

UNITED NATIONS SECURITY COUNCIL RESOLUTION 1325 IN SERBIA

- on women, peace and security -



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Beogradski fond za političku izuzetnost
Belgrade Fund for Political Excellence



МИНИСТАРСТВО ОДБРАНЕ РЕПУБЛИКЕ СРБИЈЕ
REPUBLIC OF SERBIA MINISTRY OF DEFENCE

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Printing was supported by:

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UNITED NATIONS SECURITY COUNCIL RESOLUTION 1325 IN SERBIA

- ON WOMEN, PEACE AND SECURITY -

*Recommendations for drafting the National Action Plan for
the Implementation of UN Security Council Resolution 1325 in Serbia*



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FOREWORD

1. ABOUT RESOLUTION 1325

“On the occasion of the first anniversary of the terror attacks of 11 September, a “World Women’s Security Council in Foundation” was announced at an international conference in Berlin. The participants denounced the fact that wars are plotted over their heads – inside or outside the UN Security Council – and the fact that male diplomats and military officials dare to decide the world’s fate. They proclaimed the need for a new concept of security policy that was not based on the imagined security needs of nations but on the real security needs of living people. As the former women’s minister of Afghanistan, Dr. Sima Samar said during the conference: “Security is the first priority of women in Afghanistan. For true freedom in Afghanistan, security is essential. Without security, no human being can be free. Only with security can we win the restoration of women’s rights, peace and democracy. At the same time, security is not possible without women’s rights. They go hand in hand.”

The United Nations Security Council Resolution 1325 spurred or additionally encouraged many women and men throughout the world to speak out in a different manner about violence against women and children in war but also in peace-time. However, the resolution has achieved much more than that. In conjunction with three subsequent resolutions (Resolution 1820, Resolution 1888 and Resolution 1889), it sparked off a global debate on the role of women with respect to the changing approach to security, the role of women in the establishment of a new security paradigm. As part of its programme dedicated to education of women politicians, the Belgrade Fund for Political Excellence decided to focus its attention on this very subject as well as to launch necessary activities that would lead to the adoption of the National Action Plan for the implementation of the Resolution 1325.

We know that a perception according to which men are to deal exclusively with security issues whereas women may solely be a passive instead of an active factor in the establishment of stability and security of a country is deeply entrenched in all patriarchal societies. However, that not only the times but also way of thinking have changed is further corroborated by the following: the Ministry of Defence agreed to be our partner in this challenging and important work; the panel discussion on recommendations for the National Action Plan convened by the Foreign Affairs Committee chairman Dr Dragoljub Mićunović and the Belgrade Fund for Political Excellence was held in the National Assembly; and the event was opened by the Speaker of the Parliament prof dr Slavica Đukić-Dejanović. Of course, although the adoption of the National Action Plan is essential because it would rank Serbia among those few countries in the world that are ready to integrate the Resolution 1325 in its national legal system (which is, anyhow, the obligation of all the UN member countries), this would not suffice in the slightest. The application of the National Action Plan would entail active involvement of women in decision-making pertaining to the security issues, that they be active and equal stakeholders in the reforms of this system, that all security structures be rendered gender

sensitive – in a word, to harmonise the entire security sector with our Constitution, which guarantees in its article 15 full equality of men and women.

If the activities of the Belgrade Fund for Political Excellence contribute to making at least one serious step in this direction, we all stand a chance of achieving a significant breakthrough. This document and its application would have to encourage the women to be more interested and more prepared to deal with the security issues, including, of course, a very important aspect – reduction of violence against women within and outside the family unit. Men would have to understand that a prerequisite for a more stable and secure society would be to establish a true partnership with women in all forms of decision-making including those on which the quality of everyday life and the future of our society depend.

Sonja Licht, President
Belgrade Fund for Political Excellence

A SPEECH BY THE SPEAKER OF THE NATIONAL ASSEMBLY OF THE REPUBLIC OF SERBIA

An address by the Speaker of the National Assembly of the Republic of Serbia, prof dr Slavica Đukić-Dejanović, at the round table on the United Nations Security Council Resolution 1325 on women, peace and security which was organised by the Foreign Affairs Committee of the National Assembly of the Republic of Serbia and the Belgrade Fund for Political Excellence in the National Assembly of the Republic of Serbia on 4 December 2009.

Your Excellencies,

Esteemed representatives of the Government of the Republic of Serbia,

Representatives of international and nongovernmental organisations,

Honourable Members of Parliament,

Ladies and gentlemen,

The topic of today's round table is substantiated by the highest legal act of the Republic of Serbia, given that article 15 of the Constitution stipulates that "the state shall guarantee the equality of men and women, and develop equal opportunities policy".

Legal and institutional framework to combat violence against women in the Republic of Serbia has improved by way of the adoption of the Anti-Discrimination Law, whereas the draft Gender Equality Law has passed general discussion in the National Assembly, and I hope that its adoption procedure will soon be completed¹. In addition, some ten days ago, or more precisely on 26 November 2009, at the Plenary Session of the European Parliament in Strasbourg, the Resolution to Combat Violence against Women was passed which underlined that this form of violence had become an alarming problem throughout the European Union.

The UN Security Council Resolution 1325, that we are discussing today, calls for an increase in the participation of women in the decision-making process, conflict prevention, post-conflict situations, peace negotiations and peacekeeping operations. The Resolution also highlights special needs of women and children during armed conflicts and the need to protect them, as well as prevention and punishment for sexual and any other violence against women.

In 2004, UN Secretary General recommended that every country draft an action plan for the implementation of this Resolution. Undertaking measures to implement this Resolution

¹ Gender Equality Act was adopted on 11 December 2009 at the Second Session of the regular meeting of the National Assembly of the Republic of Serbia.

constitutes a legal, political and moral obligation of every UN member state. Upon the adoption of the National Action Plan of the Government of the Republic of Serbia, Serbia will rank itself among 17 countries in the world which have passed a document for the implementation of the Resolution 1325. This will confirm that Serbia, as a UN member country, wants to contribute actively to the processes of peace building, stability and security.

With respect to efforts to achieve gender equality and women's participation in peace processes, as well as bigger contribution of women to the adoption of resolutions on conflict situations and issues of sustainable peace, the Gender Equality Committee and the Defence and Security Committee of the National Assembly are tasked with the monitoring of the implementation of this document within their respective remits. Consequently, the National Assembly shall advance its supervisory function in terms of an adequate and consistent application of the provisions which, true enough, are legally binding, but do entail moral and political responsibility.

Honourable guests of the highest representative body and participants in the round table, I wish you success in your work and allow me to conclude by saying that I am confident that the work of the relevant parliamentary committees concerning the implementation of this Resolution will be visible and close to all our citizens.

I hope that the implementation of the Resolution 1325 in the year 2010, the tenth anniversary of its adoption, will help increase the number of women involved in politics as well as decision-making processes and security sector reforms in the Republic of Serbia.

Thank you for your attention.

INTRODUCTION

*Nataša Petrović, BFPE Programme Coordinator

1. ABOUT THE UN SECURITY COUNCIL RESOLUTION 1325

The United Nations Security Council Resolution 1325 Women, Peace, Security (hereinafter the Resolution 1325) was unanimously adopted on 31 October 2000 emphasising the consequences of bloody conflicts on women and girls and the importance of the role of women in peace-building and post-conflict country recovery. This is one of the most important UN resolutions in the field of peace and security policy, and it naturally leans on previous conventions essential for women, peace and security. The resolution is legally binding for all the UN member countries requiring no additional ratification, but the practice so far has shown that the resolution's implementation has encountered considerable challenges. Therefore, the Security Council in 2002 "encouraged" all the member countries, civil society and other relevant stakeholders to develop strategies and action plans with clear objectives and timelines for integration of gender perspective into peacekeeping operations and programmes for recovery and reconstruction.

