

# MODERN CHALLENGES TO MILITARY MANAGEMENT. UN SECURITY COUNCIL RESOLUTION 1325 "WOMEN, PEACE AND SECURITY"

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## *Abstract:*

*Over time, women, as representatives of the "weaker sex", were marginalized, in the beginning, not being recognized for rights that were considered self-evident for men, and later recognized only to a limited extent or by offering them rights only on half.*

*At the outset of the second half of the 20<sup>th</sup> century, women's rights started being acknowledged, gradually, allowing them to be contenders for higher ranking jobs in all aspects of society.*

*The military field followed this trend with somewhat of a delay, it was only at the end of the 20<sup>th</sup> century that female personnel numbers started growing, with a slow evolution until after the first decade of the 21<sup>st</sup> century, development driven by "United Nations Security Council Resolution 1325", adopted in 2000.*

*However, there have been delays in reducing the gender employment gap, seeing how there have been numerous updates regarding the policies on gender equality and discrimination against persons with disabilities, as 13 more resolutions have been issued since the UN resolution of 2000 that complement or influence priorities.*

*This study is based on a comparative analysis regarding the integration of women in military institutions in Romania vs United States of America vs United Kingdom.*

*Keywords: "female military leaders", "gender employment gap", "military management", "PWD", "Women, peace and security".*

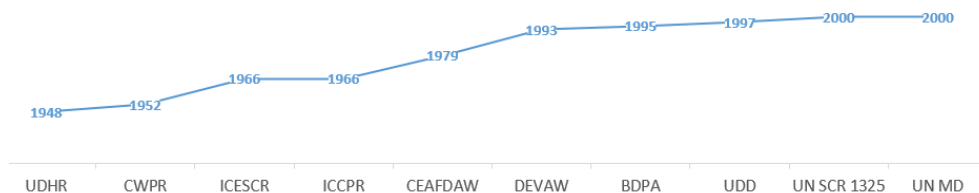
## **1. Introduction**

The concept of human rights does not distinguish between men and women, despite this, over time, women, given their different nature, but also their social role, have been discriminated against, based on stereotypes and roles assigned by the society in which they lived, ignoring the specific needs and interests of women, in this context the need to define women's rights appeared (Natalia Albu, 2017).

The evolution in regulating and overcoming this discriminatory situation has been oscillating, although few normative acts have been issued in the last 75 years, gaps are still found, requiring plans of measures or periodic strategies to implement new legislative provisions issued by international or state bodies.

Thus, only until 2000, a year considered revolutionary in terms of regulating women's rights, we can speak of eight international documents stating the guarantee of women's rights: "UN Universal Declaration of Human Rights" (UDHR, 1948), "Convention on Women's Political Rights" (1952, CWPR), "UN International Covenant on Economic, Social and Cultural Rights" (ICESCR, 1966), "International Covenant on Civil and Political Rights" (ICCPR, 1966), "UN Convention on the Elimination of All Forms of Discrimination Against Women" (CEAFDAW, 1979), "UN Declaration on the Elimination of Violence against Women" (1993, DEVAW), "Beijing Declaration and Platform for Action" (1995, BDPA), "Universal Declaration on Democracy" (1997, UDD) (Natalia Albu, 2017).

In 2000, United Nations adopted „Security Council Resolution 1325" (UN SCR 1325) and the Millennium Declaration (UN MD), subsequently, these documents were repeatedly completed, no less than 12 normative acts being issued by the UN until 2020 (Figure 1).



**Figure 1. Timeline of UN legislation (regarding women's rights) by year 2000**  
Source: Own processing

According to the presented chronology, there is a greater interest in legislating women's rights and against discrimination as we approach the third millennium, so that in less than 8 years 5 normative acts were issued, after a break of about 14 years from the most recent legislation, which in turn was preceded by equally long breaks, which can be attributed to a timid beginning in this matter.

We can, however, corroborate the more intense law-making activity in the last decade of the twentieth century with the change of governing regimes in several former communist states and with their desire to advance in the process of transition to democracy, including with the intention of large organizations such as North Atlantic Treaty Organization, European Union or OSCE, to initiate negotiation procedures with these States with a view to starting pre-accession procedures.

At the same time, we find justification for the low level concern of states and organizations in legislating gender equality and recognizing women's rights in the period after the Second World War, so the big states paid more attention to security, being involved in an arms race during this entire period of time until the '90s. also known as the „Cold War period”.

## 2. Literature Review

UN Security Council Resolution 1325 – "Women, Peace and Security" stipulates the importance of encouraging a more gender oriented outlook within the confines of militarized institutions, based on the great consequence women have on issues relating to maintaining peace, prevention and cessation of conflict.

