

National Action Plan of the Czech Republic
for the Implementation of UN Security Council Resolution 1325 (2000) on
Women, Peace and Security and Related Resolutions
for the Period 2026 - 2030

Summary:

The 3rd National Action Plan (3rd NAP) for the period 2026-2030 continues to work towards implementing the provisions of UN Security Council Resolution 1325 (2000) on women, peace and security (WPS) and related resolutions in order to enhance the role of women in shaping and maintaining peace and security - essential prerequisites for sustainable development. In this context, it aims to integrate a gender perspective into public policies related to peace and security and to make gender considerations part of building society's resilience to current security challenges. The main improvements of the 3rd NAP (as compared to the 2nd NAP) include a greater focus on the internal security dimension as well as the introduction of new securitised topics. At the same time, the 3rd NAP raises the Czech Republic's ambitions in the WPS agenda, which is fully in line with the country's active engagement in promoting human rights and gender equality at the international level.

I. Introduction

In 2000, the UN Security Council adopted Resolution 1325 on Women, Peace and Security, which became the cornerstone of the Women, Peace and Security Agenda ("WPS Agenda"). The resolution recognises the particularly adverse impact of conflicts on women and girls, as well as their crucial role in conflict prevention and resolution. It calls on all states to ensure the participation and involvement of women in their security policies and in peace- and security-related processes, and to integrate gender perspectives into all post-conflict reconstruction and sustainable development efforts. The resolution also calls for the protection of women and girls from human rights violations and sexual and gender-based violence. Over the past 25 years, the WPS Agenda has been further developed in a series of follow-up resolutions¹ and has become a universal agenda implemented through regional and national strategies and plans by more than hundred UN member states, including the Czech Republic, as well as a number of international organisations (incl. the EU and NATO). The WPS Agenda also complements other existing international normative frameworks such as the Beijing Declaration and Platform for Action (1995), whose recommendations the Czech Republic has endorsed, and the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW, 1979), to which the

¹ As of 30 June 2025, these are the following UN Security Council resolutions: UNSCR 1820(2008); UNSCR 1888(2009); UNSCR 1889(2009); UNSCR 1960(2010); UNSCR 2106(2013); UNSCR 2122(2013); UNSCR 2242(2015), UNSCR 2467(2019), UNSCR 2493(2019).

Czech Republic has been a party since 1993. Empowering women and closing the gender gap is also one of the key prerequisites for achieving the 2030 Agenda for Sustainable Development.

II. Analysis of the current situation

Women and girls represent a half of the world's population and hence a half of its potential. Their full, equal and meaningful engagement is not only their human right but it is also essential for achieving safety, prosperity and sustainable development. In the context of security, it is now widely recognised that gender inequality within a country correlates with a tendency toward internal conflict. Similarly, from the perspective of conflict prevention and peace keeping, the active participation of women in peace processes is considered crucial.² According to global data collected by UN-Women as part of its monitoring of women's representation in peace processes, women accounted for only 9.6% of negotiators, 13.7% of mediators, and 26.6% of signatories to peace agreements and ceasefire agreements in 2023. Despite the progress achieved in the WPS area, the ambitions and vision of UN Security Council Resolution 1325 remain challenging to implement.

The international community faces both persistent and emerging major geopolitical challenges that undermine the rules-based multilateral system, cooperation, and human rights principles, including global WPS commitments. The values of today's liberal international order are under growing pressure from anti-democratic, radical and populist tendencies, from shrinking space for civil society to weakening of multilateral governance structures. Recent years have also seen a significant radicalisation within anti-gender movements and a global wave of resistance to the very concept of 'gender', women's rights, reproductive justice and LGBTQ+ rights. These developments not only undermine the implementation of the WPS Agenda but also to compromise the very essence of this normative framework. Disinformation spreading mainly online is also on the rise, along with harassment, doxing, and hate attacks targeting women, especially those active in the public sphere. Another imminent challenge and threat multiplier is the climate change which intensifies and accelerates other security risks - from armed conflicts and terrorism to competition for strategic resources and forced migration. These complex risks and their overlaps amplify the urgent need to strengthen the resilience of free democratic societies with increased emphasis on integrating gender perspectives into security and development policies. This is key to effectively responding to changing geopolitical conditions and building long-term resilience.

