

# Slovak National Action Plan for the Implementation of UNSCR 1325 on Women, Peace and Security for 2021–2025

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## **1. Introduction**

UN Security Council Resolution (UNSCR) 1325 on Women, Peace and Security (hereinafter referred to as the “Resolution 1325”) was adopted unanimously on 31 October 2000 as the first Security Council resolution to address the disproportionate and unique impact of armed conflict on women, and seeking to strengthen the role and participation of women in peace processes. It is based on the fact that women are, on the one hand, extremely affected by armed conflict, but on the other hand can play a key role in preventing and resolving them. The Resolution calls on all actors to increase women's participation and to integrate equal opportunities into all UN efforts for peace and security.

According to the Resolution, the parties involved in a conflict must take special measures to protect women and girls from all forms of violence, in particular rape and other forms of sexual violence. The Resolution emphasizes the importance of women's equal and full participation in conflict prevention and resolution, peace negotiations, peace-building and peacekeeping, humanitarian response, and post-conflict reconstruction.

The main objective of Resolution 1325 is to increase women's participation in decision-making processes regarding conflict prevention and resolution and post-conflict reconstruction, as well as to prevent violations of women's rights, with an emphasis on the prevention of sexual violence in armed conflict.

In 2002, the UNSC called on Member States to develop strategies and plans to implement the objectives of Resolution 1325. National implementation strategies for the Women, Peace and Security (hereinafter referred to as the “WPS”) agenda are relevant for all Member States, not just those in which armed conflict is taking place. In other countries, the WPS agenda concerns e.g. as neighbouring countries (conflict prevention, refugee protection) or as donor countries involved in conflict resolution or post-conflict reconstruction. States are primarily responsible for achieving the objectives set, but UN institutions and agencies and regional organizations play a key role in managing missions and operations.

The Slovak Republic (hereinafter referred to as the “SR”) submits the first National Action Plan for the implementation of UNSC Resolution 1325 on Women, Peace and Security for 2021–2025.

The purpose of the document is to set the framework for the effective implementation of Resolution 1325 at the national and international levels.

The WPS agenda is based on 4 pillars:

1/ prevention – the WPS agenda is based on the assumption that the active involvement of women in society, including the long-term consideration of women's rights (respect for human dignity, the right to education, free choice of profession, etc.), has a key role to play in conflict prevention;

2/ participation – women making up half of the population should be more actively involved in all stages of conflict management and resolution: establishing, maintaining and consolidating peace, protection, and post-conflict reconstruction;

3/ protection – in addition to the general demand for respect for women's rights, the WPS agenda emphasizes the protection of women and girls from violence, while emphasizing sexual violence. States are to strictly limit themselves against its use as a combat tactic, but the responsibility also lies with members of peacekeeping missions in preventing such violence towards the community as well as within missions. Women and children, who are particularly vulnerable, need special protection in armed conflict.

4/ post-conflict reconstruction – a thorough investigation of war crimes and punishment of perpetrators is a prerequisite for sustainable peace. At the same time, it is necessary to work with victims and offer medical and psychological assistance as part of rehabilitation programmes to mitigate the effects of war and armed conflict and return to normal life as quickly as possible.

Since 2000, the set of UN Security Council commitments in the WPS agenda has been extended by another eight UNSC resolutions: 1820 (2008), 1888 (2009), 1889 (2009), 1960 (2010), 2106 (2013), 2122 (2013), 2242 (2015) and 2467 (2019), which reinforce and specify this Resolution both substantively and procedurally. They also provide a framework for implementing and monitoring the WPS agenda.

- Resolution 1820 (2008) – on sexual violence as a weapon of war;
- Resolution 1888 (2009) – mandates peacekeeping missions to protect women, girls from sexual violence in armed conflict and establishes the position of Special Representative for Sexual Violence in Armed Conflict;
- Resolution 1889 (2009) – is focused on post-conflict peacebuilding and emphasizes the greater involvement of women in peace processes;
- Resolution 1960 (2010) – creates institutional tools to combat impunity and outlines specific steps needed for both the prevention of and protection from sexual violence in conflict;
- Resolution 2106 (2013) – calls for the further deployment of Women Protection Advisors;
- Resolution 2122 (2013) – creates stronger measures to include women in peace-processes and calls for regular briefings and reports on WPS issues to various organizations and members of the UN;

- Resolution 2242 (2015) – emphasizes the role of women in the fight against violent extremism and focuses on the impact of terrorism on women's human rights;
- Resolution 2467 (2019) – strengthens justice and accountability and calls for a survivor-centered approach in the prevention and response to conflict-related sexual violence.