The UN promotes by means of the 1325 Resolution of the Security Council the following:

- increasing the number of female personnel in positions capable of passing resolutions, within institutions ranking from regional to international level;
- including women in peace operations;
- ensuring gender competence in military missions;
- inclusion of women in military, human rights, civilian police and humanitarian personnel;
- increasing funding for gender-sensitive training programmes;
- toughening penalties and ruling out amnesty for those accountable for criminal offences against women (sexual or of another nature), against humanity, genocide, war crimes;
- increasing relations of partnership with women's organization on local and also international level.

The UN underlines, with the help of this resolution, the necessity of studying the impact armed hostilities inflict upon women and girls, their part in maintaining peace and the role gender plays in the peace operations. UN urges the states that embraced this policy to contrive international laws with the purpose of preserving women's rights during and after times of hostilities.

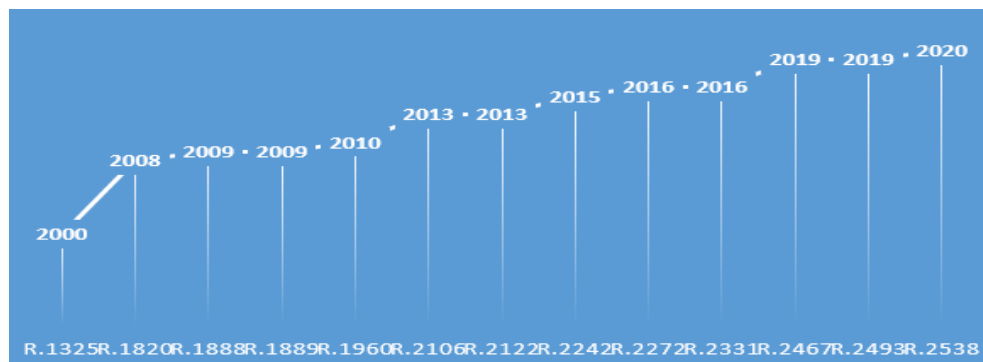
Similar to the period after the Second World War, between 2000 and 2008 no other acts were issued by the UN, and the states that adhered to the resolution of 2000 took small, timid steps in implementing the provisions on increasing the presence of women in decision-making positions and military institutions, possibly also because of the focus on the fight against terrorism, after 9/11.

Starting with 2008, however, a period with many regulations and additions followed, which implied an increased effort from states to maintain the current domestic legislation.

Thus, between 2008 and 2020, were issued 12 new UN resolutions on the subject of the role women play in matters of peace and security ("National Action Plan on the implementation of United Nations Security Council Resolution 1325/2000 "Women, Peace and Security" for the period 2020 – 2023") (Figure 2):

- 1820/2008: the necessity for a security retaliation to viewing „sexual violence as a means of war, peace and security tactic on a global scale“;
- 1888/2009: „the essential need to solidify the efforts required to put an end to sexual violence in times of conflict“;
- 1889/2009: guideline for overseeing the implementation of 2000nd's 1325 UN Resolution;
- 1960/2010, in which case it was adopted a system designated to monitor and report on the decline/nullify of the number of sexual violence acts manifested on women in periods of conflict;
- 2106/2013, in which it is restated the paramount responsibility enforces of sexual crimes in time of conflict carry, and it reestablishes the importance of implicating women in the economic and political aspects of governing;

- 2122/2013, finds that in order to maintain peace and security on an international level, equality of gender and female emancipation are of utmost significance, it also petitions for new proceedings intended to amplify women's role in solving conflicts and the removal of obstacles which may impede this process;
- 2242/2015, takes on the persistent obstacles in carrying out the WPS agenda, some of these obstacles also comprise of finance and institutional reforms; points out that terrorism and violent extremism have become significant new areas to exert great influence on the resolution of WPS; in taking this opportunity the GIE – Informal Group of Experts- was developed and it was requested a way to improve the operating skills of the Security Council with regards to the WPS;
- 2272/2016 - on sexual abuse and exploitation taking place in areas designated to help maintain peace;
- 2331/2016 – on the issue of human trafficking and its aftermath;
- 2467/2019, which underlines the efforts needed in the justice and social responsibilities departments and requests improving the means needed to manage the issues with which are faced children born from rape, also calls for support, protection and promotion for civil society organisations promoting women's rights;
- 2493/2019 – on the promotion of all women's rights, including civil, political and economic rights; access to education, development and establishment of the abilities to put in action the resolutions regarding women, security and peace, moving forward, the UN requests a better international cooperation on enabling women and promoting gender equality, appointing people in charge of women's safe being and/or gender issues; (“United Nations Security Council”, Resolution 2493, adopted by the Security Council on 29 October 2019”);
- 2538/2020 – on increasing the proportion of women in military and police contingents in UN peacekeeping operations, as set out in UN Resolution 2242 (2015); women's participation at all stages of mission planning and implementation by including appropriate technical expertise on gender matters; identifying and removing barriers to recruiting and promoting women servicemen to participate in peacekeeping missions; promoting the Uniform Gender Parity Strategy 2018-2028 and evaluating its implementation; lack of tolerance for cases of sexual harassment; allocating resources to ensure adequate working environments for women participating in missions (accommodation, sanitation, medical assistance, protective equipment); working together to develop a lasting network between former, current and future women peacekeepers to exchange experiences and information on participation in peacekeeping operations and inspire more women to participate in peacekeeping (“United Nations Security Council”, ”Resolution 2538, adopted by the Security Council ”on 28 August 2020).



