

**National Action Plan**  
to Implement United  
Nations Security  
Council Resolution  
1325 – Women,  
Peace and Security  
in the Republic of  
Serbia (2010—2015)





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**National Action Plan**  
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On the basis of Article 43 paragraph 3 of the Law on the Government (Official Journal of RS No. 55/05, 71/05 – amendments 101/07 and 65/08) on the recommendation of the Ministry of Defence

The Government has reached the following

#### CONCLUSION

1. The National Action Plan to Implement United Nations Security Council Resolution 1325 – Women, Peace and Security in the Republic of Serbia (2010–2015) which is included in this Conclusion has been adopted.
2. This Conclusion will be published in the Official Journal of the Republic of Serbia 05 Number 337-9657/2010

in Belgrade December 2010

The Government

First Deputy President of the Government and Vice President of the Government,  
Ivica Dačić, c.p.



# Introduction

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## **Reasons for adopting the National Action Plan to implement United Nations Security Council Resolution 1325 – Women, Peace and Security in the Republic of Serbia**

The United Nations Security Council Resolution 1325 – Women, Peace and Security (herein-after referred to as: UN SC Resolution 1325) was unanimously adopted on 31 October 2000, highlighting the consequences of bloody conflict for women and girls and the important role of women in peace building and the post-conflict recovery of a country. This is one of the most important UN resolutions in the area of peace and security policy, and it is in accordance with previously adopted conventions related to women, peace and security.

The resolution is legally binding on all UN Member States, without the need for additional ratification. In order to implement UN SC Resolution 1325, in 2002, UN SC encouraged the Member States, civil society and other relevant actors to develop strategies and action plans with clear objectives and timelines for the incorporation of a gender perspective into peace-keeping operations and recovery and reconstruction programs.

The UN Secretary General's report of October 2004 invited all Member States to prepare national action plans for more decisive implementation of UN SC Resolution 1325.

National action plans are documents of the governments of the UN Member States, which include operational guidelines for implementation of UN SC Resolution 1325. By the decision of the Government of the Republic of Serbia, dated 24 June 2010, a Multi-sectoral Working Group was formed for drafting the Republic of Serbia National Action Plan to implement UN SC Resolution 1325. This decision designated the Ministry of Defence to provide professional, administrative and technical support to the Government Working Group.

Drafting of a National Action Plan is particularly important in countries that have emerged from periods of conflict, as is the case with the Republic of Serbia, since this document establishes standards and mechanisms for protection of women and girls during and after the conflict. However, since women are not just victims of war and violence, but may also play an

active role as participants in the conflict, and in negotiations to settle the conflict and find solutions for peaceful conflict resolution, long-term development and stabilization the region, this document provides the opportunity to define their roles in the security sector and society in general. This document also aims to secure the equality of women in participation, progress and decision-making in the security sector.

Therefore, any terms in the masculine gender used in the text of the National Action Plan to implement UN SC Resolution 1325 in the Republic of Serbia shall be interpreted to include the feminine gender as well.

The Republic of Serbia, as a potential member of the European Union (EU), recognizes that the EU has stressed in its documents the importance of equal participation of men and women in preventing and resolving conflicts and promoting a culture of lasting and sustainable peace. In the framework of the Common Security and Defence Policy of the European Union (CSDP), the gender perspective of the EU mission is achieved through the presence of one or more gender equality advisers in all civil and military missions, and the introduction of such an office in the Republic of Serbia is one of the novelties envisaged in the National Action Plan. During the drafting of this document the EU Strategy for Equality between Women and Men 2010—2015 was taken into consideration, as was the Plan of Activities for the implementation of the EU Strategy for Equality between Women and Men 2010—2015.

Other international organizations have also recognized that this resolution offers the possibility of better and more efficient use of human resources in response to crisis and post-crisis situations. Thus, in September 2009, NATO passed a directive (D-40-1) suggesting all members of NATO and the Partnership for Peace should incorporate the recommendations of UN SC Resolution 1325, while establishing gender equality in NATO's command structure, including certain measures for the protection of women during armed conflict. Such an approach is interoperable, given the similar standards and action plans of the Department of Peacekeeping Operations (UN DPKO) and the EU, OSCE and Council of Europe (CoE). Also, these structures are consistently engaged in the prevention of violence against women in crisis and emergency situations, and in promoting the involvement of women in peace building.

Adoption of the National Action Plan to implement UN SC Resolution 1325 in the Republic of Serbia reaffirms the intention of the Serbian Government to contribute actively to the process of building peace, stability and security, primarily in its immediate environment – Southeast Europe, then in Europe as a whole – through a comprehensive process of European integration, and in the world – through the participation of the Republic of Serbia's representatives in multinational operations and at international meetings devoted to peace, the position of women and security.

## Principles, objectives and commitments contained in other documents

The basic principles, objectives and commitments contained in the National Action Plan to implement UN SC Resolution 1325 stem from the commitments to human security, gender equality, and respect for and promotion of the human rights of women contained in the following adopted national and international documents:

**The Constitution of the Republic of Serbia** establishes the principles of the rule of law, social justice, gender equality, civil democracy, human and minority rights and freedoms and the rights deriving from ratified international treaties and generally accepted rules of international law, the principles of which are the basis for the development of equal opportunities policy, thus creating conditions for the general development and advancement of women's status in all spheres of social life, including security, in order to realize the human rights and freedoms of women, on equal basis with men. The Constitution of the Republic of Serbia (Article 15) stipulates that the state shall guarantee the equality of women and men and shall develop an equal opportunity policy. In the part referring to human rights and freedoms (Article 23) it is established that human dignity is inviolable and everyone shall be obliged to respect and protect it, and that everyone has the right to free development of her/his personality if that does not violate the rights of others, guaranteed by the Constitution. Also, Article 27 of the Constitution stipulates that everyone has the right to personal freedom and security.

**National Millennium Development Goals in the Republic of Serbia**, based on the UN Millennium Declaration from 2000, this document sets several tasks relevant to achieving gender equality, advancement of women's status and development of the human security concept.

The tasks are as follows:

1. promote gender equality and more rights for women (by 2015 decrease by half the economic inequality between women and men);
2. increase the representation of women at all levels of political decision-making to at least 30% (by 2015);
3. create systemic preconditions for achieving gender equality (adoption of national plans to implement political and strategic documents relating to gender equality, because this millennium goal was not realized by 2008 in the Republic of Serbia);
4. develop a system for protection of female victims of violence and a system for prevention of violence against women (by 2015).

**The National Strategy to Improve the Status of Women and Upgrade Gender Equality 2009 to 2015** ("Official Journal of RS", No. 115/09) contains the basic principles that contribute to the development of equal opportunity policy and improvement of human rights in the system of gender equality in the Republic of Serbia.

**The National Program for Integration of the Republic of Serbia into the European Union** (2008) defines the following commitments:

1. to encourage the development of the Centre for Multinational Operations and the participation of members of the Serbian Armed Forces in peacekeeping missions, together with the fulfilment of the obligations deriving from membership in the Partnership for Peace;
2. to encourage participation in multinational military exercises on the territory of the Republic of Serbia and the territories of the Partnership for Peace and NATO Member States;
3. to adopt legislation that will provide a legal framework for the involvement of the members of the Serbian Armed Forces and the Ministry of Defence in assisting the civilian population (Civil Protection Law, Crisis Management Law, etc.);
4. to cooperate with the International Criminal Tribunal for the Former Yugoslavia;
5. to reduce the crime rate and other negative phenomena, and crimes against the constitutional order and security of the Republic of Serbia, against humanity and other assets protected by international law;
6. to improve access to justice, promotion of good ethnic relations, protection of women and children's rights, and also to improve institutional support to victims of discrimination, etc.

**The Declaration of the National Parliament of the Republic of Serbia Condemning the Crimes in Srebrenica** ("Official Journal of the RS" No. 20/10) contains the following commitments: the crimes committed against the Bosnian population in July 1995 are condemned, as determined by the ruling of the International Court of Justice; full support to the war crime trials shall be provided for successful completion of the cooperation with the International Criminal Tribunal for the Former Yugoslavia; all the former warring parties in Bosnia and Herzegovina, and in other countries of former Yugoslavia are invited to continue the reconciliation process and hope is expressed that the authorities of other former Yugoslavia states shall condemn crimes committed against members of the Serbian people.

**Declaration of the National Parliament of the Republic of Serbia Condemning the Crimes Committed Against the Members of the Serbian People and the Citizens of Serbia** ("Official Journal of the RS", No. 74/10) includes the following commitments: the crimes perpetrated against members of Serbian people and the citizens of Serbia during the armed conflicts in the Republic of Croatia, Bosnia and Herzegovina and in Kosovo and Metohija are strongly condemned; regret and solidarity with the victims of the NATO bombing is expressed; all international actors are invited to fully investigate and properly punish the perpetrators of crimes against the Serbian people and the citizens of Serbia and seek solutions that will ensure that these kinds of casualties will never occur again.

## Normative framework of the National Action Plan

The normative framework of the National Action Plan to implement UN SC Resolution 1325 is contained in the Constitution of the Republic of Serbia, which guarantees equality between women and men, prohibits any form of direct or indirect gender discrimination and establishes the possibility of introducing special measures, the main purpose of which is to provide prerequisites for achieving the full equality of persons or groups in a substantially unequal position compared to other citizens (Article 15 and Article 21, paragraph 4 of the Constitution).

The Constitution of the Republic of Serbia expressly prescribes that the generally accepted rules of international law and ratified international treaties form an integral part of the legal order of the Republic of Serbia, and that they shall be directly applied (Article 16, paragraph 2 of the Constitution).

Numerous international documents provide for the States Parties' obligations to promote gender equality, take actions and adopt measures, including special measures aimed at creating equal opportunities and elimination of all forms of discrimination, in order to create a social environment in which gender equality standards will be achieved.

The Republic of Serbia has ratified many international instruments on human rights and is a signatory to almost all international conventions on human rights, women and children's rights and international humanitarian law, adopted under the auspices of the United Nations, the most important being the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).

By adopting the National Action Plan to implement UN SC Resolution 1325, the Republic of Serbia expresses its readiness to respect the international obligations it has recognized and its commitment to apply in its policy the said UN resolution and directly engage in its realization.

### International instruments:

Convention on the Elimination of All Forms of Discrimination against Women ("Official Journal of SFRY – International Treaties" No. 11/81); Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women ("Official Journal of FRY – International Treaties" No. 13/02); Beijing Declaration and Platform for Action adopted at the Fourth World Conference on Women, 1995; International Covenant on Civil and Political Rights, UN General Assembly Resolution 2200 A (XXI), 1966 ("Official Journal of SFRY – International Treaties", No. 7 / 71); Optional Protocol to the International Covenant on Civil and Political Rights ("Official Journal of FRY – International Treaties", No. 4 / 01); Nairobi policies on improving the future status of women, UN, 1985; Vienna Declaration and UN Action Program, 1993; Universal Declaration of Human Rights, adopted by the UN General Assembly session, 1948; UN Millennium Development Goals, adopted at the UN Millennium Summit (2000); UN SC Resolution 1325 (2000); UN SC Resolution 1820 (2008); UN SC Resolution 1888 (2009); UN SC Resolution 1889 (2009); UN General Assembly Resolution , A/64/L.56 (2010); European Convention for the Protection of Human Rights and Fundamental Freedoms, Council of Europe, 1950, as amended

by the Protocol No. 11 ("Official Journal of SCG – International Treaties", No. 9 / 03, 5 / 05 and 7 / 05 – amendment); The Declaration on Equality Between Women and Men as a Fundamental Criterion of Democracy, the Council of Europe, 1997; Convention on the Political Rights of Women, 1953; Declaration of Policy of Opposing Violence Against Women in a Democratic Europe, EU, 1993; Charter for European Security, 1999; Universal Declaration of Democracy, 1997; European Parliament Resolution 2025 "On Participation of Women in Peaceful Conflict Resolution" (2000); Council of Europe Resolution 1464 "Women and Religion in Europe" (2005); Resolution 1580 of the Parliamentary Assembly of the Council of Europe "The Dangers of Creationism in Education" (2007); United Nations Declaration on the Right and Responsibility of Individuals, Groups and Organs of Society to Promote and Protect Universally Recognized Human Rights and Fundamental Freedoms (2004); United Nations Report on Sustainable Development (1994); Convention on the Status of Refugees and its Protocol ("Official Journal of FRY – International Treaties", No. 6 / 01); Geneva Convention on Improvement of Status of the Wounded and Sick in Armed Forces in the Field – I Geneva Convention ("Official Journal of FPRY – International Treaties", No. 7 / 60); Geneva Convention on Improvement of Status of the Wounded, Sick and Shipwrecked in the Naval Armed Forces – II Geneva Convention ("Official Journal of FPRY", No. 24/50); Geneva Convention on the Treatment of Prisoners of War – III Geneva Convention ("Official Journal of FPRY", No. 24/50); Geneva Convention on the Protection of Civilian Persons in Time of War – IV Geneva Convention ("Official Journal of FPRY", No. 24/50); Protocol Additional to the Geneva Conventions of 12 August 1949, relating to the Protection of Victims of International Armed Conflicts – Protocol I ("Official Journal of SFRY – International Treaties", No. 16/78); Protocol Additional to the Geneva Conventions of 12 August 1949, relating to the Protection of Victims of International Armed Conflicts – Protocol II ("Official Journal of SFRY – International Treaties", No. 16/78); Convention on the Prevention and Punishment of the Crime of Genocide ("Official Journal of SFRY – International Treaties", No. 16/78); Convention Against Torture and other Cruel, Inhuman or Degrading Punishments and Procedures ("Official Journal of FPRY", No. 2/50); International Convention against the Taking of Hostages ("Official Journal of SFRY – International Treaties", No. 9 / 91); OSCE Action Plan 2004 to Promote Gender Equality in Europe (OSCE – Decision No. 14/04, the Ministerial Council, Sofia, 2004); NATO and PfP Directive 40-1 on integrating UN SC Resolution 1325 and gender equality perspectives in the NATO command structure, including measures for protection of women during armed conflict (Bi-SC Directive 40-1, NATO, September 2009).

