



National Action Plan

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**Action Plan of the Republic of Slovenia
for the Implementation of the UN Security Council Resolutions
on Women, Peace and Security
for the 2018-2020**

Ljubljana, October 2018

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I. Introduction

Since the adoption of the UN Security Council's historic Resolution 1325 (2000) on Women, Peace and Security in 2000, a lot has been done to integrate the gender¹ perspective into the peace and security field and related fields. Seven further resolutions of the UN Security Council (UN SC) were adopted, which, together with the Resolution UN SC 1325, form the Women, Peace and Security Agenda. In practice, despite progress and awareness of the importance of gender mainstreaming on a number of different areas in ensuring international peace and security, a number of gaps remain.

On the occasion of the 15th anniversary of the adoption of UN SC 1325, a Global Study was prepared to present an overview of global challenges and experiences in this area. A study called *Preventing Conflicts, Transforming Justice, Securing Peace* demonstrates that the equal participation of women in the maintenance of peace and security is crucial for sustainable peace and development.

In order to increase the efficiency in the implementation of Women, Peace and Security Agenda, countries prepare national Action Plans or other strategic documents since 2005. This document was adopted by 76 countries, including the Republic of Slovenia. National Action Plans and Related Strategy Documents are aimed at achieving standards at national level and in external policy activities. The Republic of Slovenia adopted its Action Plan in November 2010 in order to link its existing national and international activities as part of a wider aspect on Women, Peace and Security.

Implementation overview of the Action Plan adopted by the Slovenian Government in July 2017, confirmed the usefulness and effectiveness of this instrument in the promotion of content in Women, Peace and Security area, both at home and abroad. It also pointed out some deficiencies that concern both the implementation of existing commitments and the need to adapt activities to adequately address new challenges. The Government of the Republic of Slovenia was therefore acquainted with the intention to prepare a new action plan for the 2018-2020 period.

In cooperation with the Ministry of Defense, the Ministry of the Interior, the Ministry of Health, the Ministry of Justice and the Ministry of Labor, Family, Social Affairs and Equal Opportunities; the Ministry of Foreign Affairs prepared the Action Plan of the Republic of Slovenia for the implementation of the resolutions of the United Nations Security Council on Women, Peace and Security for the 2018-2020 period. The draft text was also consulted with civil society and other stakeholders.

I.1. Summary overview of the exercise of the Action Plan of the Republic of Slovenia for the implementation of the Resolutions of the United Nations Security Council 1325 and 1820 on Women, Peace and Security in the 2010–2015 period

At its 145th regular session (July 27, 2017), the Government of the Republic of Slovenia adopted a summary overview of the exercise of the Action Plan of the Republic of Slovenia for the implementation of the resolutions of the United Nations Security Council 1325 and 1820 on Women, Peace and Security in the period 2010-2015.

The overview follows the structure of the Action Plan and covers activities until December 2016. Within each of the three objectives of the Action Plan, is presented the fulfillment of commitments in the areas of gender mainstreaming in policies for conflict prevention and resolution of conflict situations, greater involvement of women in

¹ Gender mainstreaming means systemic consideration of the differences between the circumstances, the situation and the needs of women and men in all policies and measures. In the context of sectoral policies, it is a strategy to take into account the needs and experiences of both women and men as an integral part of the planning, implementation, monitoring and evaluation of sectoral policies and programs in all political, economic and social spheres so that women and men benefit equally and the inequality disappears. (Summarized on thesaurus of the European Institute for Gender Equality, available at <http://eige.europa.eu/rdc/thesaurus> (November 17, 2017).)

international operations and missions and the prevention of sexual violence against women and girls and their protection. Brief overview of the developments in the area of women, peace and security in the international context, is described in the Introduction. At the end of the review, an evaluation as well as the future recommendations and guidelines were provided. The overview is annexed with a table showing the comparison of the situation in the area of women, peace and security in November 2010 with the situation in December 2016.

The Ministry of Foreign Affairs, the Ministry of Defense, the Ministry of the Interior, the Ministry of Justice and the Ministry of Labor, Family, Social Affairs and Equal Opportunities, contributed to the overview that took place in the first half of 2017. In addition to these, the Ministry of Health and the Ministry of Public Administration were involved in the overview process.

The overview of the Action Plan has shown that the Republic of Slovenia has contributed to the promotion and implementation of UN SC resolutions on Women, Peace and Security at various levels, especially in international and regional organizations, and in the Western Balkan countries.

At the international level, women, peace and security issues were also highlighted by the highest state representatives (e.g. the President of the Republic, the Minister of Foreign Affairs, the Secretary of Defense, etc.). Among the promoters, the Republic of Slovenia had some noteworthy initiatives (e.g. declarations on the occasion of the 15th anniversary of the adoption of UN SC Resolution 1325 in the UN Human Rights Council), and has also organized several events dedicated to this topic (e.g. the panel on strengthening the women's role in mediation at the 3rd Seminar on Mediation in the Mediterranean in 2014, the panel of the Bled Strategic Forum on the issue of sexual violence in conflicts in 2015).

