

— **The Action Plan of the Republic of Slovenia for the Implementation of United Nations Security Council Resolutions 1325 and 1820 on Women, Peace and Security in the 2010–2015 Period**

Review of the Implementation

June 2017

I INTRODUCTION

The Action Plan of the Republic of Slovenia for the Implementation of United Nations Security Council Resolutions 1325 and 1820 on Women, Peace and Security in the 2010–2015 Period was adopted by the Government of the Republic of Slovenia (hereinafter: Slovenia) on 19 November 2010, thus marking the 10th anniversary of the UN Security Council Resolution 1325 (2000) on Women, Peace and Security.

The Action Plan was drafted at the proposal of the Ministry of Foreign Affairs and in close cooperation with other ministries, particularly the Ministry of Defence, the Ministry of the Interior, the Ministry of Justice, the Ministry of Health and the Ministry of Labour, Family, Social Affairs and Equal Opportunities (and former Office for Equal Opportunities). The Government also consulted with representatives of the civil society when drafting the national action plan, which defines in more detail the measures for strengthening the role of women in the prevention and resolution of armed conflicts as well as in peacebuilding and peacekeeping activities. It also defines the measures for prevention of sexual violence against women and girls and for their protection during and after an armed conflict.

The objective of the Action Plan was to link the current activities in Slovenia and the international community within the scope of a wider issue of women, peace and security, which have been transformed into specific and realistic political commitments with measurable objectives. The Action Plan was therefore based on the previously adopted documents, such as the 2009 Strategy of the Participation of the Republic of Slovenia in International Operations and Missions and the Directive of the Chief of General Staff of the Slovenian Armed Forces (hereinafter: SAF) for the implementation of the UN Security Council Resolutions 1325 and 1820 on women, peace and security, and on the participation of Slovenian representatives in events at expert and political levels (participation of high representatives in international events abroad: at the 11th annual conference of the Partnership for Peace Consortium of Defence Academies and Security Studies Institutes (Munich, June 2009), the Slovenian Minister of Defence put forth an initiative for integrating UN Security Council Resolution 1325 and its implementation in Partnership for Peace countries).

The Action Plan classifies the above measures into three main objectives, and determines the political, operational and staff commitments undertaken by the Slovenian Government to achieve the stated objectives. It encompasses international and national commitments and identifies competences and methods for assessing the effectiveness of the objectives implementation. Attached to the Action Plan are a table for its implementation and a list of Slovenia's actions and activities in this field to 2010.

The Implementation Review follows the structure of the Action Plan and covers the activities undertaken until December 2016. For each of the objectives, the fulfilment of commitments is described. The review concludes with an evaluation and recommendations for the future.

II Overview of the activities related to women, peace and security in the international setting during the period under review

Since 2010, the international community has been increasingly aware of the importance of more consistent gender mainstreaming in the area of peace and security, both in terms of women's participation in decision-making processes and activities related to peace and security, and in terms of devoting greater attention to the differing needs of women and men with regard to peace and security, particularly in conflict areas, and therefore in relation to international operations and missions.

In this period, the UN Security Council (hereinafter: UNSC) has adopted four resolutions on women, peace and security and one presidential statement. On the 10th anniversary of Resolution 1325, the President of the Security Council made a statement on behalf of the Council expressing support to the indicators for tracking the implementation of the resolution. Resolution 1960 adopted by the UNSC in December 2010 focuses on the elimination of sexual violence in situations of armed conflict, and introduces a system to combat impunity and enforce accountability for sexual violence in situations of armed conflict, establishes monitoring, analysis and reporting arrangements and puts a list of parties in armed conflicts on the UNSC agenda. The UNSC thus acknowledged sexual violence to be a grave violation of human rights and international law. In 2013, the UNSC adopted two resolutions. The purpose of Resolution 2106 (June 2013) was to strengthen the message on the elimination of sexual violence, on accountability and on combating impunity, to highlight the importance of training on sexual violence for all relevant peacekeeping and civilian personnel prior to deployment, and to stress the importance of women's participation in protecting women from and preventing sexual violence. The resolution also references violations of women's rights and sexual violence in the provisions of the Arms Trade Treaty.

Resolution 2122 adopted in October 2013 focused on the participation of women in conflict resolution and post-conflict reconstruction, and called on the relevant actors to address the obstacles and constraints hindering women's participation. The resolution reaffirms that women's and girls' empowerment and gender equality are critical in the efforts to maintain international peace and security, and emphasises the importance of economic empowerment of women which greatly contributes to the stabilisation of societies emerging from armed conflict. It also emphasises the need for a comprehensive approach to the women, peace and security agenda by gender mainstreaming and dealing with the entire spectre of violations of human rights of women, with a special emphasis on preventing and addressing sexual violence in situations of conflict.

In accordance with Resolution 2122, a High-Level Review on the implementation of Resolution 1325 was conducted in 2015. To this aim, a Global Study of the implementation of Resolution 1325 was commissioned. To mark the 15th anniversary of Resolution 1325, the Security Council held the Open Debate on Women, Peace and Security in October 2015.

The outcome of the Open Debate was the adoption of Resolution 2242, which – on the basis of the Global Study – contains very concrete tasks of the Security Council and other relevant UN entities. The new resolution underscores new challenges related to women, peace and security, including terrorism and extremism, and small arms and light weapons as well as the importance of sanctions and concrete measures with regard to sexual abuse committed by peacekeepers. The resolution also calls for the funding of

women, peace and security projects, greater inclusion of women in peace processes and their participation in decision making, post-conflict reconstruction, etc., as well as for the protection of women in conflict and post-conflict situations. The resolution served as the basis for the establishment of the UNSC Informal Expert Group on Women, Peace and Security, which monitors the implementation of resolutions on women, peace and security in key country situations on the UN Security Council agenda.

The importance of gender mainstreaming and participation of women was highlighted by two UN-level reviews in 2014 and 2015, on peacekeeping operations and peacebuilding, respectively. The 2030 Agenda for Sustainable Development adopted in 2015 puts special emphasis on gender equality and women's empowerment in Goal 5 (Achieve gender equality and empower all women and girls) and stresses their importance in all other goals, also in Goal 16 (Promote peaceful and inclusive societies). The Global Summit to End Sexual Violence in Conflict held in 2014 was an important recognition of the problem of sexual violence in conflict and its impact on peace and security.

On the 15th anniversary of Resolution 1325, the main message of the international community was the need to translate words into actions. To this aim, a global Network of Women, Peace and Security Focal Points was launched in 2016 on the initiative of Spain.

The inclusion of the gender perspective and issues related to women, peace and security is a constant in various fields on the UNSC agenda, and has also affected addressing new topics such as youth, peace and security, and human trafficking during conflicts.

On the 10th anniversary of UNSC Resolution 1325 at the Lisbon Summit in November 2010, NATO (which adopted its first policy on the basis of UNSC Resolution 1325 in 2007), adopted an action plan for the implementation of Resolution 1325 and the resolutions that followed in all NATO-led operations and missions. In 2012, the first NATO Secretary General's Special Representative for Women, Peace and Security was appointed and tasked with the coordination of activities related to the implementation of Resolution 1325 and related resolutions on women, peace and security. In September 2014, this function became a permanent position in NATO's organisational structure. In 2014, NATO's overarching policy related to women, peace and security was revised, and a new action plan for the 2014–2016 period was adopted focusing on common security, crisis management and NATO-led operations and missions. The policy and action plan for the 2016–2018 period were updated in 2016. In 2009, the Committee on Women in the NATO Forces (CWINF) was renamed the NATO Committee on Gender Perspectives; in 2016, the Committee marked its 40th anniversary. Its role is to advise the Military Committee, and its members are national representatives of Allied countries. The Committee's work is supported by the IMS Office of the Gender Advisor. Furthermore, a special task force dealing with issues related to women, peace and security has been established within NATO, which brings together civilian and military staff. In 2016 the Civil Society Advisory Panel on Women, Peace and Security was established.

Efforts to ensure effective implementation of UNSC resolutions on women, peace and security have also been ongoing in the EU. After the Council of the EU adopted the indicators for the Comprehensive approach to the EU implementation of the United

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Nations Security Council Resolutions 1325 and 1820 on women, peace and security, the EU prepared two periodic reports on the implementation of the resolutions (in 2011 and 2014). In 2016, the Council of the EU adopted the revised indicators to be applied in the third periodic report for the 2013–2015 period. Women, peace and security also feature in the EU Plan of Action on Gender Equality and Women's Empowerment in Development 2010–2015, which was substituted by a new joint document entitled Gender Equality and Women's Empowerment: Transforming the Lives of Girls and Women through EU External Relations (2016–2020), and in the Action Plan on Human Rights and Democracy (2015–2019). Within the EU, the Informal Task Force on Women, Peace and Security, bringing together representatives of the EU institutions, EU member states, UN, NATO, OSCE and the civil society, continues its activities. In 2016, the task force for the first time met at the level of directors.

Lately, the OSCE has paid greater attention to the issues of women, peace and security, organising an increasing number of debates and events on this topic. In 2014, the OSCE launched a Study on National Action Plans on the Implementation of UNSC Resolution 1325. However, despite the OSCE support for national action plans of the participating countries, preparation of an OSCE-Wide Action Plan on Women, Peace and Security does not enjoy sufficient support among the participating countries.

III Review of the implementation of the Action Plan by main objectives

The Action Plan of the Republic of Slovenia for the Implementation of United Nations Security Council Resolutions 1325 and 1820 on Women, Peace and Security for the 2010–2015 Period includes three main objectives:

1. gender mainstreaming into policies for conflict prevention and resolution and into decision-making and implementation processes, and strengthening of the role of local women in conflict prevention and post-conflict reconstruction;
2. increased participation of women in international peace operations and missions and in peacebuilding;
3. prevention of sexual violence against girls and women and their protection during and after armed conflicts.

This document list the activities by main objectives of the Action Plan, detailing additional activities implemented in the period under review (some of which do not respond to the implementation of particular commitments).