## **2. International legal framework**

The international legal framework clearly stipulates that rape and other forms of sexual violence of comparable gravity may be assessed as war crimes or crimes against humanity, or an act of genocide as provided for in the Rome Statute of the International Criminal Court, with ad hoc judgements of international criminal tribunals, e.g. the International Criminal Tribunal for the former Yugoslavia and the International Criminal Tribunal for Rwanda.

The Slovak Republic is bound by a number of international legal obligations related to the WPS agenda.

One of the key instruments in the field of international law to ensure women's rights in the area of the WPS agenda is the *Convention on the Elimination of All Forms of Discrimination against Women* (hereinafter referred to as the “CEDAW”). In 2013, CEDAW issued *General recommendation No. 30 on women in conflict prevention, conflict and post-conflict situations*, which gives the Parties guidance for establishing an effective framework and defines their responsibilities for the implementation of the Convention. This recommendation affirms CEDAW’s linkages with the Security Council’s WPS agenda. It stipulates that states should report on the implementation of Resolution 1325 and recommends that CEDAW Parties adopt national action plans for the its implementation while working with civil society.

Another important international document is the *Beijing Platform for Action* adopted by consensus at the *Fourth World Conference on Women* (1995). As a final document from the conference, it made comprehensive commitments under 12 critical areas of concern, including the themes outlined in the WPS agenda.

## **3. WPS agenda in international organizations of which the Slovak Republic is a member**

Gender equality and Human Rights are core values of **the European Union** (hereinafter referred to as the “EU”) and the implementation of UNSCR 1325 stands in the centre of EU’s approach to the WPS agenda. In this context, the EU points to the need of engaging, empowering, protecting, and supporting women and girls to achieve peace and security and giving priority to combating violence against women and girls in armed conflict and promoting their participation in peace-building. In order to strengthen action in this area,





the EU Council adopted in 2008 *Comprehensive approach to the EU implementation of the United Nations Security Council Resolutions 1325 and 1820 on women, peace and security*. Building on the policy commitments to promote the role of women in peace building, this document provides comprehensive guidance to ensure that the EU's external actions are shaped to protect women from violence, that they contribute to increased equality between women and men during and after armed conflict and in situations of fragility. In 2018, the document was replaced by the *EU Strategic Approach to Women, Peace and Security* identifying actions under the key areas of prevention, protection, relief and recovery and under the two overarching and cross-cutting aspects of gender mainstreaming and participation. The first *EU Action Plan on Women, Peace and Security (2019–*

*2024)* complements and reinforces the *EU Gender Action Plan 2016-2020*.

The specific objectives and actions to contribute to the implementation of EU WPS policy are also set out in the *EU Action Plan on Gender Equality and Women Empowerment in Development Cooperation (2010–2015)* of 2010. It is followed by a joint working document of the EU entitled *Gender equality and women's empowerment: transforming the lives of girls and women through EU's external relations 2016–2020* (of 2015). The elements of the WPS are also reflected in the *EU Action Plans on Human Rights and Democracy*, including the operational human rights agenda for the next 5 years (2020–24).

The WPS agenda underpins the common values of **the North Atlantic Treaty Organization** (hereinafter referred to as the “NATO”) in the areas of individual freedom, democracy, human rights, and the obligations arising from the UN Charter. In line with UNSC resolutions on the WPS, NATO focuses in its action plans, which are regularly reviewed, on addressing inequalities between men and women and integrating the priorities of the WPS agenda through NATO's three key tasks – collective defence, crisis management, and cooperative security.

NATO actively integrates women's perspectives and experience into analyses, planning, implementation, and evaluation of its operations and missions. This theme also resonates in the cooperation of NATO and its partner countries, especially in the preparation of troops deployed in NATO-led operations and missions. NATO seeks to promote increased participation of women in defence and security institutions within the organization and its member states.