In Slovenia, a significant progress has been made in the field of education and training, as since 2011, the introduction of the women, peace and security topic was implemented in various programs of education and training of members of the Slovenian Armed Forces (SAF) at all levels, both at home and prior deployments to international operations and missions, including deployments of civilian functional experts of the Ministry of Defense. Also, these contents are an integral part of police officers and police members training before deploying them to international civilian missions. In 2015 at the General Staff of the SAF, a full time-job for the gender perspective counselor was established, followed by a network of gender perspective counselors in the SAF. The police have engaged effectively for a larger number of woman police officers trained for international civilian missions deployment.

In the 2010-2016 period, the share of women serving in international operations and civilian missions ranged between 6.8% and 9.5% in the SAF, and between 12.5% and 21.7% in the Police Force. While the proportion of women employed in the SAF and the Police Force did not change significantly, the proportion of women in decision-making positions, including in the SAF and the Police Force, is increasing. During this period, Slovenia ranks second in the number of women in the armed forces in NATO.

The new Resolution on the National Program for Equal Opportunities for Women and Men for the 2015-2020 period, includes a chapter on foreign policy and international development cooperation, which emphasizes the greater empowerment and urgent greater role for women in ensuring international peace and security, and special protection of women in conflict situations.

In the field of international development cooperation and humanitarian aid, more than 20 projects have been implemented in the overview period in the area of women's empowerment and their protection through non-governmental organizations in the Western Balkans, the Middle East, Africa and Afghanistan. Subsequently, in September 2017, the National Assembly of the Republic of Slovenia adopted a new Resolution on International Development Cooperation and Humanitarian Aid, which determinates the promotion of peaceful and inclusive societies with an emphasis on good governance, equal opportunities - including gender equality - and quality education as one of the priority substantive areas.

The implementation of the Action Plan was somewhat less successful in the area of introducing new activities, mainly due to austerity measures. While education in the SAF and the Police Force on the content related to the Women, Peace and Security Agenda is systematically regulated, certain forms of education from all contents should be systematically introduced in other departments.

As a result of the developments and changed conditions in the international community or in Slovenia, the country during the reviewed period implemented a number of activities in the field of women, peace and security, that are not listed in the Action Plan. This includes the transition of a large number of migrants across Slovenian territory in the autumn of 2015 and at the beginning of 2016. The timely detection and instructions for the conduct of members of the Police Force and the SAF in the treatment of migrants and refugees, including the integration of the gender perspective, and the adequate staff training, a more appropriate treatment of migrants and refugees was facilitated. Also, the gender perspective is taken to counter violent extremism.

The overview of the implementation of the Action Plan confirmed the usefulness and effectiveness of this instrument in the content promotion in the field of women, peace and security at home and abroad. It also pointed out some deficiencies that concern both the implementation of existing commitments and the need to adapt activities to adequately address new challenges. The Government of the Republic of Slovenia was therefore acquainted with the intention to prepare a new action plan for the 2018-2020 period.

I.2. Brief overview of the developments in the field of women, peace and security in the international context

Since the adoption of UN SC 1325, and especially since 2009, the awareness of the importance of a more consistent implementation of the Women, Peace and Security Agenda and gender mainstreaming in the field of peace and security, is strengthening and greater participation of women in decision-making processes and activities concerning peace and security is promoted. Particular attention is paid to the different needs of women and men and girls and boys during times of armed conflict and peace-building periods, as armed conflicts have a different impact on these groups.

Since 2000, the UN Security Council has adopted eight resolutions on Women, Peace and Security², which reasonably complement and expand the concept of women, peace and security. Substantially they can be divided into two areas: (1) strengthening of women's role in peace-building and conflict prevention, and (2) preventing and responding to conflict-related sexual violence, which is defined by these resolutions as a prohibited military tactic. With the presidential declaration of the UN SC, an indicators for monitoring the implementation of UN SC Resolutions, were adopted in 2010. The resolutions emphasized the importance of women's empowerment as the key to international peace and security, including their participation in peace and security area, the importance of prevention and protection against sexual violence, and the elimination of obstacles for equal participation of women in all areas. The mandate of Special Male/Female Representative of the UN Secretary-General was established to issue the sexual violence in conflicts along with a system of responsibility for the elimination of sexual violence (monitoring and reporting mechanism and a list of offenders (armed forces or joint forces) in armed conflicts that are on the agenda of UN SC. The international community has been aware of the devastating impact of conflict-related sexual violence on international peace and security, and the importance of the effective prosecution of perpetrators of sexual violence in conflicts.

On the occasion of the 15th anniversary of UN SC Resolution 1325, and on the basis of the Global Study, the UN Security Council put a great emphasis on new challenges in the framework on Women, Peace and Security Agenda. Therefore, in October 2015, UN SC Resolution 2242 (2015) was adopted, calling on the Member States and the UN for closer integration of

² Št. 1325 (2000), 1820 (2008), 1888 (2009), 1898 (2009), 1960 (2010), 2106 (2013), 2122 (2013), 2242 (2015).

the Women, Peace and Security Agenda, and the Fight against Terrorism and Violent Extremism (in order to take into greater account the different roles that women have as victims or actors of terrorism or violent extremism, as well as the prevention of radicalism), stressed the importance of effective control over the trade of personal and light weapons and the importance of consistent implementation of sanctions and concrete measures in the context of sexual abuses committed by members of peace keeping operations (this was upgraded by the UN SC Resolution 2272 (2016)). The Resolution 2242 (2015) established an informal UN expert group on women, peace and security. The UN SC included the gender perspective in many resolutions from other (new) areas, in the resolution on trafficking in human beings in conflict situations (UN SC Resolutions 2331 (2016) and 2388 (2017)) and in the resolution on young, peace and security (UN SC Resolution 2250 (2015)) among others.