1. Gender mainstreaming into policies for conflict prevention and resolution and into decision-making and implementation processes, and strengthening of the role of local women in conflict prevention and post-conflict reconstruction

In its foreign policy, Slovenia devotes particular attention to the issues of gender equality and the rights and empowerment of women in general, as these issues are vital in addressing women's right to participation and representation in the context of peace-related activities. Women's rights are thus one of the priority areas in the Declaration on Foreign Policy of the Republic of Slovenia and the strategic document on foreign policy of July 2015.

Slovenia has been engaged in many initiatives and activities, in particular in human rights forums; over the past decade, efforts have been made to address the obstacles hindering women from engaging in public life. For example, Slovenia was a member of the core group that led the initiative to establish a mechanism to address discrimination against women in law and in practice, which resulted in the establishment of the UN Human Rights Council Working Group on the Issue of Discrimination against Women in Law and in Practice in 2010.

This topic is further reinforced by Slovenian political representatives appearing in various international events in Slovenia and abroad, particularly within international organisations.

Slovenian representatives take every opportunity to stress the importance of greater inclusion of women, which provides for a greater diversity in the views and approaches to peacekeeping and peacebuilding. Among other things, Slovenia co-initiated a joint statement in the UN Human Rights Council (hereinafter: UNHRC) at the 15th anniversary of UNSC Resolution 1325 (over 80 countries from various parts of the world joined the statement), which stressed the importance of greater inclusion of women in conflict prevention and resolution. Slovenia was one of the countries advocating the establishment of EEAS Principal Adviser on Gender and on the Implementation of UNSC Resolution 1325 on Women, Peace and Security; this function was introduced in 2015, modelled on the position of NATO Secretary General's Special Representative for Women, Peace and Security, the establishment of which Slovenia supported in 2012.

Slovenia and its representatives have joined other initiatives and statements advocating the need for equitable inclusion of women in all stages of conflict prevention and resolution and in post-conflict reconstruction, such as the Statement from Women Ambassadors accredited to the African Union on the situation of women in Somalia in the lead up to the London Conference in February 2012.

Slovenia also underlines the role of men and boys in achieving gender equality. In 2015, the HeForShe campaign was backed by the Slovenian prime minister, ministers and diplomats. In 2016, Permanent Representative of the Republic of Slovenia to the OSCE assumed the role of the Chair of the OSCE MenEngage Network advocating greater engagement of men in achieving gender equality, also in the politico-military dimension of the OSCE.

In November 2015, a new Resolution on the National Programme for Equal Opportunities for Women and Men (2015–2020) was adopted, for the first time defining the foreign-policy and development cooperation objectives, including the objective in the sphere of women, peace and security. The substantive part on gender mainstreaming in international operations and missions and in the implementation of UNSC Resolution 1325 was incorporated in the Action Plan for the Implementation of the Resolution on the National Programme for Equal Opportunities for Women and Men 2016–2017.

Resulting from the need in the international framework to establish an network of advisers and based on the awareness that in order to effectively implement the women, peace and security agenda in crisis situations it is above all vital to ensure the necessary conditions in the home environment, the post of Gender Adviser to the General Staff of

the SAF was established in 2015 (and filled on 1 June 2015); the Gender Adviser also acts as national representative in the NATO Committee on Gender Perspectives, and (from 2016 onwards) as coordinator for equal opportunities for women and men. The Ministry of Defence has appointed a deputy coordinator for equal opportunities for women and men, and the SAF, a deputy national representative in the NATO Committee on Gender Perspectives, who also deputises for the head of this area within the SAF. Since May 2015, in keeping with NATO's guidance, the network of gender advisers within the SAF has been broadened. As training is crucial in the network, the advisers have attended certified NATO and EU courses.

To mark the 25th anniversary of Slovenia's independence, a photo exhibition entitled '25 Years of Slovenian Women Empowerment in the Security Sector' was staged in Brussels in September 2016.

1.1 The Government will continue to emphasise the importance of gender mainstreaming at all levels of planning and implementation of crisis-management operations, in which increased involvement of women ensures additional quality, a different mentality or approach to maintaining peace and peace-building.

Institution responsible for implementation: Ministry of Foreign Affairs of the Republic of Slovenia

Slovenia continued to emphasise the importance of gender mainstreaming at all levels of planning and implementation of international operations and missions in the EU, UN, NATO and OSCE. It therefore continued to carry out the necessary activities at the operational level in the framework of the discussions on and planning of new civilian missions of the EU common security and defence policy as well as at the conceptual level. Furthermore, it called for the inclusion of the gender equality principle in its statements (national, EU or with other groups) at various open debates within the UNSC. Slovenia, as the chairing country of the Human Security Network, devoted special attention to ensuring gender equality. During the time it chaired the Human Security Network, it submitted a number of joint statements related to women, peace and security at various multilateral forums.

Slovenia regularly and actively participates in the monitoring of developments in the area of women, peace and security within NATO, and strives to enhance the activities of the Alliance related to this field, particularly in the UN-, NATO- and EU-led operations; it also strives to strengthen the role of women in all stages of conflict prevention and resolution as well as in post-conflict reconstruction, peacebuilding and peacekeeping.

In its national guidelines, arising from the UN Guidance for Effective Mediation (published on 21 July 2012), Slovenia underlines the importance of gender equality in keeping with Resolution 1325, and stresses the role of women in mediation processes. Slovenia advocated the importance of involving women in mediation processes at key international conferences. This issue was a central topic of a special panel at the 3rd Seminar on Mediation in the Mediterranean, which Slovenia hosted at Brdo pri Kranju in March 2014.

Since 2013, the SAF has regularly integrated the gender perspectives and implementation of Resolution 1325 in its operative planning as well as in its international operations and missions. Annexes on the implementation of UNSC Resolution 1325 and gender mainstreaming in international operations and missions are regularly attached to the Orders for the activities of the SAF contingent in international operations and missions.

1.2. Slovenia will strive for the implementation of UN Security Council Resolution 1325 by relevant international and regional organisations, whereby all stakeholders would set tangible and measurable objectives, allocate appropriate financial resources, ensure equal and active participation of local actors (including organisations promoting gender equality), and develop a method of evaluating the achievement.

Institution responsible for implementation: Ministry of Foreign Affairs of the Republic of Slovenia

In the period under review, Slovenia participated in the discussions on the implementation of UNSC Resolution 1325 within international and regional organisations, advocating realistic and attainable goals. It also participated in the preparation of EU, UN, NATO and OSCE documents related to women, peace and security, also advocating the inclusion of gender equality and women's empowerment in the sphere of peace and security, in the 2030 Agenda for Sustainable Development and the EU Action Plan on Human Rights and Democracy 2015–2019. Slovenia stressed how important it was for the objectives to be feasible during the update of the indicators for the Comprehensive approach to the EU implementation of the United Nations Security Council Resolutions 1325 and 1820 on women, peace and security, and at the 15th anniversary of UNSC Resolution 1325. It furthermore stressed the importance of women for peace and security in the framework of UN peacekeeping operations and peacebuilding architecture between 2014 and 2016.

Within NATO, it participated in the discussions on the implementation of the current gender mainstreaming policy and its update, and took part in the preparation of biannual action plans. Slovenia also supported the establishment of the Civil Society Advisory Panel on Women, Peace and Security bringing together 15 experts and 15 NGOs, including the Central and Eastern European Gender Network nominated for membership by Slovenia.

In addition, Slovenia supports the initiative for drafting an OSCE-Wide Action Plan on Women, Peace and Security.

1.3 Slovenia will be committed to the efficient and systematic working of the new UN entity for gender equality and women's empowerment and its coherent functioning within the UN system, in particular its work with executive boards of funds and programmes dealing with development cooperation. Special attention will be devoted to the operational functioning of the new entity, including the promotion of its work with related specialised bodies outside the UN system.

Institution responsible for implementation: Ministry of Foreign Affairs of the Republic of Slovenia

Slovenian and UN Women representatives participate in various joint events or those organised by Slovenia or UN Women (for instance, lecture given by a representative of the Ministry of Defence at the meeting for the preparation of Macedonia's action plan for the implementation of UNSC Resolution 1325 in March 2012; participation of a UN Women representative at the 2nd Seminar on Mediation in the Mediterranean hosted by Slovenia; co-organisation of an event underlining the role of men and boys in achieving gender equality which took place in New York in March 2015). Due to Slovenia's fiscal constraints and macroeconomic situation in the period under review, the scope of cooperation with UN Women was not as broad as desired.

Slovenia supported the UN Women "HeForShe" campaign with a number of activities; on Women's Day in March 2015, support for the campaign was voiced by Slovenian ministers, and in December 2014 and January 2015, by Slovenian diplomats.

During the period under review, a number of high-level meetings between Slovenian representatives and members of UN Women took place (Minister of Labour, Family, Social Affairs and Equal Opportunities, State Secretary at the Ministry of Labour Family, Social Affairs and Equal Opportunities and state secretaries at the Ministry of Foreign Affairs meeting the UN Women Executive Director and her deputy); in 2010, Slovenia contributed EUR 20,000 to the United Nations Development Fund for Women (UNIFEM), and financially backed UN Women's operations (in 2011, it contributed funds for the UN Women programme in Afghanistan, and in 2013, it donated a core contribution).

1.4 Slovenia will advocate an increase in the number of special advisers on women's rights in field missions of the UN, EU and other regional organisations within the available funds of individual missions. It will also endeavour to adequately increase the committed budget funds of these organisations.

Institution responsible for implementation: Ministry of Foreign Affairs of the Republic of Slovenia

In its addresses, also within the UNSC, Slovenia underscored the need for increasing the number of special advisers on gender and women's rights in field missions, but in order to advocate a more active approach, Slovenia would have to be willing to assume direct responsibilities (deployment of specialised staff).

1.5 Slovenia will strive for the UN mechanism for the promotion of equality between men and women in national legislation to start operating as soon as possible as well as for its effective implementation.

