
Estonia's Action Plan for the Implementation of the UN Security Council Resolution 1325 on Women and Peace and Security, 2020–2025

1. Introduction

The UN Security Council adopted Resolution 1325 on women and peace and security (WPS) in 2000 with the aim that the international community should take the gender perspective into account in conflict prevention, resolution, and peace-building, as well as address sexual violence in conflicts. It is one of the more significant UN Security Council resolutions, the messages and aims of which have since been reinforced by nine follow-up resolutions. Estonia has been a supporter of Resolution 1325 and a co-sponsor of the follow-up resolutions 1820, 1888, 2106, 2122, and 2242. The year 2020 is also important as it is the year of the 25th anniversary of the Beijing Declaration and Platform for Action, which also addresses women in conflict situations as a separate chapter. In order to promote the objectives set out in Resolution 1325, Estonia has adopted two action plans, for the periods 2010–2014 and 2015–2019.

2. UN Security Council Resolution 1325 and the role of women in ensuring peace and security

The UN Security Council unanimously adopted Resolution 1325 in October 2000. This was the first time that the Security Council had adopted a resolution recognising the disproportionate impact of the damage caused by armed conflict on women and children. The Security Council set the goal that the international community must take the gender perspective into account in conflict prevention, resolution, and peace-building, and take a proactive approach to addressing sexual violence in conflicts. The background to this decision was the worrying find that, as a result of the changing nature of military conflicts, the majority of conflict victims are civilians. At the same time, women are in a particularly bad position alongside children, as conflicts increase gender-based violence against them and limit women's access to healthcare, education, and economic and political participation.

The Security Council took upon itself, the entire UN system, other international organisations, Member States and all parties to the conflict the task of changing this situation.

The resolution addresses the following courses of action:

- the involvement of women in peace and decision-making processes, the recognition and empowerment of women in conflict resolution and post-conflict reconstruction at both local and UN levels;
- prevention of gender violence, including sexual violence, and raising awareness in conflict prevention;
- protection of women and girls from violence and combating impunity (attention has now also been paid to sexual violence against boys and men);
- gender mainstreaming in relief, crisis management operations, conflict resolution, and post-conflict reconstruction.

Twenty years have passed since the adoption of Resolution 1325, but both the United Nations and the countries themselves are still a long way from achieving the goals set in the Resolution. Women and girls are still involved in armed conflicts with serious consequences, and gender mainstreaming in conflict resolution is often still in its infancy. Slow change does not mean that the issue has lost its relevance over time, but above all that changing societal norms and eliminating stereotypes is a long process. International organisations as well as individual countries have taken steps to improve the situation of women in conflicts. In the span of two decades, the approach to the issues of women, peace, and security has become broader, based on both the practice of implementing the principles of Resolution 1325 and academic research. There is an increasing focus on ensuring gender equality in society in general, which is one way of preventing conflicts.

It is also considered important to raise awareness among men and boys of the objectives of Resolution 1325. Studies have shown that military units from countries with better gender equality rates have fewer allegations of sexual exploitation and abuse.¹

The Security Council has adopted nine follow-up resolutions since 2000 to strengthen the role of women in ensuring peace and security and to step up efforts to combat sexual violence in conflicts. This, too, is a sign of the heightened attention that the international community is paying to this area.

UN Security Council Resolutions in 2000 to 2020 on the issues of Women, Peace and Security:

- [Resolution 1325 \(2000\)](#) [S/RES/1325 (2000)] – affirms the importance of women’s participation and gender mainstreaming in peace negotiations, humanitarian aid planning, peacekeeping, and post-conflict peace-building.
- [Resolution 1820 \(2008\)](#) [S/RES/1820(2008)] – focuses on the use of sexual violence as a weapon of war; rape and other forms of sexual violence are declared war crimes.
- [Resolution 1888 \(2009\)](#) [S/RES/1888(2009)] – mandates peacekeeping operations to prevent and respond to sexual violence in conflicts, creating the post of Special Representative of the Secretary-General (SRSG) on Sexual Violence in Conflict.
- [Resolution 1889 \(2009\)](#) [S/RES/1889(2009)] – confirms indicators for monitoring the implementation of Resolution 1325 and calls on the UN Secretary-General to submit a report on the participation and involvement of women in peacebuilding.
- [Resolution 1960 \(2010\)](#) [S/RES/1960(2010)] – calls for more attention to be paid to the fight against impunity for sexual offenses in conflicts.
- [Resolution 2106 \(2013\)](#) [S/RES/2106(2013)] – draws attention to the fact that sexual violence in conflicts also affects men and boys and the community in general; emphasises the importance of women’s political and economic empowerment.
- [Resolution 2122 \(2013\)](#) [S/RES/2122(2013)] – highlights gender equality as a critical component of peace and security and the different effects of conflict on girls and

