

Ministry of Foreign Affairs of the Republic of Bulgaria

Women, Peace and Security National Action Plan 2020 - 2025



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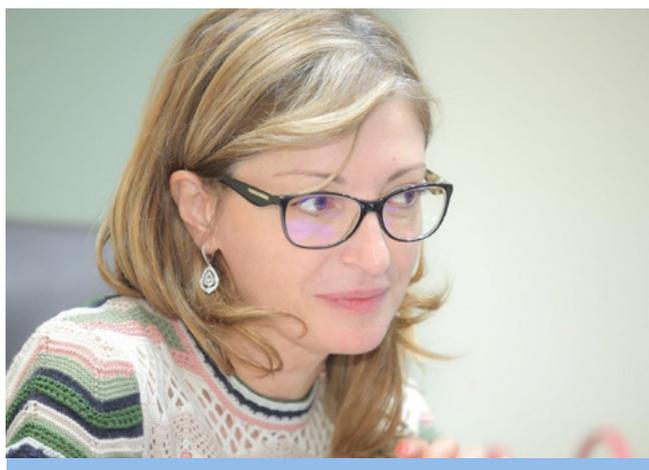
Employees from "Horse Police" division at the "Specialized Police Forces" Department - SDol

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List of acronyms

BRC - Bulgarian Red Cross	NSI – National Statistical Institute
CPC – Child Protection Commission	NSSI - National Social Security Institute
CEDAW – Commission on the Elimination of Discrimination against Women	ODA – Official Development Assistance
EA - Employment Agency	Rakovski NDC – G.S. Rakovski National Defence College
LCCTHB – Local Commission for Combating Trafficking in Human Beings	SAA - Social Assistance Agency
MAFF – Ministry of Agriculture, Food and Forestry	SABA – State Agency for Bulgarians Abroad
MEW - Ministry of Environment and Water	SANS – State Agency for National Security
MFA – Ministry of Foreign Affairs	SAR - State Agency for Refugees
MLSP - Ministry of Labour and Social Policy	SC – Security Council
MMA – Military Medical Academy	SDGs – Sustainable Development Goals 2030
MoC – Ministry of Culture	SPOC – Supreme Prosecutors’ Office of Appeals
MoD – Ministry of Defence	UN - United Nations
MoH - Ministry of Health	Vasil Levski NMU – Vasil Levski National Military University
MoI – Ministry of Interior	WPS – Women, Peace and Security
MoT – Ministry of Tourism	
MYS – Ministry of Youth and Sports	
NAP – National Action Plan	
NBU – New Bulgarian University	
NCCTHB – National Commission for Combating Trafficking in Human Beings	
NGOs – Non-governmental organizations	
NHIF - National Health Insurance Fund	
NIJ – National Institute of Justice	
Nikola Vaptsarov NA – Nikola Vaptsarov Naval Academy	

Foreword



Minister of Foreign Affairs and Deputy Prime Minister Ekaterina Zaharieva

Women empowerment is key priority for the Bulgarian Government.

In modern society, the role of women in decision-making processes and their participation in missions to maintain and promote peace and security has become increasingly relevant over the past twenty years.

With the accession of our country to UN Security Council Resolution (UNSCR) 1325 on women, peace and security, we have clearly declared the significance we attach to issues related to equality between women and men in all areas of socio-political, economic and social life, including women's participation in efforts to prevent and resolve conflicts, build and maintain international peace and security.

The elaboration of the first National Action Plan on Women, Peace and Security, for the period 2020-2025, is a proof of the fulfillment of the obligation undertaken by our country to implement Resolution 1325. The activities and measures outlined in the Plan are focused on four main areas, namely prevention, participation, protection and prioritization of the topics included in the WPS agenda. The implementation and monitoring of the plan is a shared responsibility of all responsible institutions, and a review of what has been achieved and what lies ahead will be initiated in the second half of 2022.

We thank everyone who was actively involved in its development, and especially the representatives of civil society, academia and the non-governmental sector. The established fruitful cooperation with Ireland, which shared its experience and expertise throughout the process, will remain valuable for us.

I am convinced that the National Action Plan adopted by the Government enriches the active policy of the Republic of Bulgaria in the field of human rights, in particular the rights of women and girls, and will complement the national efforts for the empowerment of women and their more active role in issues of peace and security.

I believe that the potential of women and girls can and must be used to achieve a better, more peaceful and safer society.

Introduction

Peace and security are globally shared responsibilities.

The encouragement of the effective participation of women in the efforts to maintain and promote peace is a UN priority set out in the unanimously adopted UN Security Council Resolution 1325 of 31 October 2000 on women, peace and security. UNSCR 1325 is the first international document to state the direct link of the role of women to the prevention and resolution of conflicts and to peace-building processes. It emphasized the important role of women and girls, together with men and boys, in the prevention and resolution of conflicts, peace negotiations, peace-building and the post-conflict reconstruction and management.

For the purpose of achieving the goals of UNSCR 1325, in 2004, the UN Security Council urged States to adopt national plans on its implementation from the perspective of the existing global challenges in the attainment of sustainable peace and security and domestic challenges, such as the daily operations of law enforcement authorities, responses to crises and disasters, care of refugees, people fleeing conflict, migrants, trafficking in human beings, etc. This National Action Plan (NAP) should take into account the various aspects of gender equality in all spheres of the peace policy, including specific peace-building projects and programmes.

The NAP should provide guidance on the implementation of the UNSC resolutions concerning women, peace and security, identify priority goals and measures, and specify the institutions responsible and the timeframes for the implementation of the measures.