Ensuring sustainable peace and economic prosperity is the basis for long-term security for the 57 participating States of **the Organization for Security and Cooperation in Europe** (hereinafter referred to as the “OSCE”). The OSCE's approach to security aims at conflict prevention and resolution in a comprehensive way that includes the full integration of women at all stages of the conflict cycle. Resolution 1325 and its related commitments on the WPS agenda are a tool for the OSCE and its participating States to achieve equality between men and women in early warning, conflict prevention and resolution, crisis management and post-conflict rehabilitation, and to ensure that women's experience is fully taken into account. This concept is reflected in the *OSCE Action Plan for the Promotion of Gender Equality of 2004 (Gender Action Plan)*. The Ministerial Council, as the central decision-making and governing body of the OSCE, also calls for the implementation of Resolution 1325. The OSCE Office for Democratic Institutions and Human Rights actively supports the efforts of OSCE participating States to implement Resolution 1325 into national action plans in the OSCE region.

#### **4. National framework**

In recent years, the Government of the Slovak Republic has adopted several strategic documents directly related to the protection of women and girls from discrimination and violence, such as the *National Strategy for Gender Equality and the Gender Equality Action Plan for 2014–2019* and the *National Action Plan for the Prevention and Elimination of Violence against Women for 2014–2019*. The documents include the tasks performed by the relevant ministries in several areas of implementation, which relate mainly to legislation, development of methods and standards, education, monitoring (data collection) and primary prevention.

#### **5. Coordination mechanism and monitoring of the implementation of the National Action Plan**

##### **National actors in the WPS agenda**

The direct implementers of the WPS agenda are the Ministry of Labour, Social Affairs and Family of the Slovak Republic, the Ministry of Defence of the Slovak Republic, the Ministry of Interior of the Slovak

Republic/Presidium of the Police Force, and the Ministry of Foreign and European Affairs of the Slovak Republic.

The National Action Plan will be carried out through the activities of its implementers. The summary evaluation report will be submitted by 31 March 2026 as part of the National Action Plan for 2026–2030 to the Committee for Gender Equality. The Committee is a permanent expert body of the Slovak Government Council for Human Rights, National Minorities and Gender Equality for issues related to gender equality and for monitoring the implementation of the *Convention on the Elimination of All Forms of Discrimination against Women*, other international human rights conventions, legislation and EU strategic objectives in this area.

Once a year, the Gender Equality Committee discusses the current implementation of the objectives of the National Action Plan. On this basis, it will continuously recommend updating the National Action Plan in line with developments in the WPS agenda at the UN, with the international obligations of the Slovak Republic and the obligations arising from EU membership.

## **6. Previous activities of ministries in fulfilling the objectives of Resolution 1325**

### **Ministry of Foreign and European Affairs of the Slovak Republic**

The Ministry of Foreign and European Affairs of the Slovak Republic (hereinafter referred to as the “MoFEA SR”) develops activities within the relevant international organizations and institutions. It actively participates in the activities of the EU institutions and bodies on the topic of equal opportunities and WPS. During its presidency of the EU Council in 2016, the Slovak Republic held a meeting of the High-level group on gender mainstreaming on the report on the implementation of the Beijing Platform for Action for Women and Poverty and a thematic conference “*Reconciling Work and Family Life in a Changing Society*”.

The Slovak Republic works closely with **UN WOMEN** – a specialized organization of the UN system focused on equal opportunities and the empowerment of women. In 2020, the Slovak Republic prepared a Memorandum of Understanding between MoFEA SR and UN WOMEN, which intensifies SlovakAid development cooperation through projects aimed at the empowerment of women and girls in society in programme countries, and enabled sending a Slovak expert to the UN WOMEN regional office in Georgia.

The Slovak Republic (as the 19th Member State of the UN) has also signed up to the global **COMMIT** campaign to end violence against women, which is a supporting initiative of the UN Secretary-General's global campaign called “UNiTE to End Violence Against Women”.

In New York (in 2019), the Slovak Republic co-organized a joint high-level roundtable of the UN Groups of Friends of Security Sector Reform and the Group of Friends of Gender Parity with the aim of drawing attention to the need to achieve parity of women in national security structures and UN peacekeeping operations.

Part of the cooperation with **the United Nations Development Programme (UNDP)** is also a component aimed at strengthening the position of the Slovak Republic in the area of security sector reform (SSR) within the development cooperation. The Slovak Republic supports the second phase of the flagship programme "*Women in the Army*", which aims to building capacities in terms of equal opportunities and better integration of women in the army in the Western Balkans region.

The Slovak Republic financially supports UNDP SEESAC (South Eastern and Eastern Europe Clearinghouse for the Control of Small Arms and Light Weapons) through small projects on gender equality in the defence sector "*Strengthening of Regional Cooperation on Gender Mainstreaming in Security Sector Reform in the Western Balkans*".