The domestic legislation provides for the preconditions for achieving protection from discrimination and for human security through a number of systemic laws regulating this area:

**Anti-Discrimination Law** ("Official Journal of RS" No. 22/09) regulates general prohibition of discrimination, forms and incidents of discrimination, and actions against discrimination, and institutes the Commissioner for the Protection of Equality, who acts as an autonomous state body, independent in performing the tasks defined by this law;

**Gender Equality Law** ("Official Journal of RS", No. 104/09) regulates creation of conditions for conducting the policy of equal opportunities for exercising the rights of women and men in all spheres of social life, adopting regulations and taking special measures to prevent and eliminate sex and gender based discrimination, and legal protection of persons exposed to discrimination;

**Law on Prevention of Abuse at Work** ("Official Journal of RS" No. 36/10), which entered into force on 05 June 2010, and is applied as of 04 September 2010, provides for the legal pro-

tection of persons exposed to discrimination, abuse and violence, including sexual abuse at work;

**Criminal Code** ("Official Journal of RS", no. 85/05, 88/05 – amendment, 107/05 – amendment, 72/09 and 111/09) in the section related to crimes against humanity and other assets protected by international law, incriminates all crimes falling within the so-called International Crimes;

**Law on Cooperation with the International Criminal Court** ("Official Journal of RS", No. 72/09) establishes the manner, extent and forms of cooperation between state bodies of the Republic of Serbia and the International Criminal Court, provision of legal assistance to the court and enforcement of its decisions, special procedures for criminal acts prescribed by Article 5 of the International Criminal Court Statute, or for crimes against humanity and other assets protected by international law;

**In the area of defence and security:** – Defence Law ("Official Journal of RS", no. 116/07, 88/09, 88/09 – other Law and 104/09 – other Law), Law on Serbian Armed Forces ("Official Journal of RS", no. 116/07, 88/09), Police Act ("Official Journal of RS", No. 101/05 and 63/09 – US), National Service Law ("Official Journal of RS", No. 88 / 09), Law on the Foundations of the Organization of Security Services ("Official Journal of RS" No.116/07), Security Information Agency Law ("Official Journal of RS", no. 42/02 and 111/09), Military Security Agency and Military Intelligence Agency Law ("Official Journal of RS" No. 88/09), Law on the Use of the Serbian Armed Forces and Other Defence Forces in Multinational Operations Outside the Borders of the Republic of Serbia ("Official Journal of RS", No. 88/09), Law on Military, Working and Material Obligation ("Official Journal of RS" No. 88/09).

## Strategic framework for the adoption of the National Action Plan

Measures and activities stipulated by the National Action Plan to implement UN SC Resolution 1325 in the Republic of Serbia rely on the commitments contained in the strategic documents in which the Republic of Serbia defined its policy in the field of social development, European integration, defence, security, promotion of gender equality and the protection of women, which are:

**The National Strategy for the Advancement of the Status of Women and the Promotion of Gender Equality 2009 to 2015** defines comprehensive and coordinated state policy to eliminate discrimination against women, improve their status and integrate a gender perspective into all areas of activity of government institutions. The stated strategy defines the following objectives:

1. increasing women's participation in decision-making processes and achieving gender equality;
2. improving the economic position of women and achieving gender equality;

3. achieving gender equality in education;
4. improving women's health and promoting gender equality in health policy;
5. preventing and combating violence against women and improving the protection of victims;
6. eliminating gender stereotypes in the media and promoting gender equality;

Implementation of these strategic objectives is concretized through the adopted Action Plan to implement the National Strategy for the advancement of women and the promotion of gender equality from 2010 to 2015 ("Official Journal of RS", No. 67/10).

**Integrated Border Management Strategy in the Republic of Serbia** ("Official Journal of RS", No. 11/06), as a strategic document for border management by the border services, provides for active participation of women in the regular activities of state border control relating to persons, transport vehicles and goods, which implies checks at border crossings, preventing uncontrolled entry across borders, including issues related to asylum requests and handling of arrested persons without documents, in accordance with international charters and conventions. Also, women perform tasks of state border control related to various of border security violation.

**Strategy for Combating Human Trafficking in the Republic of Serbia** ("Official Journal RS", No. 111/06), and National Strategy for Prevention and Protection of Children from Violence ("Official Journal of RS", No. 122/08), even more explicitly contribute to improving the institutional framework, prevention, assistance, protection of women and children from trafficking and violence, and also the reintegration of victims into the social system, promotion of international cooperation, monitoring and evaluation of results achieved, etc.

**Strategy for Combating Illegal Migration in the Republic of Serbia from 2009 to 2014** ("Official Journal of RS" No. 25/09), contributes to the upgrading of the control of transboundary movement of people and reducing security risks due to uncontrolled movement of migrants and human trafficking.

**Poverty Reduction Strategy (2002)**, in which women are recognized as a vulnerable social group, especially Roma women, women who are in the category of refugees and displaced persons, women in rural areas and, accordingly, measures are identified for improvement of their position.

**National Security Strategy of the Republic of Serbia** ("Official Journal of RS", No. 88/09), contains a segment that promotes the following as core values in the area of security: freedom, equality, development and preserving of peace, the rule of law, democracy, social justice, human rights and freedoms, national, racial and religious equality and gender equality, inviolability of property and environmental protection. This strategy promotes the fact that the Republic of Serbia is committed to respecting the obligations arising from the UN Charter, the principles of the Universal Declaration of Human Rights and the Helsinki Final Act, to developing and improving all aspects of security. It also reaffirms commitment to creating conditions for promoting human security, improving the role and status of women in decision-making processes and strengthening national mechanisms for ensuring gender equality.

**Defence Strategy of the Republic of Serbia** ("Official Journal of RS", No. 88/09), stresses that the Republic of Serbia contributes through peace and stability to building and strengthening of security, builds and strengthens its own capacities and capabilities for defence, and acts jointly with other states and thus contributes to the strengthening of national, regional and global security. This strategy defines the vital defence interests of the Republic of Serbia, including the protection of citizens' security, building of confidence, improvement of security and stability in the region, cooperation and partnership with international security organizations and the institutions of democratic states, etc.

# I Institutions – Establishment and Functioning of Institutional Mechanisms for the Implementation of the National Action Plan

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## Indicators of the current situation and key issues

Peace and security are now accepted as a public good, and with this in mind, the basic mission of the state is to ensure protection of all citizens and protection of their human rights in line with the United Nations Millennium Goals and UN SC Resolution 1325; protection of women's rights and status is of paramount importance.

The Republic of Serbia, as a United Nations member and a country seeking admission to the European Union, expresses special interest in and dedication to the realization of human rights, with special emphasis on the advancement of women's status in society. From the year 2000 until now there have been many positive steps towards meeting international obligations and accepting conventions and standards. The Gender Equality Council of the Government of the Republic of Serbia was established, as were the special administrative body within the Ministry of Labour and Social Policy – the Gender Equality Directorate, the Ministry of Human and Minority Rights which is responsible for drafting periodic reports on the implementation of the Convention on the Elimination of All Forms of Discrimination against Women, and also the Gender Equality Committee of the National Parliament of the Republic of Serbia. Priorities of action and measures to improve the status of women and promote gender equality have also been adopted, the National Strategy for the Advancement of the Status of Women and the Promotion of Gender Equality, the National Strategy for the Prevention and Protection of Children Against Violence and the Action plan for the Advancement of the Status of Women and the Promotion of Gender Equality for 2010 to 2015. Also, amendments to the Criminal, Labour and Family Law have been made. The gender equality principle has been included in the Anti-Discrimination Law, and in some of the national strategies, and

a systemic law was passed in this area – the Law on Gender Equality. However, in addition to the above-mentioned, it is essential to ensure greater participation of women at all levels of democratic decision-making, and to assign them a more important role in the decision-making process that affects the security sector.

Implementation of UN SC Resolution 1325 in the Republic of Serbia creates opportunities for the role of women in the security sector to become more important and more visible. Implementation of UN SC Resolution 1325 strengthens the role of women in reform processes in the Republic of Serbia and supports the involvement of women in security structures at the local, national and regional level and at the same time in practice creates the conditions for respecting the gender equality principles, as defined by the Gender Equality Law. Objective circumstances have influenced the slow pace of the implementation of UN SC Resolution 1325 in the so-called countries in transition and post-conflict societies in the Western Balkans. It is necessary to mention the efforts of NGOs, especially women's organizations, in regional networking over the territory of the former Yugoslavia during the conflict and in the peace-building processes. Women's organizations were the first to rebuild broken connections between warring parties, consistently advocate for the peace process and the first to speak out about war crimes, especially crimes against women and civilians in general. In particular we highlight the importance of the initial project of the Belgrade Fund for Political Excellence – The Role of Women in the Construction of a New Security Paradigm in Serbia, which was dedicated to presenting the potential role of women in the security sector, in the context of UN SC Resolution 1325, and the project of drafting the guidelines for writing the National Action Plan to implement UN SC Resolution 1325. The project of drafting the guidelines for writing the National Action Plan to implement UN SC Resolution 1325 in the Republic of Serbia was supported by the OSCE Mission to Serbia, the Norwegian Ministry of Foreign Affairs, UNIFEM and the Canadian Fund.

On 13 February 2009 the Government of the Republic of Serbia adopted the National Strategy for the Advancement of the Status of Women and the Promotion of Gender Equality in the Republic of Serbia for the period from 2009 to 2015. At a session held on 24 June 2010, the Government of the Republic of Serbia adopted a Decision on the Establishment of the Working Group for drafting the Republic of Serbia National Action Plan to implement UN SC Resolution 1325. This decision stipulates that the Ministry of Defence shall provide professional, administrative and technical support to the Working Group in drafting the National Action Plan. The reasons for such a decision lie in the fact that the content of UN SC Resolution 1325 in large part refers to the role of women in the security system or women civilians affected by the acts of security forces in war and peace, and it is therefore necessary that the provisions of the UN SC Resolution 1325 be implemented first in the security system of the Republic of Serbia, a part of which is the Ministry of Defence, together with other institutions and associations.

However, there are currently no appropriate institutional mechanisms for implementing the National Action Plan to implement UN SC Resolution 1325 and therefore they will be identified within this document and formed by the appropriate national authorities. During the drafting of the National Action Plan, for the first time, the Ministry of Defence established unique indicators and derived indexes of the current situation in the Republic of Serbia, in full cooperation with the Ministry of Internal Affairs, Ministry of Finance – the Customs Administration, the Ministry of Foreign Affairs, the Security Information Agency, the Ministry of Justice – the Department for Enforcement of Criminal Sanctions, the Ministry of Human and

Minority Rights, the Ministry of Labour and Social Policy – the Gender Equality Directorate, the Ministry of Public Administration and Local Self-Government, the Ministry of Education, the Ministry for Kosovo and Metohija, military and criminal-police schools and academies, the Institute for Strategic Research of the Ministry of Defence, the National Bureau of Statistics and other associations, especially those dealing with protection of women's rights, that initiated the adoption of the National Action Plan in the Republic of Serbia, and with the participation and support of OSCE representatives. The identified indicators of women's status in the Republic of Serbia, based on UN SC Resolution 1325, were adjusted to the recommendations of the UN Secretary General on the indicators in adopting national action plans, the EC recommendations on indicators, the NATO and PfP document D 40-1, and the relevant OSCE documents pertaining to the above-mentioned Resolution.

## **Creation of institutional mechanisms for the implementation of the National Action Plan**

Established mechanisms for gender equality already exist at national, provincial and local level including the Gender Equality Committee of the National Parliament of the Republic of Serbia, the Gender Equality Council of the Government of the Republic of Serbia, the Commissioner for the Protection of Equality, the Ombudsman, the Gender Equality Directorate within the Ministry of Labour and Social Policy, institutional mechanisms of the AR of Vojvodina and local commissions for gender equality. However, following the recommendations of the UN Secretary General for drafting of national action plans for the implementation of the Resolution 1325 and the guidelines for drafting this document, and to ensure the systemic prerequisites for implementing the National Action Plan to implement Resolution 1325 in the Republic of Serbia, it is necessary to establish new institutional bodies and mechanisms for gender equality (GE mechanisms).

### **Institutional bodies**

The Political Council for the implementation of the National Action Plan (Political Council) is a high level political body consisting of state secretaries, presidents of parliamentary committees and managers of gender equality mechanisms. The function of this body is to take care directly of creating political conditions for the realization of the National Action Plan objectives and activities based on UN SC Resolution 1325 in the Republic of Serbia, reporting once a year to the Government and National Parliament of the Republic of Serbia on the results of implementing the National Action Plan and, if necessary, to participate in conferences of international importance related to the UN SC Resolution 1325. It will be necessary to provide adequate political, financial and technical support in the Government of the Republic of Serbia to ensure this body functions effectively.

The Multi-sectoral Coordinating Body for the implementation of the National Action Plan (Multi-sectoral Coordinating Body) is the operational body of the Government of the Republic of Serbia that takes care of the realization of the National Action Plan objectives and tasks. It is composed of representatives of the ministries in charge of specific activities provided for by the National Action Plan who are directly involved in the implementation of UN SC Resolution 1325 in their ministries. It will be necessary to provide adequate organizational units, financial and technical support in the Government of the Republic of Serbia and certain responsible ministries to ensure this body functions effectively.

The Supervisory Body for the implementation of the National Action Plan is a democratic monitoring mechanism for the implementation of the National Action Plan, established by the National Parliament of the Republic of Serbia, comprising the representatives of the relevant committees of the National Parliament and the gender equality mechanisms. This body will control and supervise the work of all bodies and mechanisms for the implementation of the National Action Plan, and the Political Council and the Multi-sectoral Coordinating Body will regularly submit biannual and annual reports to it.

Using existing resources, analytical groups or research teams shall be established to identify analyze and process data obtained from the indicators of the current situation regarding the implementation of the National Action Plan. These teams will be located in the relevant ministries / directorates / agencies in the security sector and will monitor, prepare annual plans and initiate the implementation of the National Action Plan. They will establish statistical and other indexes for the implementation of the National Action Plan based on the established indicators, contained in the annex to the National Action Plan, or the ministries / directorates / agencies that are identified in the National Action Plan as implementers of specific activities. These groups or teams shall be operationally responsible for drafting regular biannual reports on the implementation of the National Action Plan for the Multi-sectoral Coordinating Body, the Supervisory Body, and the annual reports for the Political Council, etc. These teams shall cooperate operationally with the Minister's adviser for gender equality and the "trustworthy persons" that will be appointed in the responsible ministries in the security sector, but also with other academic research institutions in the country and abroad, and the non-governmental sector in the Republic of Serbia.

## Gender Equality Mechanisms

The "trustworthy person" is a person who provides primary peer support. The "trustworthy person", man or woman, shall be elected by secret ballot, for every 60 employees, i.e. one person shall be elected for one organizational unit (e.g. at the administration level, department, brigade, etc...) of the ministry / directorate / agency.

Candidates to be "trustworthy persons" shall be publicly proposed by all employees. Direct elections for the position of "trustworthy person" shall be held by secret ballot, in which the number before the candidate's name on the offered list, is circled, in accordance with the Law on elections. The "trustworthy person" shall be elected for a period of four years and she/he

shall mediate, advise and undertake measures to address specific problematic issues in the field of gender equality and discrimination.

The above mentioned individual shall be trained in order to be able to assist colleagues in stressful situations. Assistance can go in two directions, the “trustworthy person” can react without the request of an employee who needs help when it is determined that there is a need for such action, or at the request of the person in need. Individual and group interviews shall be conducted. If the “trustworthy person” does not solve the problem, the employee shall be instructed to cooperate with the appropriate professional services (psychological, legal, personnel and other services).

The “trustworthy person” has the obligation to keep confidential information obtained during the exercise of this kind of assistance, except for information relating to the perpetration of criminal acts. The “trustworthy person” shall perform the specified function within the tasks of the workplace she/he was assigned to.