Captain Zhasmina Hristova – the first Bulgarian female pilot at the Strategic Airlift base, photo credit: SZHV (personal archive)

Women, Peace and Security Agenda

The commitments of the Republic of Bulgaria to the issues of women, peace and security build on the fundamental UNSCR 1325 (2000) on women, peace and security, as well as the subsequent nine UNSC resolutions. All these resolutions, taken together, make up the UN Women, Peace and Security Agenda.

UNSCR 1325

It was adopted in 2000 and it was the first resolution of the UN Security Council to tackle the disproportionate impact of armed conflicts on women and the importance of women's involvement in conflict resolution, in political processes, and in post-conflict reconstruction.

UNSCR 1820

It was adopted in 2008 and focused on sexual violence during conflicts and the link between sexual violence as a tactic of war and the maintenance of international peace and security. It reinforced UNSCR 1325 by recognizing that sexual violence was often widespread and systematic practice that might impede the restoration of international peace and security.

UNSCR 1888

It was adopted in 2009 and underlined the importance of increased participation of women in mediation processes and decision-making processes with regard to conflict resolution and peace-building.

The Resolution called for a new structure of peacekeeping missions in which special emphasis would be laid on the protection of women and children. New measures were identified to fight sexual violence in armed conflict situations, such as the appointment of a Special Representative and the deployment of a team of experts in the use of sexual violence in armed conflicts.

UNSCR 1889

It was adopted in 2009 and urged for taking further measures to improve women's participation during all stages of peace processes. It called on the UN bodies and the Member States to collect data on, analyze and systematically assess the particular needs of women in post-conflict situations.



Senior Commissioner Bl. Makeva (Deputy Director of the GDNP) at the final conference of the OSCE on the project "Effective Legal Strategies and Practices for Combating Gender-Based Violence in Eastern Europe" in March 2020

UNSCR 1960

It was adopted in 2010 and envisaged a system of accountability to stop sexual violence in conflicts. In accordance with the Resolution, it was requested to draw up lists of perpetrators and annual reports on the parties that were credibly suspected of committing or being responsible for acts of sexual violence. The Resolution pointed out the need for strategic, coordinated and timely collection of information for the UN Security Council and for keeping it seized of sexual violence in conflicts, urging States to undertake specific commitments bound by time limits to resolve the issue.

UNSCR 2106

It was adopted in 2013 and added further operational details to the earlier resolutions on WPS issues, reiterating that all parties, including not only the UN Security Council and the parties to armed conflicts but also all UN Member States and bodies, had to make further efforts to implement the existing mandates and to fight the impunity for crimes relating to sexual violence in conflict situations.

UNSCR 2122

It was adopted in 2013 and specified gender equality and the empowerment of women as critical to the efforts to maintain international peace and security. It recognized that the economic empowerment of women greatly contributed to the post-conflict stabilization of societies. The Resolution provided for a roadmap to develop and establish technical expertise in UN peacekeeping missions and mediation teams supporting peace negotiations, to improve the access to up-to-date information, and to analyze the impact of conflicts on women and women's participation in conflict resolution.

UNSCR 2242

It was adopted on the occasion of the 15th anniversary and the High Level Review of UNSCR 1325 and focused on the WPS agenda as a cross-cutting subject in the challenges of the changing global context of peace and security, in particular relating to rising violent extremism, the increased numbers of refugees and internally displaced persons, and the global impact of climate change and health pandemics. It is the only UNSCR recognizing these dramatic changes.

UNSCR 2467

It was adopted in 2019 and recognized the importance of addressing the root causes of sexual violence, for which responsibility should be undertaken by UN Member States. The Resolution recognized the need for a survivor-centered approach covering women with children born as a result of sexual violence in conflict and surviving men and boys. It urged Member States to provide more opportunities for access to justice for victims.

UNSCR 2493

It was adopted in 2019 and strengthened the existing legal framework of women, peace and security, emphasizing the role of regional and sub-regional organizations in the implementation of the WPS agenda.

UNSCR 2272 and 2331

Furthermore, two UNSC resolutions were adopted on that subject-matter in 2016: UNSCR 2272 on sexual exploitation and abuse and UNSCR 2331 on the trafficking in persons in areas affected by conflict contribute to the commitments of the international community to WPS issues.

Convention on the Elimination of All Forms of Discrimination against Women

The UN General Assembly adopted the Convention in 1979. A total of 187 States parties have ratified it and are bound by its principles. The States parties are expected to submit a national report to the UN Secretary General to monitor the implementation efforts. Some provisions of the Convention are in line with the WPS agenda, including:

- Ensuring women's participation in the decision-making process at all levels;
- Condemnation of violence against women;
- Achieving gender equality through the rule of law;
- Protection of women and girls against gender-based violence;
- Assurance that the experience, needs and prospects of women are included in the political, legal and social decisions on the attainment of just and lasting peace.

General Recommendation No. 30 of the Committee on the Elimination of Discrimination against Women

CEDAW General Recommendation No. 30 on women in conflict prevention, conflict and post-conflict situations (before, during and after conflicts) was adopted in October 2013. It states clearly that the Convention on the Elimination of All Forms of Discrimination against Women applies before, during and after conflicts. At the same time, it addresses some key issues facing women in conflict situations, including gender-based violence, challenges in the access to justice and education, employment and health. The General Recommendation reiterates the link with the Convention to the Women, Peace and Security agenda. They together make up the framework ensuring that gender equality becomes integral part of conflict prevention, peace building, and post-conflict reconstruction.

