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UKRAINE'S STRATEGIES OF EMPOWERING WOMEN IN PEACE-BUILDING: IMPLEMENTATION OF UN SECURITY COUNCIL RESOLUTION 1325 ON WOMEN AND PEACE AND SECURITY

ABSTRACT

In the second half of the 20th century the issue of rights and opportunities for women became actively discussed in the international politics; however, the peace and security sector did not immediately become gender-sensitive. On 31 October 2000 the UN Security Council adopted the resolution on Women and Peace and Security (S/RES/1325). The resolution reaffirms the important role of women in prevention and resolution of conflicts, peace negotiations, peace-building, peacekeeping and humanitarian response as well as in post-conflict reconstruction. It also highlights the importance of women's equal participation and full involvement in maintenance and promotion of peace and security. UNSC Resolution 1325 urges all members to increase the participation of women and incorporate gender perspectives in UN peace and security efforts.

The article discusses the essential role of gender perspective in women's empowerment strategies adopted in Ukraine that focus on preventing and counteracting armed conflicts, national security, and peace-building. As a UN member state, Ukraine had to adopt Resolution 1325 along with other resolutions of the UN Security Council that are included in Women, Peace and Security agenda. In 2016 the Ukrainian government approved the National Action Plan on Implementation of the UN Security Council Resolution 1325. What seems peculiar is that Ukraine adopted this document during an active military conflict.

The article examines the institutional aspects of implementation of the first National Action Plan on Women, Peace and Security until the adoption of the second National Action Plan on 28 October 2020. In particular, the author analyses the implementation of UNSC Resolution 1325 in Ukraine at the mega-level (international institutions) and the macrolevel (national approval institutions of equal rights and opportunities).

Key words

women, peace, security, National Action Plan, institutions, resolution

1. The relevance of promoting women's role in peace-building

Military conflicts are permanent elements of the contemporary world; each of them has its specific features and causes. Females and males comprehend conflicts in a different manner, which means that acknowledgement and integration of these distinctions, known as gender aspects, play a significant role in peace-building. In such situations civilians can be affected differently, have their special needs and experience varied consequences. The imperative part in reaching international peace and its security is the active engagement of females in this process.

In the second half of the 20th century the issue of rights and opportunities for women as the most discriminated group became actively discussed in the international politics; however, the peace and security sector did not immediately become gender-sensitive. UNSC Resolution 1325 (S/RES/1325) was the first step in recognizing the disproportionate impact of armed conflict on women as well as the relevance of their involvement and leadership in conflict prevention and peace-building. This became one of the supreme achievements in the global movement of women as it was the first document to associate female experience during the military conflict with the international peace and security action plan. One of the UN main objectives is to ensure peace and security in the world, and peace is inextricably linked with gender equality; furthermore, women's leadership has a great value for the global community.

As a UN member country, Ukraine had to adopt UNSC Resolution 1325 along with other resolutions of the UN Security Council that are included in Women, Peace and Security agenda. Ukraine's strategies in peace-building and promotion of women's involvement in this process include several levels, classified according to the institutional factor: megalevel (international institutions);

macrolevel (national approval institutions of equal rights and opportunities); mesolevel (local institutions ensuring gender equality); and microlevel (corporate and individual awareness and consciousness).

The article examines the first three levels in most detail. Its aim is to determine the role of UNSC Resolution 1325 on Women, Peace and Security in Ukraine and to systematize institutional levels into the strategies that promote women's role in the security and defense sector in order to ensure peace in Ukraine.