UN Secretary General report, dated October 2004, called on all the member countries to draft their national action plans (NAPs) in order to implement more resolutely the Resolution 1325. The national action plans are documents which provide specific guidelines to national governments for the implementation of this resolution. It was underlined that NAPs were of particular importance for the countries emerging from conflicts since they might help establish standards for the protection of women and girls during conflicts and in their aftermath, define the equality of participation and ensure the possibility for empowerment of women in the decision-making positions. This is certainly of particular importance for the entire region of the Western Balkans, including Serbia as a post-conflict country undergoing transition. The experience from conflicts on the territories of former Yugoslav republics placed the women in a position where they had to consider the importance of creation of regional instruments for the implementation of the Resolution 1325, hence, bearing this in mind, four regional meetings were held in Sarajevo in March 2006, Ohrid in 2007, Ljubljana in June 2008 and Podgorica in September 2008.

It is essential to accept the fact that women are not only the victims of war and violence, but that they also have a very active role as participants on one of the conflicting sides as peace-builders, politicians and activists. The European Union (EU) recognised equal participation of men and women in these roles as a very important objective as well as the conflict prevention and resolution and the promotion of a culture of inclusive and durable peace. This is a prerequisite for effective stabilisation, peace-building, post-conflict reconstruction and institution building. Thus the gender perspective of the EU missions as part of the European Security and Defence Policy (ESDP) is reflected in the presence of one or several gender equality advisors in all civilian and military missions, except for Guinea-Bissau.

² Geneva Conventions of 1949 and Additional Protocols (1977), Declaration on the Protection of Women and Children in Emergency and Armed Conflict (1974), Vienna Declaration (1993), Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW, 1979), Beijing Platform for Action (1995).

³ "Comprehensive approach to the EU implementation of the United Nations Security Council Resolutions 1325 and 1820 on women, peace and security", Council of the European Union, Brussels 1, December 2008, 15671/1/08 REV 1

The most recent steps taken by EU senior officials corroborate their consistency in the implementation of the resolution as well in the very structures of EU administration in Brussels. Other international organisations have recognised in this resolution a possibility to utilise better and more efficiently human capacities for a more effective response to crises and post-crisis situations. Complementary skills of men and women significantly contribute to effectiveness of operations conducted by the UN, EU and NATO, bearing in mind in particular the ever-increasing complexity of civilian-military interactions, public relations and information gathering. To meet all these requirements, equality of sexes is a crucial factor, which is a general principle applicable to all the member countries of the "Partnership for Peace" NATO programme. Such an approach is consistent with the standards and action plans for international military forces deployed by the UN Department of Peacekeeping Operations (UN DPKO) and the European Union, thus rendering them more interoperable.

In the meantime, sixteen countries have adopted their respective NAPs: Austria, Belgium, Burundi, Chile, the Netherlands, the Democratic Republic of Congo, Denmark, Finland, Iceland, Liberia, Norway, Ivory Coast, Portugal, Rwanda, Spain, Sweden, Switzerland, Uganda and the United Kingdom. Given that the year 2010 will be the tenth anniversary of this important UN SC resolution's passage, many countries are planning to prepare their NAPs for adoption as soon as possible. In 2009, the Republic of Serbia launched the process of drafting its NAP for the implementation of the resolution on women, peace and security, which would make Serbia the second post-conflict and first post-Communist country with this action plan adopted (Bosnia-Herzegovina is also in the process of drafting its NAP).

It is of paramount importance to acquaint all the potential implementers of activities and measures that will be defined by this document as well as all the other stakeholders with this resolution so that the National Action Plan could be embraced in full legitimacy in the adoption process at the Government of the Republic of Serbia. The adoption of the National Action Plan and the implementation of the UN SC Resolution 1325 on women, peace and security would confirm Serbia's intention to contribute actively to the processes of peace-building, stability and security, above all, in the immediate environment of the Southeast European region, as well as in entire Europe through a comprehensive process of European integrations and the world at large through its participation in peace support operations.

2. ABOUT THE PROJECT

Peace and security are accepted today as a public good, hence, bearing this in mind, the essential mission of the state is to ensure protection for all its citizens, i.e. the protection of their human rights. Perpetuation and protection of fundamental freedoms of an individual is a nucleus from which all other forms of security should arise. In this context, the task of the security sector is to create conditions that would ensure everyone's

⁴ "Barroso's female revolution", www.observer.com, 22 October 2009, (<http://blogs.euobserver.com/ryborg/2009/10/22/barrosos-female-revolution/>) and "EU politicians in favour of women in top positions" („Političarke EU zalažu se za ženu na vodećoj funkciji”, www.blic.rs, (<http://www.blic.rs/svet.php?id=120840>).

enjoyment of the right to peace and security. This is why a lack of protection of women and their empowerment, as forms of endangerment of fundamental women's human rights, must be understood as a consequence of dysfunction of state security institutions. In the context of this project, security is, above all, seen in a wider context, as individual security or human security, and, consequently, also provides for the protection of fundamental human rights of women. Within a narrower context, security entails security of the state, and thus, the involvement of all its citizens, including women, in articulation of policies, strategies and directions for actions. Bearing in mind both contexts, security should be taken into account as the basic prerequisite for development. Any engagement in this field is highly complementary to the activities related to the process of European integration in Serbia.

Serbia is in the process of political, economic and social reforms, including the security sector reform. Political and economic development of the country will considerably depend on the ability to achieve an all-embracing consensus on key issues pertaining to further accession to Euro-Atlantic institutions. It is essential to ensure that women be involved in all those processes through their participation at all levels of democratic institutions as well as that they be assigned a greater role in the process of making decisions affecting the security sector.

The right to equal representation of women and men in the process of decision-making in the public sphere is guaranteed by the Constitution of the Republic of Serbia, adopted in 2006, and other domestic and international documents on human rights. Of the total population of the Republic of Serbia, 51.4% are women.

The electoral legislation stipulates 30% as a minimal level of women's representation in election lists (which is no longer in effect as regards local elections). However, following the May 2008 parliamentary election, the women's representation is below the legally defined minimum: they account for 22.4% of all the deputies in the National Assembly of the Republic of Serbia. In the executive branch of power, the situation is even worse. Five out of twenty-five ministerial positions, i.e. 18.5%, are held by women of whom none is involved in the security sector; 22.7% are in positions of state secretaries, and 42.6% are assistants to ministers. More than two thirds of judges in the judicial system are women. Out of 2,400 judges in Serbia, 1,700 are women, whilst 700 are men.

Women in senior positions in the security sector held the positions of assistant minister in the police and assistant ministers for defence policy with the Ministry of Defence.

It is necessary to note, in particular, the efforts of nongovernmental, above all women's, organisations in the field of regional networking on the territory of former Yugoslavia both during the conflict and in the peace-building processes. Women's organisations were the first to rebuild severed links among warring parties; they were consistently advocating peace processes and they were the first to speak out about war crimes,

⁵ National strategy for improvement of women's position and advancement of gender equality in the Republic of Serbia, adopted on 13 February 2009 by the Government of the Republic of Serbia.