Transforming Our World: the 2030 UN Agenda for Sustainable Development

In September 2015, the UN Member States adopted the comprehensive 2030 Agenda for Sustainable Development including 17 goals with the overarching motto “Leave no one behind”. The cross-cutting issues of human rights, gender equality, combating violence against women and the empowerment of women are widely reflected in the global Sustainable Development Goals. (Goal 5 – Gender Equality, Goal 16 – Peace, Justice and Strong Institutions). Equal opportunities for women and men are important for achieving progress in education, high technologies, human security, overcoming inequalities, fighting climate change and others.

The international community recognizes gender equality as the major driver of the efforts to achieve all Sustainable Development Goals. It is essential to poverty eradication, conflict prevention and the overall building of lasting peace. Being an EU and UN Member State, the Republic of Bulgaria is committed to the efforts to develop multilateralism as an approach to achieve sustainable development, peace, stability, protection of human rights, and to fight climate change.

In this context, Bulgaria is making efforts to take active part in and contribute to the support and funding of projects and actions in the field of development cooperation and humanitarian aid related to overcoming violence against women and girls and achieving gender equality:

- Economic, social and political empowerment of women and girls and their protection in unstable and conflict situations;
- Elimination of all forms of gender-based violence;
- Work in the field of the sexual and reproductive health and rights;
- Ensuring access to food, water, health services and education for women and girls;
- Provision of post-conflict reconstruction services, and others.



Cadets from the Academy of the MoI

EU policy framework on the issues relating to the WPS agenda

The EU policy framework on the issues relating to the WPS agenda is based on: Global Strategy for the European Union's Foreign and Security Policy which sets out the fundamental interests and principles of undertaking commitments and presents a vision on more credible, accountable and responsive EU in the world; the EU strategic approach to women, peace and security; the EU Action Plan on Women, Peace and Security 2019 – 2024; the EU Gender Action Plan 2016 - 2020 (GAPII); the Strategic Approach to Resilience in the EU's External Action, the Concept on Strengthening EU Mediation and Dialogue Capacities, and other documents.

NATO commitments on the issues relating to the WPS agenda

The implementation of the UNSC resolutions on women, peace and security (1325, 1820, 1888, 1889, 1960, 2106, 2122 and 2422) is an integral part of the Alliance's values to protect individual freedom, democracy and human rights. At the 2010 Lisbon Summit, NATO adopted its first Women, Peace and Security Action Plan which is subject to review every two years. The policies to promote equality, participation and protection of women underlie the three main tasks of the Alliance: collective defence, crisis management, and security through cooperation. The empowerment of women and their equal participation in peace-building and security processes are widely reflected in the NATO partnership policy and in the Science for Peace and Security Programme. In 2019, the Alliance adopted its Policy for Preventing and Responding to Sexual Exploitation and Abuse. The Secretary General's Special Representative for Women,

Peace and Security and the Civil Society Advisory Panel comprised of representatives of NGOs and academia provide their active contribution to keeping WPS issues high on the NATO agenda.

Together with the package of UNSC resolutions on women, peace and security and the Convention on the Elimination of All Forms of Discrimination against Women (General Recommendation No. 30), they provide detailed roadmap for substantial transformation of societies in view of achieving sustainable peace and security.

Women, Peace and Security National Action Plan

The Republic of Bulgaria is a co-sponsor of UNSCR 1325 and recognizes the priority of the issues relating to women's equality in all spheres of public, political, economic and social life, including the participation and leadership of women in the efforts at both national and international level to prevent and resolve conflicts, and to build and strengthen international peace and security.

The 2020 – 2025 NAP is a clear political sign of our commitment to the attainment of the national priorities in the field of gender equality. The NAP is in line with Bulgaria's active policy in the human rights field, in particular the rights of women and girls, and it contributes to the efforts at national level to empower women and to ensure their active and leading role in peace and security matters.

The NAP identifies as important components the development assistance and humanitarian aid which Bulgaria provides within the framework of the development assistance policy, taking into account the good cooperation between all institutions involved in this field.

In the course of the NAP drafting, consultations were held with and Ireland's experience was used as exemplar since Ireland is among the leading countries in the implementation of the WPS agenda.



Round table dedicated to the preparation of the NAP on Women, Peace and Security (October 2, 2019) with the participation of (from left to right) H. E. Ambassador Plamen Bonchev - Director General for Global Affairs, Ministry of Foreign Affairs of the Republic of Bulgaria; Mr. Georg Georgiev - Deputy Minister of Foreign Affairs of the Republic of Bulgaria; Colonel Assoc. Prof. Dr. Dimitar Tashkov - Deputy Head of the Educational and Scientific Department, Military Academy "G.S.Rakovski"

Consultative Working Group

On the basis of the shared Irish experience and expertise and with a view to achieving broad outreach and support to the policies relating to the WPS agenda, a Consultative Working Group was established in 2019. Led by the MFA, the Working Group is comprised of experts from all competent government institutions and representatives of the relevant nongovernmental organizations, as well as independent academic experts.

The Working Group held public consultation on the topic by hosting a round table discussion at the MFA on the preparation of a Women, Peace and Security National Action Plan.

The discussion took place on 2 October 2019.