Institution responsible for implementation: Ministry of Foreign Affairs of the Republic of Slovenia

At the 15th session of the UNHRC (in October 2010), a special Working Group was established to deal with discrimination against women in national legislations and in practice. Slovenia actively lobbied for support for the resolution.

In March 2011, the UNHRC appointed six female experts into the Working Group that became operational in June 2011.

Since the establishment of the Group, Slovenia has maintained a dialogue with it and provided inputs for its reports.

1.6 Within Slovenia's international multilateral activities and bilateral relations with third countries, in particular with countries in conflict and post-conflict situations, Slovenian representatives will regularly underline, also at a high level, the importance of equal participation of women in decision-making processes and in peacekeeping and peace-building activities.

Institutions responsible for implementation: President of the Republic, National Assembly of the Republic of Slovenia, Government and all ministries, services and offices

During the period under review, as part of their multilateral activities at various levels, Slovenian representatives regularly stressed the importance of equitable participation of women in decision-making processes as well as in peacekeeping and peacebuilding efforts. This topic was pointed out by high representatives at a number of discussions, including those of the UN General Assembly, UNSC and Commission on the Status of Women as well as in regional forums (e.g., address by the President of the Republic at the 66th UN General Assembly session, address by the Minister of Foreign Affairs at the UNSC open debate on the interdependence between security and development in 2011, participation of the Minister of Defence in the Belgrade Security Forum (the panel Women Leaders in Security Sector) in September 2011, participation of the Minister of Defence and the State Secretary at the Ministry of Foreign Affairs in the event dedicated to violence against women held in Brussels in November 2010). The special importance of including and protecting women in accordance with UNSC Resolution 1325 in ensuring peace and security in the region was also underlined by the Minister of Defence during her visit to the Slovenian contingent at the European Training Mission in Mali in October 2016.

Topics related to women, peace and security and to equitable participation of women in decision making as well as in peacekeeping and peacebuilding efforts featured in bilateral talks between Slovenian high officials and representatives of international organisations, including UN Women. Furthermore, this topic was covered extensively in the talks between the Slovenian Minister of Defence and the NATO Secretary General's Special Representative for Women, Peace and Security on the margins of the Bled Strategic Forum in August 2015.

At the expert level, Slovenian representatives (mostly from the Ministry of Defence/SAF and the Ministry of the Interior/Police) took part in various events and projects supporting equitable participation of women in decision making as well as in peacekeeping and peacebuilding efforts, particularly in the Western Balkans. They participated in the preparations for drafting the action plans of Serbia and Macedonia,

and in training in Montenegro (the most recent project was implemented by the Centre for European Perspective in cooperation with the SAF and the Police in September 2015). They also took active part in a number of international consultations and conferences, including the international conference Gender Equality in Defence System – Accomplishments and Trends, which was held in Serbia in 2015, organised by the Strategic Institute for Research of the Ministry of Defence of the Republic Serbia with UNDP SEESAC support, and the extended dialogue with the expert public and a round table titled Support for Women in Uniform – Promotion of Gender Equality in Career Development, organised by the Ministry for the Kosovo Security Forces in Kosovo in December 2016.

Slovenia supports the integration of provisions on equitable participation of women in decision making at all levels in all international documents.

1.7 The Government will include the issue of empowerment of women for their participation in decision-making processes in all further resolutions on development cooperation.

Institution responsible for implementation: Ministry of Foreign Affairs of the Republic of Slovenia

Women's empowerment is a cross-cutting priority and, since 2010, one of the three orientations to be observed in planning the development cooperation programme funds in Slovenia. Women's empowerment is incorporated in the projects implemented by Slovenian NGOs in Sub Saharan Africa, the Western Balkans, the Middle East and Afghanistan. Since 2016, the institutions implementing development cooperation projects in particular thematic areas, such as NGOs, have been required to determine the impact of the projects on gender equality in the application forms and in reporting on development cooperation projects. In the latest call for applications published by the Ministry of Foreign Affairs in October 2016, gender equality and women's empowerment were defined as cross-cutting and thematic priorities. In the call for applications, 11 projects were selected, all of which address gender equality and women's empowerment as a thematic priority and a cross-cutting issue.

On 18 May 2017, the Government approved the proposal for a new resolution on development cooperation and humanitarian assistance to be adopted by the National Assembly in September 2017. In the resolution, equal opportunities are listed as thematic priorities of Slovenia's development cooperation. The resolution will serve as the basis for the Strategy on development cooperation and humanitarian assistance of the Republic of Slovenia, which will include guidelines for determining gender equality and women's empowerment as a thematic priority and a cross-cutting issue of Slovenian development cooperation.

1.8 Slovenia will continue to encourage the creation of conditions for sustainable peacebuilding, including activities in the field of demining and rehabilitation of mine victims, stressing the need for mainstreaming of a gender perspective.

Institutions responsible for implementation: Ministry of Foreign Affairs, Ministry of Defence, Ministry of the Interior and Ministry of Health

Slovenia continued to participate in demining and rehabilitation of mine victims activities, mostly through ITF Enhancing Human Security. Recently, ITF has been devoting greater attention to gender perspectives with projects underscoring the needs of women, for instance, the project in support of a clinic in Kabul, Afghanistan, the aim of which is to provide medical services for underprivileged inhabitants of Kabul in the fields of gynaecology, dental medicine, physiotherapy and psycho-social assistance. It is important to note that the medical services are being carried out by 5 women doctors – a gynaecologist, a dentist, a psycho-social therapist and two physiotherapists, which makes health care more easily accessible to women and children in particular.

1.9 The Government will foster the development and implementation of projects aimed at empowering and educating women and girls in third countries, including through co-funding, which will incorporate development and security aspects and the promotion of human rights.

Coordinator: Ministry of Foreign Affairs in partnership with other ministries

Empowering of women, girls and children, particularly through educating women and supporting their self-employment, is one of the key elements of Slovenian projects implemented by NGOs in Sub Saharan Africa. Since 2010, women's empowerment has been one of the three formal orientations to be observed in planning the Slovenian development cooperation programme funds, and is thus systematically incorporated into the tender documents for (co-)financing projects in sub-Saharan Africa and the Western Balkans.

Projects funded by the Ministry of Foreign Affairs and implemented by NGOs in the 2010–2012 period:

'Nyamirambo Women's Centre – Women for women' in Rwanda, implemented by the Peace Institute (Mirovni inštitut); 'Empowerment of women, health and economic independence (water – health – empowerment) in Bahir Dar, Ethiopia', implemented by the Slovenian Institute for African Studies; 'Atede Boarding School for Girls in the Gulu District, Uganda', implemented by the Missionary Centre of Slovenia; 'Healthcare in Kapaizi in the area of Kasungu in Malawi: Assistance to those infected with HIV/AIDS, especially women and orphans', implemented by the Missionary Centre of Slovenia; 'Ensuring sustainable capacities for decreasing mortality and improving the health of children and women in Ruzo in Burundi', implemented by Caritas Slovenia; 'Reaching sustainable rural development through responsible tourism and fair trade connections in Burkina Faso', implemented by Humanitas – Society for Human Rights and Supportive Action; 'I know – I can: Empowerment of girls and women in Sierra Leone', implemented by Matafir, a society for intercultural relations; and 'Establishment of the Organisation for the Empowerment of Women in Uganda', implemented by the Slovene Philanthropy.

In the 2013–2014 period, the Ministry of Foreign Affairs funded the projects 'Knowledge pays (off): With education and (economic) empowerment of women towards gender equality in Rwanda', implemented by Mirovni Inštitut (the Peace

Institute), and 'Power of Batwa women: Using new knowledge to improve the situation of the Batwa people in south west Uganda', implemented by Edirisia Slovenia.

In the 2015–2017 period, the Ministry of Foreign Affairs is financing two projects: 'Improving the health and living conditions of children and women in Rwanda', implemented by Caritas Slovenia; and 'Empowerment of female refugees in Uganda – say NO to inequality, vulnerability and poverty', implemented by Zavod Krog (Institute Circle).

In the Western Balkans, between 2014 and 2016, the Ministry of Foreign Affairs supported the projects 'Psychosocial support for children and empowerment of women in Bosnia and Herzegovina', carried out by Caritas Slovenia; 'It is time for women's rights and gender equality in Montenegro', implemented by Ekvilib Institute; 'Economic empowerment of women in the Vardar region', implemented by the Macedonian IRD Global Institute; and 'Women's empowerment on the labour market: Media campaign for informing, educating and activating women', implemented by the Serbian Cultural Centre Danilo Kiš. In 2015, the Ministry of Foreign Affairs supported the project 'Strengthening the role of women in the defence sector', implemented in Montenegro by the Centre for European Perspective.

In the 2015–2016 period, the Ministry of Foreign Affairs supported the project 'My community Ein El Helwah – Psychosocial assistance for Syrian and Palestinian refugees, focusing on women and children in Ein El Helwah', implemented in Lebanon by Zavod Krog (Institute Circle).

In 2011 and 2012, by contributing to the World Food Programme, the Ministry of Foreign Affairs supported an education programme and provision of daily meals in a girls' school in the Pajshir Province and reconstruction of two classrooms and a larder in a girls' school in the Nangarhar Province in Afghanistan. In 2013–2014, the Ministry of Foreign Affairs funded the project 'Afghan girls in conflict with the law', implemented by IRD Global, in 2015–2016 the project 'With vocational training to the economically and socially prosperous Afghan women', implemented by Zavod Krog (Institute Circle), and in 2016, the project 'Support for the MDC Polyclinic in Kabul', implemented by ITF Enhancing Human Security (NB: this project will also be financed in 2017 and 2018).

In the framework of the International Security Assistance Force, the Ministry of Defence implemented numerous smaller-scale projects in Afghanistan. In 2011, the SAF participated in the organisation of a one-week event marking International Women's Day in Herat, provided support to the office of the state prosecutor and her team in order to improve the proceedings involving abused women, ensured winter footwear and clothes for girls in an orphanage in Herat and provided assistance during the renovation of the kitchen in the girls' orphanage in Herat. In 2012, the SAF participated in the support project to the Women Social Council of Herat providing education for women in the province, helped carry out a cooking course for women prisoners in Farah in order to teach them how to earn a living after discharge from prison and thus prepare them for independent life, and supported the organisation of a three-day workshop to raise the awareness of the role of women in the public.