The role of women in maintaining peace is a popular and relevant research subject. A special issue of *International Life* magazine, published on International Women's Day 2016, was dedicated to this topic. It explores the possibilities and limitations of the Women, Peace and Security agenda, a global political architecture that supports gender equality, and is today an important guideline in governance and resolution, as well as in post-violent conflict recovery (Kirby & Shepherd, 2016). Catherine A. Wright (2016) examines the role of international organizations in resolving international conflicts against women. She refers to the concept of Cynthia Enloe (2016), a theorist of feminist international relations. International security institutions play a key role in implementing the Women, Peace and Security agenda through the adoption and implementation of UN Security Council decisions. This article examines the adoption of UNSC Resolution 1325, building on Enloe's concept of a "learning machine", where implementation of the Resolution should be perceived as such a machine that disseminates lessons on gender issues. At the same time, it turns out that there are two aspects in which the UNSC Resolution 1325 provides added value: first, as a support for the program to increase the representation of women; second, as a tool to increase operational efficiency of policy implementation.

This study uses a neo-institutional methodological approach. The main premise is that governmental and non-governmental institutions influence political decision-making differently. In the article the examination of the topic is based on the content analysis of documents that were adopted to implement the UNSC Resolution 1325 on women, peace and security.

Implementation of gender equality in Ukraine is a complicated process as gender equality is a part of the democratic transformations that have different dynamics. More details about gender sensibility of Ukrainian political system can be found in Yarosh (2019). In contrast, international security and defense documents are implemented easier and faster as Ukraine has been involved in a war for six years. It is relevant to analyze the peculiarities of the execution of the National Action Plan as well as systematize the main actors working on its implementation.

2. The position of international institutions in promoting women's role in peace-building and security (megalevel)

According to the UN Charter, the United Nations Security Council is one of the six principal organs of the UN and has a mission to support international peace and security. Between 1946 and 2017 UNSC issued 2287 resolutions (United Nations Security Council, 2019). The most famous among them is UNSC Resolution 1325 on Women, Peace and Security (2000), which reviewed gender perspective in the UN peacekeeping operations, and called on parties to strengthen protection of women from gender-based violence. However, it is not the only one related to these topics that put them on the UN Security Council agenda. A number of other resolutions were also issued, including:

1820 (2008): settled the problem of sexual violence in armed conflict and obligated Secretary-General to inform the UN Security Council about such crimes;

1888 (2009): enhanced measures to end sexual violence in armed conflict;

1889 (2009): urged member countries, the UN branches, charity organizations and civil societies to increase their attention to protection as well as expansion of women's rights and opportunities during evaluation and planning of needs as a part of post-conflict reconstruction;

1960 (2010): defined a control and reporting system on the cases of sexual violence in armed conflict;

2106 (2013): focused on criminals' responsibility for sexual offense in armed conflict; emphasized women's political and economic rights;

2122 (2013): examined permanent omissions in implementation of Action Plan on Women, Peace and Security;

2242 (2015): highlighted women's position in countering terrorism and violent extremism; improved work practices of the UN Security Council concerning the issue of women, peace and security; took into consideration the references received based on global investigations.

The United Nations Department of Peace Operations (DPO) has a range of approaches (Suslova, 2019) to ensure gender mainstreaming in their work. Gender integration is one of their most significant policies. It guarantees that gender aspects are applied in all political areas (such as security reform, disarmament, demobilization and reintegration, police, military service, elections) from the early stages of planning to final evaluation. The DPO also analyses the post-conflict impact of post-conflict environment on both male and female

lives. The DPO's activities are based on the directive "Policy on gender equality in UN peacekeeping operations" in order to ensure gender mainstreaming in all UN peacekeeping operations. The key principles of this directive are inclusiveness, non-discrimination, standard-setting and efficiency. Inclusiveness requires peacemakers to equally consult with women and men in post-conflict countries on all decisions and procedures that should be applied for peace-building. Non-discrimination principle calls upon the peace-making personnel to issue decisions that ensure equal rights for women, girls, men and boys as well as to protect all and any of them from sexual or gender-based violence and harmful traditional practices. The gender-balance principle requires the peacekeeping personnel to provide institutional commitment policies that support equality at all levels for women and men, both in the headquarters and on missions. Efficiency requires that all human resources, notwithstanding their gender, should be used in post-conflict society to establish and maintain peace.