Slovakia also actively promoted the empowerment of women during its chairmanship of **the Organization for Security and Cooperation in Europe (OSCE)** in 2019. Within its framework, the Minister of Foreign and European Affairs of the SR, then acting Chairman of the OSCE M. Lajčák, appointed Ambassador M. Verveer (USA) as a Special Representative of the Chairperson-in-Office on Gender.

The Slovak OSCE Chairmanship paid priority attention to the prevention and fight against violence against women, as this was the first year of implementation of the OSCE Ministerial Council decision of 2018 on this topic as an important political commitment of the OSCE participating States. Slovakia, as an OSCE chair, prepared or co-organized events at the OSCE headquarters in Vienna (expert events and an international conference on the prevention and combating violence against women, a high-level discussion on the role of women in addressing security challenges in the OSCE region, the photo exhibition "*Women, Peace and the OSCE*"), in the organization of which it also paid attention to the equal representation of men and women in the role of speakers.

Slovakia also supports the empowerment of women through **development cooperation** instruments. Equal opportunities are one of the cross-cutting themes in the *Medium-Term Strategy of the Slovak Republic for Development Cooperation and Humanitarian Aid* (2019–2023). Cross-cutting themes are integrated into SlovakAid projects and activities. Their integration into projects and activities in each of the six priority sectors is being assessed. Between 2019 and 2020, the Slovak Republic implemented three projects aimed at improving the quality of the teaching process at girls' schools in Kenya, a project aimed at addressing



female unemployment in Georgia and improving the availability and quality of health care for mother and child in South Sudan. Since 2013, Slovakia provided a total of 52 subsidies, financial contributions and so-called microgrants whose projects, focused on gender equality.

The Slovak Agency for International Development Cooperation monitors among the mandatory indicators



of cross-cutting themes also the number of implemented measures in gender equality. The most important measures to promote equal opportunities for men and women in the implementation of projects include those prohibiting discrimination on the basis of sex and provide for equal treatment of women and men. The control of the application of the principle of gender equality in the implementation of development projects is carried out through the

monitoring of projects and project activities.

### **Ministry of Defence of the Slovak Republic**

The main legislative guarantee of equal opportunities in the armed forces is the *Act on the Civil Service of Professional Soldiers*. In the area of labour law the Act ensures non-discriminatory approach and equal opportunities for male and female professional soldiers in personnel processes in the armed forces, in the remuneration policy and in the protection of the legitimate interests of male and female professional soldiers. It pays special attention to the increased protection of pregnant female professional soldiers and the protection of female professional soldiers and single parents who take care of minor children.

In the Armed Forces of the Slovak Republic, the WPS agenda is being developed in accordance with the adopted *Gender Equality Plan of the Ministry of Defence of the Slovak Republic* of 2013 in the areas of: operational planning and operations; preparation and training; evaluation. Increased emphasis is placed on comprehensive education of professional soldiers, which is implemented at several levels:

- basic military training
- bachelor and engineer study
- social science seminars

- career courses
- military training of professional soldiers before leaving for international crisis management operations.



Female professional soldiers work in 2020 in international crisis management operations, namely: EUFOR ALTHEA (Bosnia and Herzegovina), UNFICYP (Cyprus) and NATO Enhanced Forward Presence (Latvia), in positions individually or in mixed teams.

In 2019, a total of 735 Slovak professional soldiers were deployed to international crisis management missions, of which 48 were

women – a share of about 6.5%. In individual operations: UNFICYP - 286 professional soldiers, including 30 women; RS AFG (Afghanistan) – 84 professional soldiers, including 2 women; EUFOR-ALTHEA (Bosnia and Herzegovina) – 43 professional soldiers, including 1 woman; eFP (Latvia) – 305 professional soldiers, including 15 women.

Offers for positions in international crisis management operations are open to all components of the Armed Forces of the Slovak Republic and the activities of female professional soldiers are limited only by the cultural environment or the conditions of the operation concerned.

During the training, male and female members of the Slovak military contingent are also acquainted with the area of prevention and fight against sexual violence, security and protection of human rights of women and girls.

As part of general training and education on violence against women and the fight against trafficking in human beings, lectures on trafficking in human beings are held on a quarterly basis every year. Led by trained professional soldiers, lectures focus on sensitive approach to potential victims with the aim of their effective identification and subsequent provision of assistance.