In September 2016, members of the SAF deployed in Afghanistan organised a meeting dealing with the integration of women in the Afghan National Army (ANA) with a number of senior ANA officers present. In November 2016, a basic-level computer course was organised for female ANA members, which was the first course ever undertaken by female ANA members.

1.10 The Government will enhance systematic training of public servants and officials in the judiciary at the national level on the implementation of UN Security Council Resolutions 1325 and 1820, international humanitarian law and international human-rights law, in particular women's rights and gender equality. To this end the Government will cooperate with experts and competent non-governmental organisations in the relevant fields.

Institutions responsible for implementation: all competent ministries

Slovenia has in place a number of parallel training programmes for military and civilian personnel to be deployed to international operations and missions. By strengthening the synergies between training programmes, their specialised themes could be given greater weight.

Education programmes and training programmes on women, peace and security and on Resolution 1325 are systemically included in the Ministry of Defence programmes, while other ministries incorporate certain topics in various ways.

For SAF members to be deployed to international operations and missions regular training courses are held on the cultural features, gender perspectives, Resolution 1325 and other topics. In the period under review, these topics were included in the new training programmes provided by the Military Schools Centre. Furthermore, within the SAF, experts on gender perspectives are being trained by attending international certified courses (NATO, EU); six female SAF members have thus attended a course on gender perspectives organised by the Nordic Centre for Gender in Military Operations (NCGM).

In November 2015, as part of the ceremony marking the 15th anniversary of UNSC Resolution 1325, a lecture was given in the Maribor barracks of Kadetnica on the initiative of the Minister of Defence intended for the key commanders, senior staff and members of the Slovenian Armed Forces and other invited guests. The lecture was delivered by Ambassador Mariët Schuurman, NATO Secretary General's Special Representative for Women, Peace and Security.

The Ministry of Defence website includes special tabs "Human Rights", "Gender Equality", "Dignity at Work" and "Integrity and Ethics", clarifying the fundamental notions in this area as well as their legal bases, procedures for their implementation and providing useful information.

To assist the work of male and female police officers in international civilian missions, the Slovenian Police integrates themes related to women, peace and security and Resolution 1325 into the basic training for work in international civilian missions. However, as the Police cannot provide this type of training itself, police officers attend courses and workshops implemented by foreign institutions.

As gender equality is internationally recognised as a priority, the Police will endeavour to organise additional modules in the training courses of police officers to be deployed to international civilian missions. Such specific training programmes are very important for understanding gender equality in international civilian missions as in certain environments female officers are not treated equally due to cultural or religious differences, etc. The Police needs to develop a systemic approach to this field and to identify the programmes connecting gender equality with security issues in order for the officers to be better prepared for their tasks in crisis areas. In the future, a special module will have to be designed devoting more time to this topic as part of the pre-deployment training.

At the Centre for Research and Social Skills at the Police Academy of the General Police Directorate, the Police implements activities aimed at raising the awareness of gender equality and measures against discrimination. These activities are intended for raising the awareness of all employees of the importance of gender equality and gender mainstreaming in all areas. The workshops and lectures are organised for all employees as part of the subject Ethics at the Police Academy, and also cover dignity at work. In addition, these lectures are organised for border police candidates and the Police College students. Gender equality also features in the lectures for future managerial staff in the Police.

In November 2013, a lecture on women, peace and security was part of the training for judges, prosecutors and other judicial staff. Here it must be noted that violence against woman was a topic included in the series of lectures in the framework of training for judges and other training programmes organised by the Judicial Training Centre within the Ministry of Justice.

At the Ministry of Foreign Affairs, topics related to gender equality are covered in the framework of group or individual preparations of diplomats prior to being posted abroad. During preparations, employees are also trained in the field of visa procedures not only to be able to identify security and migration threats, but also for the purposes of human trafficking prevention and early detection in the procedures for issuing visas and residence permits at consular posts abroad.

1.11 The Government will foster cooperation with national and international research institutions and non-governmental organisations with a view to encouraging the mainstreaming of a gender perspective into their studies and projects on the conflict prevention and resolution and on maintaining peace and peace-building.

Institutions responsible for implementation: all competent ministries and Slovenian Research Agency

Between August and October 2015, an opinion poll was carried out in the SAF about the inclusion of women and their participation in international operations and mission in keeping with Resolution 1325. Its purpose was to obtain an insight into the views of the SAF members, both male and female, and the results revealed that men and women in the SAF shared similar views with regard to the inclusion of women, and demonstrated

a high level of awareness of how important it was to implement Resolution 1325 and ensure mixed gender teams.

1.12 The Government will, within the scope of the budget, second at least one Slovenian expert in women's rights to at least one international UN, NATO, EU and/or OSCE operation or mission, thus increasing the international visibility of Slovenia and giving added value to one of the key priorities of Slovenian foreign policy.

Institution responsible for implementation: Ministry of Foreign Affairs in partnership with other competent ministries

In the period under review, the Government did not second any experts in women's rights, male or female, to any international operations or missions. In 2016, a female employee of the Ministry of Defence was seconded to the NATO Department for the Protection of Civilians, which was later integrated into the office of the NATO Secretary General's Special Representative for Women, Peace and Security. In 2014, a female employee of the Ministry of Foreign Affairs was seconded to the EU Delegation in Geneva, where she also covered women's rights.

In 2015, a full-time position of Gender Adviser to the General Staff of the SAF was established; in the same year, building of the network of gender advisers within the SAF was launched.

The Police has not deployed any representatives for the area of women's rights to international civilian missions or organisations, and did not have any such representatives in the past. If the Police assesses that having such a representative would enhance the promotion and visibility of Slovenia, it will examine the possibility of deploying an expert for this area.

2 Increased participation of women in international peace operations and missions and in peacebuilding

2.1 Slovenia will actively endeavour to increase the involvement of women in international peace operations and missions and peacebuilding within the UN, the EU, NATO and the OSCE.

Coordinator: Ministry of Foreign Affairs in cooperation with other competent ministries

As stated above within the scope of implementing the first objective (particularly the first commitment), Slovenia is actively striving to increase the engagement of women in international operations and missions, capitalizing on the experience of the Slovenian Armed Forces and the Police. It became evident that the quality of mediation, particularly contacts with marginalised social groups in crisis areas and with local women, has been significantly improved as a result of women's engagement.

Under the auspices of the EU, Slovenia supported initiatives put forward by some Member States to increase the representation of women in international operations and missions. These activities were intensified in 2015, on the occasion of the 15th anniversary of the adoption of Resolution 1325.

2.2 The Government will increase the effectiveness of political decision-making, policy shaping and promotion of political and public dialogue at the national level to stress the significance of, and the need for, equal participation and involvement of women as decision-makers at the national and international levels, and their engagement as experts in international operations and missions and international organisations. To this end, the Government will cooperate with competent non-governmental organisations.

Institutions responsible for implementation: Ministry of Foreign Affairs, Ministry of Labour, Family, Social Affairs and Equal Opportunities, Ministry of Defence, Ministry of the Interior

As a result of past measures and long-term efforts to balance power relations between men and women, the percentage of women decision-makers has increased in Slovenia during the period under review. Slovenia was headed by its first female Prime Minister in the 2013–2014 period. From 2008 to 2012 and from 2014, Slovenia also got female defence and interior ministers. The current composition of the Government reflects equal representation of women and men in ministerial posts for the very first time.

The new National Programme for Equal Opportunities for Women and Men 2015–2020 also envisages the removal of obstacles to a balanced representation of women and men in various spheres of political and social life. The Periodic Plan for the Implementation of the Resolution on the National Programme for Equal Opportunities for Women and Men 2016–2017 also envisages measures to amend legislation and increase the minimum percentage of each gender on the lists of candidates for National Council elections to 40% and to analyse the implementation of the Decree regulating the criteria for implementation of the principle of balanced representation of women and men in government bodies, expert councils and bodies governed by public law.

The Ministry of Defence devotes a great deal of attention to raising awareness of the importance of including women in decision-making at various levels, thereby fostering both political and public dialogue on the importance of, and the need for, equal participation and inclusion of women as decision-makers at both national and international levels and as experts in international operations, missions and international organisations. The Ministry also organises, or participates in, various events to achieve this objective. In March 2012, the Ministry of Defence/Doctrine, Development, Education and Training Command of the Slovenian Armed Forces (PDRIU) and the Regional Arms Control Verification and Implementation Assistance Centre (RACVIAC) carried out an international round table titled "Security sector reforms and gender equality – implementation of Security Council Resolutions 1325 and 1820", with deputy ministers as participants. Representatives of the SAF actively participated in the Gender Training of Trainers Course – GToT in Rakitje, Croatia, in May 2016; a round table titled "Providing a safe and inclusive society at the national and local levels" as part of 17th Days of Criminal Justice and Security in Kranjska Gora in June 2016 (a

written contribution was also published in the conference proceedings), in an extended dialogue with the expert public and a round table titled "Support for Women in Uniform – Promotion of Gender Equality in Career Development" organised by the Ministry for the Kosovo Security Forces in Kosovo in December 2016, with support provided by the Geneva Centre for the Democratic Control of Armed Forces (DCAF).

In the autumn of 2016, women, peace and security were the focus of a special issue of a science magazine *Modern Military Challenges* to mark the 15th anniversary of Resolution 1325 on women, peace and security. Articles by international experts on gender perspectives and implementation of Resolution 1325 round up the concept, which provides a diverse and comprehensive picture of implementing the Resolution and integration of gender perspective from the political international level to implementation in practice.

Several contributions on women, peace and security have been published in the Slovenian Armed Forces magazine. In October 2015, the magazine featured an interview with NATO Secretary General's Special Representative, Ambassador Marriet Schuurman, titled: "The role of women in military organisations and beyond; how to lead by example", and in October 2016, an interview with the Gender Adviser to the General Staff of the SAF.