¹ *Karim, Sabrina, and Kyle Beardsley. ‘Explaining sexual exploitation and abuse in peacekeeping missions: The role of female peacekeepers and gender equality in contributing countries.’ *Journal of Peace Research* 53, no. 1 (2016): 100-115.

women; calls for the principles of Resolution 1325 to be taken into account in all areas of the Security Council's work.

- [Resolution 2242 \(2015\)](#) [S/RES/2242(2015)] – creates the basis for the work of the UN Security Council's Informal Expert Group (IEG) on Women, Peace, and Security; addresses the shortcomings in achieving the aims of Resolution 1325; calls on the Security Council to improve its working methods in the relevant area.
- [Resolution 2467 \(2019\)](#) [S/RES/2467(2019)] – links the issue of sexual offences in conflict to the wider issue of women, peace, and security; addresses the importance of bringing offenders to justice and calls for support for civil society organisations in the field of gender issues.
- [Resolution 2493 \(2019\)](#) [S/RES/2493 (2019)] – calls for the implementation of all previous sectoral resolutions; calls for a context-specific approach to the involvement of women in UN-sponsored peace processes.

In accordance with established international practice, countries supporting Resolution 1325 contribute to achieving its objectives by drawing up and implementing national action plans. The number of countries that have adopted their sectoral national action plans has increased year by year. As at 2020, [88 countries](#)², including 26 Member States of the European Union (EU), have their own national action plans. About a fifth of these countries have already adopted a second or even a third national action plan, which shows the importance of the issue of women, peace, and security and that the countries are ready to make sustained efforts to find solutions.

The national action plans of Resolution 1325 can be divided into two groups according to their focus:

- 1) plans containing domestic activities (e.g. involvement of women in the decision-making process, combating gender-based violence);
- 2) plans containing external activities (e.g. development cooperation, humanitarian aid, peacekeeping).

Estonia's national action plan largely falls within the second group, as the activities promoting women's human rights (incl. promotion of gender equality, prevention and obstruction of gender-based violence) in Estonia are covered in other development documents. Nevertheless, this action plan also emphasises awareness-raising activities on the issues of women, peace, and security within Estonia.

In addition to the United Nations and its Member States, several international and regional organisations are active in the field of women, peace, and security. The [EU](#) and the North Atlantic Treaty Organisation ([NATO](#)) have their own regional action plans since 2019. The Organization for Security and Co-operation in Europe ([OSCE](#)) is paying attention to the issue throughout its activities. All these organisations encourage their own Member States to implement national action plans to achieve the objectives of Resolution 1325. The United Nations Sustainable Development Goals (SDGs) are also directly linked to women, peace, and

² In 2010, 19 countries had action plans, in 2015 there are 53 countries with an action plan (UN Women).

security, of which [Goal 5](#) deals with gender equality, including the empowerment of women and girls and the fight against sexual violence.

3. Estonia's activities in the implementation of Resolution 1325 in 2015–2019; objectives and results

In 2010, Estonia adopted the first national action plan for the implementation of the resolution for the period 2010–2014. The national action plan was updated in 2015, for the period 2015–2019³. Both action plans were drawn up under the guidance of the Ministry of Foreign Affairs, in close cooperation with domestic partners. The national action plans and reports on their implementation have been submitted to the Government of the Republic for information.

The first national action plan set the aim of defining and systematising Estonia's gender-sensitive activities in international missions and development cooperation, and of increasing sectoral awareness in society. The second national action plan, for the period 2015–2019, focused on improving the situation of women and empowering women in both conflict and post-conflict areas, raising awareness, and enhancing cooperation and information exchange.

One of the most important sectoral developments of the period 2015–2019 is the ratification of the Council of Europe Convention on preventing and combating violence against women and domestic violence (the so-called Istanbul Convention) in Estonia in 2017. At the core of the Convention is the protection of the victim and the introduction of the notion that the victim is never to blame for what happened. Accession to the Convention will see a greater focus on the prevention of violence against women.