Despite these obstacles, there is a growing emphasis on the gender dimension at the regional level, particularly in the EU and NATO. Within the EU, key documents include the EU Council conclusions on WPS from 2018 and 2022, as well as the EU Strategic Approach to WPS and the follow-up EU Action Plan on WPS 2019–2024³. In NATO, the gender perspective is reflected

² <https://wps.unwomen.org/index.html>.

³ https://www.eeas.europa.eu/node/410850_fr.

across all of the Alliance's major tasks, with a revised NATO policy on the WPS agenda adopted in 2024.⁴

The main objectives of Czech foreign policy have long included security, prosperity, sustainable development, as well as human dignity and protection of human rights, recognising the role and rights of women in relation to peace and security. These values underpin the current Concept of the Foreign Policy of the Czech Republic⁵ and they are further reflected in the Development Cooperation Strategy of the Czech Republic 2018–2030⁶. The WPS Agenda complements and enhances the Czech Republic's diplomatic, development, and defence efforts and contributes to building internal resilience. The 3rd National Action Plan (NAP) on the WPS Agenda further raises national ambitions in this area while responding to the changing global context.

As stated in the Gender Equality Strategy 2021–2030⁷ adopted by the Czech Government on 8 March 2021, gender equality also has an international dimension, reflected on two levels: in commitments arising from international frameworks (e. g. CEDAW, Beijing Platform for Action, Agenda 2030) and in the Czech Republic's activities aimed at promoting gender principles on the global stage. As a result, the 3rd National Action Plan (NAP) on the WPS Agenda emphasises the consistent gender mainstreaming in foreign and security policy and development cooperation.

The Czech Republic has achieved many significant accomplishments in this area. In 2023, it chaired the UN Human Rights Council, and in 2025, began its fifth term on the Council. In 2023, the Czech Republic was for the first time elected a member of the UN Commission on the Status of Women, which was one of the goals set out in the 2nd NAP, and in 2019, it joined the UN Group of Friends of WPS. The Czech Republic ranked 18th out of 177 countries in the Georgetown University's WPS Index.⁸ This result reflects our progress in implementing the WPS Agenda, but it also shows potential for further improvement.

These achievements demonstrate the Czech Republic's growing engagement in promoting gender equality at the international level. However, there are still areas where women remain underrepresented, particularly within diplomatic and security structures. Statistical data show that in 2022, women held only 19% of ambassadorial posts. The representation of women in the Czech Armed Forces has increased by 1.5% over the last five years⁹, reaching 14.8% of the total number of soldiers in 2025,¹⁰ which is slightly above average among NATO countries (the NATO average is 13%).¹¹ Although the number of women in the Czech Armed Forces is on the

⁴ https://www.nato.int/cps/in/natohq/official_texts_227578.htm.

⁵ https://mzv.gov.cz/file/1565920/Koncepce_zahranicni_politiky_CR.pdf.

⁶ https://mzv.gov.cz/file/2583329/strategie_mzv_2017_A4_09.pdf.

⁷ https://vlada.gov.cz/cz/ppov/rovne-prilezitosti-zen-a-muzu/aktuality/vlada-dnes-schvalila-aktualizovanou-strategii-rovnosti-zen-a-muzu-na-leta-2021_2030-215755/.

⁸ <https://giwps.georgetown.edu/country/czech-republic/>.

⁹ <https://mocr.mo.gov.cz/assets/informacni-servis/povinne-informace/1-rovne-prilezitosti/kvantitativni-genderova-analyza-k-1--1--2025.pdf> (page 7).

¹⁰ Ibid.

¹¹ https://www.nato.int/nato_static_fl2014/assets/pdf/2023/6/pdf/2020-summary-national-reports.pdf.

rise, their representation at basic command levels has long fluctuated around 5%¹². The share of women among personnel deployed abroad by the Ministry of Defence of the Czech Republic has long averaged around 12%. In terms of foreign and observer missions, women accounted for 7% of deployed soldiers in 2023¹³ and the same percentage was recorded in 2024. When selecting Czech participants for OSCE and EU election observation missions, gender-balanced representation is one of the criteria in the selection process.