**Figure 2. Timeline of UN legislation WPS 2000-2020**

Source: Own processing

According to the presented chronology, there is a period of latency between 2000 and 2008, which represented the beginning of a new century with many resolutions on the theme "Women, peace and security".

The UN law enactment, supported by resolutions, is being reinforced by national legislation.

In keeping with the spirit of the resolution 1325 of 2000, of the UN, Romania, in order to uphold gender equality and fight against discrimination passed several normative acts:

- "Government Decision nr. 1273/2000 regarding the approval the National Action Plan for equal opportunities between women and men";
- "Government Ordinance nr. 137/2000" (\*\*republished\*\*) "on the prevention and sanctioning of all forms of discrimination";
- "Law nr. 202/2002 (\*\*republished\*\*) on equal opportunities and treatment between women and men";
- "Government Decision no 365/2018 regarding "the approval of the National Strategy for the promotion of equal chances and treatment between women and men and the prevention and combating of domestic violence" for the period 2018-2021 and the „Operational Plan for the implementation of the National Strategy regarding the promotion of equal opportunities and treatment between women and men and the prevention and combating domestic violence" for the period 2018-2021;
- "Government Decision nr. 561/2020, for the approval of the National Strategy and the National Action Plan on the implementation of United Nations Security Council Resolution 1325 (2000) – Women, peace and security for the period 2020-2023".

Corroborating the chronology shown in Figure 2 with the internal normative acts in Romania, we can observe an unfortunate synchronization of the evolution of law-making between the Romanian state and the UN between 2000 and 2008, subsequently being found a latency in Romania's case in keeping pace with UN resolutions, only in 2018 being issued the necessary additions.

### **3. Research objectives**

The main intent of this research paper is to establish the level of enforcement of the “Women, Peace and Security” agenda regarding the three NATO member states, US, United Kingdom and Romania.

#### *3.1 Methodology of research*

Through the means of comparative analysis of the statistics published by the militarized institutions belonging to these three states, we shall emphasise the similarities and discrepancies regarding the level of engagement of female, persons with disabilities or minorities personnel.

Furthermore, we shall highlight the demands to adapt in order to face the upcoming challenging tasks, these demands representing also trials encountered more and more often by the military management.

### **4. Results and discussion**

The year 2000 marked a stepping stone in fighting discrimination against women and a pivotal time in which the world states were made aware of the necessity of diminishing the gap between men and women.

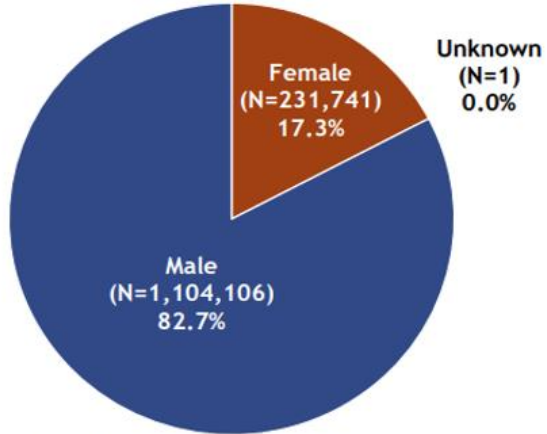
Following UN Resolution 1325 of 2000, several important states started the processes of amending their domestic legislation and establishing strategies to bring them into line with UN provisions.

Thus, in addition to national legislation, states around the world have issued strategies to implement UN views on “Women, Peace and Security” and established institutions to watch over the “implementation of strategies” and “implementation of legislation”.