⁶ "More Women in Judiciary" (Više žena u pravosuđu), *Politika* daily, 9 January 2010.

particularly the crimes against women and civilian population in general. Thanks to the efforts made by the women's nongovernmental organisations, not only in the Balkans, rape in war was declared a war crime and crime against humanity. The participation of women in peace processes in the Balkans is strengthening the potential for regional cooperation, stability and peace, which represents the basis for the implementation of the UN SC Resolution 1325 in Serbia. The Implementation of the UN SC Resolution 1325 in Serbia project enhances visibility of women in the security sector, strengthens their role in the reform process, and supports the engagement of women in security structures at the local, national and regional levels, improving and at the same time applying the fundamental tenets of gender equality as defined in the newly-adopted Gender Equality Law (December 2009).

The initial project of the Belgrade Fund for Political Excellence (BFPE) *The Role of Women in Building a New Security Paradigm in Serbia* was dedicated to the presentation of the very role of women in the security sector in the context of the United Nations Security Council Resolution 1325 (2000), and this was all intended for a broad group of women politicians, NGO women activists and women from public administration. The project was implemented in 2007 and supported by the Canadian Fund. Guided by experience and learning from practices of some UN member countries, the BFPE continued with this project by way of creation of guidelines for the drafting of the National Action Plan for the implementation of the UN SC Resolution 1324. In order to create a more favourable environment for the NAP application, the drafting of this action plan was supported by the Ministry of Defence of the Republic of Serbia.

The initiation of the process of drafting the National Action Plan for the implementation of the UN SC Resolution 1325 in Serbia, and its possible adoption by the Government of the Republic of Serbia, would enhance the visibility of women in the security sector, strengthen their engagement in the reform process and improve the implementation of gender equality.

A group consisting of 41 representatives of the parliament, state administration (the Ministry of Defence, the Ministry of Interior, the Ministry of Foreign Affairs, the Ministry of Finance, the Ministry of Economy and Regional Development, and the Ministry of Justice), nongovernmental organisations' activists (the Centre for Civilian-Military Relations, the European Movement in Serbia, and the Atlantic Council of Serbia), representatives of academic public (the Faculty of Political Sciences, the Institute of International Politics and Economy) and journalists (RTS, Politika daily) was working on the project. Evidently, both the male and female participants, engaged in the creation of a new security paradigm in Serbia, will simultaneously influence the defining of the agendas of their respective organisations and institutions where they work as well as their environments and the entire society.

The project for creation of guidelines for drafting of the National Action Plan for the implementation of the UN SC Resolution 1324 in Serbia was supported by: the OSCE

Mission in Serbia, the Ministry of Foreign Affairs of the Kingdom of Norway, UNIFEM and the Canadian Fund. The project unfolded through the implementation of the following activities:

1. In Kovačica, 22-24 May 2009, a two-day seminar was organised where the initial situation and the position of women in the security sector in Serbia were defined, while the participants acquainted themselves with basic international legal instruments regulating this area as well as the fundamental principles of the Resolution 1325. Four working groups were formed at the seminar which dealt with different aspects of the implementation of this resolution in Serbia. These groups were as follows:
 - a. Working group on the position of women in the decision-making process;
 - b. Working group on the participation of women in conflicts, conflict resolution, post-conflict period and peace support operations;
 - c. Working group on instruments of legal protection of women;
 - d. Working group on education and sensitisation of male and female representatives of security sector in the Republic of Serbia;
2. Two meetings of working groups were held in Belgrade; the former on 22 June 2009 at Dom Vojske Srbije (the Serbian Army Club), and the latter on 12 October 2009 on the BFPE premises.
3. A two-day gathering of working groups dedicated to the determination of structure of recommendations for the drafting of NAP and finalisation of the wording of working groups' recommendations was held in Divčibare, 5-7 November 2009.
4. The Foreign Affairs Committee of the National Assembly of the Republic of Serbia was a partner in the organisation of a round table on 4 December 2009 in the National Assembly intended to acquaint the deputies with the resolution itself and the process of drafting the National Action Plan.
5. To ensure full and comprehensive participation of all the stakeholders interested in the process of application of the National Action Plan for implementation of the UN SC Resolution 1325, the Belgrade Fund for Political Excellence, together with the Gender Equality Council of the Government of the Republic of Serbia, organised a public discussion on the recommendations for drafting NAP. The discussion lasted from 25 February until 15 March. A public debate was held on 25 February at Hotel Palace in Belgrade, and all the stakeholders could send in their comments via e-mail by 15 March.

STRUCTURE OF THE DRAFTING PROCESS AND THE CONTENT OF THE NATIONAL ACTION PLAN

*Dragana Petrović, expert associate in the programme

1. STRUCTURE OF THE PROCESS OF DRAWING UP STRATEGIC DOCUMENT

According to the previous experience, for the National Action Plan (NAP) for the implementation of the United Nations Security Council Resolution 1325 to succeed, it is necessary to fulfil certain conditions, above all, that the draft comply with the international recommendations and documents as well as the national legislation, strategies and policies. It would be advisable to take into account the experiences of other countries, particularly those in the region, and the examples of “good practice” from both security organisations and the civil sector dealing with the security issues. Thorough knowledge of the context and careful selection of priorities are also necessary so that NAP could be realistically applicable. Of utmost importance is to ensure an unambiguous mandate for NAP, i.e. implementers of the activates and adequate procedures, capacities, means and resources as designated in the plan should be secured, as well as, above all, the political will without which none of the listed conditions could not be met.

Typical procedure for adoption of strategic and action documents features several phases. First, an initiative to adopt the documents is launched, and the initiators may be competent institutions, political parties, civil society associations, and even relevant international organisations through their recommendations. If the initiative is successful, the process of drafting the document in question ensues as part of which the proposer and the manner of drafting need to be defined, the starting points have to be set, reasons for the document adoption put forth as well as strategic goals, and the data for description and analysis of the situation should be collected, activities and their dynamics must be suggested, the manner of implementation, monitoring and reporting, and expected results need to be specified. In this phase, testing in public, i.e. a public debate on the proposed draft document needs to take place. Once the document is compiled, the adoption phase ensues as part of which the proposer, as a rule – the competent ministry, needs to harmonise it within the institutions of the system, and submits it to the government for adoption, or, in extraordinary cases, to the parliament.

Different modalities may be selected for drafting a strategic document or an action plan. These may be categorised as administrative, expert-based or participatory approaches. The first entails that the institution – the proposer prepares the draft utilising its own capacities; the second implies the engagement of a group of experts or an expert association which should prepare the draft; and the third requires the formation of a working group consisting of representatives of the proposer together with experts and representatives of the civil society with a track record in the field in question. In any case, the methodological concept must be unified, the matrix according to which the draft is being compiled must be identical

and harmonised in all the designated areas and there must be in place a coordination of the drafting process. It would be advisable that the length of the draft document does not exceed 30 pages.