A parallel overview of UN peace-keeping and peace-building operations also included the gender perspective. An important stamp of gender equality and women's empowerment is also shown in Sustainable Development Agenda by 2030. The gender perspective is also included in the New York Declaration on Refugees and Migrants adopted in September 2016. In order to increase the effectiveness of the implementation of Women, Peace and Security Agenda, a network of contact points for Women, Peace and Security was set up in 2016. Its objective is to exchange good practices and experience in the implementation of resolutions at national and regional level and views and ideas in their future implementation at international and regional level.

Regional organizations have also strengthened their policies on gender equality and the implementation of Women, Peace and Security Agenda. The North Atlantic Alliance (NATO), the European Union (EU), the Organization for Security and Cooperation in Europe (OSCE), the African Union (AU) and others, implement and develop the Women, Peace and Security Agenda at conceptual and practical level. In addition to the adoption of documents that direct the Alliance's action to integrate the gender perspective into all areas of the organization's activities, NATO also created the function of a Special Male/Female Representative of the Secretary-General on the Women, Peace and Security Agenda and established a system of male and female advisors and contact points in their organizational structures and in operations and missions. In 2015, NATO adopted the Military Guidelines on the Prevention and Reaction to Sexual Violence and Gender Related Violence in conflicts. The EU also intends to strengthen its own role in the international community and the Member States role at national level by modernizing the Integrated Approach to the implementation of UN SC Resolutions 1325 and 1820 on Women, Peace and Security and many other measures. Although the OSCE does not have a comprehensive action plan for this area, a number of activities have been undertaken to integrate the gender perspective into the different areas of the OSCE's activities and to develop national action plans in some partner countries.

In order to improve the implementation the Women, Peace and Security Agenda, systemic solutions have been introduced at national, regional and international level, such as appointments of male or female ambassadors, special male or female representatives (e.g. the aforementioned Special Representative of the Secretary General for Women, Peace and Security, and the Chief Adviser to the European External Action Service for Gender Equality and UN SC 1325), the creation of networks of male or female advisors and contact points for the gender perspective within organizations and on missions and operations. A number of networks have been created, for example, Network of National Contact Points for Women, Peace and Security, the Nordic Mediators Network, the Mediterranean Mediators Network, etc.

II. Action Plan for the implementation of the Security Council resolutions on Women, Peace and Security for the 2018-2020 period

II.1. Purpose, objectives, time period, structure and implementation method of the new action plan

The aim of the new Action Plan is to keep contributing to international activities for achieving gender equality in the area of peace and security and related fields (humanitarian aid and development cooperation, human rights and the rule of law), where the Government of the Republic of Slovenia is strengthening its capacity to integrate the gender perspective areas related to peace and security, and thus the implementation of the Women, Peace and Security Agenda at national level. The latter is not only important in terms of greater engagement of Slovenia at the international level, but also in terms of addressing the new challenges that Slovenia is facing on its own territory (e.g. dealing with a greater number of migrants and refugees and violent extremism).

The Action Plan is based on the findings of the implementation review of the Action Plan of the Republic of Slovenia for the implementation of UN SC Resolutions 1325 and 1820 on women, peace and security in the 2010-2015 period and takes into account important international and national documents relating to gender mainstreaming in the area of peace and security. Among these documents, in addition to the UN SC Resolutions on Women, Peace and Security, Global Studies on Women, Peace and Security, and other UN documents³ and the EU⁴ and NATO⁵ documents also apply national documents such as the Declaration on Foreign Policy of the Republic of Slovenia and the Foreign Policy Strategy of the Republic of Slovenia, the Resolution on International Development Cooperation and Humanitarian Aid, the Strategy of the Co-operation of the Republic of Slovenia in International Operations and Missions, the Resolution on the National Program for Equal Opportunities for Women and Men 2015-2020 and the Mayor Directive the General Staff of the SAF for the implementation of UN SC 1325 and 1820 on Women, Peace and Security.

The purpose of the Action Plan is to connect various governmental and non-governmental stakeholders important for the implementation of the Women, Peace and Security Agenda and gender mainstreaming in the areas related to peace and security and their activities, and thereby strengthen the effectiveness of their implementation abroad and home. For easier responding and adapting to the situations in the international community or in Slovenia, the Action Plan period is limited to 3 years (2018-2020)

The Action Plan sets out activities in five areas that define topics from the UN SC Resolutions on Women, Peace and Security:

³ Mdr. General recommendation of the UN Committee on the Elimination of Discrimination Against Women no. 30 in conflict prevention and in conflict and post-conflict situations (2013).

⁴ A comprehensive approach to the implementation of UN SC Resolutions 1325 and 1820 on Women, Peace and Security at EU level (2008). Updated Indicators for the Comprehensive Approach to the Implementation of UN SC Resolutions 1325 and 1820 on Women, Peace and Security at EU Level (2016).

– Gender Equality and Women’s Empowerment: Transforming the lives of Girls and Women through EU External Relations 2016–2020)EU Gender Action Plan II.

The EU Action Plan on Human Rights and Democracy 2015-2019.

A Common Vision, Uniform Action: Stronger Europe - A Global Strategy for Foreign and Security Policy of the European Union (2016).