III. Implementation of the WPS Agenda in the Czech Republic

At the end of 2016, the Czech Republic submitted its 1st National Action Plan for the implementation of UN Security Council Resolution 1325 (2000) on women, peace, and security and related resolutions for the period 2017-2020. Subsequently, in 2020, the Czech Government approved the 2nd National Action Plan (NAP) on the WPS Agenda for the period 2021-2025. From 2017 to 2025, annual progress reports were submitted to the Government for information, detailing the ongoing implementation of the plans. Oversight of the NAP's implementation was carried out by an inter-ministerial working group consisting of the representatives of relevant governmental institutions, civil society and academia.

At the end of 2024, representatives of the academic sector conducted a review of the implementation of the 2nd National Action Plan on the WPS Agenda, which also included recommendations for the preparation of a follow-up 3rd NAP¹⁴.

According to the conclusions of this review, the 2nd NAP, implemented during 2021–2025, strengthened the institutionalisation of the WPS Agenda under the coordination of the Ministry of Foreign Affairs, including the establishment of an inter-ministerial working group on WPS. With the MFA in the lead, the 2nd NAP focused on emphasizing gender perspectives in external policies, with less attention given to the internal dimension of security (due to the absence of so called localisation of the agenda). The awareness of the WPS Agenda increased across the governmental and non-governmental sectors during the period under review, but the involvement of the expert community in the implementation of the agenda remained low. During the 2nd NAP, however, the membership of the inter-ministerial working group on WPS was expanded to incorporate additional NGO representatives, incl. the assignment of a vice-chair role. The working group held regular meetings twice a year and reported annually to the Government on the implementation of the NAP. The mid-term review of the 2nd NAP, conducted in the context of Russia's aggression against Ukraine, highlighted the working group's readiness to respond to

¹² <https://mocr.mo.gov.cz/assets/informacni-servis/povinne-informace/1-rovne-prilezitosti/kvantitativni-genderova-analyza-k-1--1--2025.pdf> (page 11).

¹³ <https://mocr.mo.gov.cz/assets/informacni-servis/povinne-informace/1-rovne-prilezitosti/kvantitativni-genderova-analyza-k-1--1--2024-1.pdf>.

¹⁴ Policy paper "The Third Czech National Action Plan on Women, Peace and Security: Addressing Local and Global Security Challenges" (5 December 2024) by Míla O'Sullivan at the Institute of International Relations Prague, and Kateřina Krulišová at Nottingham Trent University.

unforeseen regional security situations. In this context, the Czech WPS community focused on the needs of Ukrainian refugees and on strengthening cooperation with Ukrainian partners. The impact of the war also confirmed the importance of effective WPS policymaking at both the national and regional levels.

The main persistent challenges to the implementation of the WPS Agenda in the Czech Republic were identified in the following areas:

- Policy and institutional culture: The implementation of the WPS Agenda remained largely state-led, with some involvement from civil society. The WPS focal point at the Ministry of Foreign Affairs (UN and Global Issues Department) was a key driver and bearer of the agenda. However, there was a lack of political-level support and leadership, which could have been provided, for example, by a special representative for gender equality at the Ministry of Foreign Affairs. However, this position was abolished during the implementation of the 2nd NAP.
- Budget, staffing: the Czech Republic's first and second NAPs did not have a dedicated budget, and the implementing ministries continued to rely on their existing budgets to cover WPS-related activities. The focal points at the ministries did not have WPS as a standalone responsibility – it was treated as an add-on to other agendas.
- Implementation of the NAP, localisation, new topics: The Government received annual progress reports on the implementation of the action plan's goals, but these lacked analytical depth and critical self-reflection. Quantitative measurement of indicators provided only a partial picture of the actual impact of the efforts made. The focus of the 2nd NAP was rather narrow, it lacked the localisation of security needs as well as key topics, such as migration and refugees, minorities, global climate change, cybersecurity, etc.

According to the review, the Czech Republic should draw on available international expertise and the geopolitical situation and critically re-consider its approach to further implementation of the WPS Agenda and action plans. The focus should be on regional cooperation in response to Russia's aggression and on domestic gender-based security issues, as well as on improving the monitoring and evaluation of implementation and the inclusive involvement of a broad spectrum of stakeholders.