In November 2015, a women's magazine *Naja* published an article on women in the SAF, titled: "Woman beyond the gun". The article outlines gender perspectives, the implementation of Resolution 1325 and the duties of a female military officer and member of the SAF.

The Police respects a balanced gender representation in its ranks and ensures equal treatment to all citizens. It will continue its efforts to increase the percentage of female police officers deployed to international civilian missions. It also encourages them to (voluntarily) participate more frequently in such missions.

In 2016, under the auspices of the Advisory Body for the Integration of the Principle of Gender Equality in the Ministry of the Interior and bodies under its responsibility (Advisory Body), a working group of advisers for providing assistance and information on measures available for the protection from sexual and other harassment or abuse at the Ministry of the Interior and bodies under its responsibility was established. Group members discharge their tasks in compliance with the provisions of the Decree on the Protection of Dignity of Persons Employed in State Administration Authorities. Established in 2009, the Advisory Body aims to guarantee and implement the integration of gender perspective in the Ministry of the Interior, Police, and Internal Affairs Inspectorate. The Advisory Body is composed of members representing all levels of the organisation, which improves the awareness of this issue among employees.

As part of gender equality efforts, a female coordinator for equal opportunities for women and men was appointed in 2014 at the Centre for Research and Social Skills at the Police Academy. On the basis of Article 13 of the Equal Opportunities for Women and Men Act, she ensures that the tasks of the Ministry of the Interior are carried out and cooperates with the central government body for gender equality – the Equal

Opportunities Department of the Ministry of Labour, Family, Social Affairs and Equal Opportunities.

Numerous activities were carried out on raising awareness and promoting public dialogue, such as:

- Presenting activities of the Centre for Research and Social Skills in the organisational units of the General Police Directorate and police directorates and presenting the members of the Advisory Body and the working group of advisers. In 2016, such presentations were carried out at police directorates in Celje, Kranj, Ljubljana, Murska Sobota and Koper.
- Cooperating with the Peace Institute on the project titled "Fathers and employers in action". Twenty police officers decided to take part in the pilot experiment aiming to improve coordination between paid work and family in employed fathers, and to ensure equal inclusion of fathers in family life, which is beneficial to both employees and the organisation.
- Organising a meeting of the European Network of Policewomen (ENP) and a social skills training course hosted by the Police Academy in cooperation with other General Police Directorate services. The meeting was attended by 11 foreign representatives (from Spain, Denmark, Lithuania, Germany, and Ireland) and two from the Slovenian Police. The social skills training course was attended by 11 foreign representatives (Spain, Lithuania, Germany, Ireland) and five from the Slovenian Police.
- Organising consultations in cooperation with the Ministry of the Interior titled "Including gender perspectives in employment and human resources planning". Three internal and three external education providers participated in the consultations, which were attended by 66 employees of the Ministry of the Interior, the Police and the Internal Affairs Inspectorate.
- Publishing a leaflet "Implementing the Gender Equality Principle".

The Ministry of Defence, the SAF, the Ministry of the Interior and the Police also devote special attention to 8 March – International Women's Day. Activities undertaken to mark this day included a visit, in 2011, by the then Minister of the Interior, Ms Katarina Kresal, to female police officers at Police Station Ljubljana Vič, which has a high percentage of female police officers (at the time, 24% of police officers in Slovenia were female). In 2015, the Police Academy in Tacen hosted a commemoration featuring Slovenia's progress over the last twenty years, both as regards social awareness of gender equality and legislation.

2.3 The Government will promote and create necessary conditions for balanced participation of women in international operations and missions by providing positive incentives and other motivational factors to support and gradually increase women's participation in international operations and missions.

Institutions responsible for implementation: Ministry of Foreign Affairs, Ministry of Defence, Ministry of the Interior, Ministry of Justice, Ministry of Public Administration

Percentage of female members of the SAF in international operations and missions:

Year	Total number of SAF members in international operations and missions	Female SAF members in international operations and missions	Percentage of female SAF members in international operations and missions
2010	919	62	6.8%
2011	894	61	6.8%
2012	897	60	6.7%
2013	1119	80	7.2%
2014	1129	101	8.9%
2015	999	69	6.9%
2016	972	95	9.55%

Fostering the participation of female SAF members in international operations and missions is part of the human resources strategy for integration of gender perspective.

The SAF have regularly deployed both male and female members to international operations and missions for 20 years; particularly female members were deployed to perform duties in which gender perspectives and implementation of Resolution 1325 are essential. Greater participation of women in international operations and missions is also ensured through promotional activities and public awareness-raising of the role of women in the SAF. To raise awareness among the expert and general public, the October 2016 issue of the SAF magazine featured an interview with the Gender Adviser to the General Staff of the SAF titled "Gender mainstreaming is vital to operational effectiveness".

Potential differences in the percentage of female members depend on the type and number of international operations and missions in a certain year, as well as on mandate and duties to be carried out by the SAF. Particular attention is devoted to filling the posts which essentially require female participants.

Percentage of female police officers in international civilian missions:

Year	Total number of police officers in international civilian missions	Female police officers in international civilian missions	Percentage of female police officers in international civilian missions
2011	25	4	16%
2012	31	5	16.1%
2013	24	5	20.8%

2014	16	2	12.5%
2015	18	3	16.6%
2016	23	5	21.7%

Six female police officers were deployed to international civilian missions from November 2010 to October 2012, a 100% increase on the previous period. Another four female police officers were deployed between October 2012 and December 2014.

As part of efforts to increase the number of women in international civilian missions, the Ministry of the Interior established, in 2011/12, active cooperation with the Swedish National Bureau of Investigation Peace Support Operations, sending six female police officers on a training course provided by the Bureau.

In 2014, the Police carried out a new round of training courses for candidates to be deployed to international civilian missions, increasing the number of female police officers by four. Out of 8217 police officers, 18 female officers have been trained to participate in international civilian missions.

From 2014, the Ministry of Foreign Affairs consecutively seconded two female representatives to the OSCE Special Monitoring Mission to Ukraine. One of the above experts is still on duty as one of two deputy heads of the Mission.

Since 5 December 2010, a female local court judge has served as criminal court judge to EULEX, European Union Rule of Law Mission in Kosovo.

2.4 In accordance with the Strategy of Participation of the Republic of Slovenia in International Operations and Missions, the Government will strive to ensure that all competent ministries observe the principle of equality and professional competence in planning quotas of civilian experts from various professional fields in line with balanced representation of men and women.

Coordinator: Ministry of Foreign Affairs in cooperation with other competent ministries

As part of international operations and missions, the Ministry of Defence/SAF is also deploying Civil Affairs Functional Specialists (CFS) to international operations and missions on the basis of requirements by the international community to cover different fields of activity (law, economy, health care, etc.); some CFSs were deployed as advisers to Pristina on the Ministerial Advisory Team (MAT) to assist in the setting up of the Integrated Ministry for the Kosovo Security Force.

Percentage of women engaged as CFSs in international operations and missions:

Year	Total number of persons deployed as CFSs	Female CFSs	Percentage of female CFSs (%)
2010	4	2	50%
2011	5	3	60%

2012	3	2	67%
2013	3	0	0%
2014	6	6	33.3%
2015	6	4	66.6%
2016	6	1	16.6%

During joint and special preparations for deployment to international operations and missions, which are organised by the SAF for all its members prior to their deployment, CFSs are provided additional training for their future tasks in such missions.

2.5 The Government will reinforce cooperation in projects with NGOs aimed at promoting involvement of women in conflict prevention and resolution, peace negotiations, peace operations and missions, humanitarian activities, development projects and activities supporting lasting peace and stability in post-conflict situations.

Coordinator: Ministry of Foreign Affairs in cooperation with other competent ministries

The Slovenian Government enhanced cooperation on projects with NGOs, particularly regarding the implementation of development cooperation and humanitarian assistance. Since 2010, women's empowerment has also been formally one of the three orientations for planning programmed funds of the Slovenian development cooperation, and has consequently been systematically incorporated into tender documents for the (co-)financing of projects, initially in sub-Saharan Africa and the Western Balkans. The project "Strengthening the role of women in the defence sector" deserves special mention. It was carried out by the Centre for European Perspective in Montenegro in September 2015, in cooperation with the SAF and financed by the Ministry of Foreign Affairs. The project included a four-day training course for commanding officers (colonels and higher) of the armed forces and senior employees of the Montenegrin Ministry of Defence. Apart from a lecturer from the Faculty of Social Sciences and Montenegrin faculties and the army, the training course was carried out mostly by four members of the SAF and by one female employee of the Slovenian Ministry of Defence. 27 participants found the training course excellent, conveying useful and diverse skills from the target field of activity.

However, due to subsequent budgetary constraints, this commitment was not carried out in a desired scope.

2.6 The Government will increase the share of women in decision-making processes at the national level and encourage them to compete for leading posts in bodies of international organisations (UN, NATO, EU, OSCE and others).

Institutions responsible for implementation: Ministry of Foreign Affairs, Ministry of Defence, Ministry of Labour, Family, Social Affairs and Equal Opportunities, Ministry of the Interior

Women account for more than one half of all employees at the Ministry of Foreign Affairs. Since September 2015, the two posts of state secretaries at the Ministry have been occupied by women (before (since 2014), one post of State Secretary was occupied by a woman), between 2008 and 2012, the post of the only State Secretary was held by a woman. At the level of directors general, the percentage of women since October 2015 has amounted to 20% (before, 17%).