However, in the case of militarized institutions, there is a „major gap” between NATO member states. It is „worth highlighting” the fact that, on the one hand, in Romania there is, at the level of the Ministry of National Defense, an office responsible for gender management (BMPG), which also fulfils the role of coordinator at national level in this field of all militarized institutions that have delegated tasks to a small number of employees without concretely establishing their agenda, on the other hand, in the United States there is such a structure at most military institutions, the application of gender equality provisions being much more real. In the USA, for example, military regulations explicitly deal with sexual abuse and harassment, with clearly established procedures for resolving/punishing and preventing them (Headquarters Department of the Army, Washington, DC, 24 July 2020, Army Regulation 600-20, Personnel-General, Army Command Policy).

With regards to women’s placement we can notice similar levels in the military institutions with combat characteristics, while in the soft power/intelligence establishments, we see a rise in the percentage, in agreement with the international trends.

In the United States of America, with concern of the service branches from within the "Department of Defense" we find that in September 2021 there were 1,335,848 active military, of which 231,741 women (representing 17.3%) (Figure 3).

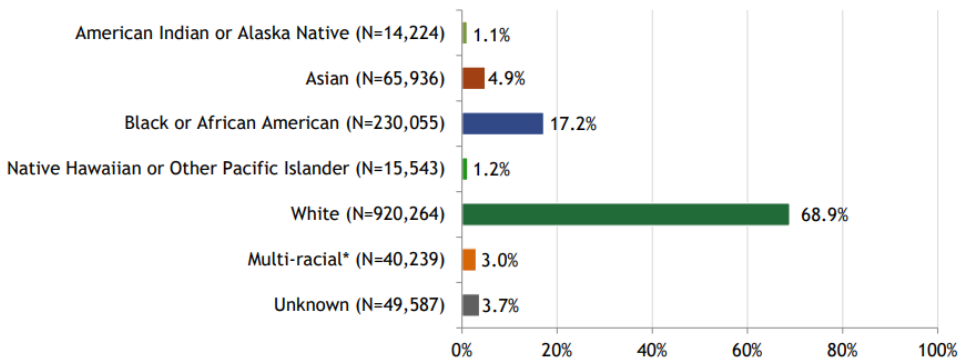


Note: Displayed percentages may not total 100% due to rounding.

**Figure 3. "The percentage of female and male in the Department of Defense" (DoD), USA**

Source: *Demographics Report 2021, USA Department of Defense*, available at <https://www.militaryonesource.mil/> accessed 18 October 2023

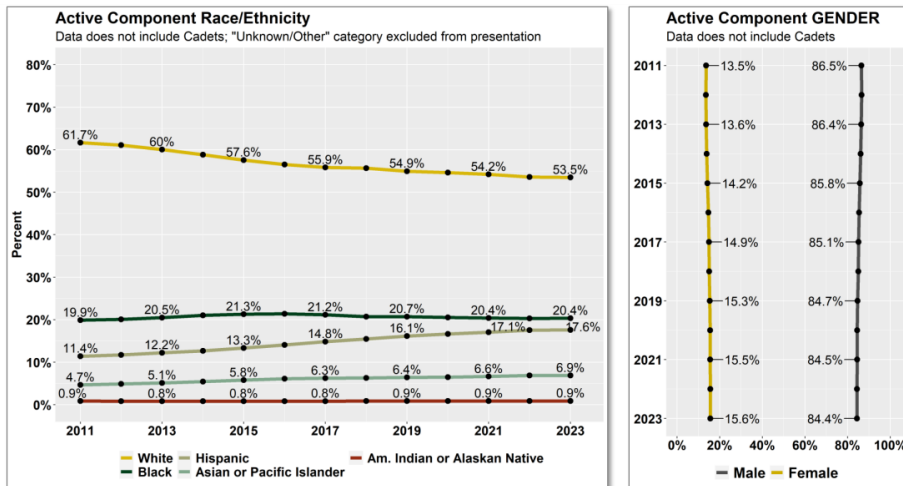
Considering the issue of discrimination, in the same USA service branches (aside from the Army) there are 68.9% - white, 17.2% - black, 4.9% Asian, the remainder of the groups placing under 3% (Figure 4).



**Figure 4. The proportion of race of active duty members in the USA DoD**

Source: *Demographics Report 2021, USA Department of Defense*, available at <https://www.militaryonesource.mil/> accessed 18 October 2023

With regards to the USA Army, as of October 31, 2022, there were 15.6% women and 53.5% - white, 20.4% - black, 17.6% - Hispanic, 6.9% - Asian or Pacific Islander (Figure 5).