⁵ NATO/EAPC Policy for the Implementation of the UN SC Resolution 1325 on Women, Peace and Security and Related Resolution (2014).

NATO/EAPC Action Plan for the Implementation of the NATO/EAPC Resolution on Women, peace and Security 2016–2018.

1. Implementation of the Women, Peace and Security Agenda and the integration of gender in the peace and security policy,
2. women involved in peace and security area
3. women and girls protection before the conflict, between and after the conflict, and elimination of sexual violence and gender based violence related to conflicts
4. Education and training in the field of Women, Peace and Security Agenda,
5. responsibility for the prevention and prosecution of perpetrators of sexual violence and gender based violence related to conflicts.

In each of the areas, the Action Plan appropriately encompasses activities aimed at addressing emerging challenges, which in the past period have shown the need to integrate the gender perspective. These include migration, humanitarian crises, terrorism and violent extremism and climate change. In doing so, the Action Plan focuses, among others, on the exchange of good practices in areas where the added value of an individual stakeholder or the Republic of Slovenia is shown.

Within the areas, the activities are divided into international level and national level activities. Each activity has one or more competent institutions or activity coordinators defined for the activity that concerns the majority of stakeholders, and at least one indicator that will measure the performance of each activity.

Finally, the Action Plan identifies the ways of implementation monitoring and reporting. In order to monitor the implementations more effectively, annual implementation reports will be prepared, as will regular meetings of stakeholders at different levels.

II.2. Areas and activities

1. Implementation of the Women, Peace and Security Agenda and the integration of gender in the peace and security policy (general)

- Activities on the international area

- a) **Promoting gender mainstreaming in areas related to peace and security, including:**
 1. the participation of the Republic of Slovenia in the discussions of international organizations and international events, including in the areas of new challenges such as terrorism/extremism/radicalism, humanitarian crises, migration and climate change, and in the areas of disarmament, demobilization and reintegration (DDR), support to the security sector reform (SSR), etc.,
 2. commitment of the Republic of Slovenia for the inclusion of the gender perspective in relevant international documents, including a global agreement on migrants,
 3. integration of the gender perspective into the implementation of international exercises (MRMI exercise - reaction to mass disasters, etc.).

Operators: Ministry for Foreign Affairs, Ministry of Defense and other departments in accordance with their respective competences

Indicators:

- appearances and statements of male and female representatives of the Republic of Slovenia in international forums at various levels (in the UN discussions (the SC, the Human Rights Council, the World Health Organization - WHO and other bodies of the UN, NATO, EU and the OSCE), which take into account the importance of gender mainstreaming on the area of peace and security, or in dealing with situations in a particular country,
- proposals and other activities that reflect the commitment of the Republic of Slovenia to integrate the gender perspective into international documents in areas related to peace and security, or in relation to

individual countries within international organizations or at international events and performance assessment.

b) Organization or participation in the preparation of international events in Slovenia and abroad, which will emphasize the importance of gender mainstreaming in areas related to peace and security.

Operators: Ministry for Foreign Affairs and other departments in accordance with their respective competences

Indicator:

- the number of conferences and international events in Slovenia and abroad and the results assessment of these events in terms of progress in integrating and recognizing the gender perspective.

c) Encouraging and supporting international activities of Slovenian male and female experts on various issues in the area of gender equality and on the Women, Peace and Security Agenda, including the participation:

1. at international events as male or female panelists at international conferences,
2. as male or female experts in the preparation of international studies, analyzes and reports,
3. in the role of national male or female representative at annual meetings and other events of the Nato Committee on Gender Perspectives,
4. as male or female advisors for the gender perspective in international operations and missions,
5. in involving civilian functional male or female experts in international operations and missions,
6. In involving male or female experts in international organizations.

Operators: Ministry for Foreign Affairs, Ministry of Defense and other departments in accordance with their respective competences

Indicators:

- a list of male and female experts for gender mainstreaming in each area (preparation is coordinated by the Ministry of Foreign Affairs in cooperation with other departments),
- a review of knowledge and added value of male or female experts and recommendations their involvement in international activities,
- number of international activities of Slovenian male and female experts in the area of gender equality and women, peace and security and an assessment of their impact with recommendations for further actions.

d) Financial support for the implementation of the Women, Peace and Security Agenda, within the budgetary capacities of the Republic of Slovenia, including:

1. financial support to the various mechanisms of international organizations that support Implementation of Women, Peace and Security Agenda,
2. earmarking relevant contributions that are not directly related to the topic of women, peace and security, in the implementation of the Women, Peace and Security Agenda (example: the financial contribution of the Republic of Slovenia in support of the Afghan security forces was used specifically for the needs of the female members of the Afghan Security Forces)

Operators: Ministry for Foreign Affairs and other departments in accordance with their respective competences

Indicators:

- financial contributions of the Republic of Slovenia to different mechanisms of international organizations that support the implementation of the Women, Peace and Security Agenda,
- relevant financial contributions of the Republic of Slovenia, which are not directly related to the topic of women, peace and security in the implementation of the Women, Peace and Security Agenda.

e) **Strengthened project and activity support of Slovenian non-governmental organizations and other development stakeholders in the area of gender equality, the implementation of the Women, Peace and Security Agenda, and thus women's empowerment in this area, as well as in the demining and rehabilitation of mine victims areas, and the integration of the gender perspective into all activities of the Slovenian development cooperation.**

Operators: Ministry for Foreign Affairs and other departments in accordance with their respective competences

Indicators:

- number of projects of Slovenian non-governmental organizations and other development stakeholders dealing with gender equality and empowerment of women, girls and children in general, especially in the field of education and support for women's self-employment, women integration into decision-making processes and sexual and reproductive health and rights, and performance assessment,
- number of activities in the area of demining and rehabilitation of mine victims, supported by the Republic of Slovenia in particular through the ITF - Human Resource Development Institutions, broken down by gender, and a performance assessment,
- the share of available bilateral official development assistance taking into account the gender perspective.