The Ministry of Defence of the Slovak Republic regularly conducts research on the issue of gender equality in the armed forces, which are used to optimize social processes as a basis for the creation of conceptual

and strategic documents in the field of human resources. One of the outputs, in which the findings from these researches were presented, was the publication “*Gender Equality in the Armed Forces*” (of 2017).

In the gen. Milan R. Štefánik Academy of the Armed Forces, the **Gender Equality Centre** has been operating since 2015. The Centre focuses on the theoretical-practical analysis of the transformation of relations between men and women in various areas of life of military organizations (personal and professional), as an extension of socio-psychological support for military professionals.

In 2016, the Academy received a grant from the Ministry of Defence of the Slovak Republic with the project “*Human Rights Aspects of the Organization and Activities of the Troops*”, which in 2017 resulted in an analytical study with new recommendations for the respect of human rights with a focus on the topic of gender equality. The Academy also regularly addresses the topic of gender equality in the armed forces at its conferences with international participation.

One of the important areas is also the harmonization of work and family life. In the Ministry’s document “*System of support programmes focused on social work with professional soldiers and their families*” preconditions for improving the care of male and female professional soldiers, including the care of their family members, are set. In the near future, a system of comprehensive care for male and female professional soldiers and their families should be created, which depends on the course of a military career and the associated risks of socially unfavourable situations during and after their civil service.

#### **Ministry of Interior of the Slovak Republic**

In the field of education, the Ministry of Interior of the Slovak Republic (hereinafter referred to as the “MoI SR”) places special emphasis on the professionalisation of members of the Police Force and their training in violence against women, domestic violence and working with victims of such crimes as victims from the group of particularly vulnerable persons.

The Police Force units also actively cooperate with international organizations such as UN, OSCE, EU in the field of international missions and civilian crisis management operations.

In this area, gender equality is already ensured from the selection process, through sending to the mission, return and reassignment.

In 2019, the Police Force was actively involved in international civilian crisis management missions and operations under the EU Common Security and Defence Policy, as well as in the UN Security Sector Reform, paying attention to priority regions in line with the Common Foreign and Security Policy. National

contributions went to the Eastern Partnership countries, the Western Balkans and to missions supporting the UN security sector reform in Cyprus and Haiti. In OSCE missions, our participation supports security policy dialogue with countries outside the European and Euro-Atlantic structures, in particular the Russian Federation and Ukraine.

During 2019, members of the Police Force served in the following missions: EUBAM Ukraine/Moldova (2



police officers), EULEX Kosovo (3 police officers), EUMM Georgia (9 police officers, including 2 women), EUAM Ukraine (3 police officers), OSCE Ukraine, Special Monitoring Mission (3 police officers), UN UNFICYP Cyprus (7 police officers, including 4 women), UN UNSTAMIH Haiti (2 police officers).

The database of police officers kept for possible sending to peacekeeping missions is supplemented annually by a selection to which every policewoman

has the opportunity to apply. To date, more than 20% of women are listed in the database of police officers ready to be sent on peacekeeping missions. On average, we have sent 25% of the total number of police officers sent in peacekeeping missions.

In April 2019, during the Slovak Chairmanship of the OSCE, the Bureau of Border and Foreign Police of the Presidium of the Police Force participated in activities to support the empowerment of women within the OSCE Security and Border Management Services.

Support for the women's empowerment within the Police Force is also implemented through the active involvement of **the Association of Female Members of the Police Force**, which began its activities in April 1990 as an independent civic association. The Slovak Association was the fifteenth organization of the *European Network of Policewomen*, which strives to facilitate positive changes in Gender Mainstreaming and optimising the position of women in Law Enforcement.

As part of its activities, **the Migration Office of the Ministry of Interior of the Slovak Republic** creates conditions and cares for asylum seekers from vulnerable groups of persons in asylum facilities of the

Ministry of Interior of the Slovak Republic, including, inter alia, women, mothers with children and victims of physical and sexual violence. During the asylum procedure, asylum applicants from vulnerable groups are placed in a specially designated asylum facility of the Ministry of Interior of the Slovak Republic, where they are provided with separate sheltered housing, medical, social and psychological care, and legal representation in asylum proceedings. In case of granting international protection, these persons enter the integration process, where they also receive psychological assistance, social and legal counselling.