The draft document must contain defined indicators and parameters in the fields that it covers, and it should ensure transparency and accessibility of the data on which it relies. The draft document must envisage permanent and occasional monitoring to be carried out by not only the competent institutions but also independent bodies. It would be very good to anticipate evaluations at specific time intervals so that certain changes or amendments could be made if necessary. The final draft document must be clear, concise and coherent, and the plan proposed must be rational and feasible. In order to achieve the set objectives, a mechanism for implementation, supervision and reporting must be comprehensively put in place, and the timeline for all the activities must be clearly laid out. In the final stage of implementation, accomplished results must be evaluated, but further developments and trends in the given area must also be predicted because the outcome of the activities has to be stable even after the conclusion of the implementation process. Sustainability of results is, anyhow, one of the most important requirements for success in the implementation of any strategy.

Given that, as part of the Drafting of National Action Plan for Implementation of the UN SC Resolution 1325 in Serbia project, an initiative for the drafting and adoption of this strategically important document has already been launched, the working groups formed within this project already have a set of recommendations for further procedure pertaining to its subsequent phases. Since this is a complex area where competencies and activities of several ministries meet, the best method, as evidenced by the process of drafting the National Strategy for Improvement of the Position of Women and Advancement of Gender Equality, then the National Youth Strategy and the Strategy and Action Plan against Human Trafficking, is the participatory one coupled with interdepartmental approach entailing the participation of representatives of relevant ministries, security experts and the representatives of the associations of citizens.

2. STRUCTURE OF NATIONAL ACTION PLAN CONTENT

The working groups which have participated in the said initiative recommend that the National Action Plan for implementation of the UN SC Resolution 1325 should have the following structure:

1. INTRODUCTORY PART – DESCRIPTION OF CURRENT SITUATION

In the introductory part, it is necessary to provide a description and indicators of the real situation, to list key problems and analyse their causes. Then, it is necessary to state the normative context, i.e. the international and internal sources as well as documents that serve as a starting point for the analysis and the plan to be proposed. It is extremely important to determine the connections to other relevant strategies so that the existing

resources could be used as well as to avoid conceptual discrepancies. Given the common elements and related areas dealt with in other strategies whose implementation is underway, there will be inevitably overlapping of some activities, but one must be careful not to allow their duplication. It is also possible to advance some of the existing activities, but this requires a coordinated approach. As their contribution to the initiative, the women experts engaged in the project have compiled their vision and description of the current situation in this field.

2. MAIN PART – GENERAL AND SPECIFIC OBJECTIVES

In the main part of the document it is necessary to set strategic objectives as well as specific and operative objectives. Then, it is necessary to plan the activities through their enumeration and description accompanied by explanations whereby their implementers and deadlines, i.e. timelines, would be accurately defined. It would be immensely useful to emphasise the date when the NAP would come into effect as well as the dynamics of reporting in order to facilitate the monitoring of the entire process.

Except for the designated method of the monitoring of activities and measurement of results by way of precise indicators, it is also necessary to envisage the funds that are needed. The success of NAP's implementation will certainly depend on the allocation of funds, hence it is necessary to set a financial framework by priorities and activities. The best option would be to secure financial means through the gender sensitive budget. It is also necessary to assess correctly the capacities for implementation and reporting in order to envisage additional capacity building if necessary. It is extremely important to ensure cooperation of all the institutions of the system in both the drafting process and the process of implementation as well as full cooperation with the civil sector.

The following twelve provisions in the UN SC Resolution 1325 pertaining to the tasks that each member country is under obligation to carry out are particularly marked out⁷:

1. (art.1) Urges Member States to ensure increased representation of women at all decision-making levels in national, regional and international institutions and mechanisms for the prevention, management, and resolution of conflict;
2. (art. 3) ... calls on Member States to provide candidates to the Secretary-General, for inclusion in a regularly updated centralized roster;
3. (art. 6) ... invites Member States to incorporate HIV/AIDS awareness training into their national training programmes for military and civilian police personnel in preparation for deployment;
4. (art. 7) Urges Member States to increase their voluntary financial, technical and logistical support for gender-sensitive training efforts, including those undertaken by relevant funds and programmes, inter alia, the United Nations Fund for Women and United Nations Children's Fund, and by the Office of the United Nations High

⁷ See Resolution 1325 in annex

Commissioner for Refugees and other relevant bodies;

5. (art. 8.a) Calls on all actors involved, when negotiating and implementing peace agreements, to adopt a gender perspective, including, inter alia, the special needs of women and girls during repatriation and resettlement and for rehabilitation, reintegration and post-conflict reconstruction;
6. (art. 8.b) Calls on all actors involved, when negotiating and implementing peace agreements, to adopt a gender perspective, including, inter alia, measures that support local women's peace initiatives and indigenous processes for conflict resolution, and that involve women in all of the implementation mechanisms of the peace agreements;
7. (art. 8.c) Calls on all actors involved, when negotiating and implementing peace agreements, to adopt a gender perspective, including, inter alia, measures that ensure the protection of and respect for human rights of women and girls, particularly as they relate to the constitution, the electoral system, the police and the judiciary;
8. (art. 9) Calls upon all parties to armed conflict to respect fully international law applicable to the rights and protection of women and girls, especially as civilians, in particular the obligations applicable to them under the Geneva Conventions of 1949 and the Additional Protocols thereto of 1977, the Refugee Convention of 1951 and the Protocol thereto of 1967, the Convention on the Elimination of All Forms of Discrimination against Women of 1979 and the Optional Protocol thereto of 1999 and the United Nations Convention on the Rights of the Child of 1989 and the two Optional Protocols thereto of 25 May 2000, and to bear in mind the relevant provisions of the Rome Statute of the International Criminal Court;
9. (art. 10) Calls on all parties to armed conflict to take special measures to protect women and girls from gender-based violence, particularly rape and other forms of sexual abuse, and all other forms of violence in situations of armed conflict;
10. (art. 11) Emphasizes the responsibility of all States to put an end to impunity and to prosecute those responsible for genocide, crimes against humanity, and war crimes including those relating to sexual and other violence against women and girls, and in this regard stresses the need to exclude these crimes, where feasible from amnesty provisions;
11. (art. 12) Calls upon all parties to armed conflict to respect the civilian and humanitarian character of refugee camps and settlements, and to take into account the particular needs of women and girls, including in their design, and recalls its resolutions 1208 (1998) of 19 November 1998 and 1296 (2000) of 19 April 2000;

12. (art. 13) Encourages all those involved in the planning for disarmament, demobilization and reintegration to consider the different needs of female and male ex-combatants and to take into account the needs of their dependants.

Four working groups were formed as part of this project (Working group for the role of women in the decision-making process; Working group for the participation of women in conflicts, conflict resolution, post-conflict period and peace support operations; Working group for instruments of legal protection of women; and Working group for education and sensitisation of male and female members of security sector in the Republic of Serbia) which recommended that the following objectives should be marked out in NAP:

General objective 1:

Increase in participation and influence of women on decision-making in defence-and security-related issues.

- 1.1 Increase in representation of women in the security sector and managerial positions, particularly in state institutions deciding on security issues.
- 1.2 Increase of women's influence on decision-making and enjoyment of women's rights to participate equally and together with men in decision-making pertaining to security issues.

General objective 2:

Ensure equal participation of women in the process of establishment and building of peace as well as in peace support operations

- 2.1 Affirm the importance of the women's role in conflict resolution, negotiations and reaching an agreement as well as adopt gender perspective in its implementation.
- 2.2 Ensure higher participation of women in peace building and post-conflict reconstruction of a community.
- 2.3 Inclusion of gender perspective in peacekeeping operations and ensuring of higher participation of women in peacekeeping and humanitarian missions.