Year (data at the end of the year)	Total number of directors general / heads of department*	Female directors general / heads of department	Percentage of female directors general / heads of department
2011	4/28	0/13	0%/46%
2012	7/32	1/14	14%/44%
2013	6/32	1/14	17%/44%
2014	6/32	1/17	17%/53%
2015	5/30	1/17	20%/57%
2016	5/30	1/15	20%/50%

Year (data at the end of the year)	Total number of heads of diplomatic missions and consular posts	Female heads of diplomatic missions and consular posts	Percentage of female heads of diplomatic missions and consular posts
2011	58	23	40%
2012	52	14	27%
2013	51	18	35%
2014	52	19	37%
2015	52	14	27%
2016	53	15	28%

Women account for approx. one half of employees (civilian part of the Ministry of Defence) of the Ministry of Defence; in 2016, their percentage amounted to 46.91%. As regards decision-making posts, the first female defence minister was appointed in 2008, and headed the Ministry until 2012, and the second has been in office since 2015. In addition, since 2015, the post of Head of Minister's Office has also been occupied by a female.

Percentage of female SAF members:

Year	Total number of SAF members	Female SAF members	Percentage of female SAF members

2010	7539	1166	15.5%
2011	7567	1174	15.5%
2012	7437	1145	15.4%
2013	7312	1137	15.5%
2014	7133	1128	15.8%
2015	7012	1128	16.1%
2016	6875	1106	16.1%

Between 2010 and 2016, women accounted for 15.7% of all members of the SAF. In recent years, there was a slight increase in this percentage. Commander and leading posts are occupied by both men and women. In 2016, women occupied 17.65% of leading posts of the General Staff of the SAF, and 7.83% of posts of leaders and chiefs. The highest rank attained by female SAF members is that of Brigadier (since 2011), while the first female member of the SAF took up her duties as Battalion Commander in 2006.

Female SAF members also occupy leading and commander posts in international organisations and in international operations and missions. Between January 2009 and January 2012, a female SAF member served as Deputy Secretary General of the International Military Sports Council (CISM). Between 2012 and 2016, a female SAF Colonel was seconded as Head of the NATO Liaison Office at the Allied Command Transformation (ACT) in Norfolk, US. From 2013 to 2016, the post of Dean of the NATO Defence College (NDC) based in Rome was occupied by a female employee of the Ministry of Defence. In 2014, the first female Military Attaché, a Colonel in the SAF, was sent to Serbia. Since 2016, the SAF has had another female representative occupying a leading post at the NATO Allied Joint Force Command in Naples, Italy, as chief of the military training and exercises section.

At the Ministry of the Interior (without attached bodies), women account for more than one half of employees. Since September 2014, the duties of Minister of the Interior have been discharged by a woman, and a woman also held this post between 2008 and 2011. The post of Secretary General at the Ministry has been occupied by a woman since November 2014. One of two directorates at the Ministry has been headed by a female Director General (a 50% share) since October 2014. From 2011 until today, the post of Director General of the Police has been occupied by a man; however, since February 2009, one of two deputy directors general has been female.

Between 2007 and 2014, Slovenian expert Violeta Neubauer was member of the UN Committee on the Elimination of Discrimination against Women, which she also chaired from 2013 to 2014.

2.7 The Government will ensure gender-balanced representation in diplomatic missions of the Republic of Slovenia abroad, including those in countries facing instability and conflict situations.

Institution responsible for implementation: Ministry of Foreign Affairs

Year (data at the end of the year)	Total number of diplomats	Female diplomats	Percentage of female diplomats
2011	172	87	51%
2012	172	86	50%
2013	172	92	53%
2014	164	99	60%
2015	160	101	63%
2016	168	109	65%

2.8 The Government will encourage female citizens of Slovenia to participate in election observation missions (run by the EU, the OSCE, etc.), thereby gradually training women to assume more responsible tasks in election observation missions and preparing them for potential participation in international operations and missions.

Institution responsible for implementation: Ministry of Foreign Affairs in cooperation with other competent ministries

➤ **EU election observation**

Year	Total number of candidates	Female candidates	Male candidates
2012	10	8	2
2013	17	12	5
2014	9	5	4
2015	11	6	5
2016	11	6	5

➤ **OSCE election observation**

Year	Total number of candidates	Female candidates	Male candidates
2012	4	2	2
2013	3	3	0
2014	11	2	9*

2015	5	2	3**
2016	8	3	5

*In 2014, the EU entirely financed two rounds of elections in Ukraine, which was attended by seven observers from Slovenia, six of which were male candidates (possibly due to the situation in the country).

**In 2015, Ukraine held local elections and the OSCE mission was again partially financed by the EU (four observers from Slovenia, three men and one woman).

Eleven Slovenian observers participated in international election observation missions organised under the auspices of the EU in 2016. Six of the observers were female (three long-term and three short-term), accounting for more than one half of all persons seconded, and five observers were male, which shows that the EU ensures a balanced gender representation during the selection procedure, along with a consistent composition of mixed observation teams.

In 2016, eight Slovenian citizens, three women and five men, participated in short-term election observation missions organised by the OSCE (by composing mixed teams, the OSCE ensures a balanced gender representation at the international level).

2.9 The Government will encourage recruitment of women into the Slovenian Armed Forces and the Police.

Institution responsible for implementation: Ministry of Defence and Ministry of the Interior

Over the last decade, the percentage of women in the SAF has accounted for between 15.5% and 16.1%. In 2015 and 2016, the percentage of women employed in the SAF amounted to 16.1%, ranking Slovenia third in terms of female representation in the armed forces of NATO countries.

Such female representation at all levels both in units and the SAF command is a result of the ability and knowledge of female members, as well as of the equal opportunities policy. The policy is based on legislation promoting equal opportunities of women and men in the SAF (including other provisions on non-discrimination), and on numerous regulations and instruments on leading and command in the SAF. The SAF also strives to increase the percentage of women through promotional activities such as presentations of the military profession and public awareness-raising of the role of women in the SAF. In November 2015, a women's magazine Naja published an article on women in the SAF, titled: "Woman beyond the gun". The article outlined gender perspectives, implementation of Resolution 1325 and the duties of a female military officer and member of the SAF.

The number of female employees of the Ministry of the Interior and the Police has remained basically unchanged since 2010. Their percentage is between 27 and 28%.

The percentage of women occupying leading posts at the Ministry and the Police is slowly increasing.

Since 2009, the Advisory Body for gender mainstreaming has been operating within the Ministry of the Interior and its affiliated bodies. The Advisory Body is composed of members representing all levels of organisation, which improves the awareness of this issue among employees. Through these members, employees can submit their proposals and comments on issues relating to equal opportunities for women and men in their own organisational units. The basic activities on gender equality carried out at the Ministry and the Police include:

- Ensuring equal treatment of women and men;
- Implementing measures to protect dignity and prevent discrimination, mobbing and sexual and other forms of harassment;
- Maintaining good work relationships;
- monitoring the situation of women and men in the Slovenian Police, and
- Facilitating coordination of work and family life.

To guarantee equal opportunities for both genders, the selection procedure of the Ministry and the Police for the employment of candidates as police officers envisages lower requirements for women in physical ability tests.

3 Prevention of sexual violence against girls and women and their protection during armed conflicts and after them

In the period under review, Slovenia continued advocating the respect for human rights of women, underlining at various events the importance to prevent sexual and gender-based violence, and thus the importance to protect women of all ages. Slovenia enhanced its efforts as part of promoting human rights of women in general and in specific situations. It was especially active in human rights forums, including the UN Human Rights Council and the Universal Periodic Review. The protection and promotion of human rights of women and girls in conflict and post-conflict situations has also been underscored by Slovenian senior representatives in other UN organs and bodies, such as the General Assembly, the Security Council and the Commission on the Status of Women. The rights of girls were a Slovenian priority during its membership of the UNICEF Executive Board between 2009 and 2011.

Slovenia organised or supported numerous international events and fostered several activities focusing on women's rights protection. On the sidelines of the 55th session of the UN Commission on the Status of Women (2011), Slovenia, the Office of the UN Special Representative of the Secretary-General on Violence against Children and the Office of the UN High Commissioner for Human Rights co-hosted a high-level panel discussion on combating violence against women and girls in connection with quality education. In 2013, on the margins of the 23rd session of the UN Human Rights Council, Slovenia supported the event on women in armed conflict, which presented in

more detail the situation of women in Syria. In 2015, Slovenia was one of the initiators of a cross-regional statement marking the 15th anniversary of Resolution 1325 in the Human Rights Council.

Slovenia also organised international events on the rights of women and girls and their protection against violence during armed conflict or after it. In 2013, the Slovenian Foreign Ministry organised in Ljubljana, together with the Embassy of Chile, a round table on violence against women and girls, including the aspect of sexual and gender-based violence in conflict. The 2013 Bled Strategic Forum devoted a panel on international criminal justice to the protection of women and girls during conflict, to be followed by a panel on ending sexual violence in conflict in 2015, which was aimed at revising progress and challenges a year after the Global Summit to End Sexual Violence in Conflict. The importance of safeguarding the rights of women and girls and preventing various forms of violence against them was also in the focus of the panel on strengthening the role of women in mediation at the 3rd Seminar on Mediation in the Mediterranean held at Brdo pri Kranju in March 2014.

Slovenia also supported projects (see 1.9.), particularly in Afghanistan, to ensure the protection of women and girls both during conflicts and after them. To underline the issue, Slovenia took part in debates within various UN and NATO bodies. In the period under review, Slovenia pointed to the protection of women and girls against violence in countries of the Arab Spring, Syria, Sudan, Central African Republic, Burundi and South Sudan, and warned against violations perpetrated by Boko Haram, a Nigerian terrorist group, during regular and special sessions of the UN Human Rights Council and sessions of the Universal Periodic Review task forces held within the UN Human Rights Council.

During the mass transit of refugees and migrants in the autumn of 2015, the Police, the SAF and humanitarian organisations were faced with the need for integration of gender perspective in mass migration management, including the protection of women and girls and providing support to potential victims of sexual violence. Both the Police and the SAF immediately carried out awareness-raising on gender perspectives. After the arrival of masses of refugees and migrants in Slovenia in October 2015, the SAF included integration of gender perspective in the work of its members when dealing with refugees and migrants. The initiative was started by SAF gender advisers, who recognised the relevance of Resolution 1325 to the newly emerged issue. Immediately after the Government passed a decision on engaging the SAF to help the Police protect the national border, the General Staff of the SAF issued a note for SAF members on how to deal with refugees, including instructions on gender mainstreaming, with a view to implementing Resolution 1325 and protecting its own forces. The note was part of the SAF operations order on this mission. The experience proved the anticipation of gender advisers right, since many countries failing to adopt measures for integration of gender perspective and Resolution 1325 had to face much harder challenges when managing the masses of migrants; in addition, the same situations emerged as are usual in e.g. refugee centres in the conflict areas, which is also addressed by the above Resolution.