Structure

The National Action Plan is structured around four pillars:

- 1. Prevention**
- 2. Participation**
- 3. Protection**
- 4. Prioritization**

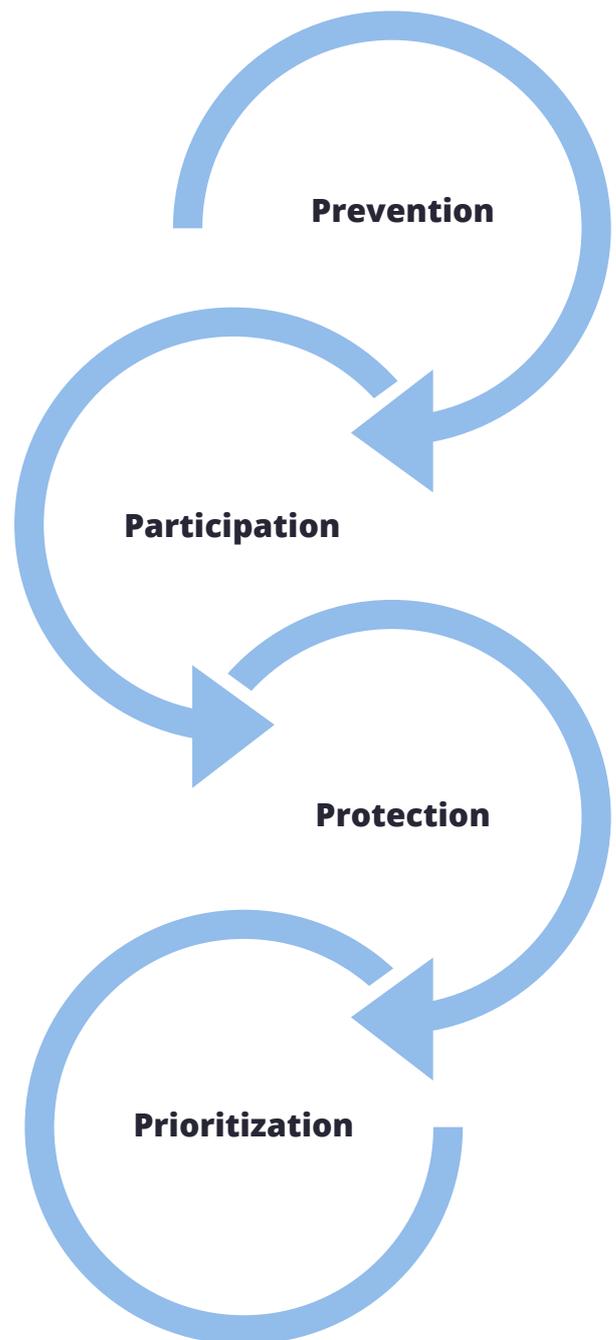
These pillars are interrelated and interdependent, outlining the targets that the Republic of Bulgaria will strive to achieve over the period from 2020 to 2025. They cover the output indicators to measure the implementation of the actions on a short, medium, and long-term basis.

The expected outputs relate to the attainment of gender equality, empowerment of women and their more active role in conflict prevention and resolution processes and in the strengthening and maintenance of peace.

The NAP sets out the timeframes for the implementation of the planned activities and their funding.

The timeframes for the implementation of the planned actions are determined by the relevant institutions, bodies, and organizations. Their funding is in line with the budget allocations for this purpose.

The NAP highlights coordination and cooperation among the competent institutions in the implementation of this Plan. The progress review process will start in the second half of 2022 and will be conducted by a special working group established for this purpose.



Pillar 1. Prevention

The NAP incorporates the issues of the Women, Peace and Security agenda into some fundamental strategic documents relating to gender equality by means of:

- Interaction with the National Strategy for Promotion of Gender Equality and the related National Action Plan;
- Interaction with the Annual National Programme for Prevention and Protection against Domestic Violence;
- Interaction with the Annual National Programme for Prevention of Violence and Abuse of Children;
- Raising public awareness of the WPS agenda with focus on gender equality;
- Strengthening gender equality principles in peace and security processes;
- Combating hate speech against women and girls.

Pillar 2. Participation

The NAP envisages measures to promote and support the active and effective participation of women in all peace processes and their involvement in formal and informal decision-making at all levels, which are the guiding principles underlying attainment of sustainable peace and security. The NAP strives to remove the obstacles in order to ensure significant participation of women in these processes by means of:

- Updating the Women, Peace and Security Action Plan of the Ministry of Defence;
- Promoting gender equality in peace and security decision-making processes;
- Ensuring equal opportunities for women and men in their career development;
- Pursuing a policy of balanced gender representation in the structures of international and regional organizations;
- Interaction between the WPS agenda and the Youth, Peace and Security agenda;
- Capacity building and strengthening at national expert level;
- Capacity building and strengthening at international expert level.



Employee of DG Fire Safety and Protection of the Population, photo credit: Alexander Chervenkov



the Bulgarian Military Police mixed team



Eurasia Partnership Foundation in implementation of a project with Bulgarian ODA to support Yazidi women - victims of conflict in Armenia; photo credit: EPF

Pillar 3. Protection

This section of the NAP specifies protection measures aimed at strengthening the efforts to ensure the safety, physical or mental health, wellbeing, economic security and dignity of women and girls, to promote and protect women's rights and to mainstream gender equality by means of:

- Raising public awareness about: the protection of the rights of women and girls during an armed conflict; post-conflict reconstruction processes; the prevention of all forms of violence against women and girls;
- Optimizing the funding and reporting of actions relating to gender equality in conflict-affected areas within the framework of development cooperation and humanitarian aid policy;
- Prioritizing the protection of women and girls in unstable and conflict-affected areas and the prevention and fight against all violations of women's rights, including sexual exploitation and sexual and gender-based violence, within the framework of Bulgaria's official development assistance;
- Reinforcing the commitments to prevent sexual exploitation and violence in emergency situations;
- Prioritizing the education of women and girls primarily in conflict-affected areas within the framework of Bulgaria's ODA;
- Interaction with the National Strategy to Combat the Trafficking in Human Beings 2017-2021 and the Annual National Programme for Prevention and Counteraction of the Trafficking in Human Beings and Protection of Victims;
- Interaction with the National Migration, Asylum and Integration Strategy 2015 -2020 and the related National Action Plan.