The most important achievement in the field of defence addressing the issues of the resolution was the 2017 development and approval of the official policy document 'Policy for Increasing the Opportunities for Women's Participation in the Defence Forces' (*'Poliitika naiste kaitseväeteenistuse osalemise võimaluste suurendamiseks'*). As part of the policy, the permanent campaign 'Women in Uniform' (*'Naised vormi'*) was launched in 2017, aimed at increasing women's awareness of opportunities to participate in military service. Since 2018, the Ministry of Defence has a separate position to address the issues of women, peace, and security. The main tasks for that person are to manage activities promoting the inclusion and integration of women in the Defence Forces and to participate in relevant policy-making at both national and international levels. A separate position has also been created in the Defence Forces, whose service duties include advising on gender equality issues.

Estonia has helped to ensure the human rights of women in conflict and post-conflict areas and has supported women's empowerment through bilateral and multilateral development cooperation. The volume of bilateral development cooperation and humanitarian aid projects has increased by several times during the period under review. Estonia's own experts and civil society organisations have often implemented these activities.

Conferences, trainings and seminars on the issues of women, peace, and security have been organised regularly to raise national awareness regarding the objectives of Resolution 1325. Sectoral information work is carried out on the prevention of trafficking in human beings and domestic violence. The programme of the UN Youth Delegate and regular model United

³ See more on the [website](#) of the Ministry of Foreign Affairs

Nations simulations have been launched to present the issues of the UN, including Resolution 1325, to Estonian schoolchildren.

4. Objectives and principles of drafting the action plan for 2020–2025

Experts in the field of women, peace, and security are increasingly convinced that promoting the objectives of Resolution 1325 will support the protection of human rights in the world. Protecting human rights, in turn, means contributing to conflict prevention. The consistent inclusion of the gender perspective in conflict prevention, resolution, and peacebuilding, as well as in addressing sexual violence in conflicts entails a focus on women not remaining mere victims, but also their active and meaningful involvement in conflict resolution.

Although much progress has been made in ensuring women’s human rights since the adoption of Resolution 1325, changing attitudes and principles is a long-term process. The United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) is the coordinator of Resolution 1325 issues at UN level. [Statistics](#) collected by the Entity show that there are global challenges in meeting the objectives of all four key actions in the field of women, peace, and security (prevention of gender-based violence; involvement of women in peace and decision-making; protection of women and girls from violence; gender mainstreaming in post-conflict reconstruction).

Estonia has paid more systematic attention to the aims of Resolution 1325 since 2010, when Estonia’s first national action plan on women, peace, and security was adopted. This action plan, Estonia’s third, continues progress towards the goals of previous periods and focuses on areas where Estonia can help implement the aims of Resolution 1325 with the resources available to Estonia.

Based on the above, the objectives of Estonia’s action plan 2020–2025 are divided into four groups:

- cooperation, exchange of information, and promotion of the objectives of Resolution 1325 at the international level;
- support for women’s human rights and women’s empowerment in conflict and post-conflict areas;
- increasing sectoral expertise in the field of women, peace, and security in agencies and raising awareness in Estonia in general;
- increasing the representation of women in positions related to ensuring peace and security in Estonia, including opportunities to participate in international military and civilian operations.

The preparation of the action plan was led by the Ministry of Foreign Affairs, involving representatives of the Ministry of Education and Research, the Ministry of Defence, the Ministry of Social Affairs, the Ministry of the Interior, the Police and Border Guard Board, and non-governmental organisations.

5. Actions to implement Resolution 1325 in 2020–2025

The activities for Estonia's third action plan on women, peace, and security were selected according to the focus of previous national action plans, having coordinated the objectives with other ministries and civil society organisations that contribute to achieving these objectives in Estonia. The objectives are formulated more broadly to respond with the necessary flexibility to both domestic and global events that may take place during the implementation period of the action plan with possible effect on the field of women, peace, and security.

The action plan does not set specific geographical or thematic focus areas. Nevertheless, it can be observed that during the implementation period of the action plan, the following issues affecting the field of women, peace, and security are emerging in the focus of global attention, which should be taken into account throughout the implementation of Estonia's action plan:

- cybersecurity issues in the context of the aims of Resolution 1325;
- the impact of climate change on international peace and security, including the issues of Resolution 1325;
- the impact of the COVID-19 pandemic and recovery on women and girls, including in the area of the issues of Resolution 1325.