The Migration Office of the Ministry of Interior of the Slovak Republic places emphasis on psychological assistance in the care of asylum applicants as well as in the integration of persons granted international protection, as it is a specific group of persons who often come from countries with ongoing armed conflict. To prevent and assist women with international protection, the Migration Office of the Ministry of Interior of the Slovak Republic organizes group meetings with a female psychologist for women who were victims of threats or extremism in the Slovak territory by Slovak citizens, based on their national origin, religion or colour, as well as preventively with women who could become victims of such conduct.

Employees of the Migration Office of the Ministry of Interior of the Slovak Republic participate in operational support of the *European Asylum Support Office* to countries most affected by the migration and refugee crisis, where they are also deployed in refugee camps by providing social work assistance, especially in Cyprus and Greece. Approximately ten female employees of the Migration Office of the Ministry of Interior of the Slovak Republic take part in these postings each year.

### **Ministry of Labour, Social Affairs and Family of the Slovak Republic**

The Ministry of Labour, Social Affairs and Family of the Slovak Republic (hereinafter referred to as the “MoLSAF SR”) performs tasks in ensuring the creation and implementation of the state policy of gender equality and equal opportunities.

It actively participates in the fulfilment of the objectives of the WPS agenda, in particular through the activities of the *Department of Equality between Women and Men and Equal Opportunities* (hereinafter referred to as the “DEWMEO“, former Department of Gender Equality and Equal Opportunities), the contributory organization *Institute for Labour and Family Research* (hereinafter referred to as the “ILFR“) and within it the *Coordination and Methodological Centre for the Prevention of Violence against Women* (hereinafter referred to as the “CMC“). The Ministry of Labour, Social Affairs and Family of the Slovak Republic is responsible for national strategic documents, namely the *National Strategy for Gender Equality and the Action Plan for Gender Equality for 2014– 2019* and the *National Action Plan for the Prevention and Elimination of Violence against Women 2014– 2019*.



In 2017, the Ministry of Labour, Social Affairs and Family of the Slovak Republic launched a nationwide media campaign entitled "*Because I say no*" aimed at preventing sexual violence in intimate relationships between young people by raising awareness and information about this serious problem. The main goal of the campaign was to increase the sensitivity of young people to the issue of sexual violence by providing the most important information about its forms, consequences, causes and assistance.

In 2018, the ILFR began implementing the activities of the national project *Prevention and Elimination of Gender Discrimination*. The aim of the project is the systemic institutional provision of counselling activities in the field of gender discrimination, including violence against women, and to strengthen the professional capacities of ILFR in the implementation of gender discrimination elimination policy. A special activity is the implementation of tasks related to the prevention and elimination of violence against women, namely the activities of the *Coordination and Methodological Centre for the Prevention of Violence against Women* (CMC), including ensuring the continuous operation of a free national hotline for women experiencing violence.

The CMC, in cooperation with the Presidium of the Police Force of the Slovak Republic and the Academy of the Police Force of the Slovak Republic, organizes training of police officers, pedagogical and professional staff on violence against women and domestic violence, and to increase the quality of legal aid and counselling for women experiencing violence. In 2019, it organized workshops for students and public discussions on the issue of violence against women.

The national telephone helpline for women experiencing violence has been operating continuously since February 2015. It has been used at least once by more than 2,000 women since its inception.

The ILFR and CMC appear in the media, publish professional articles, blogs and speak at professional conferences as part of an information campaign on the topic of violence against women. They run a website dedicated to violence against women, [www.zastavmenasilie.gov.sk](http://www.zastavmenasilie.gov.sk).

The Ministry of Labour, Social Affairs and Family of the Slovak Republic, in cooperation with state administration bodies, is mandated to prepare and submit to the UN Committee on the Elimination of Discrimination against Women periodic reports on its implementation of the provisions of CEDAW.

## **7. Commitments and specific measures for the implementation of the National Action Plan**

### Ministry of Defence of the Slovak Republic

- Adoption and supporting measures with the aim of increasing the percentage of women in the armed forces of the Slovak Republic, their representation in military structures and decision-making positions;
- Adoption and supporting measures with the aim of increasing the active and adequate participation of female members of the Slovak Armed Forces in missions and operations of international crisis management under the auspices of the UN, EU and NATO, including decision-making positions;
- Provision of training for male and female members of the Slovak military contingent and sent male and female experts in the field of prevention and fight against sexual violence, security and protection of human rights of women and girls before deployment to international crisis management missions and operations;
- Integrating women's experience and perspective into analyses, planning, implementation and evaluation of Slovakia's participation in international crisis management missions and operations.