Pillar 4. Prioritization

The NAP includes actions relating to the contribution and participation of the Republic of Bulgaria in the policies and negotiation processes of the WPS agenda within the EU framework and also with regard to the country's commitments within the framework of NATO, the UN, multilateral and regional initiatives, including those in the field of arms control, non-proliferation and disarmament:

- Prioritization of the topics included in the WPS agenda;
- Updating of education systems and training programmes;
- Support to bilateral, regional and international initiatives related to the WPS agenda.



Bulgarian military support team in Haiti, photo credit: SZHV (personal archive)



Ms. Saleha Naimi teaches young girls at the RCM Afghan School in Harmanli; photo credit: Refugee and Migrant Service to the Bulgarian Red Cross.

Women, Peace and Security National Action Plan

2020-2025

1. PREVENTION

Measure	Action(s)	Responsible institution(s)	Output indicator	Timeframe	Budget
GOAL 1.1. Prevention and protection against domestic violence					
1.1.1. Interaction with the Annual National Programme for Prevention and Protection against Domestic Violence	Inclusion of actions/policies under the WPS agenda which are relevant to the prevention and protection against domestic violence	MoI, MLSP, MoJ, SACP, SAA, MoH, MMA, CPC, NIJ, NGOs	Number of actions/policies included	2021	Within the budget allocations for the relevant institutions
	Implementation of the included actions/policies under the WPS agenda	MoI, MLSP, MoJ, SACP, SAA, MoH, MMA, CPC, NIJ, NGOs	Number of policies/events implemented	2021-2025	Within the budget allocations for the relevant institutions
GOAL 1.2. Prevention and protection against violence and abuse of children					
1.2.1. Interaction with the Annual National Programme for Prevention of Violence and Abuse of Children	Inclusion of actions/policies under the WPS agenda which are relevant to the prevention of violence and abuse of children	SACP, MoJ, MoI, MES, MLSP, MoH, MoC, MYS, SAA, NGOs	Number of actions/policies included	2021	Within the budget allocations for the relevant institutions
	Implementation of the actions/policies included	SACP, MoJ, MoI, MES, MLSP, MoH, MoC, MYS, SAA, NGOs	Number of policies/events implemented	2021-2025	Within the budget allocations for the relevant institutions

Measure	Action(s)	Responsible institution(s)	Output indicator	Time-frame	Budget
GOAL 1.3. Raising awareness of the gender equality principles					
1.3.1. Raising public awareness of the WPS agenda with a focus on gender equality	Development of Gender Equality section or a similar section into the official websites of the relevant institutions	MFA, MoD, Mol, MLSP, MoJ, MES, SACP, MoH, MYS, NCCTHB	Sections in websites developed	2021	Within the budget allocations for the relevant institutions
	Maintenance of Gender Equality section or a similar section into the official websites of the relevant institutions	MFA, MoD, Mol, MLSP, MoJ, MES, SACP, MoH, MoC, MYS	Number of uploaded publications on the topic from the national and international perspective	2022-2025	Within the budget allocations for the relevant institutions
	Conduct of events/trainings/projects aimed at overcoming stereotypes and creating conditions for a balanced lifestyle (work-life balance) of women and for their successful career development and active involvement at all managerial levels	MoD, Mol, MLSP, MFA, Vasil Levski NMU, Rakovski NDC and Nikola Vaptsarov NA, MFA, NBU, NGOs	Number of events/trainings conducted Number of projects implemented Number of participants in events/trainings/projects Percentage of participating women and men	2020-2025	Within the budget allocations for the relevant institutions
	Development of integrated system to consolidate the data on the participation of women and men and preparation of reports, academic materials/research papers/analyses under the WPS agenda	MoD, Mol, Nikola Vaptsarov NA, Vasil Levski NMU, Rakovski College, NBU	Developed integrated system to consolidate the data on the participation of women and men Number of materials prepared	2023 2024	Within the budget allocations for the relevant institutions
1.3.2. Combating hate speech against women and girls	Conduct of workshops/trainings for law enforcement authorities on hate crime against women	NIJ, MoJ, Mol, SPOC, NGO	Number of trainings conducted Number of participants	2020-2025	Within the budget allocations for the relevant institutions

<p>1.3.3. Strengthening of gender equality principles in peace and security processes</p>	<p>Active involvement of women mediators in programmes and trainings for non-violent resolution of disputes and conflicts</p>	<p>MoD, MoI, MLSP, MFA</p>	<p>Number of trainings/ programmes implemented</p> <p>Number of participating women mediators</p> <p>Number of participants in programmes and trainings</p> <p>Percentage of participating women and men</p>	<p>2020-2025</p>	<p>Within the budget allocations for the relevant institutions</p>
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GOAL 1.4. Promotion of gender equality

<p>1.4.1. Interaction with the National Strategy for Promotion of Gender Equality and the related National Action Plan</p>	<p>Introduction of actions/policies under the WPS agenda in the National Strategy for Promotion of Gender Equality</p>	<p>MLSP, MoT, NSSI, MAFF, EA, MoD, MoI, MFA, MEW, MYS, MoC, SAA, CPC, NCCTHB, Rakovski NDC, NGOs</p>	<p>Number of policies/ actions included</p>	<p>2020</p>	<p>Within the budget allocations for the relevant institutions</p>
	<p>Introduction of measures/policies under the WPS agenda in the National Action Plans for Promotion of Gender Equality</p>	<p>MLSP, MoT, NSSI, MAFF, EA, MoD, MoI, MFA, MEW, MYS, MoC, SAA, CPC, NCCTHB, Rakovski NDC, NGOs</p>	<p>Number of policies included/actions implemented</p> <p>Number of actions implemented</p> <p>Share of general and special gender equality and WPS policies/actions reflecting the priorities of the WPS agenda</p>	<p>2021</p> <p>2021 –2025</p>	<p>Within the budget allocations for the relevant institutions</p>