Geographically, the action plan has an increased focus on countries that are among the priority partner countries of Estonia's development cooperation and humanitarian aid⁴, or with which Estonian authorities and civil society organisations cooperate. Attention is also paid to the implementation of the aims in the field of women, peace, and security in countries that are discussed by the UN Security Council.

5.1. Cooperation, exchange of information, and promotion of the objectives of Resolution 1325 at the international level

The amount of countries supporting the aims of Resolution 1325 has grown year by year. In 2015, just 54 countries had a sectoral national action plan, whereas by 2020, as many as 88 countries have adopted one. Several international organisations also pay attention to the issue, the most important of those for Estonia being the EU, NATO, and the OSCE.

The implementation period of this action plan includes updates to the EU Action Plan on Women, Peace, and Security and NATO's sectoral policy and operational programmes, in which Estonia has the opportunity to participate.

In view of the implementation period of the action plan, Estonia's membership in the UN Security Council in 2020–2021 is very important. By regularly raising the issue of women, peace, and security at the Security Council meetings on various conflict zones and participating in the UN Security Council's Informal Expert Group on the issues of Resolution 1325, Estonia can contribute to supporting the implementation of objectives in the field of women, peace, and

⁴ The priority partner countries of Estonia's Development Cooperation and Humanitarian Aid Programme 2021–2024 are Afghanistan, Moldova, Ukraine, Georgia, and Belarus.

security in countries and regions where conflicts and the accompanying deterioration or lack of national social protection systems has put women in a very difficult situation.

Estonia also actively supports the work of UN Women, also by participating in the UN Women’s Generation Equality project ‘Global Compact on Women, Peace, and Security and Humanitarian Action’⁵.

The priorities of Estonia as a member of the Executive Board of the United Nations Children’s Fund (UNICEF) in the period of 2020–2022⁶ include the equal treatment of girls and the situation of children in armed conflicts. Both issues also have implications for the scope of resolution 1325.

In the field of women, peace, and security, there is also a regular exchange of information and cooperation between experts from the capitals of the Nordic and Baltic countries (NB8). This form of cooperation is important for Estonia and will continue during the implementation period of this action plan.

Although the role of women in ensuring peace and security is being increasingly emphasised by a growing number of countries and organisations, women are not sufficiently involved in peace processes and sexual crimes in conflicts continue to be a major problem. This requires, on the one hand, raising the awareness of the entire international community and, on the other hand, good and close cooperation between the countries that have set themselves the objective of achieving the aims of Resolution 1325.

Activity	Indicator	Performed by
Monitor and support the implementation and strengthening of international agreements on human rights, including women’s human rights in the EU, the UN, and other international organisations of which Estonia is a member.	Participation in events, expressing opinions, speaking, participating in the development of documents in the field, and contributing to reviews.	Ministry of Foreign Affairs, Ministry of Social Affairs in cooperation with non-governmental organisations (NGOs)
Support the consideration of the gender perspective and strengthening its monitoring in the activities of the EU and the international organisations of which Estonia is a member.	Active participation in the development of documents in the field.	Ministry of Foreign Affairs, Ministry of Defence, Ministry of Social Affairs, Ministry of the Environment in cooperation with NGOs

⁵ See more on the [website](#) of UN Women.

⁶ See more on the [website](#) of UNICEF.

Support an increased focus on the need to combat impunity in the context of preventing and fighting sexual violence in conflict, also by emphasising the role of the International Criminal Court.	Active participation in the development of documents in the field.	Ministry of Foreign Affairs
Support the integration of a gender perspective in the mandate, implementation, and evaluation of military and civilian missions of the EU, NATO, OSCE, and UN.	Active participation in the development of documents in the field.	Ministry of Foreign Affairs, Ministry of Defence, Ministry of the Interior
Include women’s human rights and the issue of women, peace and security issues on the agenda of appropriate bilateral meetings with both donor and post-conflict countries.	Raising the issue in bilateral meetings.	Ministry of Foreign Affairs
Support the creation of gender equality and women’s advisory posts in new military missions in international organisations and the inclusion of gender equality experts in international military and civilian missions. Also support the allocation of the necessary resources for this purpose.	Participation of gender equality advisers and gender equality experts in missions.	Ministry of Defence, Ministry of the Interior, Ministry of Foreign Affairs
Cooperate thematically and exchange information at the political and diplomatic level with countries that have also adopted a national action plan to implement Resolution 1325. Encourage countries that do not yet have a national action plan to do so; coordinate activities at the international level.	Thematic meetings and information exchange.	Ministry of Foreign Affairs, Ministry of Defence