3.1. Within the framework of international organisations, in particular the UN, NATO, the EU, the Council of Europe, the OSCE, and within the EU Common

Foreign and Security Policy, Slovenia will systematically draw attention to the issue of violence against girls and women, particularly to sexual violence. In this respect, Slovenia will put forward initiatives to improve the implementation of UN Security Council Resolutions 1325, 1820, 1882, 1888 and 1889 [for new projects] and its monitoring.

Coordinator: Ministry of Foreign Affairs in cooperation with other competent ministries

Slovenia has been systematically cautioning about the issue of violence against girls and women, particularly sexual violence, and promoting the incorporation of provisions on such violence into all relevant international documents.

It has been a regular participant in debates held by UN organs and bodies (General Assembly, Security Council, Commission on the Status of Women and Human Rights Council) on violence against women and girls in general or as part of debates on an individual country. The sexual and gender-based violence has also been at the core of debates within NATO and the OSCE, as well as various bodies of the EU Common Foreign and Security Policy. Recently, Slovenia has also underscored, in numerous debates, the issue of sexual exploitation and abuse by members of peace operations and missions.

Over the past years, Slovenia either joined or supported a number of initiatives to prevent or end sexual violence in conflict. In late 2011, the Foreign Minister took part in the Mini Summit to End Sexual Violence in Conflict, which was held as part of the General Debate of the 66th session of the UN General Assembly. Within the scope of the UN Security Council, Slovenia also participated in the open debates held in the spring of 2014 and 2015 and co-sponsored Resolutions 1960 (2010) and 2106 (2013) on sexual violence in conflicts. It also joined the Declaration of Commitment to End Sexual Violence in Conflict proposed by the UK and a group of countries during the General Debate of the 68th session of the UN General Assembly in 2013. At the 23rd session of the UN Human Rights Council (2015), Slovenia made a joint statement with Austria and Croatia on the issue, and pointed out the issue of sexual violence in other statements in this UN body.

Slovenia actively participated in the Global Summit to End Sexual Violence in Conflict held in London in 2014, which outcome document contributed to the adoption of guidelines for concrete action to abolish sexual violence in conflict at the EU level and NATO's Military Guidelines on the Prevention of, and Response to, Conflict-Related Sexual and Gender-Based Violence. Slovenia pledged support to both documents.

Slovenia took part in negotiations on the Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention), contributing significantly to its adoption in 2011. Slovenia signed the Convention in 2011 and ratified it in 2015. As part of talks on the Arms Trade Treaty, Slovenia supported the initiative to apply gender-based violence and violence against women and children as criteria for banning export of weapons to a certain country.

3.2. Slovenia will make every effort to support the effective work of a Special Representative of the UN Secretary-General on Sexual Violence in Conflict. The Government will also cooperate with the UN Special Rapporteur on violence against women, the Special Representative of the UN Secretary-General for Children and Armed Conflict and the Special Representative of the UN Secretary-General on Violence against Children.

Coordinator: Ministry of Foreign Affairs in cooperation with other competent ministries

Slovenia is regularly participates in debates with the UN Special Rapporteur on violence against women and the special representatives of the UN Secretary-General for children and armed conflict and on violence against children. With all three, Slovenia also co-organises events or initiatives under the auspices of the UN in New York, Geneva or Vienna. Slovenia continues to participate in the Group of Friends of special representatives, which meet in New York. It also supported the setting up of a Group of Friends of the Special Representative of the UN Secretary-General for Children and Armed Conflict in Geneva at the end of 2015.

Slovenia was one of initiators of the EEAS Principal Adviser on Gender and on the Implementation of UNSCR 1325 on women, peace and security; this function was introduced in 2015, modelled on the position of NATO Secretary General's Special Representative for Women, Peace and Security, the establishment of which Slovenia supported in 2012.

Slovenia also supports the above mandates through public statements.

3.3. Slovenia will promote the application of protection procedures for women who are victims and witnesses before the International Criminal Court (ICC) and the fulfilment of obligations of states in dealing with sexual violence; it will also make further efforts to combat impunity for these criminal offences.

Institution responsible for implementation: Ministry of Foreign Affairs, Ministry of Justice

With its activities, Slovenia points to the need to fight impunity for violations of humanitarian law and human rights law against women. It also consistently underscores the issues of accountability and impunity in its statements and proposals to include these issues in relevant documents (resolutions, policies and strategic documents). Slovenia is a staunch supporter of the ICC – in 2010, the Slovenian delegation contributed significantly to a successful conclusion of the Review Conference, and since December 2014, it has been both a member and rapporteur of the Bureau of the Assembly of States Parties to the Rome Statute.

In statements made on several occasions, Slovenia also expressed support for measures of the Chief Prosecutor of the ICC for the protection of women and girls as victims and witnesses, i.e. the 2014 Policy Paper on Sexual and Gender-Based Crimes and the 2016 Policy on Children.

With a panel on international criminal justice, the 2013 Bled Strategic Forum devoted particular attention to justice and accountability for violations of human rights and humanitarian law committed against women. In 2015, the international conference "Rights for Peace: Challenges and Opportunities" and the Bled Strategic Forum panel "Strengthening the fight against Impunity through partnerships and cooperation" focused on support for international criminal justice and the ICC.

With a view to enhancing justice and accountability, Slovenia, along with the Netherlands, Belgium, Argentina and Senegal, leads the initiative to adopt a treaty on mutual legal assistance and extradition in the prosecution of the gravest international crimes at the national level (genocide, crimes against humanity, war crimes).

3.4. Slovenia is actively supporting the drafting of an Optional Protocol to the Convention on the Rights of the Child, which will establish a communication procedure under this Convention, including sexual violence against girls, and contribute towards prevention of sexual violence against girls and their protection in armed conflicts.

Institution responsible for implementation: Ministry of Foreign Affairs in cooperation with other competent ministries

Slovenia was one of the initiators of the Optional Protocol to the Convention on the Rights of the Child on a communications procedure. The Protocol was adopted in December 2011 and signed by Slovenia in February 2012. Potential ratification procedure is pending.

3.5. The Government will increase its financial contributions, within the scope of the budget, for activity of international funds on gender equality and protection of women's rights, in particular within the framework of the new UN Entity for Gender Equality and the Empowerment of Women; pending the start of its operations, Slovenia will also provide financial support to the United Nations Development Fund for Women (UNIFEM) and the UN Trust Fund to End Violence against Women (UNTFEVAW).

Institution responsible for implementation: Ministry of Foreign Affairs in cooperation with other competent ministries

Due to fiscal constraints, financial contributions for UN Women could not be enhanced. In 2010, Slovenia donated EUR 20,000 to fund UNIFEM core activities; in 2011, EUR 10,000 was pledged to UN Women for Afghanistan; and at the end of 2013, EUR 15,000 was donated to the regular budget of UN Women. In 2012 and 2014–2016, Slovenia made no contributions to international funds supporting gender equality and protection of women's rights.

In the period under review, Slovenia gave UNICEF annual contributions amounting to approx. EUR 30,000.

3.6. Slovenia will continue to provide financial support to the Trust Fund for the benefit of victims of crimes within the jurisdiction of the International Criminal Court.

Institution responsible for implementation: Ministry of Foreign Affairs

The payment of a voluntary contribution by Slovenia in the period under review has not been planned due to reduced international obligations.

3.7. The Government will ensure that the Codes of Conduct for Personnel Deployed in International Operations and Missions Abroad include content on the prevention of sexual violence against girls and women and their protection during and after armed conflicts.

Institutions responsible for implementation: Ministry of Foreign Affairs, Ministry of Defence, Ministry of the Interior, in cooperation with other ministries

The Military Code of Ethics of the Slovenian Armed Forces was adopted by the Government in 2009, while SAF members signed the statement on zero tolerance as early as 2005. The Code's content is also part of training programmes of the Military Schools Centre and the basic military training, and has also been incorporated in courses prior to deployment to international operations and missions within the scope of international humanitarian law, legal bases for deployment and gender perspectives, including the issue of sexual abuse and prevention of sexual violence.

The Police has no special code of conduct for work in international civilian missions. Slovenian Police officers discharge their tasks abroad according to the UN Code of Conduct and the code of conduct of the mission to which they have been deployed.

3.8. The Government will amend national legislation, if appropriate, so as to prosecute and sanction sexual violence offences committed by Slovenian staff during military, civilian, diplomatic and other operations and missions.

Institutions responsible for implementation: Ministry of Justice in partnership with the Office of the Government of the Republic of Slovenia for Legislation and the Ministry of Foreign Affairs, the Ministry of Defence and the Ministry of the Interior

The disciplinary responsibility of SAF members is provided for in the Defence Act, the Service in the Slovenian Armed Forces Act and the Rules on Service in the Slovenian Armed Forces, while the Slovenian Criminal Code specifies criminal liability.

In compliance with requirements of UN Security Council Resolution 2272 (2016) on the prevention of sexual exploitation and abuse by members of UN peace operations, the Defence Minister empowered the Chief of the General Staff of the SAF to sign notes on certification. The latter show that members deployed to UN international operations and missions (e.g. UNIFIL, UNTSO) have not been convicted of criminal offences, (criminal offences against sexual integrity, violations of human rights law and international humanitarian law), are not involved in criminal proceedings or committed

no serious disciplinary offence in the past (including sexual harassment or violence) and took part in adequate training on these issues. The SAF also follows the guidelines and requirements of international organisations: the UN, NATO and the EU.

The Police have in place appropriate internal procedures for detecting deviant behaviour in this area.