General objective 3:

Ensure satisfactory level of human security and effective protection of women and girls from all forms of discrimination, violations of women's human rights and gender-based violence.

- 3.1 Integrate human security and gender perspective in all social policies, including the policy in the field of security and defence.
- 3.2 Establish effective protection of girls and women from discrimination, violation of and threats to rights and gender-based violence.
- 3.3 Ensure a high level of sensitisation of public to the problems of women and girls who are the victims of sexual abuse and other international crimes against humanity.

General objective 4:

Improvement of conditions conducive to employment and advancement of women in the security sector, especially in operational units (tasks requiring the use of means of enforcement).

- 4.1 Undertaking special measures to improve the policy of women's employment in the security sector.
- 4.2 Creation of conditions and undertaking special measures for improvement of the policy of women's employment in the security sector.
- 4.3 Sensitisation of security sector members as well as members of their families to gender issues.

3. POSSIBLE IMPLEMENTERS, INDICATORS AND SUPERVISORY MECHANISMS

The working groups recommend the Ministry of Defence as the main implementer of the drafting process and the proposer of the draft National Action Plan for implementation of the UN SC Resolution 1325 in Serbia because the biggest part of the activities is related to areas under its jurisdiction. As previously emphasised, given that an interdepartmental and multidisciplinary approach is required for the full implementation of the Resolution 1325, the working group tasked with compiling a draft of the action plan should comprise, in addition to the representatives of the Ministry of Defence, which is to also coordinate the drafting process, the representatives of the Ministry of Interior, the Ministry of Foreign Affairs, the Ministry of Human and Minority Rights, the Ministry of Labour and Social Policy, in particular the Gender Equality Department, then MPs, members of relevant parliamentary committees, as well as experts from the security sector and representatives of those associations of citizens that are dealing with the issues covered by the Resolution 1325.

Other ministries like the Ministry of State Administration and Local Self-Government and the Ministry of Education, but also other institutions like the Commissariat for Refugees, the Army of the Republic of Serbia, other military, police and security agencies, police schools and academies, and others whose activities are envisaged in the plan should be taken into account as the implementers of the activities designated in the plan.

In the reporting process, it is necessary to ensure that all the data are regularly collected and kept in keeping with the indicator list which is to be coordinated with the compiling of the consolidated reports. Monitoring of the fulfilment of the Action Plan and the implementation of the UN SC Resolution 1325 is to be performed by a special supervisory body, but it would be advisable that relevant committees of the National Assembly, in particular the Gender Equality Committee, the Defence and Security Committee, the Foreign Affairs Committee, the Labour, War Veteran and Social Policy Committee, and the Judiciary and Public Administration Committee, also devote their attention to this issue. On their part, monitoring should be also carried out by the offices of the Protector of Citizens and the Commissioner for Information of Public Importance as well as other independent controlling bodies. Civil society organisations and citizens' associations

should have full insight into all the aspects of these activities so that they could make their independent assessments and compile “shadow reports”. One should point out that it is necessary to secure participation of relevant bodies at the provincial and local levels in all the stages of the process.

Working groups advise that attention be certainly paid to the following indicators:

Representation of Women

- Number of women in security structures (comparison of initial data with the data for each year in the NAP’s implementation),
- Number of women in managerial positions in the security sector (comparison of initial data with the data for each year in the NAP’s implementation),
- Number of women, their participation and positions that they occupied in various delegations, international and regional bodies and institutions competent for security issues; in negotiations missions, at diplomatic and consular missions, military missions (comparison of initial data with the data for each year in the NAP’s implementation),
- Established and regularly updated database on representation of women in managerial positions in the security system (army, police, customs, diplomatic and peacekeeping missions...),
- At least 30% of women participate in peace-making delegations and peace talks,
- Increase in the number of women in peacekeeping operations,
- Established mechanism for support to a higher participation of women in peacekeeping and humanitarian missions (a quota of at least 30%, family support, system of recruitment, etc.).

Measures

- Number, type, content and effects of documents, strategies and regulations that have been initiated, proposed or adopted;
- Number, type, content and effects of special measures aimed at creation of equal possibilities for participation of women and men in decision-making with regard to security issues that have been initiated, proposed or adopted;
- Results of missions and other activities in the area of security in which women have participated (comparison with lessons and results of missions whose participants have been exclusively men);
- Number, type, content and effects of specific activities aimed at creation of procedural preconditions for equal participation of women and men in deciding on security issues that have been proposed or implemented.
- Number, type, content and effects of campaigns that have been initiated or implemented;
- Formation of a body for women’s issues within state administration;
- Systematization of jobs for advisors for gender equality;
- Number of created women’s sections in trade unions that are active in the area

of security;

- Introduction of “confidential persons” that would help women who work in the security sector;
- Implementation of the programme of support to family members of women working in the security sector;
- Educational content on gender issues integrated in all types and levels of training in the security sector;
- Introduction of special courses and educational programmes at all levels of education that promote and stimulate tolerance and prevention of conflicts;
- Introduction and implementation of a plan of training that would be aimed at gender sensitisation of members of the security sector and other state bodies which participate in peace operations;
- Advancement of the existing plan and programme of Civil Education, especially from the aspect of tolerance, peace education and prevention of conflicts.
- Creation of mechanisms for early warning in cooperation with local women’s initiatives;
- Support for and implementation of no less than three different programmes for reintegration of men and women who have participated in armed conflicts;
- Support for and implementation of at least three different disarmament programmes;
- Support for and implementation of at least three different programmes of facing the past and war crimes;
- Support for and implementation of at least three different programmes related to special needs of women who are refugees or internally displaced persons;
- Equalization of the refugee status and the status of an internally displaced person;
- Introduction of continual and mandatory training for participants in peace and humanitarian missions in the field of human rights of women and gender equality;
- Introduction of permanent cooperation with all relevant international organizations dealing with the problem of increasing the participation of women in peace activities.

Money

- Introduction (formation) of the budget for gender sensitivity;
- Formation and operationalisation of the activities of the fund for compensation of damages to women who are the victims of gender-related violence;
- At least 50% of local initiatives of women for non-violent solution of conflicts have been financed from the budget;
- Programmes of local women’s initiatives for reconciliation and building of peace supported from the budget.

Reports

- Reports by the Government, relevant ministries, state bodies, judicial and other institutions which are directly dealing with implementation of the National Action Plan for Implementation of the UN SC Resolution 1325 in Serbia;
- The report by the group for monitoring of realisation of NAP for Implementation of the UN SC Resolution 1325 in Serbia;
- Reports by international organizations, bodies and institutions, as well as the members of various delegations, international and regional bodies and institutions whose activity is related to security issues; negotiating missions; diplomatic and consular missions; peace missions; military missions;
- The report on participation in the forum that brings together women in the security sector;
- The report on amount and type of cooperation between security services at the national, regional and international levels;
- Reports by civil society organizations working on realisation of the Action Plan for Implementation of the UN SC Resolution 1325 in Serbia;
- Shadow reports made by civil society organizations and submitted at the time of international institutions' reporting on human and women's rights in Serbia;
- Reports by the Government, relevant ministries and Government's institutions which are directly active in realisation of the Plan of Activities for Implementation of the UN CS Resolution 1325 and whose activities are related to the area of security and security issues;
- Reports by international organizations, bodies and institutions, as well as the members of various delegations, international and regional bodies and institutions whose activity is related to security issues; negotiating missions; diplomatic and consular missions; peace missions; military missions;
- Reports by non-governmental organizations.