NATO gender equality policies have a long history and their structure is solid. Since 1961 female NATO senior officers have been arranging conferences to discuss status, organization and conditions of employment and career of women in the armed forces of the Alliance. In 1976 the NATO Military Committee endorsed formal recognition of the Committee on Women in the NATO Forces (CWINF) (CWINF, 2009). In 1998 the Office on Women in the NATO Forces (OWINF) was established; currently it bears the name of NATO Office on Gender Perspectives. Its purpose is to provide information on gender and diversity in order to support continuous work towards gender equality. In May 2009 the CWINF's mandate was expanded to maintain gender mainstreaming in NATO's operations and to implement the UNSC Resolution 1325 as well as other related resolutions. Since then, the Committee has been renamed the NATO Committee on Gender Perspectives (NCGP).

On 1 April 2014 NATO state members and partners adopted the updated Policy on the Implementation of the United Nations Security Council Resolution 1325 on Women, Peace and Security and other related resolutions. This policy determines that all the countries are responsible for executing resolutions, focusing security potential on the development of institutions that are available for both male and female needs and promoting women participation in the national military forces at all levels (NATO, 2017).

Modern military operations require various qualifications and resources to ensure peace and security. Therefore, different capabilities of women and men play a significant role in increasing their efficiency. Military councils from a number of countries adopted gender perspective strategies or ratified National

Action Plans on women, peace and security. They include targeting various recruiting campaigns; eliminating obstacles and forbidding exclusion of women from certain military personnel positions; improvement and diversification of recruiting methods; data collection and monitoring of women service experiences in the armed forces; modifying family policies; introduction of reforms to prevent sexual harassment and violence in the military services; changes of military installations, uniform, munitions, etc. Gender policies have been actively evolving (Global'noye issledovaniye..., 2013). While before 2000 only 6 NATO states had applied equal rules for female and male enrolment in the army, by 2013 they had been adopted by all the then NATO member countries. However, in some countries there are positions that are not available for women, for example at action stations, on submarines or in armored warfare. Secretary General's Special Representative for women, peace and security, who coordinates all aspects of gender-related work at the highest level, is an example of NATO's approach to advocating the UN Security Council resolutions. This position was established in 2012 and in September 2014 it was made a permanent one. Working groups, an advisory committee of experts, gender advisors, the mutual NATO and OSCE Science for Peace and Security (SPS) Program, the Civil Society Advisory Panel (CSAP) and other similar bodies also have the same purpose (OSCE, n.d. (a)).

Organization for Security and Co-operation in Europe (OSCE) created a comprehensive approach to security that comprises the politico-military, economic, environmental and human aspects. OSCE recognizes that gender equality is relevant for peacekeeping and for sustainable democratic and economic development. The OSCE Project Coordinator in Ukraine works to ensure that females play key roles in crisis situations in accordance with the UNSC Resolution 1325. Prominently, it is achieved by assisting Ukraine in forming a system that provides psychosocial rehabilitation to crisis-affected people. The Coordinator focuses on families of former combatants and internally displaced persons, a majority of whom are women; it also promotes the idea of gender equality and condemns gender-based violence in Ukraine. Moreover, the Coordinator helps solve problems related to domestic and gender-related violence, conducts awareness-raising campaigns and arranges training courses for social service providers, the media, and law enforcement officers. The Coordinator takes into consideration gender aspects while planning and implementing all the projects.

3. Implementation of women's empowerment in security and peacekeeping in Ukraine (macrolevel)

Based on the international experience and recommendations of international organizations, Ukraine adopted the National Action Plan (NAP) as a tool to implement resolutions. It was initiated and developed in 2015 by the central government, in particular the Ministry of Social Policy, in partnership with local authorities, and international and non-governmental organizations. Representatives of these institutions were enrolled in the Inter-agency Working Group on Implementation of the UN Security Council Resolution 1325 and on project planning of the NAP in Ukraine (Order of the Ministry of Social Policy of 7 May 2015 No. 489). During the Action Plan development, Ukraine strengthened its gender-perspective policy in the fields of human rights and security. Defining gender policies to achieve gender equality is of particular importance to the security and defense of Ukraine, particularly in the context of the military aggression of Russian Federation.