The Gender Equality Advisor to a Minister / Director is a mechanism for introducing the gender perspective into the policies and programs of the Ministry of Defence, Ministry of Internal Affairs, Ministry of Finance – Customs Administration and the Security-Information Agency.

Gender Equality Advisors to the Minister/Director can be special advisors to the Minister/Director, in accordance with Article 27 of the Law on State Administration (“Official Journal of RS”, no. 79/05 and 101/07); who make recommendations to introduce gender equality and implement the National Action Plan, proposing measures for its improvement, participating in international and national conferences devoted to gender issues, and providing assistance to analytical groups and research teams and “trustworthy persons” in solving issues relevant to achieving gender equality in the security system and implementing the goals and tasks laid out in the National Action Plan.

The Gender Equality Advisor, in all civil and military missions, is a mechanism for introducing the gender perspective in the security system, which is achieved through the presence of one, or in case of more numerous contingents, several advisers in civil and military missions, and the introduction of such an office in the practice of the Republic of Serbia is one of the tasks and novelties introduced by the National Action Plan, in accordance with the practice in the United Nations and European Union missions.

Independent monitoring is performed by the public in general, which should be provided through the media with information on all stages and results of the implementation of the National Action Plan. Monitoring of the realization of the National Action Plan to implement UN SC Resolution 1325 may also be performed by the Gender Equality Council, the Commissioner for the Protection of Equality, the Ombudsman, the Commissioner for Information of Public Importance, and non-governmental sector representatives. In all stages of the independent monitoring process it is necessary to provide for the participation of appropriate bodies addressing gender equality at the provincial and local level.

Gender responsive budgeting involves the operationalization of gender equality policy through financial support to activities and programs laid out in the Action Plan for the Advancement of the Status of Women and the Promotion of Gender Equality for the period from

2009 to 2015 and the National Action Plan to implement United Nations Security Council Resolution 1325 in the Republic of Serbia (2010—2015).

The concept and practice of gender budgeting is relatively new, since it was first introduced into the political terminology by the Council of Europe in 2005, but now it represents a standard in political practice in democratic and developed countries. It implies, through the implementation of the gender policy in practice, that there can be no equitable distribution of resources without taking into account the needs of more than half of the community formed by women. For the national budget of each member country of the European Union that means that the gender perspective is one of the starting points in designing and implementing the budget.

Gender responsive budgeting includes actions related to gender-based budget analysis – from revenue collection to allocation, which monitor the influence of the allocation of budget resources to women and men, in order to promote gender equality policy and eliminate inequality and discrimination against women.

In this case, the funds for the implementation of activities identified by the National Action Plan to implement United Nations Security Council Resolution 1325 (2010—2015) will be provided by the Ministry of Finance of the Republic of Serbia, based on the annual plans and expressed needs of the relevant ministries / directorates / agencies in the security sector. If possible, projects resulting from the implementation of the National Action Plan, which relate to the prevention and combating of violence against women, free legal protection of women, education, research and development programs that contribute to the advancement of women and gender equality in the security sector, besides being funded from the regular annual budget of some ministries, may be co-financed and implemented in cooperation with the UNIFEM, OSCE Mission to Serbia, the European Union or other national and international partners.

**Overview of the development of the institutional mechanisms for implementation of the National Action Plan (Table 1) ↓**

### I Institutions – Establishment and Functioning of Institutional Mechanisms for the Implementation of the National Action Plan

#### General Objective – Securing the institutional mechanisms for implementing the National Action Plan to implement United Nations Security Council Resolution 1325 in the Republic of Serbia

Number	Specific objectives	Activities	Implementing agencies and associates	Timeline
1	2	3	4	5
1	<p>Providing systemic prerequisites for the implementation of the National Action Plan to implement UN SC Resolution 1325 in the Republic of Serbia</p>	<p>1.1. Government's decision on establishing the Political Council for the implementation of the National Action Plan. The Political Council consists of state secretaries from: the Ministry of Defence, the Ministry of Internal Affairs, the Ministry of Foreign Affairs, the Ministry of Human and Minority Rights, the Ministry of Labour and Social Policy, the Ministry of Finance, the Ministry of Education, the Ministry of Justice, the Ministry for Kosovo and Metohija, the Ministry of Culture, and the directors of: the Gender Equality Directorate of the Ministry of Labour and Social Policy, the head of the organizational unit in charge of logistics from the Security Information Agency, the President of the Gender Equality Committee of the National Parliament, the Chairman of the Defence and Security Committee of the National Parliament, the President of the Gender Equality Council of the Government, the Commissioner for the Protection of Equality, the Ombudsman and the Commissioner for Information of Public Interest and the Protection of Personal Data.</p>	<p>The Government in collaboration with the mentioned bodies of the state administration and national mechanisms for gender equality</p>	<p>2010—2011</p>
	1.2.	<p>Government's decision on establishing the Multi-sectoral Coordinating Body for the implementation of the National Action Plan. The Multi-sectoral Coordinating Body consists of the representatives of ministries and other entities in charge of the activities stipulated by the National Action Plan: the Ministry of Defence, the Ministry of Internal Affairs, the Ministry of Foreign Affairs, the Ministry of Human and Minority Rights, the Ministry of Labour and Social Policy, the Ministry of Finance, the Ministry for Kosovo and Metohija, the Ministry of Education, the Ministry of Justice, the Ministry of Culture, the Security Information Agency, educational and academic institutions, mechanisms for implementation of gender equality at all levels.</p>	<p>The Government</p>	<p>2010—2011</p>

1.3.	Adoption of the Parliament's decision on establishing the Supervisory Body for monitoring the implementation of the National Action Plan. The Supervisory Body comprises: National Parliament deputies; representatives of the following Committees of the National Parliament: the Gender Equality Committee; the Defence and Security Committee; the Foreign Affairs Committee; the Committee on Labour, Veteran and Social Affairs and the Justice and Administration Committee and the Commissioner for Protection of Equality.	National Parliament	2010—2011
1.4.	A representative of the Ministry of Defence shall be appointed to the Gender Equality Council of the Government.	The Government	2010—2011
1.5.	In the security sector, provide a work post for a Gender Equality Advisor to the Minister of Defence, the Minister of Internal Affairs, the Director of the Customs Administration of the Ministry of Finance, the Director of the Administration for Enforcement of Criminal Sanctions of the Ministry of Justice and the Director of the Security Information Agency, and appoint to the office a person who is already permanently employed in these security sector institutions.	The Ministry of Defence, the Ministry of Internal Affairs, the Ministry of Finance – Customs Administration, the Ministry of Justice – Administration for Enforcement of Criminal Sanctions and Security Information Agency	2010—2011
1.6.	Select, train and appoint “trustworthy persons” in the security sector, the Ministry of Defence, the Ministry of Internal Affairs, the Ministry of Finance – Customs Administration, the Ministry of Justice – Administration for Enforcement of Criminal Sanctions and Security Information Agency, for a term of four years	The Ministry of Defence, the Ministry of Internal Affairs, the Ministry of Finance – Customs Administration, the Ministry of Justice – Administration for Enforcement of Criminal Sanctions and Security Information Agency	2011 -2015

<p>1.7. Establish analytical groups or research teams in responsible ministries / directorates / agencies to monitor implementation of the National Action Plan, collect, process and analyze information regarding the National Action Plan, based on the established indicators, for the purpose of completing more extensive tables for annual reports to relevant ministries / directorates / agencies, including statistical data, necessary material, human and financial resources. Based on this data, if necessary, periodic reports of certain ministries / directorates / agencies shall be drafted, which shall be submitted to the Multi-sectoral Coordinating Body and Political Council for the implementation of the National Action Plan (on page 21, item 2.6.).</p>	<p>The Ministry of Defence, the Ministry of Internal Affairs, the Ministry of Finance – Customs Administration, the Ministry of Justice – Directorate for Enforcement of Criminal Sanctions, the Ministry of Foreign Affairs, the Ministry of Human and Minority Rights, the Ministry of Labour and Social Policy, the Ministry of Education, the Ministry of Culture, Security Services (the Military Security Agency, the Military Intelligence Agency, the Security Information Agency), academic and research institutions and associations</p>	<p>2010—2011</p>
<p>1.8. Establish sex disaggregated records and gender disaggregated statistics and maintain them in the security sector.</p>	<p>The Ministry of Defence, the Ministry of Internal Affairs, the Ministry of Finance – Customs Administration, the Ministry of Justice – Administration for Enforcement of Criminal Sanctions, the Ministry of Foreign Affairs and Security Information Agency</p>	<p>2010—2015</p>
<p>1.9. Provide training for managers and employees in the security sector bodies and organizations on the following topics: 1. Introduction of gender perspective into policies in defence and security. 2. The function and importance of gender analysis. 3. The function and importance of gender budgeting.</p>	<p>The Ministry of Defence, the Ministry of Internal Affairs, the Ministry of Finance – Customs Administration, the Ministry of Justice – Directorate for Enforcement of Criminal Sanctions and Security Information Agency, in collaboration with the Gender Equality Directorate of the Ministry of Labour and Social Policy and mechanisms for gender equality</p>	<p>2010—2011</p>

2	1.10.	Conduct gender-responsive analysis of the budget of relevant institutions and organizations in the security sector, in terms of realization of gender equality in the practice of these institutions and the implementation of planned objectives and activities of the National Action Plan and prepare a report thereof for the Government and the Supervisory Body for the implementation of the National Action Plan (annually).	2011—2015
		The Supervisory Body for monitoring the implementation of the National Action Plan, in cooperation with the Government, the Ministry of Finance – Customs Administration, the Ministry of Justice – Directorate for Enforcement of Criminal Sanctions, the Ministry of Defence, the Ministry of Internal Affairs and the Security Information Agency	
2	2.1.	Reports of relevant ministries / directorates / agencies are drafted by the appointed analytical groups and research teams at the ministry / government / agency levels. Reports should include a review and analysis of realized goals, activities, timelines, implementing agencies, statistical indicators, and necessary material, human and financial resources. Reports with the analysis of the progress of the implementation of the National Action Plan shall be delivered biannually and submitted to the Multi-sectoral Coordinating Body, which shall forward them to the Political Council for the implementation of the National Action Plan. The Political Council shall submit annual reports to the Government and the Supervisory Body for monitoring the implementation of the National Action Plan. The Annual Report of the Political Council should include assessment of the achievement of the objectives of the National Action Plan in the Republic of Serbia for the current year. Annual reports on the implementation of the National Action Plan shall be made available to the general public.	2010—2015
		Analytical groups or research teams of the ministries / directorates / agencies, the Multi-sectoral Coordinating Body, the Political Council for the implementation of the National Action Plan, the Supervisory Body for monitoring of the implementation of the National Action Plan, the Government and the National Parliament	
2	2.2.	Supervision over the objectives and tasks established by the National Action Plan, review of the Government reports on the achieved level of realization of the goals established by the National Action Plan, every six months.	2010—2015
		The Supervisory Body of the National Parliament for monitoring the implementation of the National Action Plan, in cooperation with the Political Council and the Multi-sectoral Coordinating Body.	

<p>2.3. Apprehension of gender equality policy and the implementation of the National Action Plan, proposing measures for its improvement in cooperation with civil society representatives, participation in international and national conferences devoted to gender issues and providing support to analytical groups, research teams and "trustworthy persons" in solving issues relevant for achieving gender equality in the security system.</p>	<p>Gender Equality Advisor to the Minister of Defence, the Minister of Internal Affairs, the Head of Customs Administration and the Director of Security Information Agency, in cooperation with the analytical groups or research teams, "trustworthy persons" and associations</p>	<p>2010—2015</p>
<p>2.4. Continuous recording of proportion of women in the security system, their education, specialization and career guidance, including participation in multinational operations, participation in civilian missions and international activities.</p>	<p>Internal units of ministries / directorates / agencies responsible for human resources management and personnel policies of the Ministry of Defense, the Ministry of Internal Affairs, the Ministry of Finance – Customs Administration and the Security Information Agency</p>	<p>2010—2015</p>
<p>2.5. Propose formation of women's sections within the existing representative union organizations at the Ministry of Internal Affairs and the Customs Administration and if the law provides for such possibility, the formation of such organizations and sections within the Ministry of Defence.</p>	<p>Gender Equality Advisor to the Minister / Director in collaboration with employees' unions in the Ministry of Defence, the Ministry of Internal Affairs and the Ministry of Finance – Customs Administration</p>	<p>2010—2013</p>
<p>2.6. Conducting research projects monitoring and promoting implementation of the National Action Plan and reporting to the national and international academic community on the results of these studies.</p>	<p>The Ministry of Defence – Strategic Research Institute, the Ministry of Internal Affairs, the Ministry of Foreign Affairs, the Ministry of Human and Minority Rights, the Ministry of Labour and Social Policy, the Ministry of Education, the Ministry of Culture, the Ministry of Public Administration and Local Self-Government, security services (the Military Security Agency, the Military Intelligence Agencies and the Security Information Agency), academic and research institutions and associations in the non-governmental sector.</p>	<p>2010—2015</p>

2.7.	Ensuring continued funding of all activities of the National Action Plan and control of funds spent.	The competent ministries / directorates / agencies. Funds for implementation of the objectives and activities of the National Action Plan provided by the Ministry of Finance. Control of the spending of these funds is performed by the Finance Committee and the Defence and Security Committee of the National Parliament	2010—2015
2.8.	Conduct training of managers in all the institutions planned for the implementation and monitoring of the National Action Plan, for the purpose of providing the conditions and creating a favourable institutional environment and infrastructural support for the implementation of identified activities.	The Government in collaboration with all state institutions for gender equality	2010—2013
2.9.	Implement promotional activities and campaigns on the content and importance of implementing the National Action Plan.	All institutional mechanisms for the implementation of the National Action Plan and the media	2010—2015

# II Representation – Increase the Proportion of Women in the Security Sector and their Impact on Issues Related to Peace and Security

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## Indicators of the current situation and key issues

The right to equal representation of women and men in decision-making processes is guaranteed by the Constitution of the Republic of Serbia and other national and international documents on human rights, but this right is not fully realized in practice. Given that security sector reform is being carried out in accordance with the strategic orientation and foreign policy priority of the Republic of Serbia for integration into the European Union, which implies a constant effort on the part of the Republic of Serbia to be one of the key elements of stability and peace in South-eastern Europe, in this context, reform of the defence system is adjusted to generally accepted democratic standards, within which special attention is paid to the role of women. The European Union has recently adopted strategic and planning documents on equality between women and men, in which it has underlined the importance and the role of women as the majority population in the future development of the European Community.