IV. The process of preparing the 3rd NAP

The starting point for preparing the 3rd NAP was the 2nd NAP and the review of its implementation (see Chapter II), along with inputs from members of the inter-ministerial working group on the implementation of the WPS Agenda, including their recommendations from January 2023 regarding the impact of Russia's war against Ukraine. In addition, existing government strategies were also considered to ensure complementarity and avoid potential duplication.

In June 2024, a working workshop was held to prepare the 3rd NAP, open to a wide range of experts from the governmental and non-governmental sectors. The outcome was a set of recommendations for the development of the new NAP and its content, as well as the establishment of an open working group for further consultations during the entire NAP preparation process. The draft was further reviewed by the inter-ministerial working group on the WPS Agenda and the Government Council for Gender Equality. It also underwent an inter-ministerial review procedure before being submitted to the Government for approval.

V. The objectives of the 3rd NAP of the Czech Republic for the period 2026–2030

The goal of the 3rd NAP is to establish the Czech Republic's strategy for implementing measures related to the WPS Agenda at the international and national levels during the period 2026–2030. This effort builds on the previous NAP while aiming to adequately reflect the needs, priorities, and rights of women and girls in the context of current developments in the Czech Republic and globally, in line with feminist approaches to security.

To this end, the Czech Republic has outlined a set of concrete measures structured under four core strategic objectives.¹⁵

1. Strengthen women's participation and leadership in all areas related to peace and security

The Czech Republic will enhance the equal representation of women in state structures related to security policy and in security forces, and support the involvement of women - including representatives from the non-profit and academic sectors - in shaping the country's activities in the field of peace and security, both nationally and internationally. The Czech Republic will also address issues relating to youth participation in these areas.

2. Systematically enhance the integration of gender perspective in the preparation and implementation of all policies related to peace and security

The Czech Republic will focus on raising awareness among staff of relevant government ministries and subordinate security forces, as well as among experts and the wider public, on issues of gender equality, the empowerment of women and girls, and the WPS Agenda. It will promote gender mainstreaming in government strategic documents and in international multilateral and bilateral negotiations.

3. Actively contribute to strengthening conflict and violence prevention and building resilience through the promotion of women's rights and gender equality

The Czech Republic will address the need to strengthen the protection of women and girls and combat gender-based security challenges at national as well as international level, which is a prerequisite for building a resilient society and preventing conflicts and systematic violence.

¹⁵ These objectives largely mirror the four pillars of the WPS Agenda, namely participation, protection, prevention, and assistance and recovery.

4. Provide and support adequate foreign development and transformation cooperation and humanitarian assistance that addresses the needs of women and girls

The Czech Republic will seek to incorporate a deeper and more systematic gender perspective into its foreign development and transformation cooperation and humanitarian assistance, focusing on activities that support and empower women and girls in crisis contexts, including conflict and post-conflict situations and natural disasters.

Within each of the four strategic objectives, specific measures have been developed that the Czech Republic intends to implement during the period 2026-2030. These measures are included in the table section of this NAP (Annex). At the same time, the 3rd NAP will apply an intersectional perspective¹⁶ across all four pillars in terms of understanding security risks, reducing vulnerabilities, and building resilience.

The NAP has an open geographic scope, without setting specific geographical priorities, which allows its implementation to be adapted to the current foreign policy context. Increased attention is paid to countries affected by conflict and in the process of post-conflict recovery, including interconnected crises.

The goals and measures of the NAP are linked to the Czech Republic's Gender Equality Strategy for 2021-2030, to the Development Cooperation and Humanitarian Assistance Strategy, as well as other strategic documents of relevant ministries, in an effort to ensure that they complement and reinforce each other. The NAP objectives will also be viewed in the context of existing regional strategies for the WPS Agenda within the EU and NATO which the Czech Republic supports, as well as in the context of cooperation in this area between the OSCE and its participating States.

VI. Key shifts compared to the previous action plan

Participation: Under this strategic objective, the 3rd NAP will focus on improving the analysis of collected data on women's representation and leadership in domestic institutions, incorporating diverse perspectives from gender analysis and intersectional lens. Emphasis will be placed on using these analyses to further develop approaches that support gender parity and enhance women's participation in security structures.

Gender mainstreaming: The 3rd NAP will work towards a more holistic approach to gender mainstreaming, the inclusion of WPS issues in policy-making, including existing funding schemes, and towards gaining greater political support. The NAP will focus on raising awareness of WPS and improving professional training, including the evaluation of educational activities.