There are three principles to promote and carry out the UNSC Resolution 1325 within military forces (Gender Impact Assessment Security and Defense Sector Ukraine, 2017). *The first principle is equal rights.* It is the human right to affect and participate in public life as well as to have access to power and influence. This principle is fundamental to democracy and a state's legitimacy. It ensures equal human rights for males and females of all ages in the process of planning, execution and evaluation of military operations. *The second principle is recruitment and staff retention.* This principle aims to increase the military potential of the army, to create conditions facilitating work and development of men and women in different areas at all ranks of the military service, and to establish national and international accountability. *The third principle is operational capability.* The operational capability of armed services is enhanced by selection at recruitment of the best personnel out of a wide variety of representatives, along with the ability to promote security in improving conditions for men and women (Kvarving & Grimes, 2016).

The purpose of gender policy in the sector of security and defense of Ukraine is to provide equal rights and opportunities for female and male-servicemen when performing military and combat missions, both during peacetime and in combat. This sector comprises the Ministry of Defence of Ukraine, the Armed Forces of Ukraine, the Ministry of Internal Affairs of Ukraine, the National

Guard of Ukraine, the State Border Guard Service of Ukraine, and the Security Service of Ukraine.

Each institution of the Ukrainian security sector functions differently; however, they share a general policy, which allows all bodies to apply these recommendations. The integration of gender equality into the security and defense sector is conditioned by what is needed in the public life of Ukraine: realization of the basic values of a democratic society; recognition of fundamental human rights and freedoms; establishment of the rule of law; building state power structures in accordance with current standards; enhancing the country's fighting capacity; as well as ensuring peace, security, and sustainable development of the Ukrainian society and its power structures.

In 2020, Action Plans on Implementation of the UNSC Security Council Resolution 1325 on Women, Peace and Security function in 55 countries around the world (in 25 out of 24 European states, including Ukraine). The goal of the UN Security Council Resolution 1325 on Women, Peace and Security along with Action Plans is both simple and complicated in its nature. It aims to strengthen the role of women as equal partners in resolving conflicts and building peace in countries affected by internal strife, war or other dangers. Each plan is a list of objectives, measures and indicators of their implementation, major contractors, and financial sources of support.

The NAP was approved by the Ukrainian government on the 24 February 2016. Its purpose was to determine key objectives that the departmental, regional and local authorities are to follow in executing effective social policies and gender equality at all ranks for every social group. Particular attention was paid to the protection of women's rights during an armed conflict and their involvement in peace processes. Responsibilities were distinctly assigned to the executives. The Cabinet of Ministers of Ukraine regulates and conducts all the Plan-related activities.

The author of the manual on Women, Peace and Security for Ukrainian gender experts Olena Suslova (2016) describes the main principles of this document. Beginning with Beijing Platform for Action that acknowledged the Convention on the Elimination of All Forms of Discrimination against Women in 1994, the UNSC Resolution 1325 on Women, Peace and Security (2000) along with the related resolutions, the CEDAW General recommendation No. 30 on women in conflict prevention, conflict and post-conflict situations, there are lots of mechanisms and documents that were designed and endorsed in order to promote women's role in peace-building as well as their protection from violence, which defines the simplicity of its goal. However, the main challenge

of its implementation is that there still persists a stereotypical vision of women as the victims of conflicts, who passively face problems caused by constrained displacement, physical violence and armed conflict. Many persons and groups still do not recognize females as capable of taking actions, promoting conflict solutions through peace negotiations, etc.