- **Activities on the national area**

a) **Integration of gender equality as a cross-cutting topic of international development cooperation and humanitarian aid, and the introduction of the area of peace and security in international development cooperation and humanitarian aid.**

Operator: Ministry for Foreign Affairs

Indicators:

- gender equality is one of the cross-cutting issues of the Strategy for International Development Cooperation and Humanitarian Aid, the principle of gender equality is integrated into development cooperation and humanitarian aid,
- recommendations on integrating the gender perspective in all the activities of the Republic of Slovenia in the partner countries,
- the area of peace and security is embodied into the Guidelines for Gender Equality and Women's Empowerment in International Development Cooperation,
- determining the share of programmed aid destined to ensure gender equality, which can not be lower than 50%

b) **In the context of reporting on the EU Gender Action Plan II 2016-2020, the Ministry of Foreign Affairs, as the national coordinator of international development cooperation and humanitarian aid, will pay attention to changes in institutional culture and guidelines for further improvements at operational and management level regarding gender perspective mainstream.**

Operator: Ministry for Foreign Affairs

Indicator:

- activities for gender perspective mainstream into the labor of the Ministry for Foreign Affairs at the operational and management level.

c) **Consistent gender perspective mainstream into the planning and implementation of project activities, monitoring and reporting on implementation also in the project evaluation phase.**

Operators: Ministry for Foreign Affairs and other departments in accordance with their respective competences

Indicators:

- the number and share of projects of available bilateral development aid, which has a defined gender perspective in the project,
- the number and proportion of evaluations of the international development cooperation where the cross-cutting goal of gender equality is in line with the evaluation policy and guidelines

2. Women involved in peace and security area

- **Activities on the international area**

a) **Emphasizing the importance of the women's role which can significantly contribute to added value in the preparation and implementation of activities related to peace and security within international organizations and other international events, including:**

1. **participation of male and female representatives of the Republic of Slovenia in international forum discussions,**
2. **promotion of the women's role importance and their contribution to added value in international documents, also on the migration field,**
3. **event organization at diplomatic and consular missions of the Republic of Slovenia,**
4. **collaboration with similarly thinking countries and civil society in content and suggestions progress**
5. **support for female experts and women's organizations in their involvement in peace related activities, and security within international organizations,**
6. **with the participation of male and female counselors for gender perspective in the implementation of activities in CCOE (CIMIC Center of Excellence) ⁶, DCAF⁷, RACVIAC⁸, etc.**

Operators: Ministry for Foreign Affairs, Ministry of Defense, Ministry of the Interior and other departments in accordance with their respective competences

Indicators:

- appearances and statements of male and female representatives of the Republic of Slovenia that include the importance or added value of women in the preparation and implementation of peace and security related activities, in the UN discussions (the SC, the Human Rights Council, and other bodies of the UN), Nato, EU and the OSCE on different level and international events which take into account the importance of peace and security related areas and, where relevant, the situation in a particular country,
- initiatives and other activities that reflect the commitment of the Republic of Slovenia to include the role importance and the added value of women's participation in the preparation and implementation of activities related to peace and security, the preparation of documents in areas related to peace and security and, where relevant, according the particular country within international organizations or at international events and a performance/outcome assessment of these initiatives,
- the number of organized events (exhibitions, round tables, receptions) at the diplomatic-consular posts of the Republic of Slovenia and an assessment of their outcome based on the number of participants, media coverage and social media extent.

b) Encouraging Slovenian female citizens/employees in the public sector and employees of the judicial authorities of the Republic of Slovenia to participate in international operations and missions, in the electoral observation and in other forms of referrals at the international level.

⁶ CCOE: Civil Military Cooperation Centre of Excellence or CIMIC

⁷ The Geneva Centre for the Democratic Control of Armed Forces

⁸ Regional Arms Control verification and implementation Assistance Centre for Southeastern Europe

Operators: Ministry of Defense, Ministry of the Interior/Police Force, Ministry for Foreign Affairs, Ministry of Justice, Ministry of Health

Indicators:

- the number and proportion of SAF officers and soldiers seconded to international operations and missions,
- number and share of male and female members of the Police Force trained to participate in the international civilian missions and seconded to international civilian missions,
- the number and proportion of male and female members of the Police Force forming part of the Frontex Agency,
- the number and proportion of civilian functional male and female experts or other civilian male or female experts in international missions,
- the number and share of electoral male and female observers,
- the share of addressed decision makers, which positively responds to the promotion of Slovenian female citizens in participating in international operations and missions, in the electoral observation and in other forms of referrals at the international level.

c) Promoting referrals or supporting the female experts of the Republic of Slovenia to international organization secretariats.