According to data for 31 December 2009 from the National Bureau of Statistics, out of a population of 7,306,677 (without indicators from Kosovo and Metohija), 3,753,102 are women, which constitutes a majority of 51.36%. Although the electoral legislation defines 30% as the minimum proportion of women candidates, which is far below the percentage in the general population, even that minimal quota has not been achieved. The data indicates that after the parliamentary elections in May 2008 the representation of women is lower than the defined minimum, i.e. they constitute 22.4% of all members of the National Parliament of the Republic of Serbia. The proportion of women in senior managerial positions in the executive is as follows: among ministers, 81.5% are men and 18.5% women; among state secretaries 77.6%

are men and 22.4% women, and among assistant ministers 57.8% are men and 42.2% are women. The proportion of women is highest in the judiciary, where more than two-thirds of employees are women – out of 2,400 judges in the Republic of Serbia, 1,700 are women and 700 are men.

As for the indicators from the Autonomous Province of Kosovo and Metohija, after the adoption of UN SC Resolution 1244, certain national jurisdictions of the Republic of Serbia for Kosovo and Metohija were transferred to the United Nations Mission (UNMIK). Therefore, the Serbian National Bureau of Statistics and the Ministry for Kosovo and Metohija, for objective reasons, do not dispose of reliable statistical indicators of the existing situation in that territory for 2010. However, in the light of UN SC Resolution 1325, which specifically deals with the rights of women victims of violence and the vulnerability of women and children's rights in conflict and post-conflict environments, such as Kosovo and Metohija, special attention should be paid to this issue in the future, not only in the National Action Plan of the Republic of Serbia, but also by the United Nations and other international organizations, the European Union and non-governmental organizations.

In the Ministry of Human and Minority Rights, the number of female staff is relatively high, i.e. 75.5% of the total number of employees are women. The educational background of these women (degree of vocational education) is as follows: Secondary school qualifications – 17.6%, Two-year post-secondary school qualifications – 5.9%, University qualifications – 76.5%. Each of the women employed in this ministry has been referred to vocational training in the country or abroad, one or more times. According to data from the Ministry of Human and Minority Rights, the ministry has no records on women's participation in international delegations, and there are records, but no reported cases of violence in the workplace. As of September 2010, only one man used the right to paternity leave in this ministry.

In the Republic of Serbia security sector the numerical and percentile proportion of women is still unsatisfactory. Data on women in the security system is often part of the unified human resources information system of individual ministries / directorates / agencies, which means that, generally, there is no disaggregated record of the representation of women, or a special program for career guidance for women, no special record of their participation in international and educational activities and no well-established records on the number of men who have used paternity leave and sick leave due to care for sick children, in order to enable advancement of their spouse employed in the security sector.

Recently the role of women in the defence system has improved considerably. The general public is well aware of the fact that women are studying at the Military Academy and performing the duties of professional members of the Serbian Armed Forces.

In the Ministry of Defence, women are assigned to various duties, such as: administrative and analytical tasks, middle and lower managerial positions and formational positions where defence policy is formulated. Women are represented in all categories of personnel serving in the Ministry of Defence and the Serbian Armed Forces, as military personnel (officers, non-commissioned officers and professional soldiers) and civilians.

According to data from September 2010, 19.5% of the total number of employees in the Ministry of Defence and the Serbia Armed Forces are women. In professional military service in the Ministry of Defence and Serbian Armed Forces 2.6% of the total number are women, 0.5%

women officers, 0.4% women non-commissioned officers and 7.2% women professional soldiers. Although the total number of women in the professional military service in the Republic of Serbia in 2010 is modest, the fact that the percentage of 2.6% has increased by 0.7% in relation to 2009 is encouraging. It should be pointed out that the largest number of women employed in the Ministry of Defence and Serbian Armed Forces have university qualifications, and represent academic and professional staff, whose work results are not adequately valued or rewarded. The number of women civilians in the defence system in 2010 amounts to 51.8% of the total number of civilians, but their opportunities for career guidance and reward on the basis of performance are objectively limited under current circumstances. For example, the Personnel-Automated Information System (KAIS) program in the Ministry of Defence and the Serbian Armed Forces does not keep records of the number of women in managerial and formational positions of high, middle and lower levels, nor is there a career guidance program for civilians, among which women represent the highest percentage. The Military Medical Academy employs 65.11% of women. Of the total number of PhDs employed at the Military Medical Academy 42.25% are women, of the total number of M.Sc. at the Military Medical Academy 52.12% are women and of the total number of enrolled cadets at the Military Medical Academy in the academic year 2008/2009, 50% were women, and in the academic year 2009/2010, 60% were women. At the Military Medical Academy 27.64% of managerial positions are occupied by women.

In the Ministry of Internal Affairs, according to the figures from September 2010, 20.96% of the total number of employees were women. Of that number, 7.76% have the status of uniformed officer, and 21.5% of the authorized official (operational forces). The highest percentage of women in the operational forces are staff trained at the former Police College, which, until 2002, was the only institution for police education in the Republic of Serbia that educated women for police work. However, given the then current job classification in the Ministry of Internal Affairs, they could only advance to the rank of captain. The remaining two-thirds of women mainly perform administrative and educational activities at the Ministry of Internal Affairs. In this Ministry, there are currently two representative unions. In the Police Union of Serbia 15% are women, and one woman is a member of the highest management of the Union, while in the Independent Police Union 9.4 % of the total number of members are women and only three women are on the management board of this union.

Of the total number of full-time employees at the Customs Administration of Serbia, in September 2010, 42% were women. In the Department for control of the implementation of customs legislation 23.3% of the total number of full-time employees are women. Although that sector is not the only segment that performs security functions at the Customs Administration, more than 35% of the employees in that administration are women at border crossings and customs branch offices, who, while performing regular duties within their responsibilities, exercise a security function as well. This security function stems from activities under the jurisdiction of the Customs Administration, namely: combating trafficking of people, weapons, drugs, consumer goods, dual use items; combating illegal import of waste, radioactive waste, chemicals, biological materials; combating illegal migration and the fight against so-called money laundering, etc.

In the Security Information Agency, women constitute 30.74% of the entire staff and 10.95% of managerial positions in the Agency are occupied by women. A database on the number of women employed by the Agency has been established and is maintained, focusing particu-

larly on those in managerial positions. In the other security services of the Security Information Agency there is no institutional mechanism for gender equality.

Within the Ministry of Justice, in the Directorate for Enforcement of Criminal Sanctions, 23.8% of the total number of employees are women. This data includes the total number of employees in 28 institutes, one training centre and staff at the headquarters, including employees from Kosovo and Metohija. Women work in all services of the institutes (treatment service, security service, training and employment service, health service and general affairs service). The institutes employ 22.61% women. The only limitation in performing certain tasks is related to body searches of prisoners, which can only be carried out by a person of the same sex.

According to data from the National Bureau of Statistics, related to the "Indicators of crime and administration of justice from 2004 to 2008" among the reported adult perpetrators in 2008 only 7% were women, while 93% were men. Also, according to gender based statistics, among convicted adults in 2008, 9.1% were women while 90.9% were men. These indicators are clarified by information from the same source which shows that, by the type of criminal acts, most were those related to larceny and grand larceny – 13.1%, followed by minor injuries – 4.9%, domestic violence – 4%, serious bodily injury -2.4%.

Since the proportion of women in the security sector is still unsatisfactory, solutions and planned quotas of at least 30% for the representation of women in this sector should be made, in accordance with the National Strategy for the Advancement of women and the Promotion of Gender Equality for the period from 2009 to 2015 (2009), in order to advance a policy of equal opportunities in the Republic of Serbia.

**Overview of the increase of the representation of women in the security sector and their impact on issues related to the position of women, peace and security (Table 2) ↓**

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**II Representation – Increase in the Proportion of Women in the Security Sector and their Impact on the Issues Related to the Position of Women, Peace and Security**


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**General objective – Creating conditions for effective realization of gender equality policy in the security sector, through increased representation of women and their impact on issues relating to the status of women, peace and security**


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Number	Specific objectives	Activities	Implementing agencies and associates	Timeline
1	2	3	4	5
1	<p>Creating conditions for increased representation of women in ministries / directorates and agencies in the security sector and their impact on security policy, defence policy and human rights</p> <p>1.1.</p>	<p>Introduce changes to the system of planning, organization and human resource management in order to remove barriers to the representation and advancement of women in the security sector, particularly in positions and tasks related to the advancement of women, peace and security</p>	<p>The Ministry of Defence, the Ministry of Internal Affairs, the Ministry of Foreign Affairs and Security Information Agency</p>	<p>2011—2013</p>
	<p>1.2.</p>	<p>Examine whether there are deficiencies in the system of performance evaluation of men and women in the security sector; in the area of salaries, remuneration and other benefits that favour certain activities more frequently performed by men than women. If so, they should be removed.</p>	<p>The Ministry of Defence, the Ministry of Internal Affairs, the Customs Administration and the Security Information Agency</p>	<p>2010—2013</p>
	<p>1.3.</p>	<p>Create equal opportunities in practice for education, employment, career guidance, social care for women and men in the security sector, so that women can participate equally in creating and managing security policy, state defence policy and protection of human rights. During the realization of these activities, cooperation should be established with local government authorities, educational institutions, women and youth organizations, etc.</p>	<p>The Ministry of Defence, the Ministry of Internal Affairs, the Ministry of Finance, the Ministry of Foreign Affairs and Security Information Agency, in cooperation with the Ministry of Labour and Social Policy, the Ministry of Education, the Ministry for Public Administration and Local Self-Government and associations</p>	<p>2011—2015</p>

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	1.4.	Draft annual plans for realization of equal opportunities and gender equality in the security sector (employment, education, advancement, retention in service), at the ministries / directorates / agencies level and inform the public about the effects of the implementation of these plans.	The Ministry of Defence, the Ministry of Internal Affairs, the Ministry of Foreign Affairs, the Security Information Agency, in cooperation with the Ministry of Culture, media and professional journalist associations	2010—2015
2	2.1.	Creating conditions for increased representation of women in the security sector in the operational system (jobs that require the use of force)	Conduct an analysis of the existing situation and conditions for training and education of women, and their appointment to work posts and functions in accordance with the achieved level of education, necessary for the advancement of women in the Ministry of Defence and the Ministry of Internal Affairs. If deficiencies exist, they should be removed.	2010—2013
	2.2.		Ensure adequate representation of women by introducing a quota of minimum 30% for admission of women to all levels of education in the Military Secondary School, Military Academy and the Criminal Police Academy and adjust their professional orientation and training to the demands of the profession and the objectives of the National Action Plan.	2010—2013
	2.3.		Examine whether there are deficiencies in the organization and job classification in the security sector favouring the deployment of men to work posts and tasks in the operational system, which can be performed by women, pursuant to their capabilities. If so, they should be removed.	
3.	3.1.	Improving the conditions for greater representation of women in the security sector	Continue and improve the campaign for admission and promotion of women in security bodies. This activity shall be conducted with the involvement of cadets and successful women working in the security sector.	2010—2015

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3.2.	Exchange publications, research results, experiences from the field, arrange visits, joint meetings and conferences for the security subjects at the national and international level.	The Ministry of Defence, the Ministry of Internal Affairs, the Ministry of Finance – Customs Administration, the Security Information Agency, academic and research institutions, the Ministry of Foreign Affairs and associations	2011 -2015
3.3.	Introduce statistical monitoring and periodic in-depth research of the reasons that directly affect employment (recruitment), retention and advancement of women in the security sector and publish the results regularly with the campaign for promotion of women's employment in the security sector.	The Ministry of Defence – Strategic Research Institute, the Ministry of Internal Affairs, the Ministry of Finance – Customs Administration and the Security Information Agency	2011 -2015

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# III Decision-Making – Increase of the Participation and Influence of Women in Decision-Making in Defence and Security

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## Indicators of the current situation and key issues

In the Republic of Serbia, a normative framework which allows creation of an environment for the realization of women's rights to equal participation in decision-making on issues of public importance has basically been established. The Republic of Serbia has adopted international documents binding it to respect the standards and recommendations for the participation of women in decision-making in issues of public importance, and the Serbian Constitution, laws and strategies define measures and actions to apply the normative solutions. However, the number of women in managerial positions in the security structures remains small. Women are rarely elected to managerial positions from which they can significantly influence policy-making and decision-making. For these reasons, women are not able to participate equally with men in decision-making on security issues, defence, and preservation of peace and to take their share of responsibility in this important area.

Although the existing laws and regulations do not discriminate against the advancement of women in the Ministry of Defence and the Ministry of Internal Affairs, in practice there are "unwritten" obstacles to advancement to senior positions in the security sector. The strategic approach to the recruitment of women to posts which involve the use of physical force is underdeveloped. There is no public system for human resource management and statistical monitoring and systematic research of the reasons for the recruitment, retention and advancement of women in the security sector. Systematic support to the women employed in the security sector is inadequate, as is the adjustment of procedures, curricula and job classification to the adopted quotas for the proportion of women in the security sector and managerial positions.

Data from 2010, on the representation of women and men in managerial positions in the Ministry of Defence, the Ministry of Internal Affairs and the Ministry of Foreign Affairs, show that, in all three ministries, men hold the Minister's office, that the state secretaries in these ministries, except in the Ministry of Defence, are men (out of five state secretaries in the Ministry of Defence, only one is a woman), that out of seven assistant ministers, only two are women (both in the Ministry of Foreign Affairs), and that in the position of the Ministry Secretary there is only one woman (at the Ministry of Foreign Affairs).

According to data from September 2010, collected for the purpose of insight into the current status due to implementation of the National Action Plan objectives, it may be concluded that women are insufficiently and inadequately represented in managerial positions in the security sector. For example, there are 205 women in managerial positions in the Ministry of Defence, mostly at middle and lower management level, which is only 10% of the total number of managerial positions in the Ministry of Defence. There are no women among the defence attachés.

In 2010 women filled 10.95% of managerial positions in the Ministry of Internal Affairs, which represents an increase on 2008, when the proportion of female managers in this ministry was 2.77%. Given the short time period over which the number of women in uniform has increased significantly, the small number of women in positions of rank is to be expected. In the Ministry of Internal Affairs women take part in decision-making, both at the strategic and operational level. When it comes to women's participation in the negotiating teams related to important issues of national interest, or in state delegations, the significant participation of women is noted, especially in the European integration process. For example, in the negotiations on visa process facilitation at the European Commission, women were members of the state delegation. The first national coordinator for the Integrated Border Management of the Republic of Serbia was a woman, as was the first head of the Bureau of Strategic Planning in the Ministry of Internal Affairs.

The percentage of women in managerial positions in the Security Information Agency is 10.95%.

In the Ministry of Finance – Customs Administration, the situation in this respect is much better. Twenty-five percent of the most senior managerial positions in the Customs Administration (Director and Assistant Directors) are held by women. At middle managerial level (manager of customs office, head of the department, chief of bureau) 41% of positions are held by women. At lower levels of management (head of customs branch office, head of the customs unit, chief of section, group manager, head of the unit, manager of the customs checkpoint) women make up 34% of office holders.

Within the Ministry of Justice – Directorate for Enforcement of Criminal Sanctions, two women are Heads of Institution, out of a total number of 28, which, as a percentage, amounts to 7.14% women in managerial positions.