Out of 79 states that have adopted the National Action Plan on Implementation of the UN Security Council Resolution 1325 on Women, Peace and Security, Ukraine is the only country to do so during an ongoing armed conflict. The plan works towards reinforcement of men and women's equality amid the external aggression as well as finding solution to the conflict and its consequences.

Security sector reform should take into account differences in the needs of people of different genders and ages. Consideration of gender aspects is also a key factor in ensuring the efficiency and accountability of the security sector to strengthen local initiative in the reform process and its legitimacy. According to Olena Suslova (2016), there is a correlation between gender inequality and conflicts as the latter reveal or exacerbate inequality and discrimination, which may have disproportionately strong impact on women and girls.

The first NAP for the period of 2016–2020 included six principal approaches: peace-building and peacekeeping; women's participation in peace processes; conflict and violence prevention; protection of women and girls who were affected by conflicts; providing support and rehabilitation to crisis-affected people; monitoring the NAP on Implementation of the UNSC Resolution 1325 on Women, Peace and Security realization until 2020 (Cabinet of Ministers of Ukraine, 2016). To implement this action plan, important decisions were taken at the Ministry of Defence of Ukraine, the Ministry of Internal Affairs of Ukraine, the National Guard of Ukraine and the State Border Guard Service of Ukraine during the development of internal action plans on women, peace and security. Currently gender perspective is integrated within development, planning, execution and evaluation of the reform of the armed forces; it is incorporated in logistics; legal framework on gender equality is formed and amended; groups for gender integration are organized in each security sector; gender-based violence is being fought; efforts are made to prevent and combat sexual violence related to conflicts and other human rights abuses; gender-sensitive environment is being created in all organs of the Security and Service of Ukraine to increase gender awareness in the military services, etc.

There are two principal indicators of gender equality in the security sector:

- 1) An increase in the number of women in the security and defense sector of the state, including senior positions. All major institutions in the security

and defense sector tend to increase their share of women. In 2019, the number of women who worked and served in the Ukrainian army was approximately 56,000 (including enlisted soldiers and civil employees), which was 22.4% of the total number of the military personnel (Kil'kist' zhinok..., 2019). A number of women also hold senior positions and have the highest military ranks. In October 2018 Liudmyla Shuhalei became the first female military general, achieving the rank of medical service major general, while in July of the same year Oksana Khomenko became a general of the National Police. In March 2020 the President of Ukraine promoted another female officer Yuliya Laputina, the chief deputy of the Security Service Department, to the rank of major general (Unian, 2020).

- 2) Availability of legal framework for gender equality in security and defense. Gender equality issue has been implemented in regulations beginning from 2016. The Decree of the President dated March 28, 2018 No. 89/2018 "On Approval of Annual National Programme under the auspices of NATO-Ukraine Commission for 2018" significantly expanded the list of military positions (increased by more than 100 military occupations) for female military servicepersons under contract. The document outlines a range of measures to ensure gender equality in the security and defense sector, in particular: increasing the maximum age of female servicepersons; regulating the issue of female servicepersons of reserved status wearing military uniforms; adjustment of rights of servicepersons of both genders while on duty, at various military meetings and on a business trip.

The law guarantees that women serve equally with men, which includes equal access to positions and military ranks as well as equal level of responsibilities. According to the regulations, women will do military service on a par with men, except as provided for by maternity and childhood legislation. Gender discrimination is prohibited.

The Ministry of Defence of Ukraine issued also two decrees that added 160 occupations and positions for women in the Armed Forces of Ukraine. By March 2019, the Ministry of Internal Affairs of Ukraine employed 24.5% women, which is more than 70,000 persons, including 8,000 in the State Emergency Service, 4,000 in the National Guard of Ukraine and 11,000 in the State Border Guard Service of Ukraine (Gender equality, 2019).