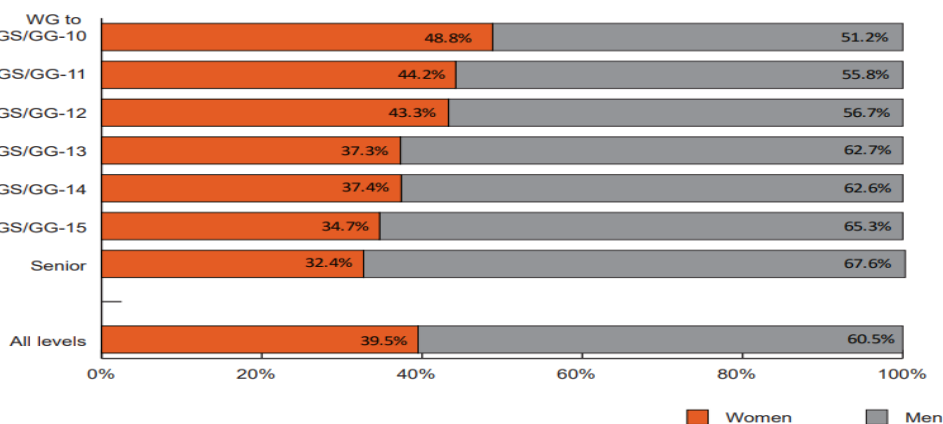


Army DCS, G1 (DAPE-PRS)

**Figure 5. "The proportion of race of active component in USA Army"**

Source: Active Component Demographics, USA Army, available at <https://api.army.mil/> accessed 18 October 2023

With concern to the soft-power militarized branches we can observe a major disparity in regards to the placement of women and so, by the end of the year 2021, at the rank of the Intelligence Community of the USA there was a percentage of 39.5% women carrying out service. Regarding the gender assignment at the level of senior leadership jobs, only 32.4% of these positions are occupied by women (Figure 6).

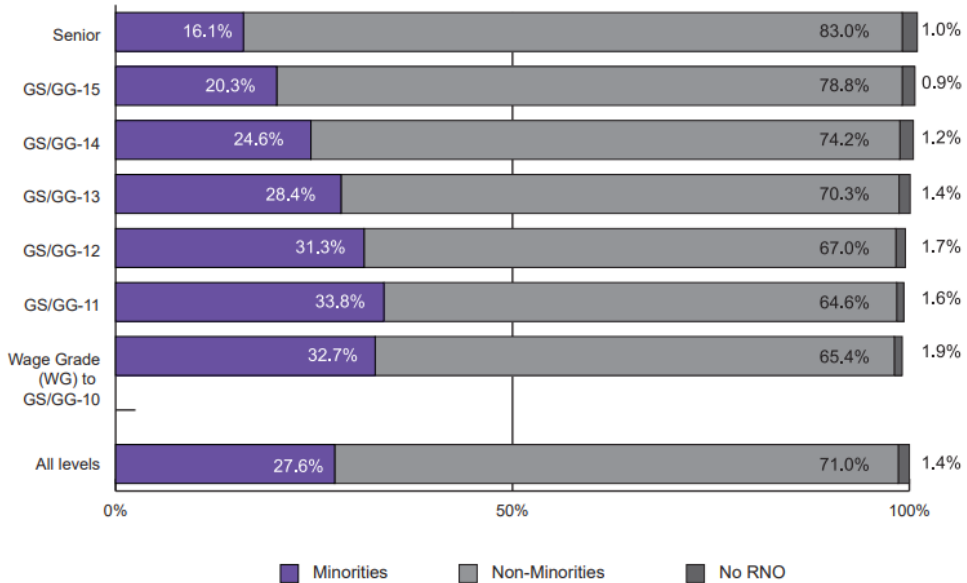


**Figure 6. "The proportion of women and men, Intelligence Community, USA"**

Source: Annual demographic report, Fiscal year 2021, Office of the Director of National Intelligence, available at <https://dni.gov/> accessed 18 October 2023



The minority category represented a total of 27.6% of the employed personnel belonging to the Intelligence Community of the USA. It is also of consequence the fact that from the whole of the senior leadership jobs only 16.1% are occupied by minorities (Figure 7).