Media

- Number, type, content and effects of planned and implemented information and media campaigns;
- Number and content of media reports dealing with violence against women, discrimination against women and violation of their human rights, as well as reports describing the examples of good practice;
- Number and content of media reports dealing with life and experiences of women who are refugees, internally displaced persons, returnees, asylum seekers and victims of human trafficking, and describing the examples of good practice;
- Number and content of media reports on women's contribution to building of peace;
- Number and content of media reports on experiences of women who defend human rights of women;
- Support for and implementation of at least three different media contents dealing with facing the past and war crimes.

Statistics

- Statistical data on the number and outcome of proceedings related to violence against women;
- Statistical data on the number and outcome of proceedings related to protection of women from discrimination and protection of human rights of women;
- Statistical data on the number of women who have received legal aid intended to help protect and exercise their rights.

Surveys

- Completed surveys, statistical analyses and reports on hiring, retaining and advancement of women in the security sector, with emphasis on the number of women in operational and senior executive positions;
- Number of men who have used their right to medical leave due to child's sickness;
- Number of complaints of employed women related to gender discrimination, including the outcome of these complaints;
- Number of complaints by citizens and the results of the research aimed at estimating the satisfaction of citizens with the service offered by the employees in the security sector;
- Supported and completed research on the influence of post-conflict situations on the position of women, especially with regard to violence against women.

4. OPERATIONAL STEPS

Proposer and coordinator of implementation – RWorking groups believe that the best option would be for the Ministry of Defence to assume this role. Given that the MoD representatives have participated in the activities of the working groups, the general belief is that the MoD will accept this proposal. The working groups will pass on all their materials and provide all assistance as needed in order to facilitate the process of NAP drafting for the MoD.

Political council – Veoma dobro bi bilo formirati jedan savet na visokom nivou (pomoćnici ministara), radi obelst would be advisable to form a high-level council (assistant ministers) in order to ensure that the necessary political will is in place both for the adoption and the NAP implementation. The council would include representatives of the Ministry of Defence, Ministry of Interior, Ministry of Foreign Affairs, Ministry for Human and Minority Rights and the Ministry of Labour and Social Security. In the process of formation of such a council, it is necessary to employ necessary political advocacy for the purpose of demonstrating the significance of the UN SC Resolution 1325 for Serbia as well as to obtain support from political parties to the process.

Interdepartmental coordinating body – For NAP implementation to unfold smoothly, it is necessary to form a coordinating body which would comprise representatives of relevant ministries/implementers in order to put together and harmonise the activities. This body would be composed of persons who are familiar with these issues and/or are engaged in the work on existing but compatible strategies/activities.

Operational teams/individuals – For each specific activity envisaged by NAP, it is necessary to task specific persons or groups with dealing with it within the scope of their institutions, as well as to report on their work to the authorised member of the Coordinating Body. It is also necessary to carry out education at all the institutions designated for the implementation and monitoring of NAP in order to increase understanding of it and the quality of activities.

Supervisory body – As previously emphasised, it is necessary to form an independent supervisory body to which reports would be submitted. This body should consist of MPs, the representatives of the parliamentary Gender Equality Committee, Security and Defence Committee, Foreign Affairs Committee, Labour, War Veteran and Social Issues Committee, and the Justice and Public Administration Committee. Protector of citizens, commissioner for information of public importance and other relevant independent controlling organs should participate in the monitoring process, while civil society organisations and citizens' associations should have a special role in this.

The whole process should receive media coverage in order to ensure adequate visibility and control by public at large. This is why it is necessary to stipulate in NAP itself promotional activities and PSA campaigns pertaining to the very content but also the importance of the UN SC Resolution 1325, and the situation in this field in Serbia in correlation to the previous situation in the nineties, as well as the changes and improvements that will occur as a result of NAP's implementation.

Raising public awareness and winning over public support is one the crucial prerequisites not only for success but also for the sustainability of NAP. This is why it is necessary to include the associations of citizens, media, experts, political parties and institutions in public campaigns.

RECOMMENDATIONS FOR DRAFTING NATIONAL ACTION PLAN FOR IMPLEMENTATION OF UN SECURITY COUNCIL RESOLUTION 1325 IN SERBIA

*The introductory text was compiled by prof dr Marijana Pajvančić and prof dr Nevena Petrušić.

GENERAL FRAMEWORK – DESCRIPTION OF CURRENT SITUATION

The adoption of the National Action Plan for implementation of the United Nations Security Council Resolution 1325 on women, peace and security (hereinafter NAP 1325) is the international obligation of the Republic of Serbia as a member of the United Nations. Gender equality in the domains of defence and security is a necessary prerequisite for Serbia's European integration and drawing closer to the EU member countries.

The National Action Plan for implementation of the Resolution 1325 features systematised and coordinated activities focused on the creation of an environment where it will be possible to ensure for women and men the following: equal access to defence and security sector; equal opportunities for them to be creators and actors in social policies in these sectors; enhancing visibility of women in the defence and security sector; conditions for expansion of their engagement in the process of reforms in this society's segment.

1. INTERNATIONAL DOCUMENTS

Numerous international documents introduced obligations for the states parties to these documents to advance gender equality, undertake activities and adopt measures, including special measures focused on creation on equal opportunities and elimination of all forms of discrimination in order to create social environment in which the standards of gender equality would be achieved. In the process of defining of measures and activities for the implementation of the UN SC Resolution 1325, the international Convention on the Elimination of All Forms of Discrimination (CEDAW)⁸ and the Optional Protocol to the Convention⁹ have particular importance. CEDAW obliges the states parties to take in all fields all appropriate measures to ensure the full development and advancement of women for the purpose of guaranteeing them the exercise and enjoyment of human rights and fundamental freedoms on a basis of equality with men (art. 3). States Parties shall take all appropriate measures to eliminate discrimination against women in the political and public life of the country and, in particular, shall ensure to women, on equal terms with men, the right to vote in all elections and public referenda and to be eligible for election to all publicly elected bodies, to participate in the formulation of government policy and the implementation thereof and to hold public office and perform all public functions at all levels of government, to participate in non-governmental organizations and associations concerned with the public and political life of the country (art. 7), and to ensure to women,

⁸ Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), adopted on 18 December 1979 in New York, at the session of the UN General Assembly. It is being implemented today in 186 countries in the world. The Socialist Federative Republic of Yugoslavia (SFRY) ratified the Convention through the Law on Ratification of the Convention on the Elimination of All Forms of Discrimination against Women, ("Official Gazette of SFRY – International Treaties", no. 11/81).

⁹ Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women, adopted on 6 October 1999 in New York, at the session of the UN General Assembly, and it came into force on 22 December 2000. The Federal Republic of Yugoslavia (FRY) adopted the Law on Ratification of the Optional Protocol to the Convention of All Forms of Discrimination against Women ("Official Gazette of FRY – International Treaties", no. 13/2002). It came in effect on 28 December 2002.

on equal terms with men and without any discrimination, the opportunity to represent their Governments at the international level and to participate in the work of international organizations (art. 8). The states parties are expected to take all appropriate measures in order to modify the social and cultural patterns of conduct of men and women, with a view to achieving the elimination of prejudices and customary and all other practices which are based on the idea of the inferiority or the superiority of either of the sexes or on stereotyped roles for men and women (art. 5), to suppress all forms of traffic in women and exploitation of prostitution of women (art. 6), then to ensure their enjoyment of the right to education (art. 10), access to health care services (art. 12), etc.