Ukraine's strategy of national security and defense was defined in the Decree of the President of Ukraine of 6 May 2015 "On the Strategy of National Security of Ukraine" (National Security Strategy of Ukraine, 2015). It is not the first document of its kind in Ukraine; in 2015 new challenges necessitated designing

a new Strategy. It states that the national security policy of Ukraine is based on respect for the rules, norms and standards of international law, and that Ukraine will protect its fundamental values such as independence, territorial integrity and sovereignty, dignity, democracy, human rights, rule of law, ensuring welfare, peace and security. These values are preserved by the Armed Forces of Ukraine in the line with other military units, intelligence, counterintelligence and law enforcement agencies. By 2020 the Strategy of National Security Policy of Ukraine was to ensure the execution of the state security priorities as well as reforms in compliance with the Ukraine–European Union Association Agreement (Uroda pro asotsiatsiyu, 2014) that was ratified by the Ukrainian Law of 16 September 2014 No. 1678-VII and the Strategy for Sustainable Development “Ukraine-2020” approved by the Decree of the President of 12 January 2015 no. 5 (Ukraine-2020, Sustainable Development Strategy, 2015). The Strategy also regulates the bodies of the security and defense sector where it will be implemented.

Mesolevel, or the level of the local institutions, is where the UNSC Resolution 1325 is implemented by local authorities. Ukraine is a unitary state, where the top-down power organization works well if there is political will. However, in the context of this study, it is worth highlighting the role of public organizations that conduct important research and have an educational function (La Strada Ukraine, 2017).

One of the requirements of Resolution 1325 implementation in Ukraine is to investigate reasons of conflicts and their influence on women and girls, including possible risks of gender-based violence, as well as assessment of access to justice. This requirement was met by the NGO “La Strada-Ukraine” and the NGO “Women informational-consulting centre” (WISS).

The NGO “La Strada-Ukraine” regularly collects data – based on calls to the national helpline – on prevention of domestic violence, human trafficking, and gender discrimination. Its reports also include statements of internally displaced people. Women informational-consulting centre prepared an analysis of conflict’s gender division (Report, 2016). The All-Ukrainian Charitable Organization “Convictus Ukraine”, in partnership with the Analytical Centre “Socioconsulting” and with the support of the European Commission, conducted research in the community of internally displaced people to study the most common forms and types of violence. They designed cards to monitor progress in protecting and providing support and rehabilitation to people who were affected by gender-related violence as well as to track women’s involvement in peace-building and conflict prevention.

The Information and Consulting Center of the NGO “Women’s Center” organized meetings with leaders of the General Staff unit that prepares military personnel to participate in peacekeeping operations, systematized the information on women’s participation in international peacekeeping processes and negotiation groups, as well as multilateral activities to counter challenges and threats to external and internal security. The Center provides consultations to women who are to participate in peacekeeping operations. They have designed career development courses along with learning programmes for the security and defense educational facilities. The representatives (both female and male) of the General Staff of the Armed Forces as well as female military personnel participated in several such seminars. With the support of UN Women, the Centre published an information manual “Women, Peace and Security” for employees of the Ukrainian Ministry of Defence and the General Staff of the Armed Forces. The Centre has translated a manual “International Protocol on the Documentation and Investigation of Sexual Violence in Conflict”. These are the examples of implementation of Resolution 1325 by non-governmental organizations, which fill an important gap since governmental bodies usually do not have enough resources.

NGOs participate in implementation of Resolution 1325 in Ukraine through monitoring reports. With the support of the UN Development Program in Ukraine, a study was conducted on changes in the perception and understanding of human rights issues in the Ukrainian society during the period 2016–2018 on the basis of a nationwide poll conducted by the Ilko Kucheriv Democratic Initiatives Foundation in cooperation with the Danish Center for Human Rights Information. The area of the study also covered the Donetsk region. The Ukrainian Institute of Social Research and the Center for Social Monitoring conducted a public opinion monitoring from 28 September to 16 October 2018, in which residents of the Donetsk region participated. The Positive Women charity conducted research on “Existing Barriers to Tuberculosis Treatment in Women and Women with Children”, “Analysis of the rights of women living with HIV” and other such issues.