### Ministry of Interior of the Slovak Republic

- Increasing the percentage of women in the Police Force of the Slovak Republic and their representation in leadership and decision-making positions;
- Increasing the active and adequate participation of women in international crisis management police missions, including in leadership positions;
- Providing education and training of male and female members of the Slovak police contingent in the field of sexual violence prevention, security and protection of human rights of women and girls before deployment to international crisis management operations in fragile states, conflict situations and humanitarian crises;
- Integrating women's experience and perspective into analyses, planning, implementation and evaluation of Slovakia's participation in international crisis management police missions;
- Ensuring the active and adequate representation of female experts in the national nomination system for nominating male and female members for sending to the agency FRONTEX;
- Strengthen domestic migration and asylum policies to meet the needs of people from vulnerable groups such as traumatized women and girls fleeing conflict zones and victims of war, thus reducing their vulnerability to trafficking in human beings and exploitation in the EU territory.

Ministry of Foreign and European Affairs of the Slovak Republic

- Taking into account equal opportunities in all phases of the project cycle, from planning through implementation, monitoring to evaluation of projects and programmes of bilateral development cooperation of the Slovak Republic;
- Strengthen cooperation with civil society, local women's and gender equality organizations in order to promote and educate on equal opportunities as a development cooperation agenda in partner countries;
- Implementing humanitarian aid to take into account the different effects of conflicts and crises on women and girls;
- Raising women's participation and combating sexual violence to one of the priorities of the Security Sector Reform (SSR);
- Increasing the active and adequate participation of women in civilian crisis management of conflict situations abroad;
- Increasing the percentage share in the sum of voluntary financial contributions of the Slovak Republic to international organizations, funds and agencies to address the special needs of women in post-conflict situations;
- Active involvement in the work of the *WPS National Focal Points Network* - a network of national contact points for the WPS agenda, aimed at closer coordination between Member States, sharing knowledge and exchanging experience;
- Support for the activities of non-governmental organizations active in the field of the WPS agenda.

Ministry of Labour, Social Affairs and Family of the Slovak Republic

- Incorporating the WPS agenda into the activities and topics of the Committee for Gender Equality of the Council of the Government of the Slovak Republic for Human Rights, National Minorities and Gender Equality;
- The ILFR cooperation on educational events on the topic of WPS;
- Support for the activities of non-governmental organizations active in the field of the WPS agenda.

## 8. Strategic goals of the National Action Plan - Women, Peace and Security

### 1. Increasing women's participation in peace and security

Increasing and promoting the full and equal participation of women in conflict prevention and resolution, peace negotiations, peace-building and peacekeeping is a key prerequisite for sustainable peace and security.

Operational objective	Method of evaluation	Fulfilment	Responsibility
1.1. Adoption of measures to increase the representation of women in the Armed Forces of the Slovak Republic and the Police Force, including decision-making positions	monitoring the ratio of women and men in the Armed Forces of the Slovak Republic and the Police Force, including the breakdown of data according to rank and management position  measures taken to increase the representation of women in the Armed Forces of the Slovak Republic and the Police Force	continuously, with evaluation as of 31 March 2026	MoD SR MoI SR/PF
1.2. Taking measures to increase the representation of women in military and civilian missions, as well as in international organizations, including decision-making positions.	monitoring the ratio of women and men sent by the Slovak Republic in military and civilian missions, including the breakdown of data by rank and management position  measures taken to increase the representation of women in military and civilian missions and in international organizations, including decision-making positions	continuously, with evaluation as of 31 March 2026	MoFEA SR MoD SR MoI SR  (other sending ministries)

1.3. Implementing measures to promote the reconciliation of work and private life	Overview and number of measures implemented  monitoring the use of implemented measures	continuously, with evaluation as of 31 March 2026	MoD SR, MoFEA SR MoI SR MoLSAF SR
1.4. Ensuring equal pay for men and women in the Armed Forces of the Slovak Republic, in the Police Force, in military and civilian missions and in the field of humanitarian aid	statistics on the remuneration of male and female employees, including personal allowances, by breakdown of rank and management position	continuously, with evaluation as of 31 March 2026	MoD SR MoFEA SR, MoI SR, cooperation MoLSAF SR