Coordinator: Ministry for Foreign Affairs in collaboration with other departments

Indicators:

- the number and proportion of referrals to the international organization secretariats, represented by gender,
- the proportion of addressed decision makers, which respond positively to the promotion of r supporting the female experts of the Republic of Slovenia to international organization secretariats.

d) Maintaining balanced gender representation at the diplomatic and consular missions of the Republic of Slovenia.

Operator: Ministry for Foreign Affairs

Indicators:

- number and share of heads of diplomatic and consular representations, shown by gender,
- number and share of diplomatic staff at diplomatic and consular missions, represented by gender.

e) Encouragement and support in the participation of Slovenian female experts in the field of peace and security in different national activities, including the participation in the role of:

1. panelists at international conferences,
2. female experts in the preparation of international studies, analyzes and reports,
3. female advisors for specific areas in international operations and missions. Operators:

Ministry for Foreign Affairs, Ministry of Defense, Ministry of the Interior and other departments in accordance with their respective competences

Indicators:

- list of female experts in specific areas related to peace and security (the preparation of the list is coordinated by the Ministry of Foreign Affairs in cooperation with other departments),
- number and share of integration and participation of Slovenian female experts in different international activities.

- **Activities on the national area**

a) Raising awareness on the importance of women's participation in peace and security in Slovenia, including the event organization for the general public, the preparation of publications, articles and other forms of awareness.

Operators: Ministry of Defense, Ministry of the Interior and other departments in accordance with its respective competences

Indicators:

- the number of events for the general public, publications, articles, etc. and an assessment of their reach based on the number of participants, media reporting and prevalence in social media,
- the recognition of the importance of women's participation in peace and security area.

b) Maintaining or increasing the proportion of female members of the SAF and the Police Force.

Operators: Ministry of Defense and Ministry of the Interior

Indicators:

- the number and proportion of male and female members of the SAF and the implementation of annual trend analyzes (national reports, reports for the NATO Committee on Gender Perspectives (NCGP), EU, UN, etc.),
- number and share of male and female police officers.

c) Promoting the equal participation of women in decision-making processes in peace and security related areas.

Operators: Ministry of Defense, Ministry of the Interior, Ministry for Foreign Affairs, Ministry of Labor, Family and Social Affairs and other departments in accordance with their respective competences

Indicator:

- the proportion of women and men in decision-making positions according to departments, responsible for the areas of peace and security, the SAF and the Police Force.

3. Women and girls protection before the conflict, between and after the conflict, and elimination of sexual violence and gender based violence related to conflicts

- **Activities on the international area**

a) Defending the importance of women and girls protection and protecting their rights before conflict, during and after the conflict, including the support of stakeholders in the international community. Activities will, among others, include:

- 1. participation of male and female representatives of the Republic of Slovenia in declarations of national capacity and in group statements,**
- 2. participation in negotiations on international documents.**

Operators: Ministry for Foreign Affairs and other departments in accordance with their respective competences

Indicators:

- Statements in national capacity or group statements in discussions within UN bodies (SC, General Assembly - GS, SSR (including Universal Periodic Review - UPR), Commission on the Status of Women - CSW, etc.), NATO, the OSCE and EU and other international events,
- The Republic of Slovenia positions that advocate the inclusion of an adequate text on the protection of women and girls before conflicts, between them and after the conflicts in international documents (*note: e.g. the inclusion of references in the relevant resolutions of the GS committees or the HRC*) and the initiative performance assessment.

b) Drawing attention to the inadmissibility of sexual violence and gender related violence in conflicts, including the effort support of various stakeholders in the international community. Activities will, among others, include:

- 1. The Republic of Slovenia's participation in international debates,**
- 2. participation in international documents negotiation.**

Operators: Ministry for Foreign Affairs and other departments in accordance with their respective competences

Indicators:

- appearances and statements of the Republic of Slovenia in national capacity or joint statements in the context of discussions in the UN bodies (SC, GS, SSR (including UPR), CSW, etc.), NATO, the OSCE and EU and other international events,
- the positions in which the Republic of Slovenia advocates the inclusion of references on the inadmissibility of sexual violence and
Gender based conflicts in international documents (note: e.g. the inclusion of references in the relevant resolutions of the GS committees or the HRC) and the initiative performance assessment.

c) Encouraging the increased men and boys role in preventing violence against women and girls before conflict, during and after the conflict, and in the elimination of sexual violence and gender-based violence related to conflict. Activities will, among others, include:

- 1. The Republic of Slovenia's participation in international debates,**
- 2. Participation of the Republic of Slovenia in international documents negotiation.**
- 3. participation of male representatives of the Republic of Slovenia in initiatives that promote the role of men and boys in preventing violence against women and girls, and sexual violence and gender-based violence related to conflict.**

Operators: Ministry for Foreign Affairs and other departments in accordance with their respective competences

Indicators:

- appearances and statements of the Republic of Slovenia in national capacity or joint statements in the context of discussions in the UN bodies (SC, GS, SSR (including UPR), CSW, etc.), NATO, the OSCE and EU and other international events,
- initiatives and other activities that reflect the commitment of the Republic of Slovenia to include the role importance of men and boys in the prevention of violence against women and girls, and sexual violence and gender based violence in conflicts, in the preparation of relevant international documents in areas related to peace and security or according to specific country within international organizations or at international events and the performance assessment,
- male activities (participation in initiatives or even their management), the Republic of Slovenia representatives when it is to promote the increased role of men and boys in the prevention of violence against women and girls and the elimination of sexual violence and gender-based violence related to conflict.

d) Strengthened support for projects and activities of Slovenian non-governmental organizations and other stakeholders in the area of preventing violence against women and girls, especially during times of crisis, armed conflicts or in the post-crisis areas.