In the Ministry of Foreign Affairs 37.50% of secretary generals and assistant ministers are women and of the total number of employees in the diplomatic and consular missions of the Republic of Serbia, 19.23% of officials with the rank of ambassador or general consul of the Republic of Serbia are woman.

Committees of the National Parliament in charge of security issues (the Defence and Security Committee and the Foreign Affairs Committee) are governed by men who hold the office of President and Vice President of these committees. There is a very noticeable difference in the number of members of these two committees. There is only one woman in the Defence and Security Committee from a total of 17 members (94.2% men and 5.8% women). Women's representation in the Foreign Affairs Committee is more favourable (64.7% men and 35.3% women) and it is above the average of the total representation of women in the National Parliament.

Earlier, in the security sector, women were highly ranked only in the positions of Assistant Minister of Internal Affairs and Assistant Minister of Defence Policy at the Ministry of Defence, and now they occupy only the position of the advisor to the Minister of Defence.

A key issue concerning the role of women in decision-making in defence and security is their lack of influence on decision-making regarding the issues relevant to the preservation of peace and security.

One of the main reason for women's lack of impact on decision-making in defence and security is their insufficient representation in state institutions deciding on security issues and in the various bodies that are established in this area, especially in:

- the executive branch of the state administration with jurisdiction in the defence and security area (the Government, the Ministry of Defence, the Ministry of Internal Affairs, the Ministry of Foreign Affairs);
- delegations participating in the work of various international bodies and institutions active in preserving security and peace at the global or regional level;
- parliamentary, governmental, economic, cultural, scientific, sports and other delegations whose missions are focused on the establishment, improvement and development of various forms of regional cooperation promoting development of good neighbourly relations and thus contributing to preservation of security and insurance of peace;
- peace negotiations and peacekeeping operations, and in various types of action to combat crisis and solve conflicts;
- embassies, especially in the position of the Ambassador and Defence Attaché of the Republic of Serbia;
- the missions and delegations leading peace negotiations.

### **European Union**

During the 1990s balanced participation of women and men in the European Union has become one of the most important issues related to the factual realization of gender equality. As the main indicators of the current situation in the European Union the following have been identified: prevention, participation, decision-making, support and protection of women.

In 1999 it was proposed that the statistical data should be collected in nine core areas of management (decision-making) demonstrating a serious under-representation of women:

- women's participation in national, regional and local assemblies,
- women's participation in national and regional governments,
- number of men and women ministers in various ministries of national / regional governments,
- participation of women in the top positions of various services,
- participation of women in the top positions in various fields of public service activities,
- participation of women judges in Supreme Courts and lower instance courts.

One of the nine indicators for determining progress in promoting balanced participation of women in decision-making areas, which the Council of Europe adopted on the basis of the Beijing Declaration, is the participation of women in various kinds of public service. In particular, the proportion of women in managerial positions (directors, management and supervisory boards) in the bodies, institutions and public enterprises established by state, regional or local self – governments.

In the Decision of the Council of Europe on achieving gender equality: The Challenge for Human Rights and a Prerequisite for Economic Development (Stockholm, June 2006) and in the Draft Action Plan: Achieving gender equality in all spheres of society, adopted at the Sixth Ministerial Conference on Equality Between Women and Men, equal participation of women in decision-making is again listed among the most important issues for achieving gender equality.

In addition to the government's obligation to undertake measures and actions to improve conditions in that area, public enterprises are also invited to promote balanced participation of women and men in management bodies.

**Overview of objectives, activities, implementing agencies and timelines related to the decision-making process (Table 3) →**

**III Decision-Making – Increase the Participation and Influence of Women in Decision-Making in the Defence and Security Sector**

**General objective – Increase the participation and influence of women in decision-making in defence and security**

No.	Specific objectives	Activities	Implementing agencies and associates	Timeline
1	2	3	4	5
1	<p>Increase the proportion of women in the security sector and in managerial positions, particularly in state institutions deciding on security issues</p>	<p>1.1. Development of the normative and institutional framework and instruments and measures that guarantee the accomplishment of the rights of women to equal representation in state administration and local self-government authorities and other bodies responsible for deciding on defence and security issues:</p> <ul style="list-style-type: none"> <li>– implementation of the Gender Equality Law;</li> <li>– harmonization of laws related to defence and security as well as the Law on the Government, the Law on Ministries, with a view to operationalize general provisions of the Gender Equality Law for each area (defence, interior affairs, foreign affairs, etc.);</li> <li>– adoption of by-laws and specific measures necessary to implement the law, identify and organize systematic monitoring of the implementation of regulations and measures;</li> <li>– amendment to the Parliamentary Rules of Procedure and rules, or regulations governing the internal organization and operation of institutions responsible for defence and security, and job classification.</li> </ul>	<p>The National Parliament, particularly the Defence and Security Committee, Gender Equality Committee and Legislative Committee of the National Parliament in cooperation with the Government, especially with the Ministry of Defence, the Ministry of Internal Affairs; the Ministry of Foreign Affairs, the Ministry of Human and Minority Rights, the Ministry of Justice and the Ministry of Labour and Social Policy. All institutional mechanisms for gender equality in the Republic of Serbia, including provincial and local institutional mechanisms for gender equality: the Gender Equality Committee of the National Parliament and the Commissioner for Protection of Equality, the Gender Equality Council of the Government and the Ombudsman, the Ministry of Labour and Social Policy – the Gender Equality Directorate, the Provincial Ombudsman and local Ombudsmen, particularly their deputies in charge of gender equality.</p>	2010—2013

<p>Associations, especially those whose work is focused on the areas of security, human rights, women's rights and regional cooperation. The media, especially Radio-Television Serbia. Group for monitoring the implementation of the National Action Plan, the Political Council, the Multi-sectoral Coordinating Body, analytical groups and research teams and individuals and the Supervisory body for monitoring the implementation of the National Action Plan</p>	<p>1.2. The adoption of special measures and quotas (reserved seat) to ensure representation of women and guarantee equal opportunities during the selection for senior management positions in the security sector, state administration and local self-government bodies, international delegations, etc. The amendments to legislation regulating defence and security with a view to make general provisions of the Gender Equality Law applicable for each area (defence, interior affairs, foreign affairs, etc.); Prepare, propose and adopt special measures to create equal conditions for women and men's career advancement (civilian and uniformed) in the defence and security sector. Prepare, propose and adopt special measures to create equal conditions for women's access to managerial positions in the state authorities responsible for defence and security. Adoption of supporting regulations and measures necessary to implement the law and organization of systematic monitoring of the implementation of the National Action Plan.</p>	<p>2010—2013</p> <p>The National Parliament, the Government and the state administration bodies, especially the Ministry of Defence, the Ministry of Internal Affairs, the Ministry of Foreign Affairs, the Ministry of Human and Minority Rights and the Ministry of Labour and Social Policy and security services (the Military Security Agency, the Military Intelligence Agency and the Security Information Agency)</p> <p>The Ministry of Defence, the Ministry of Internal Affairs, the Ministry of Finance – Customs Administration and the Security Information Agency</p>
	<p>1.3. Examine whether there are deficiencies in the organization and job classification within the security sector favouring the deployment of men to posts, tasks and managerial positions, which can be performed by properly qualified women. If so, they should be removed.</p>	<p>2010—2013</p>

<p>1.4. Raising awareness among the general public about the importance of gender mainstreaming in defence and security institutions. Planning and systematic implementation of mandatory defence and security training for women and men. Planning and systematic implementation of specific training for candidates who are preparing to work in peacekeeping missions. Providing financial resources and technical requirements for implementing the general and special education program.</p>	<p>2010—2015</p> <p>the Government in collaboration with prominent individuals and public figures, the Commissioner for Protection of Equality, the Ministry of Labour and Social Policy – Gender Equality Directorate, academic and research institutions, institutional mechanisms for gender equality, media and associations</p>
<p>1.5. Supervision of the implementation of the activities identified by the National Action Plan Defining the parameters for monitoring the implementation of the National Action Plan Continuous reporting to the Supervisory Body for the implementation of the National Action Plan in the Republic of Serbia.</p>	<p>2010—2015</p> <p>The Supervisory Body for the Implementation of the National Action Plan, consisting of Parliamentary deputies, representatives of the Gender Equality Committee, the Defence and Security Committee, the Foreign Affairs Committee, the Labour, Veteran and Social Affairs Committee and the Judicial and Administration Committee of the National Parliament, the Commissioner for Protection of Equality, representatives of the Gender Equality Council of the Government, the Ombudsman and the Commissioner for Information of Public Importance.</p>
<p>1.6. Establishment of regional cooperation for the implementation of UN SC Resolution 1325, particularly in monitoring the implementation of the action plans: Exchange of experience in implementing the UN SC Resolution 1325 in the region. Regional cooperation and participation of representatives of the institutional mechanisms for gender equality, as well as the ministers of defence, interior and foreign affairs at regional meetings regarding the implementation of UN SC Resolution 1325.</p>	<p>2010—2013</p> <p>Institutional mechanisms for gender equality of the National Parliament and the Government, the Ministers of Defence, Interior and Foreign Affairs</p>

2	<p>Increase of women's influence on decision-making and realization of women's rights to participate in decision-making on defence and security issues equally and together with men</p>	<p>2.1. Establishing an institutional and regulatory framework and undertaking measures to ensure increased influence of women in decision-making on defence and security issues, together with:</p> <ul style="list-style-type: none"> <li>- involvement of institutional mechanisms for gender equality at all levels in increasing influence and exercise of the women's rights to participate in decision-making on defence and security issues;</li> <li>- involvement of the associations from the NGO sector in the public debate about the content of strategic documents on defence and security issues in an open and democratic, participatory decision-making process;</li> <li>- introducing to the public the content of policies, regulations and measures in the areas of defence and security, as well as the impact of these policies, regulations and measures on women and men and especially on persons or groups exposed to multiple discrimination;</li> <li>- prescribing procedures in normative acts regulating the internal organization and operation of institutions whose action takes place in the defence and security sectors, which allow different organizational and procedural forms.</li> </ul>	<p>2010—2013</p> <p>The National Parliament, the Government, including the ministries and working bodies and other institutional mechanisms for gender equality in collaboration with the NGO sector associations and the general public</p>
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<p>2.2. Establishment of normative preconditions for decision-making and realization of equal opportunities in decision-making in defence and security based on:</p> <ul style="list-style-type: none"> <li>- establishment of procedures in normative acts which regulate performance and the decision-making process in various bodies and institutions that ensure equal participation of women and men in decision-making on defence and security;</li> <li>- ensuring and exercising the right to equal access of women and men to information relevant for deciding on defence and security issues;</li> <li>- ensuring equal opportunities for women and men to participate in: planning, prioritizing, regular and timely information on issues that are planned in the area of defence and security;</li> <li>- establishing continuous communication between the appropriate institutional mechanisms for gender equality and state authorities in charge of deciding on defence and security;</li> <li>- identifying procedural preconditions that allow the gender minority in decision-making to submit proposals and to comment on the proposals of the authorized proponents in the defence and security institutions, to present them publicly, expresses opinions on the proposals and submit amendments to the proposals, request referendum voting on issues considered important, publicly criticize the proposals of the authorized proponents.</li> </ul>	<p>The National Parliament, the Government, including ministries and working bodies and other institutional mechanisms for gender equality</p>	<p>2010—2013</p>
<p>2.3. Identifying normative preconditions for the visibility of the stand points of gender minority in decision-making on defence and security, and realization of the right of women and men to participate in the decision-making process on issues important for their statutory rights under equal circumstances.</p>	<p>The Government, the Ministry of Labour and Social Policy, the Ministry of Human and Minority Rights, the Ministry of Defence, the Ministry of Internal Affairs and security services (the Military Security Agency, the Military Intelligence Agency and the Security Information Agency)</p>	<p>2010—2013</p>
<p>2.4. Establishment of standards in the regulations governing the proceedings of various state bodies, in order to create equal opportunities for equivalent participation of women and men in decision-making on defence and security.</p>	<p>The Government, the Ministry of Labour and Social Policy, the Ministry of Human and Minority Rights, the Ministry of Defence, the Ministry of Internal Affairs and security services (the Military Security Agency, the Military Intelligence Agency and the Security Information Agency)</p>	<p>2010—2013</p>

2.5.	Establishing obligation of the proponents of the decisions, strategies, policies and measures to include in the explained proposal consideration of the effects that the implementation of the decisions may have on women and men.	The Government, the Ministry of Labour and Social Policy, the Ministry of Human and Minority Rights, the Ministry of Defence, the Ministry of Internal Affairs and security services (the Military Security Agency, the Military Intelligence Agency and the Security Information Agency)	2010—2013
2.6.	Prescribing procedural rules governing the planning of the operations of government bodies with jurisdiction over defence and security, with the aim of creating procedural preconditions for timely involvement of appropriate institutional mechanisms for gender equality.	The Government, the Ministry of Labour and Social Policy, the Ministry of Human and Minority Rights, the Ministry of Defence, the Ministry of Internal Affairs and security services (the Military Security Agency, the Military Intelligence Agency and the Security Information Agency)	2010—2013
2.7.	Prescribing procedural rules that include the obligation to consult the appropriate institutional mechanisms for gender equality in policy development, creation of strategic and planning documents and operational plans for their implementation and in decision-making on security issues.	The Government, the Ministry of Labour and Social Policy, the Ministry of Human and Minority Rights, the Ministry of Defence, the Ministry of Internal Affairs and security services (the Military Security Agency, the Military Intelligence Agency and the Security Information Agency)	2010—2013
2.8.	Organization of consultations with women employed in the security sector, as well as persons and groups exposed to multiple discrimination, especially when a measure, regulation or policy has direct consequences for their status or rights. Consultations will be performed in the form of questionnaires, surveys or by organizing consultative meetings. Form of consultations with women shall be proposed by the Gender Equality Advisor to the Minister, the Director of the Directorate or Agency, depending on the issues under consideration.	The Government, the Ministry of Labour and Social Policy, the Ministry of Human and Minority Rights, the Ministry of Defence, the Ministry of Internal Affairs and security services (the Military Security Agency, the Military Intelligence Agency and the Security Information Agency)	2010—2013

# **IV – Inclusion – Increasing the Participation of Women in Conflict Resolution, Post-Conflict Situations and a Greater Participation of Women in Multinational Operations**

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## **Indications of the current situation and key issues**

Women played virtually no part in the resolution of the conflict that took place in the former Socialist Federal Republic of Yugoslavia. Although they accounted for the majority of civilian victims in the conflict, they were sidelined in the ensuing processes of peace negotiations and brokering. Following the cessation of violent conflict, when the peace building stage had already begun, women were not sufficiently involved in the strategic process of designing the groundwork for long-term stability. One of the preconditions for the creation of lasting peace based on the principles of democracy and protection of human rights is the inclusion of the gender perspective in the processes of post-conflict reconstruction and in multinational operations, and a greater role of women in such processes.