2. PARTICIPATION

Measure	Action(s)	Responsible institution(s)	Output indicator	Time-frame	Budget
GOAL 2.1. Participation of women in peace and security processes					
2.1.1. Updating of the Women, Peace and Security Action Plan of the Ministry of Defence	Development, implementation, assessment and dissemination among the relevant institutions of the MoD Women, Peace and Security Action Plan	MoD, MoI	MoD WPS Action Plan adopted	2020	Within the budget allocations for the relevant institutions
	Inclusion of actions under the National Women, Peace and Security Action Plan into the MoD Women, Peace and Security Action Plan	MoD, MoI	Number of policies included Number of actions implemented	2021 2022-2025	Within the budget allocations for the relevant institutions
GOAL 2.2. Ensuring equal opportunities for women and men in decision-making processes					
2.2.1. Promotion of gender equality in peace and security decision-making processes	Ensuring support and opportunities for the nomination and appointment of women to senior positions in crisis management missions and operations and others	MoD, MoI, MFA	Share of positions occupied by men and women at various decision-making levels	2020-2025	Within the budget allocations for the relevant institutions
	Ensuring support and opportunities for increased participation of women in peace and security processes	MFA, MoD, MoI	Number of supports/promotions achieved Share of women participating in peace and security processes	2020-2025	Within the budget allocations for the relevant institutions
2.2.2. Promotion of gender equality in peace and security decision-making processes	Application of the gender equality principle to the selection and promotion of staff in security and defence authorities	MoD, MoI, MFA	Number and share of men and women in the staff at all levels Career development	2020-2025	Within the budget allocations for the relevant institutions
	Increased leadership and participation of women in all spheres relating to conflict prevention and resolution actions	MoD, MoI, MFA	Number and share of women in all spheres relating to conflict prevention and resolution actions	2020-2025	Within the budget allocations for the relevant institutions

	Improved gender balance at all managerial levels	MoD, Mol, MFA	Maintenance of statistics to monitor gender balance at all managerial levels	2020-2025	Within the budget allocations for the relevant institutions
	Strengthening diplomatic potential and maintenance of gender balance at senior positions in representations abroad	MFA	Share and proportionate participation of women at leading and managerial positions in the diplomatic service and women heads of diplomatic missions	2020-2025	Within the budget allocations for the relevant institutions
2.2.3. Implementation of a balanced gender representation in the bodies of international and regional organizations	Maintenance of balanced gender representation in the nomination of Bulgaria's candidates to positions in international and regional organizations	MFA, MoD, Mol	Number and percentage of men and women nominated and appointed to senior political and diplomatic positions and positions in national, regional and international institutions Number of women diplomats and defence or police attaches at the Bulgarian diplomatic missions to NATO, the EU and the OSCE	2020-2025	Within the budget allocations for the relevant institutions
2.2.4. Interaction between the WPS agenda and the Youth, Peace and Security agenda	Conduct of peace and security initiatives/ events with the participation of young people	MYS, MoD, Mol, MFA, NGOs	Number of initiatives/ events conducted Number and share of young people by gender	2022-2024	Within the budget allocations for the relevant institutions

GOAL 2.3. – Integration of gender equality in educational programmes

2.3.1. Capacity building and strengthening at the national expert level	Certification of national experts at the NATO Crisis Management and Disaster Response Centre of Excellence	MoD	Number of trainings conducted Share of women and men in the trainings conducted Number of certified experts	2020-2025	Within the MoD budget allocations
	Inclusion of the WPS agenda in the mandatory training and preparation for Bulgarian participants in missions abroad	MoD, Mol, Vasil Levski NMU, NDC and Nikola Vaptsarov NA	Number of trainings conducted Share of women and men in the trainings conducted Number of participants in trainings	2020-2025	Within the budget allocations for the relevant institutions

	Inclusion of women's empowerment and gender balance into the regular trainings conducted by the MFA Diplomatic Institute	MFA	Number of trainings conducted Share of women and men in the trainings conducted Number of participants in trainings	2020-2025	Within the MFA budget allocations
	Encouraging the nomination of women to take part in practical training on WPS agenda issues under equal final results of recruitment procedures	MoD, MoI, MFA, Vasil Levski NMU, NDC and Nikola Vaptsarov NBU	Number of trainings conducted Number of participants in trainings Number of participating women	2021-2025	Within the budget allocations for the relevant institutions
	Capacity building at the national level for all gender equality experts/coordinators in accordance with the Gender Equality Act	MLSP, MoD, MFA, MoI, MoC, MES, Moj	Number of trainings conducted Number of gender equality experts/coordinators trained Share of women and men	2020-2025	Within the budget allocations for the relevant institutions
2.3.2. Capacity building and strengthening at the international expert level	Inclusion of the WPS agenda in the programme of the annual training course for diplomats from the MFA of Afghanistan at the Diplomatic Institute to the Minister of Foreign Affairs of the Republic of Bulgaria	MFA	Number of trainings conducted Number of participants in trainings Share of women and men in trainings	2021-2025	Within the MFA budget allocations