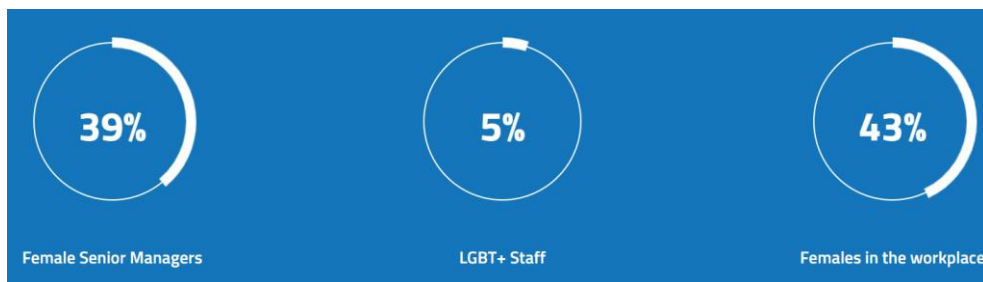


**Figure 7. The proportion of minorities, Intelligence Community, USA**

Source: Annual demographic report, Fiscal year 2021, Office of the Director of National Intelligence, available at <https://dni.gov/> accessed 18 October 2023

In both cases (Figure 6 and 7) we can clearly notice that the percentage of those fulfilling a higher ranking position is subpar to the general categorization.

Concerning another NATO member state, United Kingdom, and also referring to soft-power military institutions, Security Service (MI5), there is the same trend as similar organizations in the USA, so that the percentage of female employees is 43%, about 39% of all managers belonging to the same category. As opposed to the USA, the statistics also look at the percentage of employees who have a different sexual orientation (Figure 8).



**Figure 8. The proportion of women and LGBT in MI5, United Kingdom**

Source: <https://www.mi5.gov.uk/> accessed 17 October 2023

Also, the percentage of employees belonging to minorities is 9%, well below similar institutions in the USA, where the percentage exceeds the threshold of 27% (a fact also influenced by the history and geographical position of the two countries), and 23% of MI5 employees are employed part-time (Figure 9).



**Figure 9. The percentage of minority and part-time employees in MI5**

Source: <https://www.mi5.gov.uk/> accessed 17 October 2023

Despite the late involvement in the integration and promotion of women in military institutions, a fact also determined by the transition to democracy in the last decade of the twentieth century, the organizations in Romania do not register percentages far below the two democratic states, but it is necessary to establish much clearer, with quantifiable objectives, the agenda of these institutions along the lines of the Resolution "Women, peace and security".

Thus, the statistics of military institutions in Romania are sketchy, do not cover as many subcategories as those in the USA and United Kingdom, and do not address the issue of people with disabilities, those with other sexual orientations or minorities.

It is relevant that people with disabilities cannot fit into military institutions in Romania, such as in the USA, but it is an aspect that military leaders can analyze and determine the opportunity of hiring people in this situation, especially in soft-power institutions, where a lot of creativity, intelligence and not brute force is required for conventional combat.

As an example, at the end of 2021, in soft-power institutions in the USA, employees with disabilities represented 10.9% of the total, and the employment

percentages of 13.3%, 12.5%, 10.4% AND 10.3% in the categories of activities regarding IT, management, analysis and research, but also 7.4% in operations and collection, confirm the above conclusion on the capabilities of people with disabilities (Table 1).

**Table 1**

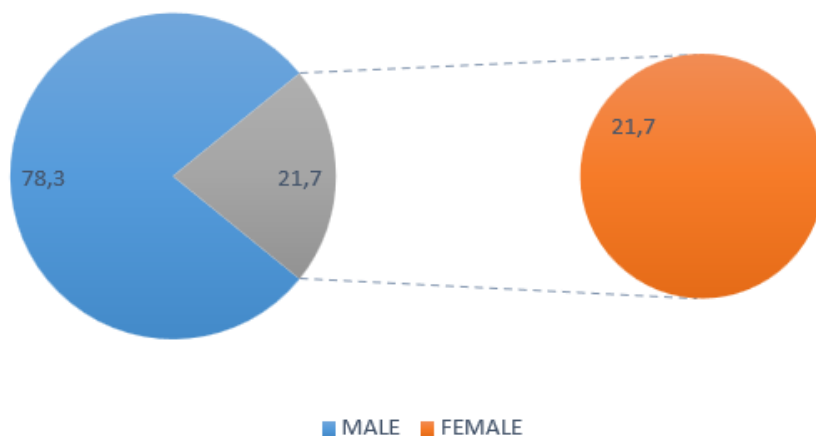
**Mission categories for PWD and Non-PWD employees in the Intelligence Community, USA**

Categories	PWD	Non-PWD
Mission Management	13.3%	86.7%
Collection and Operation	7.4%	92.6%
Processing and Exploitation	10.1%	89.9%
Analysis and Production	10.4%	89.6%
Research and Technology	10.3%	89.8%
Enterprise IT	13.3%	86.7%
Management and Support	12.5%	87.5%
<b>All Mission Categories</b>	<b>10.9%</b>	<b>89.1%</b>

Source: Annual demographic report, Fiscal year 2021, Office of the Director of National Intelligence, available at <https://www.dni.gov/> accessed 18 October 2023