Women from the Republic of Serbia were underrepresented in UN multinational operations. Currently, the Republic of Serbia participates in a total of six multinational operations sponsored by the UN (UNMIL, UNOCI, MONUSCO, MINURCAT, UNFICYP and MINUSTAH), with its participation in the UN peace mission in Lebanon (UNIFIL) planned to take place by the end of the year. The share of women in the Republic of Serbia's military contingents deployed in multinational operations is only 17.6 %. One of the reasons for their being so underrepresented in the operational formations of multinational operations (army and police units) is that women account for a comparatively small part of the operational formations of the army and police. Another reason lies in the prejudice that women do not possess all the necessary physical and mental qualities required for them to successfully discharge military and police duties. It also has to be underlined that women are also insufficiently motivated to take part in multinational operations, which can mainly be attributed to their reluctance to accept long-term absence

from home and family. Based on past experience, women in multinational operations tend to join only medical units where they typically serve as medical support officers, but not the military observer missions in which Serbian Army officers take part.

The Law on the use of the Army of Serbia and other defence forces in multinational operations outside the borders of the Republic of Serbia does not contain any provision defining specialized training and education of participants in multinational operations that would take into consideration the special needs of women and children in conflict situations. In the sections of the Law pertaining to legal provisions governing the criteria for the selection methods and actual selection of participants for multinational operations (Article 14, Paragraph 2), it is stipulated that the selection criteria and the issuance of certificates are dealt with by the Minister in charge, without specifying that the selection process has to take gender equality into account.

While preparing Army of Serbia candidates for deployment in multinational operations, which is done by the Peace Support Operations Training Centre at the Army of Serbia General Staff, men and women also receive training related to gender-sensitive issues, which, according to the Basic UN Standard Training Module for Multinational Operations, covers the following topics: Prevention of Sexual Exploitation and Abuse and Gender Equality in Multinational Operations. There are also topics covering the responsibility towards the civilian population, women and children in particular, as well as the mechanisms for the prevention of violence against women and full accountability in situations of inappropriate conduct by members of peace contingents employed with the UN.

**Table overview of objectives, activities, implementing agencies and deadlines with regard to inclusion (Table 4) →**

**IV Inclusion – Increasing the Participation of Women in Conflict Resolution, Post-Conflict Situations and in Multinational Operations**

**General objective – Ensuring equal participation of women in conflict resolution, post-conflict situations and in multinational operations**

Number	Specific objectives	Activities	Implementing agencies and partners	Timeline
1	2	3	4	5
1	Asserting the importance of the role of women in conflict resolution, negotiating, reaching agreements and in their enforcement in practice	1.1 Providing institutional mechanisms for equal participation of women in conflict resolution, by ensuring the participation of at least 30% of women in negotiating teams and multinational operations	The National Parliament of the Republic of Serbia: the Committee for Defence and Security, the Committee for Gender Equality, the Legislative Committee, the International Relations Committee in cooperation with the Government and in particular with the Ministry of Defence, the Ministry of Interior, the Ministry of Foreign Affairs, the Ministry of Human and Minority Rights and the Ministry of Labour and Social Policy	2010—2013
		1.2	The Ministry of Defence and in particular the Peace Support Operations Centre, the Serbian Armed Forces General Staff, the Military Medical Academy and other Ministry of Defence bodies, the Ministry of Interior and other governmental bodies	2010—2015
		1.3	The Ministry of Defence, the Ministry of Interior and security services (the Military Security Agency, the Military Intelligence Agency and the Security Information Agency) in cooperation with all gender equality institutional mechanisms in the Republic of Serbia, including provincial and local institutional mechanisms	2010—2013
		Building mechanisms for early warning and providing support to local women's initiatives for non-violent conflict resolution		

	1.4	Continuous education of the public, through various media campaigns and seminars, in order to develop the culture of peace and overcoming of cultural stereotypes which prevent women from participating in conflict resolution	The Ministry of Defence, the Ministry of Interior, in cooperation with associations and the media	2010—2015
2	2.1	Ensuring the increased participation of women in peace building and post-conflict reconstruction of society	Equal treatment in decision-making and greater presence of women in the process of planning and implementation of: disarmament, peace building, reconstruction of society and reintegration of refugees.	2010—2015
	2.2	Encouraging and financing the programme of reintegration and rehabilitation of men and women who took part in armed conflicts	The Government of the Republic of Serbia, the Ministry of Defence, the Ministry of Interior, the Ministry of Human and Minority Rights, the Ministry of Labour and Social Policy, the Ministry for Kosovo and Metohija and the Ministry of Finance in cooperation with the Association of War Veterans of the 1991-1999 War, the Organization of Civilians in War, the Alliance of Disabled Ex-Servicemen and Families of the Killed and the Missing in Wars from 1990-1999, the Association of Veterans of War and Associations of Refugees and Internally Displaced Persons, the women's associations, local and international foundations and donors	2010—2015
	2.3	Developing and financing programmes and media contents which report impartially on war crimes, especially those which are related to sexual violence.	The Ministry of Defence and, in particular, the Department for Public Relations, the Ministry of Interior, the Ministry of Justice, the Ministry of Labour and Social Policy, the Ministry of Human and Minority Rights and the Ministry of Finance, local and international foundations and donors	2010—2015

			2010—2013
2.4	Ensuring and financing programmes for the special needs of women and girls, especially among refugees and internally displaced persons and engagement of women in planning and implementation of programmes for assistance to refugees and internally displaced persons.	Humanitarian and health care organizations, the Ministry of Finance, the Ministry for Kosovo and Metohija, associations and foundations	
2.5	Improving the position of refugees and internally displaced persons through appropriate solutions developed by executive government authorities at all levels of decision-making.	The Government, the Ministry of Labour and Social Policy in cooperation with the Ministry of Public Administration and Local Self-Government and the Ministry for Kosovo and Metohija, the Ministry of Finance and foundations	2010—2013
2.6	Financial backing and support to activities and local women's initiatives for reconciliation and peace building.	The Ministry of Finance, the Ministry for Kosovo and Metohija, associations, foundations and donors	2010—2015
2.7	Raising awareness on potential new conflicts and initiating educational programmes on gender aspects of conflicts	The Ministry of Defence, the Ministry of Interior, The Ministry of Education, the Ministry of Culture, the Ministry of Human and Minority Rights and the media	2010—2015
3			
3.1	Gender mainstreaming in peacekeeping operations and ensuring greater participation of women in peace-keeping and humanitarian missions	Ensuring mechanisms to support greater participation of women in peace-keeping and humanitarian missions with special focus on engagement, training and accompanying programmes of support to women	2010—2013
3.2	Providing training on women's human rights and gender equality for participants in peacekeeping and humanitarian missions, including training in the course of which the participants of multinational operations would be trained on the special needs of women in post-conflict situations	The Ministry of Defence and in particular the Peace Support Operations Training Centre and the Military Medical Academy, the Ministry of Interior, The Ministry of Finance and other government administration authorities and associations	2010—2013

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3.3	Ensuring mechanisms of promotion which enable women to take key positions in peacekeeping operations, and appropriate training for women.	The National Parliament of the Republic of Serbia, the Government, and in particular the Ministry of Defence and the Ministry of Interior in cooperation with the Ministry of Human and Minority Rights	2010—2013
3.4	Setting up permanent cooperation with all relevant international organizations which deal with issues of increasing the participation of women in key positions in peacekeeping operations.	The Ministry of Foreign Affairs, the Ministry of Defence and the Ministry of the Interior	2010—2013

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# V – Protection – Using Instruments of Legal Protection for Women

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## Indicators of the current situation and key issues

In the Republic of Serbia, which is still burdened by post-conflict and transition problems, the safety of women and girls is threatened in almost every aspect. A large number of women and girls live in deprivation and poverty, are subjected to discrimination, have their rights violated, and are often victims of different forms of gender-based violence (domestic violence, sexual violence, economic violence, human trafficking etc.). Especially at risk are internally displaced and refugee women, women with returnee status (henceforth referred to as migrant women), trafficked women, asylum seekers etc.

In the opinion of the Ministry for Kosovo and Metohija, women from non-Albanian communities in Kosovo share the fate of their men when it comes to issues of security and employment opportunities. After June 1999, all non-Albanians living in towns south of the Ibar River lost their jobs primarily owing to a lack of security related to their ethnic background. The reports of international organisations dealing with gender issues and the situation of non-majority communities in Kosovo typically reiterate the conclusion that women and girls from minority communities are doubly discriminated against on the basis of their gender and ethnic background.

At the 622nd OSCE Forum for Security Cooperation, held in September 2010, in Vienna, Austria, a European Union statement related to the implementation of the UNSC Resolution 1325, which was distributed to the participants, concluded that the commitments under the Resolution had not yet been fulfilled, especially as regards the ensuring of the rights of women who have not fully recuperated and integrated in their new communities, as well as the rights of women from post-conflict countries, whose experiences were not recognised enough in the process of reconstruction and development.

According to a Serbian government paper called *The Situation and Needs of the Refugee Population in the Republic of Serbia*, there are still 97,000 registered refugees and 209,000 internally displaced persons from the Autonomous Province of Kosovo and Metohija in the Republic of Serbia, excluding the Autonomous Province of Kosovo and Metohija. Women ac-

count for more than half of these numbers, with women, mostly Serb and some Roma, between the ages of 19 and 59, and those over 60 being the most numerous by far.

During the presentation of initial reports on the implementation of international treaties on human rights, the Republic of Serbia pointed out to the UN bodies, and to their relevant committees, that it is not in a position to report to them on the situation of human rights in the Autonomous Province of Kosovo and Metohija on account of this territory being under the provisional administration of the UN, and proposed to the committees in charge to invite UNMIK to submit additional reports on the situation of human rights in that territory.

In their concluding remarks to the reports presented by the participating countries, the Committee on Human Rights and the Committee on the Elimination of Discrimination against Women requested UNMIK to submit reports on the implementation of the International Covenant on Civil and Political Rights and of the Convention on the Elimination of All Forms of Discrimination against Women in Kosovo and Metohija. The Committee on Economic, Social and Cultural Rights and the Committee on the Rights of the Child recommended to the Republic of Serbia to submit additional information – in cooperation with and with the assistance of UNMIK and the local civilian authorities in the Autonomous Province of Kosovo and Metohija – detailing the implementation of the International Covenant on Economic, Social and Cultural Rights and the Convention on the Rights of the Child in Kosovo and Metohija.

UNMIK submitted reports to the Committee on Human Rights and to the Committee on Economic, Social and Cultural Rights regarding the implementation of the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights in Kosovo and Metohija.

The two Committees reviewed these reports in 2006 and 2008.

Of particular concern, however, is the fact that, despite continuing to be an exponent of the UN in Kosovo and Metohija, UNMIK has transferred part of its authority to the Provisional Institutions of (the Albanian) Self-Government in Kosovo, while another part, pertaining to the rule-of-law issues, it has transferred to the EU Mission (EULEX) in Kosovo. On top of that, the ethnic Albanian local authorities in Kosovo and Metohija keep refusing any form of cooperation with UNMIK, whereas EULEX has no mandate to protect human rights, including those of women, in Kosovo and Metohija, and, in the opinion of the Ministry for Kosovo and Metohija, does not treat them as a priority within the scope of EULEX activities. The OSCE Mission in Kosovo (OMiK) sporadically releases ad-hoc reports, including ones on domestic violence. Local Albanian NGOs in Kosovo occasionally issue reports on the rights of women, such as the Report on Domestic Violence published in 2008 by Kosova Women's Network. The reports made by these NGOs mostly address the issues of interest for the Kosovo Albanian community, with small unrepresentative samples indicating the situation of other national and ethnic communities, including those of the Serbs, Montenegrins, Roma, Gorani, Turks and others in Kosovo and Metohija. The Provisional Institutions of (the Albanian) Self-Government in Kosovo and Metohija have published a Gender Profile of Kosovo, prepared within the 2005 project of the European Commission called Methodological Support and Training on Gender Mainstreaming in Development Cooperation, which was viewed by the Serb community in Kosovo and Metohija as extremely biased and inaccurate, especially in its historical and political overview sections. The same could be said for other documents dealing with gender issues, of which we shall name but a few: Kosovo Gender Analysis produced in 2004 by Sida of Sweden, The

Strategy for Increasing the Number and Improving the Position of Women in PISG 2006-2015 drafted in 2005, Voices of Women UNKT/KWI/KWN released in 2004 and a report entitled Men and Women in Kosovo made in 2007 by the Kosovo Statistical Office. The Republic of Serbia Ministry for Kosovo and Metohija is concerned about the fact that UNMIK and the Provisional Institutions of Self-Government in Kosovo have prepared a report on the implementation of CEDAW in Kosovo without consulting the authorised bodies of the Republic of Serbia, pointing out the fact that only UN members may be party to CEDAW.

In the strategic documents addressing the issues of migrant women, women asylum seekers and victims of human trafficking, the gender aspect is not stressed enough, nor are the specific needs of these women covered in their entirety. According to the Strategy for the Reintegration of Returnees based on the implementation of readmission agreements and the process of readmission, a total of 18,000 Serbian citizens have been returned to the Republic of Serbia from West European countries. It is expected that at least 47,000 more citizens will be returned too, although the exact number of those who already have or will be returned is not yet known. Of the overall number of returnees, some 65 to 70% are Roma. Of special concern here is the fact that the state authorities have not secured sustainable programmes of legal assistance for the rights of these categories of women to be protected and duly exercised. Instead, legal assistance is provided by associations financed by foreign donors through various projects. Only the Strategy for Combating Human Trafficking in the Republic of Serbia envisages and operationalizes certain measures that provide flexible forms of assistance to and protection of women and girls who are victims of human trafficking, which are tailored to their needs.

As of 2002, the Republic of Serbia has significantly improved the normative framework of the protection of women's rights against discrimination in the family environment, at work and in other circumstances. Many forms of gender-based violence (such as domestic violence, all forms of human trafficking, rape and other forms of sexual violence, as well as violations of equality rights, including gender equality) have been incriminated. However, state bodies and institutions authorized to act in these matters often fail to offer effective legal protection and appropriate psycho-social support to female victims of discrimination and gender-based violence. The main causes of this situation are: lack of appropriate systemic solutions in the field of legal protection of women from violence, unadjusted, incomplete and inaccurate legislation, limited access to free legal aid, lack of procedural regulations, insufficient training of professionals working with female victims of violence and sexual violence in particular, underdeveloped multidisciplinary and multisectoral cooperation, including cooperation with civil society organisations, lack of dedicated programmes of support to women victims of discrimination and violence etc.

According to data from the Information and Research Affairs Department of the Serbian National Parliament, the protection of the rights of young girls and girls against all forms of violence is carried out within the scope of enforcement of the rights of the child and the rights of women. The concept of the rights of the child was introduced into the Serbian legal system after the year 2000, through complete or partial elaboration in the majority of children-related laws, and has been verified in the Constitution. Improvement was also registered in the acceptance of that concept in the field of institutional development, through the introduction of the Government of Serbia's Council for Child Rights (2002), the Child Rights Subcommittee within the Gender Equality Committee of the National Parliament (2005) and

through the introduction of the institution of the Ombudsman, whose deputy is in charge of the rights of the child.