3. PROTECTION

Measure	Action(s)	Responsible institution(s)	Output indicator	Time-frame	Budget
GOAL 3.1. Protection of the rights of women and girls during an armed conflict and in the post-conflict reconstruction process and prevention of all forms of violence against women and girls					
3.1.1. Raising public awareness about: protection of the rights of women and girls during an armed conflict; post-conflict reconstruction processes; prevention of all forms of violence against women and girls	Conduct training for participants in missions and operations abroad on various aspects of the trafficking in women for the purpose of sexual or other exploitation after the adoption of the 2020 National Programme for Prevention and Counteraction of the Trafficking in Human Beings and Protection of Victims	Mol, MoD, NCCTHB	Number of trainings conducted Number of participants in trainings Share of women and men	2020-2025	Within the budget allocations for the relevant institutions
	Provision of adequate assistance to women victims of violence, including during conflict and post-conflict reconstruction as part of humanitarian aid programmes and in cooperation with international and regional organizations, including through provision of access to healthcare and psychological support, depending on the status and the existing laws and regulations in the healthcare system.	MoH, NHIF, SAR, BRC, MFA	Provision of humanitarian aid, taking into account the specific needs of women.	2020-2025	Within the budget allocations for the relevant institutions
	Maintenance of a hotline	MoD, Mol	Number of alerts reported Share of alerts made by women and men	2020-2025	Within the budget allocations for the relevant institutions

	Implementation of the Action Plan on the commitments in response to the Call to Action on Protection from Gender-based Violence in Emergencies	MFA	Multilateral, regional and bilateral meetings held to discuss the topic Updating of the Mid-term Strategy on Development Assistance and Humanitarian Aid Number of publications related to the WPS agenda	2020-2025	Within the MFA budget allocations
	Conduct of trainings on prevention of violence against women and girls	MoI, MoH, MoD, NGOs	Number of trainings conducted Number of participants trained Share of women and men	2020-2025	Within the budget allocations for the relevant institutions
3.1.2. Optimization of the funding and reporting of activities relating to gender equality in conflict-affected areas within the framework of development cooperation and humanitarian aid policy	Analysis of previous actions and funding with a view to collecting input data and developing specific principles for the funding of actions under the WPS agenda	MFA	Analysis made Value of the funds allocated (EUR equivalent) Calculation of the percentage increase	2022 2020-2025	Within the MFA budget allocations
	Increase in the share of Bulgaria's ODA, designed to strengthen the participation and leadership of women in building and strengthening international peace and security	MFA	Calculation of the percentage increase	2020-2025	Within the MFA budget allocations

	Provision of adequate Bulgarian contribution to the implementation of SDG 5 – Achieve gender equality and empower all women and girls and SDG 16 – Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels from the UN 2030 Agenda for Sustainable Development	MFA	Contribution provided	2020-2025	Within the budget allocations
3.1.3. Prioritization in Bulgaria's ODA of the protection of women and girls in unstable and conflict-affected areas and the prevention and fight against all violations of women's rights, including sexual exploitation and sexual and gender-based violence	Increase of the financial support, within the ODA framework, for programmes and initiatives aimed at ensuring gender equality and protection of women and girls in crisis situations and response and prevention of gender-based violence	MFA	Number of projects approved Number of projects implemented Percentage of the increased financial support	2020-2025	Within the MFA budget allocations
	Consideration of the specific needs of women and girls in the application forms for providing ODA grants by the Republic of Bulgaria	MFA	Number of projects approved, taking into account the specific needs of women and girls	2020-2025	Within the MFA budget allocations

<p>3.1.4. Strengthening the commitments to prevent sexual exploitation and violence in emergency situations</p>	<p>Support to the DAC Recommendation on Ending Sexual Exploitation, Abuse, and Harassment in Development Co-operation and Humanitarian Assistance</p>	<p>MFA, MoI, MoD</p>	<p>Accession to the DAC Recommendation on Ending Sexual Exploitation, Abuse, and Harassment in Development Co-operation and Humanitarian Assistance</p>	<p>2020</p>	<p>Within the budget allocations for the relevant institutions</p>
<p>3.1.5. Prioritization in Bulgaria's ODA of the education of women and girls primarily in conflict-affected areas</p>	<p>Increased funding for the education of women and girls, giving priority to education in emergency situations and protracted crises</p>	<p>MFA</p>	<p>Maintenance of statistics on the share of the ODA for the implementation of projects and earmarked voluntary contributions to international organizations and initiatives relating to the education of women and girls Increased funding</p>	<p>2020-2025</p>	<p>Within the MFA budget allocations</p>

GOAL 3.2. Counteraction to the trafficking in human beings

<p>3.2.1. Interaction with the National Strategy to Combat the Trafficking in Human Beings 2017-2021 and the Annual National Programme for Prevention and Counteraction of the Trafficking in Human Beings and Protection of Victims</p>	<p>Inclusion of the WPS agenda policies relating to combating the trafficking in human beings and protection of victims</p>	<p>NCCTHB, LCCTHB, MoI, SPOC, MFA, SACP, SAA, NGOs</p>	<p>Activities implemented under the National Programme for Counteraction to the Trafficking in Human Beings and Protection of Victims</p>	<p>2022-2025</p>	<p>Within the budget allocations for the relevant institutions</p>
<p>Provision of specialized services to victims of trafficking in human beings for sexual or other exploitation</p>	<p>Provision of specialized services to victims of trafficking in human beings for sexual or other exploitation</p>	<p>NCCTHB, LCCTHB, MoI, SPOC, MFA, SACP, SAA, NGOs</p>	<p>Number of persons supported in specialized services to victims of trafficking in human beings at the NCCTHB</p>	<p>2022-2025</p>	<p>Within the budget allocations for the relevant institutions</p>

GOAL 3.3. Provision of services in the field of migration, asylum and integration