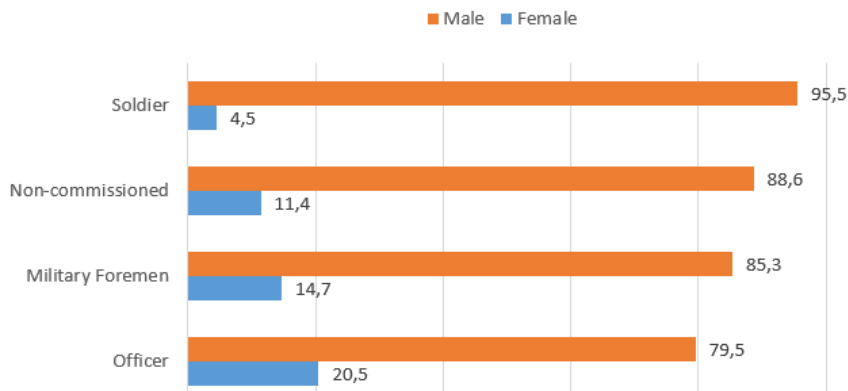
However, given the evolution of European states, it is possible that in the near future the legislation on this field will undergo changes, which will lead to the possibility of employing a variety of people.

In this context, at the end of 2022, in the „Ministry of National Defense” of Romania the percentage of employment with female personnel (military and civilian) was 21.7% (Figure 10), being presented a division by professional categories: 20.5% women officers, 14.7% military foremen, 11.4% non-commissioned officers and 4.5% professional graded soldiers (Figure 11).



**Figure 10. Gender distribution within the Ministry of National Defense, Romania**

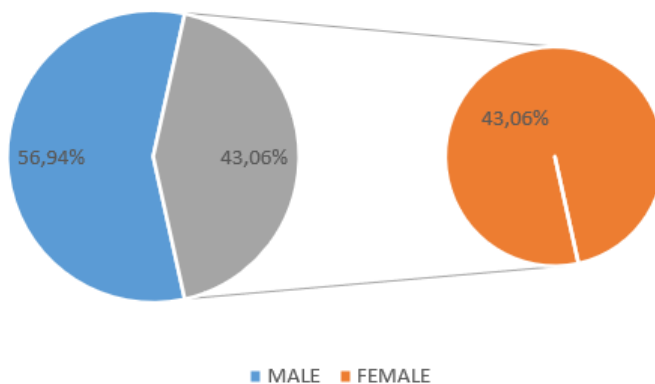
Source: own processing based on the “Summary of the execution of the National Strategy and National Action Plan – “Women, Peace and Security” for year 2022”, Ministry of National Defense, Romania, available at <https://gendermanagement.mapn.ro/> accessed 17 October 2023



**Figure 11. Gender distribution by professional categories, Ministry of National Defense, Romania**

Source: own processing based on the “Summary of the execution of the National Strategy and National Action Plan – “Women, Peace and Security” for year 2022”

Another force institution in Romania also falls into this trend, thus, at the level of the National Administration of Penitentiaries (ANP), 25.3% of the employed staff was represented by women. In regards to soft-power service branches, we notice a change in the statistics, seeing as the recorded percentages are similar to those of western countries. Consequently, women represent 61.9% of the personnel hired at the headquarters of the Ministry of Foreign Affairs (MAE), 36.35% of the total staff of the Romanian Intelligence Service (SRI) and 48.69% of the the Special Telecommunications Service (STS) staff (Figure 12).



**Figure 12. Female representation within other Romanian military institutions**

Source: own processing (mean median of every percentage) based on the “Summary of the execution of the National Strategy and National Action Plan – “Women, Peace and Security” for year 2022”, Ministry of National Defense, Romania, available at <https://gendermanagement.mapn.ro/> accessed 17 October 2023

At general level and targeting all professional categories, according to „the global gender gap index”, Romania ranks 88th and the states mentioned in this analysis occupy positions 15 – United Kingdom and 43 – USA (Figure 13).