The system of monitoring of the Convention's implementation was established by the Convention itself and reinforced by the Optional Protocol to the Convention. It stipulates a possibility to review individual cases of violation of rights guaranteed by the Convention and conduct investigations into grave and systematic violations of the women's rights.

In the process of defining of measures and activities for the implementation of the UN SC Resolution 1325 in Serbia, the recommendations contained in the Beijing Declaration and Platform for Action, adopted at the Fourth World Conference on Women in 1995, are also important. The Platform for Action emphasises that wars of aggression, armed conflicts, colonial or other forms of alien domination and foreign occupation, civil wars and terrorism continue to plague many parts of the world. Under such circumstances, grave violations of the human rights of women occur (murder, torture, systematic rape, forced pregnancy and forced abortion, etc.), in particular under policies of "ethnic cleansing".

The maintenance of peace and security at the global, regional and local levels, together with the prevention of policies of aggression and ethnic cleansing, and the resolution of armed conflict, is crucial for the protection of the human rights of women and girl children, as well for the elimination of all forms of violence against them and of their use as a weapon of war.

As part of Chapter IV – E entitled Women and Armed Conflict, six strategic objectives were established: increase the participation of women in conflict resolution at decision-making levels and protect women living in situations of armed and other conflicts or under foreign occupation (objective E1); reduce excessive military expenditures and control the availability of armaments (objective E2); promote non-violent forms of conflict resolution and reduce the incidence of human rights abuse in conflict situations (objective E3); promote women's contribution to fostering a culture of peace (objective E4); provide protection, assistance and training to refugee women, other displaced women in need of international protection and internally displaced women (objective E5); and – provide assistance to the women of the colonies and non-self-governing territories (objective E6).

In the process of drawing up NAP for implementation of the Resolution 1325, obligations assumed by Serbia through ratification of other international documents on human rights, particularly the international documents in the field of humanitarian law, are also important.

Serbia is a state party to almost all the international conventions in the field of human rights, the rights of women and children and the international humanitarian law adopted under auspices of the UN: the International Covenant on Civil and Political Rights¹⁰, the Optional Protocol¹¹ and the Second Optional Protocol to this Covenant¹²; the International Covenant on Economic, Social and Cultural Rights¹³; the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment, and the Optional Protocol to this Convention¹⁴; the Convention on the Elimination of All Forms of Racial Discrimination¹⁵; the Convention on the Rights of the Child¹⁶, the Optional Protocol to the Convention on the Rights of the Child on the Involvement of Children in Armed Conflict¹⁷ and the Optional Protocol to the Convention on the Rights of the Child on the sale of children, child prostitution and child pornography¹⁸; the Convention on the Civil Aspects of International Child Abduction¹⁹; the Convention on Slavery²⁰; the Convention on the Suppression and Punishment of the Crime of Apartheid²¹; the Rome Statute of the International Criminal Court²²; the Convention against Transnational Organised Crime and its Protocols against the smuggling of migrants by land, air and sea, and the prevention, suppression and punishment of human trafficking²³; the Convention Relating to the Status of Refugees and its Protocols²⁴; the Convention for the Amelioration of the Condition of the Wounded and Sick in Armed Forces in the Field (First Geneva Convention)²⁵; the Convention for the Amelioration of the Condition of Wounded, Sick and Shipwrecked Members of Armed Forces at Sea (Second Geneva Convention)²⁶; the Convention relative to the Treatment of Prisoners of War (Third Geneva Convention)²⁷; the Convention relative to the Protection of Civilian Persons in Time of War (Fourth Geneva Convention)²⁸; the Additional Protocol to the Geneva Conventions, dated 12 August 1949, relating to the Protection of Victims of International Armed Conflicts (Protocol I)²⁹; the Additional Protocol to the Geneva Convention, dated 12 August 1949, relating to the Protection of Victims of Non-International Armed Conflicts (Protocol II)³⁰; the Convention on the Prevention and Punishment of the Crime of Genocide³¹; the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment³²; the International Convention against the Taking of Hostages³³; the Convention for the Prevention and Punishment of Crimes

¹⁰ "Official Gazette of SFRY - International Treaties", 7/71.

¹¹ "Official Gazette of FR Y - International Treaties", 4/2001.

¹² "Official Gazette of FR Y - International Treaties", 4/2001.

¹³ "Official Gazette of SFRY - International Treaties", 7/71.

¹⁴ "Official Gazette of SCG - International Treaties", 9/2003.

¹⁵ "Official Gazette of SFRY", 31/67.

¹⁶ "Official Gazette of SFRY - International Treaties", 15/90. and "Official Gazette of FR Y - International Treaties", 4/96. and 2/97.

¹⁷ "Official Gazette of FR Y - International Treaties", 7/2002.

¹⁸ "Official Gazette of FR Y - International Treaties", 7/2002.

¹⁹ "Official Gazette of SFRY - International Treaties", 7/1991.

²⁰ "Official Gazette of the Kingdom of Serbs, Croats and Slovenes", 234/1929.

²¹ "Official Gazette of SFRY", 14/75.

²² "Official Gazette of FR Y - International Treaties", 5/2001.

²³ "Official Gazette of FR Y - International Treaties", 6/2001.

²⁴ "Official Gazette of FPR Y - International Treaties", 7/60.

²⁵ "Official Gazette of FPR Y", 24/50.

²⁶ "Official Gazette of FPR Y", 24/50.

²⁷ "Official Gazette of FPR Y", 24/50.

²⁸ "Official Gazette of FPR Y", 24/50.

²⁹ "Official Gazette of SFRY - International Treaties", 16/78.

³⁰ "Official Gazette of SFRY - International Treaties", 16/78.

³¹ "Official Gazette of FPR Y", 2/1950.

³² "Official Gazette of SFRY - International Treaties", 9/91.

³³ "Official Gazette of SFRY - International Treaties", 9/84.

³⁴ "Official Gazette of SFRY - International Treaties", 54.

³⁵ "Official Gazette of SFRY - International Treaties and Other Agreements", 19/75.

³⁶ "Official Gazette of SFRY - International Treaties and Other Agreements", 50/70.

³⁷ "Official Gazette of SCG - International Treaties", no. 9/2003, 5/2005 and 7/2005 - corr.)

³⁸ So far the following reports have been submitted: the Initial Report on the Implementation of the International Covenant on Civil and Political Rights for the 1992-2002 period; the Initial Report on the Implementation of the Convention against Torture and Other Cruel, Inhuman and Degrading Treatment or Punishment for the 1992-June 2003 period; the Initial Report on the Implementation of the Convention on Elimination of All Forms of Discrimination of Women for the 1992-June 2003 period; the Initial Report on the Implementation of the Convention on the Rights of the Child for the 1992-2005 period; etc.

against Internationally Protected Persons, Including Diplomatic Agents³⁴; the Convention on Special Missions³⁵; the Convention on the Non-Applicability of Statutory Limitations to War Crimes and Crimes Against Humanity³⁶; etc. Serbia also ratified the European Convention on Human Rights and Fundamental Freedoms³⁷. As a member of the Council of Europe, Serbia is under obligation to follow the recommendations of this organisation. Serbia is also obliged by many ratified protocols of the UN, the International Labour Organisation (ILO), and the World Health Organisation. After depositing the succession statement in June 2001, Serbia started monitoring the international standards of human rights and established the practice of submission of national reports to the United Nations bodies and other international organs pertaining to the implementation of obligations from the ratified international conventions.³⁸ Serbia has its permanent delegations to the Council of Europe, OSCE, NATO³⁹ and other regional organisations.