According to the September 2010 updates of the Ministry of Justice Administration for the Execution of Criminal Sanctions, a total of 260 adult and juvenile women were serving prison sentences in the penitentiary in Pozarevac. Pursuant to the provisions of Article 7 of the Law on the Execution of Criminal Sanctions, the rights of female detainees are found to be observed in the penitentiary in Pozarevac. Only female guards have direct contact with and are involved in the treatment of female detainees, while special attention is paid to respecting the rights of women with infant children (aged up to 12 months). Female convicts who are pregnant or have children under 12 months of age are kept in a separate prison block. A female convict may keep her infant child in this penitentiary until it turns 12 months, after which time both parents make a joint decision as to who will get the custody of the child outside of the prison and upon formal ruling of an authorised court, which is based in the place of residence of the child's mother. According to September 2010 data, 160 women in pre-trial detention are housed in special units of the country's correctional facilities, which are authorized to provide this form of detention.

Systematic measures are not yet in place that would help eradicate violence against women, overcome gender stereotypes, limit the use of firearms and solve other problems posing a threat to peace and security, while insufficient attention is paid to raising public awareness of the situations in which women are discriminated against and their rights trampled upon.

An example of good practice in preventing violence against women is offered in a study made by the Ministry of Defence Institute for Strategic Research entitled Socio-Psychological Adjustment of Female Cadets at the Military Academy in their Education and Training, the aim of which was to arrive at conclusions that would facilitate better adjustment of female cadets to the specific circumstances of a military environment and reduce the risk of violence against women. In addition to this, the academic curriculum of the courses offered at the Centre for Multinational Operations of the Joint Operational Command of the Army of Serbia General Staff, which are taken by those preparing themselves for deployment in multinational operations, includes two standard educational topics, one of which refers to the Prevention of Sexual Exploitation and Abuse in multinational operations.

The Security Information Agency (BIA) makes use of a legal stipulation allowing it the use of free legal assistance as an institutional mechanism of support to its members. There are also programmes of support to family members of BIA employees, regardless of their gender, as well as programmes of psychological and health prevention, covering mainly women. Although trade unions are prohibited by law in the Security Information Agency, there are no legal obstacles to women establishing their own associations.

Even though a major step was made in creating legislation that would prosecute criminal offences falling under the category of war crimes, the general public in the Republic of Serbia is still insufficiently informed about what exactly constitutes genocide, crimes against humanity, war crimes and aggression, nor does a significant majority of the Serbian people know that torture, rape, sexual slavery, forced prostitution, forced pregnancy, forced sterilization and other forms of sexual abuse of the civilian population are all crimes against humanity. Furthermore, the public is poorly informed about the work of national and international criminal tribunals dealing with the prosecution of war crimes, and is not familiar with the com-

mitments undertaken by the Republic of Serbia upon the signing of cooperation agreements with the International Court of Justice and the International Tribunal for the Prosecution of Persons Responsible for Serious Violations of International Humanitarian Law Committed in the Territory of the Former Yugoslavia since 1991.

**Table overview of objectives, activities, implementing agencies and deadlines with regard to protection (Table 5) ↓**

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**V Protection – Using Instruments of Legal Protection of Women**


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**Strategic objective – Ensuring a satisfactory level of effective protection of women and girls from all forms of discrimination, violation of women's rights and gender-based violence**

Number	Specific objectives	Activities	Implementing agencies and partners	Timeline
1	2	3	4	5
1	Gender mainstreaming in all social policies, including policy in the field of security and defence	1.1 Steps and activities towards gender mainstreaming in all development policies in the field of security and defence and implement information campaigns in order to introduce the public to the importance of gender mainstreaming in the security and defence policy of the Republic of Serbia	The Government, the Ministry of Defence, the Ministry of Interior and the Ministry of Foreign Affairs in cooperation with the media	2010—2015
		1.2 Implement activities established by the Millennium Development Goals in the Republic of Serbia (2006) in order to accomplish task number three – creating system prerequisites for implementation of gender equality in the security system	The Government, the Ministry of Labour and Social Policy – the Gender Equality Directorate, in cooperation with other ministries in the security system	2010—2013
		1.3 Implement activities established in the Millennium Development Goals in the Republic of Serbia (2006) in order to accomplish task number four – by 2015 develop a system for protecting female victims of violence and a system of prevention and disabling violence against women	The Government, the Ministry of Interior, the Ministry of Justice, the Ministry of Human and Minority Rights, the Ministry of Labour and Social Policy and the Ministry of Defence in cooperation with the Republic of Serbia Citizens' Ombudsman and all institutional gender equality mechanisms in the Republic of Serbia	2010—2015

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1.4	<p>Implement activities established in the Poverty Reduction Strategy (2002) which would eliminate the poverty of women and girls and prevent the re-emergence of poverty, i.e. prevent the situation in which girls and women in the security system are more frequently made redundant, even if they are the only breadwinners or single mothers</p>	<p>The Government, the Ministry of Interior, the Ministry of Justice, the Ministry of Human and Minority Rights, the Ministry of Labour and Social Policy and the Ministry of Defence in cooperation with the Republic of Serbia Citizens' Ombudsman and all institutional gender equality mechanisms in the Republic of Serbia</p>	2010—2015
1.5	<p>Implement activities established in the National Security Strategy (2009) in line with Serbia's commitment to develop and promote all security aspects, its dedication to creating conditions to improve the role and position of women in the processes of decision-making and strengthening the state mechanisms for ensuring gender equality</p>	<p>The National Security Council, the Government, the Ministry of Defence, the Ministry of Interior, the Ministry of Foreign Affairs, the Security Information Agency and associations</p>	2010—2015
1.6	<p>Implement activities towards building of trust, improvement of security and stability in the region, cooperation and partnership with international security organizations.</p>	<p>The Government, the Ministry of Foreign Affairs, the Ministry of Defence, the Ministry of Interior, the Security Information Agency, research institutions and associations</p>	2010—2015
1.7	<p>Build capacity of the Serbian Army and the Ministry of Interior in order for them to successfully accomplish their missions and tasks involving their participation in multinational operations in the region and throughout the world, including support to civil authorities in opposing non-military threats to security.</p>	<p>The National Parliament, the Government, the Ministry of Finance, the Ministry of Defence, the Ministry of Interior</p>	2010—2015
2	<p>Set up effective protection of women and girls from discrimination, violation and endangering of rights and from gender-based violence</p>	<p>Harmonize relevant laws in the field of security and defence and other regulations with the Law on Prohibition of Discrimination and the Gender Equality Act and urgently adopt the accompanying regulations and operational plans for implementation</p>	2010—2013
	<p>The Ministry of Defence, the Ministry of Interior, the Ministry of Foreign Affairs, Security Information Agency, in cooperation with the Ministry of Labour and Social Policy and the Ministry of Justice</p>		

2.2	<p>Ensure conditions for cooperation between the sectors of defence and security with the Gender Equality Commissioner, the Citizens' Ombudsman, the Commissioner for Information of Public Importance and the Commissioner for Personal Data Protection</p>	<p>2010—2015</p> <p>The Ministry of Defence, the Ministry of Interior, the Ministry of Foreign Affairs, Security Information Agency, in cooperation with the Gender Equality Commissioner, Ombudsman, the Commissioner for Information of Public Importance and Commissioner for Personal Data Protection</p>
2.3	<p>Adopt and implement the National Strategy to Eliminate all Forms of Violence against Women which would establish a comprehensive and harmonized government policy to prevent violence against women and girls and to ensure legal protection and psycho-social support to victims of violence.</p>	<p>2010—2015</p> <p>The Government, the Ministry of Labour and Social Policy, the Ministry of Justice, the Ministry of Interior, the Ministry of Defence in cooperation with the Ministry of Health, Gender Equality Commissioner, Ombudsman and other gender equality mechanisms, universities and research institutions and associations</p>
2.4	<p>Implement and monitor implementation of planned activities established in the strategic documents regarding protection of women against gender-based violence.</p>	<p>2010—2015</p> <p>The Government, the Ministry of Labour and Social Policy, the Ministry of Justice, the Ministry of Interior, the Ministry of Defence, the Ministry of Human and Minority Rights in cooperation with the Commissariat for Refugees and the Security Information Agency</p>
2.5	<p>Improving the system of data collection and processing and keeping government statistics, on violence against women and of protection of women against gender-based violence</p>	<p>2010—2015</p> <p>The National Bureau of Statistics in cooperation with the Ministry of Labour and Social Policy, the Ministry of Justice, the Ministry of Interior, the Ministry of Defence, the Ministry of Human and Minority Rights, the Commissariat for Refugees and the Security Information Agency</p>
2.6	<p>Raising awareness about violence against women as a social problem and eradicating inappropriate presentation of women victims of violence in the media.</p>	<p>2010—2015</p> <p>The Ministry of Culture in cooperation with the media, gender equality mechanisms and associations</p>

2.7	Establish enforcement of positive legislation on protection of women from gender based violence in the field of social care, criminal and labour law, set up appropriate tools to eradicate violence against women and to secure protection and support	The Ministry of Justice in cooperation with the Ministry of Labour and Social Policy and the Ministry of the Interior	2010—2015
2.8	Develop and implement educational activities on the protection of women and girls against all forms of violence in case of war and in states of emergency	The Ministry of Defence, the Ministry of Interior in cooperation with local government authorities and women's organizations	2010—2015
2.9	Ensure comprehensive legal protection and psycho-social support to migrants, trafficked women and asylum seekers, including women victims of sexual and other gender-based crimes against humanity, with maximum respect of the needs of these women and their inclusion in developing assistance and support programmes.	The Ministry of Labour and Social Policy in cooperation with the Ministry of Interior, Ministry of Health and the Ministry of Justice	2010—2015
2.10	Set up an efficient legal assistance mechanism through adoption and implementation the Law on Free Legal Aid in order to ensure an effective approach to justice for all women – victims of discrimination and gender-based violence	The Ministry of Justice in cooperation with the Ministry of Labour and Social Policy	2010—2015
2.11	Ensure a special state fund for compensation of damage to women – victims of discrimination and gender-based violence and in case of inefficient action of the system authorities and institutions	The Ministry of Labour and Social Policy, the Ministry of Finance, provincial authorities and local self-government authorities and gender-equality mechanisms	2011—2015
3	Ensure objective public information about the problems facing women and girls who are victims of sexual abuse and other international crimes against humanity	The Ministry of Culture, the media, professional journalists' associations, gender equality mechanisms and associations	2010—2015
3.1	Implement all activities and special steps directed towards setting up gender equality in the media, removing gender-based stereotypes and eliminating hate speech against women	The Ministry of Culture, the media, professional journalists' associations, gender equality mechanisms and associations	2010—2015

3.2	Effective and efficient work on discovering, arresting and processing the perpetrators of international war crimes who are in the Republic of Serbia, including perpetrators of all forms of crimes against humanity in the territory of the Socialist Federal Republic of Yugoslavia whose victims were women and girls.	the Ministry of Justice, prosecutors' offices, the Ministry of Interior and security services	2010—2015
3.3	Create and implement programmes for informing the public about international humanitarian law and the work of local and international judicial institutions with realistic presentation of processed cases of rape, sexual slavery, forced prostitution, forced pregnancy and other forms of sexual abuse of women committed during the wars in the former Socialist Federal Republic of Yugoslavia	The Ministry of Justice, the Ministry of Interior, the Ministry of Human and Minority Rights, all institutional gender equality mechanisms in the Republic of Serbia, educational institutions, media and associations	2010—2015
3.4	Develop and implement information campaigns in order to inform the public about the significant contribution provided by women in facing the wartime past, in peace building, protection of women against discrimination and gender-based violence, in promoting non-violent conflict resolution, women's human rights and gender equality.	the Ministry of Labour and Social Policy, The Ministry of Defence, the Ministry of Interior, the Ministry of Human and Minority Rights, the media and associations	2010—2015
3.5	Prevent and efficiently process all forms of attacks and endangering the security of subjects carrying out the monitoring of war crimes processing and exercising human rights and offer assistance and support to victims of discrimination and gender-based violence	The Ministry of Interior, the Ministry of Justice, the Ministry of Human and Minority Rights,	2010—2015

# VI. Training – Education and Professional Development of Security Sector Employees

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## Indicators of the current situation and key issues

All forms of training or education, courses and professional development in Serbia are formally and legally available for women to enroll, save for the Military Grammar School. The availability of certain levels of training and education is linked with the practice of quota allocation. Determining quotas, generally speaking, does not in itself favour or discriminate. It is discriminatory in combination with quality and response rate. It can reliably be said that it poses a possible risk of discrimination in both directions, so that, in one category, candidates of one sex get enrolled, who, according to relevant criteria, perform worse than candidates of the other sex who are rejected due to the existing quotas, but, on the other hand, the non-existence of quotas reduces the chances for women being equally represented in the security sector which is male-dominated, according to all the indicators.

At the Ministry of Defence, all levels of training, education and professional development at the Military Academy and the Military Medical Academy College, save for the Military Grammar School are open to women under the same conditions as for men with the same educational background and skills.

The rate of girls enrolling at the Military Academy is adjusted every year to the needs of the Serbian Army General Staff and has ranged between 17.3% in 2007 when the first generation of women cadets was enrolled and 21.66% in 2010 when the fourth generation of women cadets was enrolled. On average, in all four years of study at the Military Academy, there is a total of 19.4% women cadets. The second generation of students at the Military Medical Academy College was enrolled in 2010. The total number of women cadets in both years of study is 56% of the total number of enrolled cadets at the Military Medical Academy College. The displayed data imply that in the above stated higher education institutions there are 21.53% of women cadets out of the total number of cadets.

Quotas for education of women professional soldiers do not exist either. Women apply in line with interest and the needs of units, in competition with men and this rate varies from cycle to cycle, between 3% of the total number of persons trained in the first cycle and 15% in the last, seventh cycle. In 2010, through four cycles of education of professional soldiers, 15% female candidates were enrolled for training.

According to data from the Serbian Army General Staff, by intensifying the process of professionalization of the Serbian Army, a need was established to enrol female candidates as professional soldiers. The Training Curriculum for Female Soldier Candidates was adopted in January 2009. The training of female soldier candidates started on January 19, 2009, and 725 women candidates were trained by September 2010.

The curricula of courses and preparation before deployment of members of the Ministry of Defence and the Serbian Army to multinational operations carried out at the Centre for Multinational Operations of the Joint Operations Command of the Serbian Army General Staff also included the following topics: "Prevention of sexual exploitation and abuse" and "Gender equality in multinational operations". The stated topics represent the application of defined standards in training from the "United Nations elementary standard training module for multinational operations".

15% of women from the defence system attend post-graduate studies out of the total number of persons from the defence system involved in educational development whereas there are no women attending education or professional development abroad. In the past, women were present in almost all forms of professional development abroad, but not in great numbers because the total number in education was symbolic.