<p>3.3.1. Interaction with the National Migration, Asylum and Integration Strategy 2015 – 2020 and the related National Action Plan</p>	<p>Inclusion of WPS agenda issues relating to migration, asylum and integration in the next period of implementation of the National Migration, Asylum and Integration Strategy</p>	<p>Mol, MFA, SANS, SAR, SABA, SACP, NCCTHB, CPC, NSI, NGOs</p>	<p>Number of policies included in the National Migration, Asylum and Integration Strategy over the 2021 – 2026 period, reflecting the priorities of the WPS agenda</p>	<p>2021</p>	<p>Within the budget allocations for the relevant institutions</p>
	<p>Implementation of specific actions to facilitate the provision of relevant care to and successful integration in society of women and girls seeking or granted international protection</p>	<p>Mol, MFA, MLSP, SANS, SAR, SABA, SACP, NCCTHB, CPC, NSI, NGOs</p>	<p>Number of actions implemented Share of general and special gender equality and WPS policies/actions reflecting the priorities of the WPS agenda</p>	<p>2021-2025</p>	<p>Within the budget allocations for the relevant institutions</p>

4. PRIORITIZATION

Measure	Action(s)	Responsible institution(s)	Output indicator	Time-frame	Budget
GOAL 4.1. – Prioritization of the Women, Peace and Security agenda					
4.1.1. Prioritization of the topics included in the WPS agenda	<p>Active participation in regional and multilateral initiatives under the WPS agenda, including:</p> <ul style="list-style-type: none"> - Fulfillment of Commitment 2025 for the inclusion of women in peace processes, to which the Republic of Bulgaria acceded during the 74th session of the UN general Assembly; - EU informal taskforce on Women, Peace and Security - Information exchange network on gender equality and the implementation of UNSCR 1325 on Women, Peace and Security at meetings of the Political and Security Committee (PSC); - Network of national coordinators on women, peace and security; - Group of Friends of WPS and UN informal expert group; - NATO actions within the women, peace and security policy, the policy of prevention and response to sexual exploitation and abuse, and the gender equality policy 	MFA, MoD, MoI	<p>Number of contact persons, share of women and men</p> <p>Number of persons directly involved in equality matters as indicated in their job descriptions</p>	2020-2025	Within the budget allocations for the relevant institutions
	<p>Conduct of awareness campaigns, initiatives, events and others with regard to the rights of women and girls, equality and the WPS agenda</p>	MoD, MoI, MLSP, MFA, MoJ, Vasil Levski NMU, Rakovski NDC NDC and Nikola Vaptsarov NA, MFA, NBU, NGOs	<p>Number of events, campaigns and initiatives implemented</p>	2020-2025	Within the budget allocations for the relevant institutions

Conduct of sociological survey on the awareness of WPS agenda issues	NSI, MoD, MFA, NGOs	Sociological survey conducted on the increase of awareness with a breakdown by gender and age	2022	Within the budget allocations for the relevant institutions
Conduct of public lectures, round table discussions, workshops and interviews in connection with the 20th anniversary of UN SG Resolution 1325 in 2020	MoD, MoI, MFA, Vasil Levski NMU, Rakovski NDC, Nikola NDC and Nikola Vaptsarov NA, NBU, NGOs	Number of public lectures, round table discussions, workshops, interviews and other conducted	2020	Within the budget allocations for the relevant institutions

GOAL 4.2. Training

4.2.1. Updating of education systems and training programmes	Inclusion of the WPS agenda into the curriculum of studies related to security and defence	MoD, MoI	Number of trainings conducted Number of trainees by gender	2020-2025	Within the budget allocations for the relevant institutions
	Inclusion of the WPS agenda in the process of review of the national legislation in the field of international humanitarian law within the expert taskforce at the National Committee for International Humanitarian Law	MFA	National report prepared on the compliance of the Bulgarian national legislation with the international commitments of the Republic of Bulgaria in the field of international humanitarian law	2021-2025	Within the MFA budget allocations

GOAL 4.3. – Strengthening of the Women, Peace and Security agenda through participation in international actions/initiatives for the implementation of the Women, Peace and Security agenda

4.3.1. Support to bilateral, regional and international initiatives related to the WPS agenda	Participation in bilateral, regional and international initiatives with special focus on the WPS agenda	MoD, MFA, MoI	Number of initiatives in which the Republic of Bulgaria participates	2020-2025	Within the budget allocations for the relevant institutions
	Support to equality issues and the WPS agenda in the EU and UN formats within the framework of the current membership of the Republic of Bulgaria to the Human Rights Council 2019-2021	MFA	Number of initiatives supported	2020-2021	Within the MFA budget allocations

Inclusion and reporting of equality issues and the WPS agenda within the framework of the Universal Periodic Review of the Human Rights Council	MFA	Number of recommendations fulfilled Number of recommendations given	2020-2025	Within the MFA budget allocations
Support to initiatives on equality issues and the WPS agenda within the framework of the UN Commission on the Status of Women	MFA, MLSP	Number of initiatives supported	2020-2025	Within the budget allocations for the relevant institutions
Promotion of the principles of the WPS agenda in various formats, mechanisms and initiatives for regional cooperation in SEE and the Black Sea region	MFA	Number of initiatives supported	2020-2025	Within the MFA budget allocations
Promotion of the principles of the WPS agenda with regard to the arms control, non-proliferation and disarmament within the framework of regional and multilateral initiatives on this issue	MFA	Number of initiatives supported	2020-2025	Within the MFA budget allocations
Support for participation of women's organizations and champions of women's rights working in conflict areas or in conflict prevention, counteraction to violent extremism, peace negotiations and peace-building, humanitarian actions and development programmes, including the contribution to networks of women mediators in peace processes and negotiations, including the participation of Bulgarian women mediators	MoD, Mol, MFA	Number of women's organizations and champions of women's rights supported Number of women mediators	2020-2025	Within the budget allocations for the relevant institutions