**2. Taking into account and protecting women's human rights and their specific needs in line with the Women, Peace and Security agenda**

Operational objective	Method of evaluation	Fulfilment	Responsibility
2.1. Taking measures concerning the specific needs and protection of the rights of women and girls at all stages and areas of conflict resolution	number of measures that take into account the needs of women and girls, including the protection of political rights, economic rights, and protection against violence and sexual violence  monitoring the effectiveness of implemented measures	continuously, with evaluation as of 31 March 2026	MoD SR MoI SR
2.2 Taking specific measures to prevent violence against women, including sexual violence and sexual harassment, both internally and externally	developed regulations for the prevention of violence against women, including sexual violence and sexual harassment in the course of business and civilian relations	continuously, with evaluation as of 31 March 2026	MoD SR, MoLSAF SR, MoI SR



2.3 Providing qualified staff to deliver information and needed support to victims of violence, including sexual violence and sexual harassment at all stages and in the areas of conflict resolution, humanitarian aid and asylum procedures	number of skilled male/female workers	continuously, with evaluation as of 31 March 2026	MoD SR, MoLSAF SR, MoI SR
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### 3. Raising awareness and deepening expertise on the Women, Peace and Security agenda

Operational objective	Method of evaluation	Fulfilment	Responsibility
3.1. Development of a training manual on the WPS agenda, including women's participation, prevention of violence against women and sexual violence, provision of information and necessary support to victims, in cooperation with civil society	number of developed modules on the WPS agenda	continuously, with evaluation as of 31 March 2026	MoLSAF SR (ILFR) MoD SR MoI SR
3.2. Provision of professional training of the teaching team for education according to the operational objective 3.1.	number of trained male/female lecturers  number of trainings	continuously, with evaluation as of 31 March 2026	MoLSAF SR (ILFR) MoD SR MoI SR

<p>3.3. Educational activities according to the manual 3.1. to the WPS agenda</p>	<p>number of educational activities containing an educational module dedicated to the WPS agenda according to the manual from task 3.1 number of male and female graduates of educational activities containing a single educational module dedicated to the WPS agenda</p>	<p>continuously, with evaluation as of 31 March 2026</p>	<p>MoD SR MoI SR</p>
<p>3.4. Incorporating the content of education from task 3.1. into tertiary and lifelong learning, with an emphasis on the training of male/female workers at all stages and areas of conflict resolution and humanitarian aid</p>	<p>number of peace and security staff who have received training on the WPS agenda</p>	<p>continuously, with evaluation as of 31 March 2026</p>	<p>MoD SR, MoFEA SR, MoLSAF SR</p>
<p>3.5. Informing the public about the WPS agenda, including related international obligations of the Slovak Republic</p>	<p>number of media appearances, conferences, seminars, trainings, etc.</p>	<p>continuously, with evaluation as of 31 March 2026</p>	<p>MoD SR, MoFEA SR, MoLSAF SR</p>
<p>3.6. Support for the activities of non-governmental organizations active in the field of the WPS agenda.</p>	<p>number of supported NGOs operating in the area of the Women, Peace and Security agenda</p>	<p>continuously, with evaluation as of 31 March 2026</p>	<p>Subsidy schemes of MoLSAF SR, MoD SR, MoFEA SR, MoI SR, budgets of relevant ministries and higher territorial units</p>

#### 4. International cooperation

4.1. Support for UN agencies, in particular UN WOMEN, in implementing the WPS issue	number of activities	continuously, with evaluation as of 31 March 2026	MoFEA SR
4.2. Collaboration and transfer of information between partner countries on WPS issues	number of activities	continuously, with evaluation as of 31 March 2026	MoFEA SR, MoD SR, MoI SR
4.3. Incorporate activities and topics of the WPS agenda within the framework of work in international organizations and possible Slovak presidency	number of activities involved and thematic inputs	continuously, with evaluation as of 31 March 2026	MoFEA SR, MoD SR, MoLSAF SR, MoI SR
4.4. Apply equal opportunities in development cooperation as one of the cross-cutting themes	number of projects with a significant focus on women, or strengthening equal opportunities	continuously, with evaluation as of 31 March 2026	MoFEA SR
4.5. Monitor the application of equal opportunities in development projects in accordance with the requirements of the EC	monitoring principles defined in the manual on the implementation of the topic of equal opportunities	continuously, with evaluation as of 31 March 2026	MoFEA SR

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