3.9. Slovenia will, within the scope of the budget, second at least one expert to the Office of the Special Representative of the UN Secretary-General on Sexual Violence in Conflict or to the Secretariat of the International Criminal Court or any other appropriate international or regional organisation dedicated to combating sexual violence against girls and women.

Institution responsible for implementation: Ministry of Foreign Affairs in partnership with the Ministry of Defence, Ministry of Justice and other ministries

The commitment failed to be carried out in the scope envisaged due to fiscal constraints. As in 1.12., a female employee of the Ministry of Defence was seconded to the NATO Department for the Protection of Civilians in 2016.

3.10. The Government will promote and carry out education programmes for public servants and judicial staff in third countries, including awareness-raising programmes to improve the identification of sexual violence against girls and women. Particular emphasis will be placed on violation of women's rights and gender-based political, social and cultural discrimination and violence. This will help prevent offences of this type and strengthen the fight against impunity for sexual violence offences in accordance with international law and national legislation of individual states. The Government will cooperate with competent NGOs to this end.

Institutions responsible for implementation: Ministry of Foreign Affairs, Ministry of the Interior, Ministry of Defence, Ministry of Justice, and other competent ministries and offices

The commitment failed to be carried out in the scope envisaged due to fiscal constraints. Its content was carried out as part of two projects in Montenegro (Ministry of Foreign Affairs supported, during the 2014–2016 period, the project of Ekvilib Institute titled "It is time for women's rights and gender equality in Montenegro" and in 2015, the project of the Centre for European Perspective titled "Strengthening the role of women in the defence sector"). A number of projects supported by the Ministry as part of public calls for tenders on development cooperation (see 1.9.) focused on the prevention of violations of women's rights and political, economic, social and cultural discrimination and on gender-based violence.

3.11. The Government will endeavour to integrate issues relating to gender equality, sexual and gender-based violence and trafficking in human beings, rights of women applying for international protection and of women asylum seekers, and sanctions in cases of violation, into programmes implemented as part of comprehensive and systematic education and training of public servants and judicial staff participating in

international operations and missions or seconded to diplomatic representations of Slovenia, particularly in countries engaged in armed conflict.

Institutions responsible for implementation: Ministry of Foreign Affairs, Ministry of Defence, Ministry of the Interior, Ministry of Justice, Ministry of Public Administration

On the order of the Chief of the General Staff of the SAF, 8-hour workshops on the protection of dignity were organised from November 2011 to 2015 for commanding officers and SAF members. Today, the theme is part of systematic annual individual training of SAF members.

Prior to deploying staff to international operations and missions, the SAF has recently also enhanced their education and training on the protection of children and women in peace operations and on protecting civilians in compliance with requirements contained in UN Security Council Resolutions 1325 and 1820 and related resolutions on ending sexual violence in conflict. The training of SAF members prior to deployment also includes the issues of sexual exploitation and abuse in peace operations, which is also addressed by UN Security Council Resolution 2272 (2016).

Lectures on dignity, sexual integrity, human trafficking, migration and asylum are all part of training courses organised by the Police. The issues addressed by the UN Security Council resolutions on women, peace and security are also part of pre-deployment training. In 2014, the Centre for Research and Social Skills was established at the Ministry of the Interior, the Police, to carry out activities aimed at raising awareness on gender equality and implementing measures against discrimination. Issues addressed by the Centre are aiming to raise awareness of all staff members of the importance of gender equality and gender mainstreaming in all fields with a view to implementing measures to end inequality. Workshops and lectures are organised for all employees as part of the subject Ethics at the Police Academy, and also cover dignity at work. In addition, these lectures are organised for border police candidates and the Police College students. Gender equality also features in the lectures for future managerial staff in the Police.

The Ministry of Foreign Affairs provides training for staff members to be sent abroad to discharge consular tasks, including visa procedures, which is aimed not only at identifying security and migration risks but also at preventing human trafficking. These topics are also part of individual preparations carried out at the Human Rights Department.

The Judicial Training Centre regularly provides training on violence against women and human trafficking for judicial staff. In 2013, a training course on women, peace and security was organised, which also touched on the issue of sexual violence in conflict.

IV. Action Plan implementation – assessment, recommendations and challenges

The Action Plan for the Implementation of UN Security Council Resolutions 1325 and 1820 on women, peace and security 2010–2015 is the first Slovenian action plan aimed to enhance its present activities on the wider topic of women, peace and security.

In the period under review, Slovenia contributed to the implementation of UN SC resolutions on women, peace and security at various levels, particularly in international and regional organisations. It also fostered the strengthening of the normative framework governing women, peace and security, paving the way for the inclusion of these issues in various international documents and policies. Apart from support for relevant Security Council measures, Slovenia advocated adequate inclusion of gender perspectives in the most important processes in the period under review – the formulation of sustainable development goals and the agenda for steering the development until 2030, procedures of UN reviews for peace operations and peacebuilding, the drafting of the Arms Trade Treaty and gender mainstreaming in various resolutions of UN bodies regarding a country situation, and in topic-related resolutions. Slovenia took part in such activities either independently, as an EU member or a member of the Human Security Network.

Slovenia was also actively involved in the revision of NATO and EU documents on women, peace and security, advocating a more active engagement by the OSCE in this regard. As part of NATO, Slovenia undertook activities at both political and military levels – through membership of the informal group of Friends of 1325 and through membership of the NATO Committee on Gender Perspectives. Within the EU, Slovenia co-shapes its policies by taking part in the EU Informal Task Force on Women, Peace and Security.

Slovenia highlighted the importance of the women, peace and security agenda by organising various events both abroad and at home. It took part in or supported numerous awareness-raising events. Women, peace and security agenda was also outlined by Slovenian high representatives in their addresses abroad. Representatives of various ministries, the SAF and the Police took part in a number of events for the promotion and awareness-raising of women, peace and security, both in Slovenia and abroad.

Slovenia contributed to marking the 15th anniversary of Resolution 1325 in different ways and promoted the implementation of resolutions on women, peace and security in the Western Balkan countries, including development of some national action plans and providing training or education.

As part of international efforts, Slovenia pledged financial support for a number of projects carried out by Slovenian NGOs within development cooperation and humanitarian assistance in Africa and the Western Balkans focusing on women's empowerment and gender equality, particularly education and training of women, economic (and social) empowerment of women and promotion of women's rights and gender equality. Although the project of training in the defence sector in Montenegro focused exclusively on women, peace and security, projects carried out under the auspices of the Slovenian official development assistance contributed positively to

raising awareness among the local public of these issues in fragile and post-conflict countries.

In Slovenia significant progress has been made in education and training. Based on the SAF directive for the implementation of Resolutions 1325 and 1820 on women, peace and security, the issue began to be systematically introduced in various education and training programmes for SAF members at all levels in 2011. In 2015, a full-time position of Gender Adviser to the General Staff of the SAF was set up with a view to ensuring the implementation of UN resolutions on women, peace and security. The SAF continues to set up the network of gender advisers.

Efforts by the Police to increase the number of female officers trained to be deployed to international civilian missions were successful. The issue of women, peace and security is also the central part of training of police officers prior to their deployment to such missions.

Both the SAF and the Police saw an increase in the percentage of women occupying leading posts.

At the end of 2015, a new Resolution on the National Programme for Equal Opportunities for Women and Men (2015–2020) was adopted, including for the first time a chapter on foreign policy and development cooperation. One of these objectives is to strengthen the role of women in ensuring international peace and security and protecting women in conflict.

Slovenia prepares regular annual reports on the implementation of the UN Security Council resolutions on women, peace and security to the UN, NATO and the OSCE. Its contributions were also incorporated into three periodic reports on achieving EU indicators for the implementation of these UN Security Council resolutions.

The Action Plan was implemented less successfully in terms of introducing new activities, mainly due to austerity measures. As a result, Slovenia failed to fully implement commitments regarding financial contributions to international funds supporting gender equality, financing research and funding projects in cooperation with NGOs, and the deployment of Slovenian gender experts to international operations and missions.

Although Slovenia actively advocated integration of gender perspective in international organisations at all stages of planning and implementing international operations and missions, as well as an increase in the number of gender advisers on such missions, it should be willing to assume direct obligations in terms of seconding specialised personnel, which requires adequate financial resources, qualified personnel and updated legislation on secondment.

While the training on women, peace and security provided by the SAF and the Police is systematic, certain aspects of such training should also be systematically implemented in other ministries, particularly the Ministry of Foreign Affairs, the Ministry of Justice and the Ministry of Health.

In the period under review, Slovenia carried out numerous activities focusing on women, peace and security which are not mentioned in the Action Plan, a result of developments and the changed situation in either the international community or Slovenia. These activities include the transit of a large number of migrants and refugees in the autumn of 2015 and spring of 2016, whereby issues of women, peace and security were mostly dealt with by members of the Police, the SAF and humanitarian organisations (both the Police and the SAF immediately organised awareness-raising on integration of gender perspectives). Gender perspectives have also been included in efforts to fight violent extremism, in which the Police devotes special attention to women as a particularly vulnerable population group, the role of women in recruitment and violent radicalization and the role of women in the process of deradicalization.

A revision of the Action Plan implementation revealed the usefulness of this instrument for promoting the topic of women, peace and security and for pointing out certain drawbacks which require both the implementation of existing commitments and the need to tailor activities to the new challenges.

As a result, a new Action Plan has been proposed for the upcoming 2018–2020 period, which will adequately address the gaps in implementation, taking into account new challenges of gender mainstreaming, while at the same time preserving the progress already achieved, or even upgrading it. Certain segments of the current Action Plan proved to be slightly too rigid and detailed in certain commitments; therefore, a new Action Plan should contain commitments allowing more flexibility in the planning of concrete activities. The new Action Plan could also highlight thematic and geographic priorities. On this basis, some concrete activities could be selected in which Slovenia can prove its added value.

Annex:

- Table for the implementation of the Action Plan of the Republic of Slovenia for the Implementation of UN Security Council Resolutions 1325 and 1820 in the period 2010–2015