At the Criminal Police Academy, an independent institution of higher education, educating staff for the needs of the Ministry of the Interior, and the Centre for Elementary Police Training which is an organizational unit of the Ministry of Interior and trains staff exclusively for police needs – out of the total number of students 25% are women. It is the same quota (25%) for female students with state-subsidized scholarships, while there are no quotas for self-financing students (they enrol according to the order established by the ranking list). The Ministry of Interior carries out all levels of training for police officers. The training is carried out on a strategic, as well as operational level. In some courses organized by the Ministry of the Interior in the past (e.g. for the needs of the border police), the gender ratio of students was as much as 50:50%.

In the course of 2009 and 2010, from the Customs Administration, out of the total number of customs officers, 66.86% men and 33.14% women took part in different delegations, in conferences, seminars, activities and training abroad. In the same period, out of the total number of customs officers, 72.96% men and 27.04% women took part in different delegations attending conferences, seminars, activities and training abroad related to security. In this administration, preparation of a database on the number of persons attending professional development and courses in the country and abroad is underway (Security Studies Centre / contemporary anti-corruption methodology and Organized Crime and Terrorism, Languages, Dual Purpose Weapons, Investigation Techniques, Forged Documents, Smuggling Weapons, People, Excise Duty Goods, Fuels, etc.).

In 2009/2010, at the Ministry of Finance, the Customs Administration organized elementary training for men and women who took part in the customs course (organized separately for students with secondary school, college and university background and in taking the state exam. In 2009, elementary training was organized for participants with secondary school education in which, out of the total number of students there were 63.6% men and 36.4% women. In 2010, one elementary training course was organized for students with secondary school background which was attended by 53.3% men and 46.7% of women. In 2009 and 2010 elementary training for secondary school educated participants was completed by 59.5% men and 40.5% women. In 2009, two elementary training courses were carried out for participants with college and university education for 65.4% men and 34.6% women. In 2010, one elementary training course was carried out for participants with college and university education attended by 40% men and 60% women. In 2009 and 2010, elementary training for participants with college and university education was completed by 60% men and 40% women.

**Table overview of objectives, activities, implementing agencies and deadlines with regard to education (Table 6) →**

## VI Education – Education and Professional Development of the Security Sector Members

## Strategic objective – Education of women and men employed in the security sector and their family members on the importance of greater participation of women in solving issues like peace, gender equality and security

Number	Specific objectives	Activities	Implementing agencies and partners	Timeline
1	2	3	4	5
1	<p>Education and raising awareness on the importance of participation of women in the process of decision-making and managing in defence and security in order to overcome stereotypes and lack of understanding</p> <p>1.1</p>	<p>Include content on gender equality and the importance of equal opportunities for participation of women in decision-making on security and defence issues into curricula of compulsory education of managers in government administration, particularly in the defence and security sectors.</p> <p>Including contents on the importance of equal participation of women in decision-making on security issues and defence into curricula of compulsory education of government administration employees, especially in sectors of security and defence.</p>	<p>The Ministry of Defence, the Ministry of Interior, the Ministry of Finance – the Customs Administration, the Security Information Agency, the Ministry of Education and educational institutions with the Ministry of Defence and the Ministry of the Interior, the Gender Equality Commissioner and the Gender Equality Promotion Directorate</p>	2010—2015
	<p>Education of members of the security sector and their family members about gender issues</p> <p>2.1</p>	<p>Create conditions for training and education of “trustworthy persons” selected among peers employed in the security sector.</p>	<p>The Ministry of Defence, the Ministry of the Interior, the Ministry of Finance – the Customs Administration and the Security Information Agency</p>	2011—2012
	<p>2.2</p>	<p>Organize periodical education of women employed in the security sector and mentoring for new women recruits with regard to rights ensuing from gender equality</p>	<p>The Ministry of Defence, the Ministry of the Interior, the Ministry of Finance – the Customs Administration and the Security Information Agency</p>	2010—2015

2	2.3	Organize programmes for education and support to members of families of women working in security authorities.	The Ministry of Defence, the Ministry of Interior, the Ministry of Finance – the Customs Administration and the Security Information Agency	2010—2015
	2.4	Eliminate the practice of having women bear the adverse effects of leaving for maternity leave or leave due to care for sick children and promote the options of having men use sick leave due to children's illness.	The Ministry of Defence, the Ministry of Interior, the Ministry of Finance – the Customs Administration and the Security Information Agency	2010—2015
	2.5	Monitor the number of complaints of women employed in the security system against gender discrimination, the number of complaints against abuse at work and outcomes of such reports	The Ministry of Defence, the Ministry of Interior, the Ministry of Finance – the Customs Administration and the Security Information Agency	2010—2015
	2.6	Enable organized representing of interests of women in the security sector through setting up of women departments within trade unions or organizing the Women's Association in the defence system and the Association of Policewomen	The Ministry of Defence, the Ministry of Interior, the Ministry of Finance – the Customs Administration and the Security Information Agency	2010—2015
	2.7	Set up regional cooperation with regard to intensified integration and visibility of women in the security sector.	The Ministry of Defence, the Ministry of Interior, the Ministry of Finance – the Customs Administration and the Security Information Agency	2010—2015
	2.8	Apply for participation at the Annual Meeting of the Women's Committee in NATO which is open for women members of the Partnership for Peace	Ministry of Defence	2011—2015
	2.9	Apply for participation in the work of a forum for women in the security sector.	The Ministry of Defence, the Ministry of Interior, the Ministry of Finance – the Customs Administration and the Security Information Agency	2010—2015
	2.10	Set up a common database on the participation of women leaders and experts in the security system (the army, the police, the customs service, diplomacy and peace-keeping missions...) and update it regularly.	Multisectoral coordination body for implementation of the National Action Plan	2010—2015

2.11	Introduce contents on gender equality and gender-based violence into all levels of training, personal development and education in the security sector	Ministry of Education, Ministry of Culture and professional and educational institutions in the society	2010—2015
2.12	Introduce contents on gender issues, gender awareness, sexual exploitation and abuse into the curricula of compulsory annual professional development for employees in the security sector in line with roles of particular government bodies	The Ministry of Defence, the Ministry of Interior, the Ministry of Finance – the Customs Administration and the Security Information Agency	2010—2015
2.13	Introduce contents on gender issues, gender equality and gender based violence into curricula of specialist training in the security sector, in line with roles of organizational units for which the training is being organized.	The Ministry of Defence, the Ministry of Interior, the Ministry of Finance – the Customs Administration and the Security Information Agency	2010—2015
2.14	Introduce contents on gender issues, gender equality and gender based violence into curricula and education programmes for the security sector, especially at the Criminal Police Academy and the Military Academy.	The Ministry of Defence, the Ministry of Interior	2010—2015
2.15	Introduce contents for education of employees on gender issues, gender awareness, sexual exploitation and abuse into elementary training programmes for employees in the security sector.	The Ministry of Defence, the Ministry of Interior, the Ministry of Finance – the Customs Administration and the Security Information Agency	2010—2015
2.16	Introduce contents on gender issues into education for managers/ managing staff in the security sector	The Ministry of Defence, the Ministry of Interior, the Ministry of Finance – the Customs Administration and the Security Information Agency	2010—2015
2.17	Include testing and exams into decision-making on promotion to higher managing and command positions and issues on gender discrimination and on how to protect the employees from it.	The Ministry of Defence, the Ministry of Interior, the Ministry of Finance – the Customs Administration and the Security Information Agency	2010—2015
2.18	Use appropriate educational programmes for women employed in the security sector, especially women in the operational units to systematically raise awareness on the responsibility they have in the process of improving gender equality in view of the fact that it is a process in its initial stages in the security sector.	The Ministry of Defence, the Ministry of Interior, the Ministry of Finance – the Customs Administration and the Security Information Agency	2010—2015

2.19	Make rules and procedures for dealing with clients, local population (personal search, dealing with victims of gender based violence – violence in the family, sexual offences, trafficking, prostitution...) gender responsive.	The Ministry of Defence, the Ministry of Interior, the Ministry of Finance – the Customs Administration and the Security Information Agency	2010—2015
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# VII The Media – Providing Media Support to Objectives of the National Action Plan

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## Indicators of the current situation and key issues

Based on monitoring and analysis of 19 printed media (12 daily newspapers and seven weekly magazines) between January 1, 2010 and July 21, 2010, a total of 8682 articles were published about the defence system. Out of that number, 77 articles (approximately 1%) mentioned women.

The Ministry of Defence's call to enrol cadets to the Military Academy and the Military Medical Academy (32 articles) and engagement of professional soldiers (27 features) produced the most mentions of women.

In addition to this, the Defence Minister highlighted the role of women in the defence system in 18 recorded articles (interviews and statements on various occasions, out of which the ones given at the press conference on the occasion of the implementation of UN SC Resolution 1325 on greater involvement of women in the security system drew the highest publicity). Marking the jubilee of the Military Academy was another occasion for mentioning the role of women in the defence system. In addition to this, women in the defence system were the topic of the media reports of specific associations.

Directly or indirectly analyzed, the articles drew a positive response from the public and suggested that the Serbian Army had a positive relationship towards women in their ranks. This implies positive messages that the Ministry of Defence recognized the importance of participation of women in the defence system, that the Serbian Army members have no prejudices against female officers who are equal to male officers and that the Serbian Army is open to accept women.

Apart from reports mentioning women in the context of the number of candidates who applied for enrolment at the Military Academy and the Military Medical Academy, and the en-

gagement of professional soldiers, the printed media published only six stories about women in units of the Serbian Army. Out of 77 published features, women were mentioned in the headlines of 20 features.

It is now customary in public discourse and the media that women should be referred to using a male noun because grammarians view this as the correct linguistic form. The media, therefore rarely and inconsistently use female forms of nouns referring to professions in the security sector. Currently, the female noun “kadetkinja” (female form of cadet) is the one most frequently used in the media.

The printed media showed the greatest interest in women military pilots and female soldiers from the First Serbian Army Training Centre in Sombor.

The Ministry of Interior’s Media Cooperation Bureau focuses in particular on promotion of women in the police forces through reports and texts on their activities in all electronic and printed media and women’s magazines published in the Republic of Serbia, as well as in *Policija danas* (Police Today) the in-house magazine published once a month.

In 2009 and 2010, the Customs Administration, in its magazine entitled *Carinik* (The Customs Officer) published 14 articles in which it promoted the professional achievements of women in the Customs Administration, Out of this number, six articles were on women who dealt with security issues.

In 2009 and 2010, 31 articles featuring statements of women employed at the Customs Administration were published in various printed and electronic media.

At the Security-Information Agency, the current state of media support to the objectives of the National Action Plan are evident from the fact that data on the proportion of women in the Security Information Agency is available to the public in the reports of the Security Information Agency pursuant to the legal obligation of reporting to government authorities and other interested authorities and associations. Therefore, there are no legal obstacles to informing the public on gender equality in the Security Information Agency. Still, there are so far no media campaigns for the promotion of the role of women in the security services and recruiting of women.

**Table overview of objectives, activities, implementing agencies and deadlines with regard to the media (Table 7) →**

## VII The Media – Providing Media Support for Objectives of the National Action Plan

## Strategic objective – Media support to achieving objectives and activities of the Republic of Serbia's national action plan

Number	Specific objectives	Activities	Implementing agencies and partners	Timeline
1	2	3	4	5
1	Inform the public about all aspects of the gender equality issue in the security sector	1.1 Introduce gender equality content into all levels of public information and all forms of internal information in the security sector.	The Government in cooperation with the relevant ministries and the media	2011—2013
		1.2 Promotion of gender equality problems in the internal media of the security system	The Ministry of Defence, the Ministry of the Interior, the Ministry of Foreign Affairs and the Security Information Agency	2010—2015
		1.3 Introduce content into the internal media of the security system on gender issues, gender awareness, prevention and action to eradicate sexual abuse in the security sector, in line with the roles of particular government authorities	The Ministry of Defence, the Ministry of the Interior, the Ministry of Foreign Affairs and the Security Information Agency	2010—2015
2	Media promotion of gender equality issues in the public media in the Republic of Serbia	2.1 Media promotion of annual plans for equal gender opportunities in the security system (employment, education, promotion, retention in the service...)	The Ministry of Defence, the Ministry of Interior, the Ministry of Finance – the Customs Administration and the Security Information Agency in cooperation with the media	2010—2015
	2.2	Media promotion of publications, survey results, experiences in the field, international visits, joint meetings and conferences for security stakeholders on the national and international level dealing with gender-equality issues.	The media	2010—2015

2.3	Continue to improve media campaigns for accepting women to all levels of education and training in the security sector and promoting of the constructive role of women in the security authorities	The media with the Ministry of Defence, the Ministry of the Interior, the Ministry of Finance – the Customs Administration and the Security Information Agency	2010—2015
2.4	Promote in the media the work and activities of the gender equality advisor and the so called “trustee” and their activity in the security sector	The media with the Ministry of Defence, the Ministry of Interior and the Ministry of Finance – the Customs Administration	2011—2015

**Indicators of Implementing the National Action Plan for the Application UN SC Resolution 1325 in the Republic of Serbia**

No.	key objective	special operating objective	activity	implementing agency	partner	timeline		indicators	statistical situation indicators	oversight mechanisms	resources required
						from	to				
1	2	3	4	5	6	7	8	9	10	11	12

Note: The table shall serve for annual updating of data in the ministries, administrations and agency of the security sector in order for them to be delivered to the Multi-sectoral Coordination Body.

## Acronyms

EU	European Union
EULEX	European Union Rule of Law Mission in Kosovo
NATO	North Atlantic Treaty Organization
OSCE	Organization for Security and Cooperation in Europe
OMIK	OSCE Mission in Kosovo and Metohija
PIS	Provisional Institutions of Self Government (implying Provisional Albanian Self-Government Institutions in Kosovo and Metohija)
PfP	Partnership for Peace
GE mechanisms	gender equality mechanisms
RS	Republic of Serbia
UN SC	United Nations Security Council
CoE	Council of Europe
FRY	Federal Republic of Yugoslavia
SFRY	Socialist Federal Republic of Yugoslavia
SMN	Serbia and Montenegro
UN	United Nations
UN DPKO	United Nations Department for Peacekeeping Operations
UNIFEM	United Nations Development Fund for Women
MONUSCO	United Nations Organization Stabilization Mission in the Democratic Republic of the Congo
MINUSTAH	United Nations Stabilization Mission in Haiti
MINURCAT	United Nations Mission in the Central African Republic and Chad
UNMIK	United Nations Interim Administration Mission in Kosovo (and Metohija)

UNMIL	United Nations Mission in Liberia
UNOCI	United Nations Operation in Côte d'Ivoire
UNIFCYP	United Nations Peacekeeping Force in Cyprus
UNIFIL	United Nations Interim Force in Lebanon
FNRY	Federative National Republic of Yugoslavia
CEDAW	Committee on the Elimination of Discrimination against Women
CSDP	Common Security and Defence Policy of the European Union