15	United Kingdom	0.792	+0.012	+7	88	Romania	0.697
16	Philippines	0.791	+0.009	+3	89	Belize	0.696
17	Albania	0.791	+0.004	+1	90	Togo	0.696
18	Spain	0.791	+0.002	-1	91	Paraguay	0.695
19	Moldova, Republic of	0.788	-0.001	-3	92	Cambodia	0.695
20	South Africa	0.787	+0.005	-	93	Greece	0.693
21	Switzerland	0.783	-0.012	-8	94	Cameroon	0.693
22	Estonia	0.782	+0.048	+30	95	Timor-Leste	0.693
23	Denmark	0.780	+0.017	+9	96	Brunei Darussalam	0.693
24	Jamaica	0.779	+0.031	+14	97	Azerbaijan	0.692
25	Mozambique	0.778	+0.025	+9	98	Mauritius	0.689
26	Australia	0.778	+0.040	+17	99	Hungary	0.689
27	Chile	0.777	+0.041	+20	100	Ghana	0.688
28	Netherlands	0.777	+0.009	-	101	Czech Republic	0.685
29	Slovenia	0.773	+0.029	+10	102	Malaysia	0.682
30	Canada	0.770	-0.002	-5	103	Bhutan	0.682
31	Barbados	0.769	+0.005	-1	104	Senegal	0.680
32	Portugal	0.765	-0.001	-3	105	Korea, Republic of	0.680
33	Mexico	0.765	+0.001	-2	106	Cyprus	0.678
34	Peru	0.764	+0.015	+3	107	China	0.678
35	Burundi	0.763	-0.013	-11	108	Vanuatu	0.678
36	Argentina	0.762	+0.006	-3	109	Burkina Faso	0.676
37	Cabo Verde	0.761	+0.024	+8	110	Malawi	0.676
38	Serbia	0.760	-0.019	-15	111	Tajikistan	0.672
39	Liberia	0.760	+0.051	+39	112	Sierra Leone	0.667
40	France	0.756	-0.035	-25	113	Bahrain	0.666
41	Belarus	0.752	+0.002	-5	114	Comoros	0.664
42	Colombia	0.751	+0.041	+33	115	Sri Lanka	0.663
43	United States of America	0.748	-0.021	-16	116	Nepal	0.659

**Figure 13. "World ranking" of Romania, United Kingdom and USA - all professional categories**

Source: "Global Gender Gap Report 2023", World Economic Forum, available at <https://www.weforum.org/> accessed 17 October 2023

## 5. Conclusions and forecasts

Although UN Resolution No. 1325 of 2000 has been in force for 23 years, at present we cannot predict how a complete implementation of the achievement of its goal might present itself as, because periodically additions containing new priorities for states' agendas are made.

Throughout this period, Resolution 1325 has been updated with 12 other UN normative acts, and this fact makes implementation difficult, considering the fact that is necessary to periodically update internal norms, and the states of the world are characterized by „peculiarities specific to the regions to which they belong". In fact, I can tell that they will never synchronize to propose new strategies in the same period.

As an example in this sense, the current strategies have been adopted in different, although consecutive, years, NATO in 2021 ("Action Plan for the Implementation of the NATO/EAPC Policy on Women, Peace and Security 2021-2025"), United Kingdom in 2018 ("UK National Action Plan on Women, Peace & Security 2018 – 2022", January 2018), EU in 2019 ("EU Action Plan on Women, Peace and Security (WPS) 2019-2024"), USA in 2019 ("United States Strategy on Women, Peace and Security", June 2019), Romania in 2020 ("National Strategy" and "National Action Plan "Women, Peace and Security" 2020-2023"). A particularly

important aspect to underline is the fact that the year 2023 was supposed to mean „the ending for the enactment of these strategies”.

As a consequence, several states have already taken steps to carry out the action plans for the following years, as such, in Romania’s case, in the course of the year 2023 there have taken place debates regarding the second plan of action – for the time frame of 2024-2027. United Kingdom has already stated a new plan on 23<sup>rd</sup> February 2023, for the 2023-2027 timetable – “UK Women, Peace and Security National Action Plan”.

Romania is one more shown to “have little accountability” in regard to it’s normative laws and “predictiveness, as seen below”.

In 2014 the Ministry of National Defense developed it’s first Plan for the implementation of the “Women, peace and security”, also establishing accompanying resolutions and complementary documents mandated at the level of various international organizations to which Romania is a member - 2014-2024. Subsequently, the first „action plan issued” targeted the period 2020-2023, while the second means to apply for the timeframe 2024-2027. The lack of overlap of programming periods is striking.

We notice that at present there is the same gap in updating legislation and national or regional plans, especially since in the case of the European Union a new plan will start with 2025, in the USA from 2024 and NATO in 2026.

It stands out that, while Romania is at the second action plan, the UK is at the fifth (the first three targeting periods of three years and the last two plans of four years).

There is a long way to go in order to fulfil the UN objectives, taken over and applied by most of the world’s states, especially since institutions from developed countries such as the USA have established and extended the application of the resolution’s provisions. That is why, in the annual statistics pertaining to the USA, we observe detailed references regarding employees belonging to several races and people with disabilities, the USA applying strategies for their inclusion also in militarized institutions.

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