Support the involvement of civil society, including women's associations and women's human rights defenders, in discussions in international organisations and combat punitive measures against them.	Thematic meetings and information exchange.	Ministry of Foreign Affairs
Actively bring up the aims of resolution 1325 at UNSC meetings during the period of Estonia's membership (2020–2021); active participation in the UNSC Informal Expert Group on Women, Peace, and Security.	Participation in meetings, speaking, participation in the development of documents in the field and contributing to reviews.	Ministry of Foreign Affairs

5.2. Support for ensuring women's human rights and women's empowerment in conflict and post-conflict areas

In order to ensure the effectiveness and sustainability of development cooperation, Estonia follows the principles of women's empowerment and gender equality in all development cooperation and humanitarian aid activities. Many development cooperation and humanitarian aid projects also ensure an increase in women's awareness, self-help skills, and other knowledge, which also support the achievement of the objectives of Resolution 1325. Supporting education and entrepreneurship is an important tool for a greater empowerment and inclusion of women. There is also a need to support the digital literacy of women and girls, which will enable them to take advantage of the opportunities offered by the evolving field of information and communication. Supporting digital literacy is important, among other things, in mitigating the socio-economic consequences of the COVID-19 pandemic. There is a strong link between quality education, overall economic well-being, and women's empowerment and inclusion. Supporting women's empowerment directly contributes to the United Nations Sustainable Development Goal 5. In addition, Estonia takes the gender aspect into account in climate-related development cooperation projects.

Activity	Indicator	Performed by
In the framework of multilateral development cooperation and humanitarian aid, make voluntary donations to organisations active in the field of women's human	Volume of voluntary contributions and their share of total development cooperation and humanitarian aid.	Ministry of Foreign Affairs

rights and the improvement of the situation of women and girls and the promotion of gender equality in society in general ⁷ .		
Support the involvement of women and women's NGOs and women's human rights defenders in policy-making and peace and security processes, as well as in the resolution of environmental conflicts.	Number of cooperation projects supporting the inclusion of women in developing, conflict, and post-conflict countries.	Ministry of Foreign Affairs in cooperation with NGOs
Ensure that the gender impact is assessed and taken into account in the planning and implementation of development cooperation and humanitarian aid projects.	Implementation of development cooperation projects to improve the situation of women and girls.	Ministry of Foreign Affairs in cooperation with NGOs
In the framework of development cooperation, support projects that promote the education of women and girls (incl. digital competences), the dissemination of information on health, incl. reproductive health, and the elimination of gender-based violence and the promotion of gender equality in society in general.	Implementation of development cooperation projects affecting the situation of women and girls.	Ministry of Foreign Affairs in cooperation with NGOs
When planning humanitarian aid projects, pay special attention to the needs of women and girls (incl. mitigating the effects of the COVID-19 pandemic) and gender-based violence, also providing the necessary	Volume and share of humanitarian aid projects that take into account the situation of women and girls in the total humanitarian aid provided.	Ministry of Foreign Affairs in cooperation with NGOs

⁷ Estonia's long-term partners on relevant issues are the International Committee of the Red Cross (ICRC), United Nations Office for the Coordination of Humanitarian Affairs (OCHA), United Nations Development Programme (UNDP), United Nations Population Fund (UNFPA), UNICEF, UN Women, the Special Representative of the Secretary-General on Sexual Violence in Conflict, the United Nations Team of Experts on the Rule of Law and Sexual Violence in Conflict, and the UN Fund 'Women's Peace & Humanitarian Fund'.

health services for those who have experienced violence.		
Support the reconstruction of the legal systems of developing, conflict, and post-conflict countries to ensure their rule of law, the protection of human rights, including women’s rights, and gender equality.	Support for sectoral trainings (target group includes civil servants, judges, prosecutors, police officers). Participation in thematic development cooperation, twinning, and TAIEX projects.	Ministry of Foreign Affairs, Ministry of Defence, Ministry of the Interior, Ministry of Social Affairs in cooperation with NGOs
Ensure that climate-related development cooperation projects do not increase gender inequalities in target countries.	No project increases gender inequality.	Ministry of the Environment