Operators: Ministry for Foreign Affairs and other departments in accordance with their respective competences

Indicator:

- number of projects of Slovenian non-governmental organizations and other development stakeholders dealing with gender equality and empowerment of women, girls and children in general, especially in the framework of protecting mechanisms especially during times of crisis, armed conflicts or in the post-crisis areas and the performance assessment.

4. Education and training in the field of Women, Peace and Security Agenda

- **Activities on the international area**

a) Within the framework of the UN, NATO, EU and the OSCE, the Republic of Slovenia will continue to support the importance of raising awareness, education and training in the implementation of the Women, Peace and Security Agenda and integrate the gender perception to peace and security related areas, emphasis the added value of women's participation in decision-making processes, plan and implement conflict prevention activities, peace-keeping and peace-building activities, preventive diplomacy activities as well as raise attention to the different needs of women and men in areas affected by conflicts on the issue of conflict-related gender violence, responsibility for gender crimes and the importance of preventing sexual exploitation and abuse by members of international operations and missions.

Operators: Ministry for Foreign Affairs and other departments in accordance with their respective competences

Indicators:

- appearances and statements of the Republic of Slovenia in a national capacity or joint statements in international forum discussions,
- initiatives and other activities that reflect the commitment of the Republic of Slovenia to include the importance of awareness-raising, education and training on the above-mentioned topics in the preparation of relevant international documents in peace and security related areas, or in relation to each country and the performance assessment.

b) **Training of SAF male and female personnel in the framework of Nato Certified International Education Institutes (SWEDINT⁹/NCGM¹⁰), EU (ESDC¹¹), RACVIAC etc.**

Operator: Ministry of Defense/Slovenian Army Forces

Indicator:

- the number of seconded male and female members of the SAF, or increase in the number and professionally trained network of male and female advisers for the gender perception in the SAF.

- **Activities on the national area**

a) **General public awareness-raising in the Republic of Slovenia, including global learning, the importance of gender mainstreaming in to peace and security related areas, organization of public events, conferences, exhibitions and publications of articles, press releases on relevant international days, etc.**

Operators: Ministry for Foreign Affairs and other departments

Indicators:

- the number of organized events, exhibitions, articles, press releases, etc., which raise awareness of the importance of gender mainstreaming to peace and security related areas,

⁹ Swedish Armed Forces International Centre

¹⁰ Nordic Centre for Gender in Military Operations – Swedish Armed Forces.

¹¹ European Security and Defence College .

- Importance recognition of gender mainstreaming to peace and security related areas.

b) Education on the Women, Peace and Security Agenda and on the importance of gender mainstreaming in the areas of conflict prevention, peacekeeping and peace building, preventive diplomacy, the fight against terrorism, violent extremism and radicalization, and in the area of migration and trafficking in human beings, with the following measures:

- 1. Training of male and female employees of the Ministry of Foreign Affairs, in particular the employees seconded to diplomatic missions and consular posts, to international organizations and different international missions, the gender perspective and the Women, Peace and Security Agenda,**
- 2. training of male and female members of the Slovenian Armed Forces and civilian functional male and female experts (CFS) prior being seconded to international operations and missions or MSSVT¹² on cultural characteristics, gender perspective, the UN SC Resolution 1325 and other contents,**
- 3. conducting training at the Center for Military Schools (CMS) for the male and female members of the Slovenian Armed Forces as part of regular training (Officers School, Command Staff School),**
- 4. inclusion of the contents of the Women, Peace and Security Agenda in the regular annual training of SAF commands and units,**
- 5. regular professional education of male and female advisers for the gender perspective in the Slovenian Armed Forces**

Operators: Ministry for Foreign Affairs , Ministry of Defense/Slovenian Army Forces

Indicators:

- professional training for male and female employees of the Ministry of Foreign Affairs,
- professional training for male and female members of the Slovenian Armed Forces prior departure for peace operations and missions,
- professional training for male and female members of the Slovenian Armed Forces in the framework of CMS,
- professional regular annual training of SAF commands and units,
- professional regular education and training of male and female advisers for the gender perspective in the SAF,
- the level of knowledge of the gender perspective and the Women, Peace and Security Agenda at the decision - making and working level.

c) In the course of trainings for male and female members of the SAF and CFS, prior being seconded to international operations and missions, they will be informed about the importance of preventing sexual violence and gender based violence in conflict responsibly.

Operator: Ministry of Defense/Slovenian Army Forces

Indicator:

- the number of training sessions.

d) Awareness-raising and training of health personnel in the framework of the education, training and awareness system on the importance of gender mainstreaming, violence recognition, including sexual violence, violent extremism and radicalization, and trafficking in

¹² Peaceful composition of SAF abroad.

Human beings. Material preparation for the education of healthcare personnel on multilingual communication with migrants - e.g. dictionary preparation.

Operator: Ministry of Health possible operators:

- The Medical Chamber of Slovenia,
- Chamber of Health and Midwives of Slovenia,
- National Institute of Public Health.