¹⁶ Intersectional approaches address overlaps and mutual influence of the various forms of inequality and discrimination. In the context of the 3rd NAP, intersectionality is key to understanding diverse experience of conflict, violence, and marginalisation. The NAP recognises that women, girls (especially those from minority communities), gender diverse people, refugee women and men, LGBTQI+ individuals, rural women, and women with disabilities, experience security challenges in different ways.

The communication on the WPS Agenda towards both experts and the general public will be enhanced. Attention will be given to the Czech Republic's active role in relevant international forums and multilateral security organisations, and to sharing experience within the Central and Eastern European region.

Prevention and protection: The 3rd NAP will serve as an opportunity for a long-term comprehensive approach to prevention, including the localization of internal needs, which was largely absent from the indicators of the 2nd NAP. It will focus on both external and internal gender-based threats and will implement measures to support the long-term resilience of society, with an emphasis on the socio-economic empowerment of women and marginalised groups. In the regional context, the NAP will focus on the category of refugees, especially women and children, with the aim of ensuring gender-sensitive approaches.

Assistance and recovery: The specific objectives under this pillar will aim to further mainstream gender perspectives into humanitarian assistance, development cooperation, and transformation cooperation. This will be achieved by raising gender standards in programmes and projects, by allocating budget for the empowerment of women and vulnerable groups and supporting their socio-economic rights, and by involving a broader spectrum of stakeholders. Attention will be paid to the gender aspects of the impacts of Russia's war against Ukraine and Ukraine's recovery through bilateral and multilateral initiatives.

VII. Stakeholders involved in the NAP implementation

Under the coordination of the Ministry of Foreign Affairs, the Czech Republic's NAP will be implemented by the Office of the Government, the Ministry of the Interior, the Ministry of Defence, the Ministry of Justice, the Ministry of Health, and the Ministry of Labour and Social Affairs, in cooperation with the Ministry of the Environment and the National Cyber and Information Security Agency, with the contribution of non-governmental non-profit organisations and academia. The Czech Republic will also support broad partnerships throughout the implementation of the NAP, which will allow non-governmental entities from civil society, academia and the private sector to voluntarily join the efforts.

The successful realisation of the NAP will not be possible without the active involvement of men. Therefore, the emphasis will be placed on shared ownership of the NAP implementation - not only by women and girls, but also by men and boys.

VIII. Monitoring and financing the NAP implementation

The Czech Republic's NAP for the period 2026-2030 was developed under the leadership of the Ministry of Foreign Affairs in cooperation with relevant ministries, non-governmental non-profit organisations and academia. A series of informal and formal consultations with individual actors

has taken place followed by the expected approval of the final version of the NAP by the Czech Government.

The core of the 2026–2030 NAP consists of a set of specific measures, organized according to strategic objectives. Each measure is assigned an indicator to determine whether and to what extent it has been fulfilled. The expected duration of the implementation of each measure is defined, and a responsible institution is designated. The measures are specific, measurable, relevant to the strategic objectives, and time-bound.

In fulfilling the objectives of the NAP, emphasis will be placed on harmonising data collection, ensuring that data reported by different entities are based on a consistent methodology and are collected during the same period.

Progress in implementing the NAP will be monitored annually through preparation of an implementation report and by continuous review during meetings of the inter-ministerial working group composed of all relevant ministries and representatives of the non-governmental sector, under coordination of the Ministry of Foreign Affairs. The implementation report will first be submitted to the Government Council for Gender Equality for approval and subsequently to the Government for information no later than 30 June of the following year. The first implementation report is expected to be presented to the Government by 30 June 2027. Based on the findings of the implementation report, it will be possible, in justified cases, to submit a proposal to amend the NAP for government approval.

The fulfillment of individual measures in the NAP is tied to the availability of financing resources, most commonly within the regular budgets of the Government institutions responsible for implementation of the NAP. In some cases, external funding options have been identified, and the implementation of the measures will depend on the actual availability of such external funds. In view of the potential increased involvement of the Czech Republic in the WPS Agenda - for example in the context of its candidacy for the UN Security Council - it is advisable to consider allocating a dedicated budget for the implementation of the NAP.