5.3. Increasing sectoral expertise on the issue of women, peace, and security in agencies and raising wider awareness in Estonia

Resolution 1325 is part of guaranteeing women’s human rights. It is therefore important to reflect on the issues of women, peace, and security in society in general, including in countries where there is no conflict but which help to build societies elsewhere in the aftermath of conflict. Although women and girls suffer the same trauma as the rest of the population as a result of conflict, they are often the main victims of sexual violence, exploitation, and abuse. At the same time, due to a lack of awareness of the issue of women, peace, and security, women are excluded from working on peace and stability and their needs are overlooked. Estonia’s activities to improve sectoral expertise and raise wider awareness are aimed at various target groups, such as representatives of civil society, officials, conscripts, participants in peacekeeping and civilian missions, as well as school students according to curricula. Forms of non-formal learning, such as simulations, etc., have a place in information activities for school students. Appropriate learning and information materials are also needed to organise trainings and share information. The aim is to provide participants in training and information events with the widest possible range of knowledge and the ability to see the links between human rights, including women’s human rights, humanitarian law, and the involvement of social groups. Training and information activities will also address the links between environmental conflict resolution, the effects of climate change, and women’s rights and security. To ensure that awareness raising does not remain one-sided, it is important to work with academic institutions and to involve students in research on issues related to women, peace, and security.

Activity	Indicator	Performed by
Train and use other means to raise awareness of officials and NGO representatives on gender-based violence, women's human rights, as well as the issues of women, peace, and security and gender equality.	Number of information events and trainings organised for officials and NGO representatives involved in the topic, number of participants in events. Number of information materials and other solutions supporting raising awareness.	Ministry of Foreign Affairs, Ministry of Defence, Ministry of Social Affairs in cooperation with NGOs, higher education and research institutions
Train peace and security experts on gender-based violence, women's human rights, and gender equality.	Number of information events and trainings, number of participants in events.	Ministry of Foreign Affairs, Ministry of Defence, Ministry of the Interior in cooperation with NGOs, higher education and research institutions
Address gender-based violence, women's human rights and their role in peace and security, and gender equality in the general training of officers and non-commissioned officers.	The training programmes for officers and non-commissioned officers include a thematic training module on equality, women's human rights, and their role in peace and security.	Ministry of Defence, Ministry of the Interior in cooperation with NGOs, higher education and research institutions
Address gender-based violence, women's human rights and their role in peace and security, and gender equality in pre-mission training.	Pre-mission training programmes include a thematic training module on equality, women's human rights, and their role in peace and security.	Ministry of Defence, Ministry of the Interior in cooperation with NGOs, higher education and research institutions
Address gender-based violence, women's human rights and their role in peace and security, and gender equality in basic military training.	The training programmes include a thematic module on equality, women's human rights, and their role in peace and security.	Ministry of Defence

Address gender-based violence, women's human rights and their role in peace and security, and gender equality in basic and upper secondary education.	Consistent coverage of topics in curricula.	Ministry of Education and Research, Ministry of Defence, Ministry of Social Affairs in cooperation with NGOs
Train civilian experts on the issues of gender-based violence, women, peace, and security, and gender equality in conflict or post-conflict areas.	Inclusion of the topic in pre-mission and pre-rotation training. Number of trained experts.	Ministry of the Interior, Ministry of Foreign Affairs in cooperation with NGOs
Produce and disseminate educational and information materials on women, peace, and security. Cover the role of women in security in communication activities aimed at the public.	Electronic and/or printed information and teaching materials for different target groups.	Ministry of Education and Research, Ministry of Defence, Ministry of the Interior, Ministry of Social Affairs, Ministry of Foreign Affairs in cooperation with NGOs, higher education and research institutions
Identify which issues related to women, peace, and security have been explored insufficiently and work with academic institutions to research the role of women in ensuring peace and security.	Meetings with representatives of educational institutions, exchange of information, research.	Ministry of Education and Research, Ministry of Defence, Ministry of Social Affairs, Ministry of Foreign Affairs in cooperation with NGOs, higher education and research institutions
Collaborate and exchange information regularly with agencies and experts	Thematic meetings and information exchange.	Ministry of Education and Research, Ministry