5. Responsibility for the prevention and prosecution of perpetrators of sexual violence and gender based violence related to conflicts

- **Activities on the international area:**

a) **Commitment to prosecute those responsible for sexual violence and gender based violence, and to eliminate the culture of impunity within international forums, even when dealing with individual situations or countries, including:**

1. **the participation of male and female representatives of the Republic of Slovenia in discussions,**
2. **with the commitment of the RS to include the importance of the persecution of those responsible for sexual violence and gender based violence and the elimination of the culture of impunity into international documents in peace and security related areas and, where relevant, in relation to individual countries.**

Operators: Ministry for Foreign Affairs and other departments in accordance with their respective competences

Indicators:

- appearances and statements of male and female representatives of the Republic of Slovenia, which include the importance of prosecution of those responsible for gender based crimes and the elimination of the culture of impunity in discussions in the UN (NATO, SSR and other UN bodies), NATO, the EU and the OSCE at various levels or at international events related to this area,
- activities of the Republic of Slovenia related to its participation in the negotiations on international documents on the peace and safety related areas and, where relevant, regarding individual countries within international organizations or at international events and an assessment of their effects.

b) **Support to the International Criminal Court and its activities, including:**

1. **the participation of the Republic of Slovenia in international forum discussions,**
2. **the commitment of the Republic of Slovenia to include the importance of the International Criminal Court in the relevant documents.**

Operator: Ministry for Foreign Affairs and other departments in accordance with their respective competences

Indicators:

- appearances and statements of male and female representatives of the Republic of Slovenia, which include the importance of the International Criminal Court in discussions in the UN (SC, HRC and other UN bodies), NATO, the EU and the OSCE at various levels or at international events related to this area,
- activities of the Republic of Slovenia related to its participation in the negotiations on relevant international documents and, where necessary, international documents according to the specific country, and an assessment of their impact.

- **Activities on the national area**

a) **Male and female members of the SAF and CFS seconded on international operations and missions or performing military tasks outside the state or in relation to it, are liable in discipline, criminal and damages in accordance with the Republic of Slovenia legislation (the Defense Code provision and the Operational Rules of Slovenian Army Forces). Male and female members of the SAF are obliged to respect the legal order of the Republic of Slovenia and the laws and customs of the host country (insofar they are not in conflict with the current legislation of the Republic of Slovenia).**

Operator: Ministry of Defense/Slovenian Army Forces

Indicators:

- training implementation before being seconded to international operations and missions (NATO SOFA, other force status agreements, criminal/disciplinary/damages liability of male and female members, acquaintance with UN resolutions, etc.),
- design criteria for conducting analysis of possible violations in the performance of military tasks or in connection with it outside of the country and the probation of violation analysis in accordance with established criteria.

b) **In the framework of the Ministry of Defense/Slovenian Army Forces, carry out checks prior to the departure of male and female members to international operations and missions of impunity for criminal offenses (including offenses relating to sexual integrity or violation of human rights law or international humanitarian law) and/or serious violations of military discipline (including sexual harassment) and that they have completed the required training before being seconded to the international operation and mission.**

Operator: Ministry of Defense/Slovenian Army Forces

Indicator:

- issuing and transmitting notifications of impunity to the UN.

c) **Creation of a mechanism for monitoring and reporting on violence, harassment, hate speech and threats to migrants and their advocates, broken down by gender, ethnic and religious identity**

Operator: Ministry of the Interior

Indicators:

- a mechanism for monitoring and reporting on violence, harassment, hate speech and threats to migrants and their defenders,
- annual reports of violence, harassment, hostile speech and threats.

II.3. Monitoring of the action plan implementation and reporting

1. Implementation key deliverers

In particular, the key to Action Plan implementation are The Ministry of Foreign Affairs, the Ministry of Defense, the Ministry of the Interior, the Ministry of Justice, the Ministry of Health and the Ministry of Labor, Family, Social Affairs and Equal Opportunities.

Individual ministries will include, in an appropriate manner, international and Slovene male and female experts, qualified non-governmental organizations, interested civil society and professional public in the implementation of the Action Plan.

2. Monitoring of the action plan implementation

2.1. Using the reporting system

Two annual reports will be prepared for the implementation of the Action Plan in 2018 and 2019. The reporting will be in line with other related reports according to international and national documents, scheduled for the first half of 2019 and 2020.

The annual reports will be published on the website of the relevant departments and presented to the Interministerial Working Commission on Human Rights.

After the expiration of the Action Plan validity period, a final report will be prepared, which will be adopted by the Government of the Republic of Slovenia and will include an implementation overview of the action plan and recommendations for the future. On this basis, a decision on the Action Plan external evaluation can be adopted.

The Coordinator of the report preparation is the Ministry of Foreign Affairs.

The reporting on the Action Plan implementation will also be included in regular periodical reports of the Republic of Slovenia within its international obligations.

2.2. At regular meetings of relevant governmental and non-governmental stakeholders at various levels

Regular inter-ministerial meetings will be held twice a year at the managerial and working level for regular monitoring of the Action Plan implementation and coordination of implementation activity preparation.

Male and female representatives of non-governmental organizations and other parts of civil society will be invited to inter-ministerial meetings at the working level to participate in the implementation of the Women, Peace and Security Agenda and gender mainstreaming in peace and security related areas.

Additional meetings will be convened at different levels if necessary.