution 1325;
- Development and introduction of standardized methods for monitoring of the organizational climate in the units of the BA with regard to the implementation of the principles of gender and equal opportunities;
- Inclusion of the implementation of the UNSC Resolution 1325 in the preparation of reports and analyses, in the conclusions drawn from and the assessment made of the participation in missions abroad;
- Analysing the ratio of women officers, NCOs and soldiers at the MoD, the structures directly subordinated to the Minister of Defence, the DS, JFC/JOC, the services of the Armed Forces, logistical units, units designated for participation in missions and operations abroad, etc.;
- Analysing reasons for the absence of servicewomen (by category) on certain positions at the AF. After the corresponding conclusions are drawn, solutions are to be proposed to the leadership of the MoD;
- Monitoring, study and analysis of the gender balance with regard to the career development of men and women at the AF;
- Maintaining and updating database on the participation of women and men in the decision-making processes (manager/commander positions) and the participation in missions outside the territory of the country under the leadership of the UN, EU, NATO, OSCE and other international organizations.

ABBREVIATIONS

1.	Bulgarian Army	BA
2.	Armed Forces	AF
3.	European Union	EU
4.	Ministry of Defence	MoD
5.	Non-Governmental Organisations	NGO
6.	United Nations	UN
7.	Organization for Security and Co-operation in Europe	OSCE
8.	Bulgarian Armed Forces Women Association	BUAFWA
9.	Security Council	SC
10.	Joint Forces Command	JFC
11.	Joint Operational Command	JOC
12.	Defence Staff	DS