specialised in the issues of women, peace and security.		of Defence, Ministry of the Interior, Ministry of Social Affairs, Ministry of Foreign Affairs
Collaborate regularly with local and international NGOs, women's associations, and human rights defenders, exchange information and experiences.	Thematic meetings and information exchange.	Ministry of Education and Research, Ministry of Defence, Ministry of the Interior, Ministry of Social Affairs, Ministry of Foreign Affairs in cooperation with NGOs
Encourage closer cooperation between NGOs and academia, including through public authorities to provide feedback on the implementation of the action plan.	Thematic meetings and information exchange; public advocacy activities and number of analyses.	NGOs in cooperation with higher education and research institutions
Share public information on women, peace, and security online and by email.	Availability of information primarily about Estonia's activities on the website of the Ministry of Foreign Affairs and on social media.	Ministry of Foreign Affairs in cooperation with other agencies and NGOs

5.4. Increase in the representation of women in positions related to ensuring peace and security in Estonia, including opportunities to participate in international military and civilian operations

At the normative level, equal opportunities have been created in Estonia for men and women to work and apply for security-related positions, but the share of women in these positions is still modest. It is important to continue the effective and consistent implementation of the document 'Policy for Increasing the Opportunities for Women's Participation in the Defence Forces' (*'Poliitika naiste kaitseväeteenistuse osalemise võimaluste suurendamiseks'*) and the ongoing campaign 'Women in Uniform' (*'Naised vormi'*) of the Ministry of the Interior. As in the Ministry of Defence and the Defence Forces, the creation of a position dealing with issues related to women, peace, and security should be considered in other agencies as well with the main tasks of the position including advocacy for the promotion of the topic. The 'Action Plan

for Participation in International Civilian Missions 2020–2024’ (*‘Rahvusvahelistel tsiviilmissioonidel osalemise tegevuskava 2020–2024’*) sets the goal of increasing the share of female experts (in 2020, the share of women among Estonian civilian experts was 23%).

Ensuring the principles of gender equality is becoming increasingly important in international organisations, including in their recruitment policies. Examples include the [UN Gender Parity Strategy](#), as well as the [recruitment principles](#) of the European Border and Coast Guard Agency (Frontex).

In international competitions, female candidates often have an advantage over candidates with similar qualifications and careers. In view of Estonia’s representation in international organisations, it is therefore useful to increase the representation of women in positions related to ensuring peace and security in Estonia, as this makes it possible to identify candidates interested in and ready for international careers and support their candidacy through targeted training.

Activity	Indicator	Performed by
Ensure gender balance in competitions for posts related to peace and security.	The recruitment and promotion principles take into account the principle of gender equality and the obligation to promote it.	Ministry of Defence, Ministry of the Interior, Ministry of Foreign Affairs
Continue to introduce women to conscription, active service and voluntary national defence organisations and to related career opportunities.	Organisation of campaigns, media coverage, participation in career fairs and other thematic events.	Ministry of Defence, Defence League, Women’s Voluntary Defence Organisation
Support the candidacy of female candidates for positions in the field of women, peace, and security in international organisations, ensuring that candidates are advised and properly prepared.	Consultation and training activities.	Ministry of Defence, Ministry of the Interior, Ministry of Foreign Affairs

6. Implementation and reporting

The action plan will be implemented by the bodies mentioned therein within the limits of their competence, involving sub-agencies as appropriate and cooperating with non-governmental organisations, higher education institutions, and research institutions. The action plan has been prepared for the years 2020–2025, and the agencies and NGOs implementing it will submit a written overview of their activities in the second half of 2023 and the second half of 2025. In both cases, the Ministry of Foreign Affairs prepares a report on the implementation of the action plan on the basis of the submitted reviews, which is forwarded to the Government of the Republic for notification purposes.

While the action plan remains in force, the competent authorities will continuously exchange information related to the implementation of Resolution 1325 and cooperate fully to achieve the objectives set out in the action plan. The implementers of the action plan meet at least once a year. If necessary, the drafters of the action plan supplement the plan based on the changed international situation, including the activities of the EU, NATO, and the United Nations in implementing Resolution 1325, Estonia's foreign policy objectives, and other circumstances.