There has been no gender perspective in security and defense, and the institutional culture has not been one of gender equality. The gender culture at the microlevel may remain unchanged, i.e. patriarchal, if gender sensitivity is not developed. Rao et al. (1999) define the term “institutional culture” as a collection of values, history, and ways of doing things that form the unstated rules of the game in an organization. Institutional culture can be a powerful ally in making work towards gender equality a valued part of the organization’s operations – or it can

block that progress, making the establishment “women-unfriendly”. It is a crucial aspect as human rights and gender equality should be adopted as the principal values by people who work in the security and defense sector. It is a consistent and complex process since gender aspects include legislation, politics and planning, public relations, accountability, monitoring and human resources.

UN Women in cooperation with the Office of the Deputy Prime Minister for European and Euro-Atlantic Integration in Ukraine conducted the Gender Impact Assessment of the Security and Defence sector between May and August 2017 (Gender Impact, 2017). Five institutions in the security and defense sector were included in the assessment. The following findings were made: some documents, processes and policies are contradictory to the principle of gender equality; there is a limited conceptual understanding of gender and gender issues among personnel; although some military positions have been opened for women-soldiers and officers, women are still restricted from many military positions; there is a lack of gender-sensitive policies and procedures for recruitment and retention of personnel and as a result, women have little or no support. There is a need to develop internal gender-sensitive policies in the security and defense institutions, and to systematically monitor and evaluate communications in these institutions to ensure gender-sensitivity.

Conclusion

As an actor in international politics, Ukraine has implemented Resolution 1325 and adopted a number of documents because the issue of women’s empowerment and gender equality is a priority for many international organizations, in particular for the United Nations. The UN acknowledges women not only as victims of conflicts but recognizes their significance as active participants in supporting peace and security, and considers it a necessity to promote their involvement in conflict prevention and resolution as well as in decision making in politics and economics.

However, the policies of gender equality in Ukraine have never been fully implemented by state institutions. Changes in gender policy usually are initiated under pressure from civil society. Gender policy in Ukraine has been a part of state policy since the mid-1990s; however, the topics of gender integration in the security and peace sector have gained significance only in the new millennium. All the institutional levels and subjects are important in the process of execution of the Ukrainian strategy in promoting women’s role in conflict

resolution and peace-building as part of the implementation of the UNSC Resolution 1325 on Women, Peace and Security.

As the article attempted to present, the matters of gender equality in the field of security and defense are complex; therefore, only consistent work could increase compliance with the existing regulatory documents, in particular, the UN Security Council Resolution 1325 on Women, Peace and Security that serves as a blueprint for the change.

The four pillars of Resolution 1325 are prevention, protection, participation, and relief and recovery. They are interrelated both as goals and as indicators that can be used to track the implementation of the Resolution. The content and priorities of the NAP are determined not only by the national framework, but also by international liabilities, so the “Women, Peace and Security” agenda is constantly evolving.

Execution of the first NAP is an important step towards gender equality. Results and efficiency of gender sensitivity in the field of peace and security can only be evaluated over a period of time, yet some stages have already been accomplished.

To implement the second NAP, it is important to intensify intersectoral cooperation as well as to involve public and educational institutions, think tanks, media etc. The most problematic area is inclusion of proposals coming from public organizations in government decisions. Only in a democracy is the government sensitive to the public opinion of NGOs’ leaders. Due to the budget deficit, the government needs credibility and must demonstrate its goodwill to introduce reforms in order to obtain a credit from the IMF. That is why the government in Ukraine adopts international conventions and declarations faster than the things that civil society proposals. For the current authorities it is international rather than national reputation that is more important. This, after all, is a common feature of all post-Soviet countries that are in the process of democratic transition.

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