2. DOMESTIC LEGISLATION

A general framework of planned measures and activities aimed at implementation of the UN SC Resolution 1325 is provided by the Constitution of the Republic of Serbia. The Constitution of Serbia:

- Guarantees equality of women and men (article 15);
- Forbids any kind of direct or indirect discrimination with regard to gender and explicitly allows for the possibility of introduction of special measures with the aim to create preconditions for achievement of fully equal position of persons or groups whose position is inferior as compared to other citizens (article 21);
- Obliges the state to create a policy of equal possibilities (article 1), in accordance with the principles of the rule of law, social justice, civil democracy, human rights and European values, which entails creation of conditions for full development and advancement of women's position in all areas of social life (political, economic, cultural), including the area of security, in order to allow them to enjoy the same human rights and fundamental freedoms as men. The policy of equal possibilities includes the possibility of introduction of special measures aimed at achieving a fully equal position of persons or groups whose position is inferior as compared to other citizens (article 21).

The Constitution of the Republic of Serbia explicitly stipulates that generally accepted rules of international law and ratified international agreements are an integral part of the legal system of the Republic of Serbia, and that they shall be directly implemented (article 16). In the area of human and minority rights, this means the following:

- Direct implementation of human rights guaranteed by international law (article 16);
- Interpretation of human and minority rights in accordance with current international standards and the practice of international institutions that monitor their implementation (article 18);
- The right to international legal protection of human and minority rights (article 22).

³⁹ Cooperation with NATO is taking place within the framework of the agreement between Serbia and Montenegro and the North Atlantic Treaty Organisation (NATO) on transit arrangements for support to peacekeeping operations ("Official Gazette of SCG - International Treaties", no. 13/2005).

⁴⁰ "Official Gazette of the Republic of Serbia", no. 22/09.

The Republic of Serbia therefore states its willingness to honour the international obligations it has accepted and to implement in its policy the UN SC Resolution 1325 and directly participate in its realisation.

The Republic of Serbia has adopted several laws which are relevant to protection from discrimination and personal security:

- The Anti-Discrimination Act⁴⁰, which regulates general prohibition of discrimination, the forms and cases of discrimination as well as the procedures aimed at protection from discrimination, and which also introduces the Commissioner for Protection of Equality as an independent state body that autonomously performs the tasks as stipulated by this law,
- The Gender Equality Act (2009) regulates the creation of conditions for pursuing a policy of equal opportunities, enjoyment of the rights of women and men, enactment of regulations and undertaking special measures for prevention of discrimination based on gender, marital or family status, pregnancy or parenthood, as well as the procedure for legal protection of persons exposed to discrimination,
- The Criminal Code⁴¹ defines all the crimes that are classified as so-called international crimes, in the chapter XXXIV entitled Crimes against humanity and other values protected by international law,
- The Law on Cooperation with the International Criminal Court⁴² stipulates the manner, scope and forms of cooperation of state institutions of the Republic of Serbia with the International Criminal Court, the legal assistance to the Court and execution of its decisions, and specific characteristics of the proceedings related to criminal offences stipulated in article 5 of the Statute of the International Criminal Court, i.e. crimes against humanity and other values protected by international law,
- In the field of defence and security, the following laws have been adopted: the the Basic Structure of Security Services,⁴⁶ the Law on Military Security Agency and Military Information Agency,⁴⁷ 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,⁴⁸ the Law on Military, Labour and Material Obligation⁴⁹, the Law on Police,⁵⁰ and the Law on Security Information Agency .

3. STRATEGIES

Measures and activities envisaged in NAP for the implementation of the UN SC Resolution 1325 in Serbia rely on key strategic documents by way of which Serbia has defined

⁴¹ "Official Gazette of the Republic of Serbia", no. 85/2005, 88/2005 - corr., 107/2005 - corr., "Official Gazette of the Republic of Serbia", no. 72/2009 - amended.

⁴² "Official Gazette of the Republic of Serbia", no. 72/09.

⁴³ "Official Gazette of the Republic of Serbia", no. 116/07. The Law on Amendments to the Law on Defence, "Official Gazette of the Republic of Serbia", no. 88/09.

⁴⁴ "Official Gazette of the Republic of Serbia", no. 116/07. The Law on Amendments to the Law on Defence, "Official Gazette of the Republic of Serbia", no. 88/09.

⁴⁵ "Official Gazette of the Republic of Serbia", no. 88/09.

⁴⁶ "Official Gazette of the Republic of Serbia", no. 116/07.

⁴⁷ "Official Gazette of the Republic of Serbia", no. 88/09.

⁴⁸ "Official Gazette of the Republic of Serbia", no. 88/09.

⁴⁹ "Official Gazette of the Republic of Serbia", no. 88/09.

⁵⁰ "Official Gazette of the Republic of Serbia", no. 101/05.

⁵¹ "Official Gazette of the Republic of Serbia", no. 42/02.

⁵² The document was adopted in 2006 and it elaborates the UN Millennium Declaration.

its policy in the field of social development, European integration, defence, security, advancement of gender equality and protection of women. These are as follows:

- National Millennium Development Goals in the Republic of Serbia, which specify several tasks relevant to the achievement of gender equality, improvement of the position of women and development of the human security concept. Task 1 (MDG 3: Promotion of gender equality and empowerment of women): By 2015, halve economic inequalities between women and men (in poverty, employment, unemployment, participation in trade unions, promotion at work, wages); Target 2: By 2015, increase the representation of women at all levels of political decision-making to at least 30%; Target 3: By 2008, complete the creation of systemic foundations for achieving gender equality (plans for the implementation of the Gender Equality Law, NPA and specific strategies); Target 4: By 2015, develop the system for the protection of female victims of violence and the system for the prevention of violence against women.
- Poverty Reduction Strategy (2002), as part of which the women are recognised as a vulnerable social group, while the Roma women, women refugees, displaced women and women in rural areas are identified as particularly vulnerable groups, hence, several specific measures concerning these groups of women are stipulated in the document.
- National Programme for the Integration of the Republic of Serbia in the European Union (2008)⁵³, which defines the following priorities as particularly important: 1. Development of the Centre for Peacekeeping Operations and participation of the army personnel in peacekeeping missions, fulfilment of obligations stemming from membership in the Partnership for Peace Programme, conclusion of the security agreement with NATO; 2. Participation in the multinational military exercises on the territory of the Republic of Serbia and the territories of member states of the Partnership for Peace (PfP) and NATO; 3. Adoption of laws which will put in place a legal framework for the engagement of the personnel of the Army of Serbia and the Ministry of Defence in the provision of assistance to civilian population (the Law on Civil Defence, the Law on Crisis Management, etc.); 4. Cooperation with the International Criminal Court for Former Yugoslavia (ICTY); 5. Monitoring of the crime rate and trends in the proceedings pertaining to criminal offences against the constitutional order and security of the Republic of Serbia, other criminal offences which are politically motivated or inspired by hatred, and criminal offences against humanity and other values protected by the international law; 6. Advancement of access to justice, promotion of good interethnic relations, protection of the rights of women and children, advancement of institutional support for the victims of discrimination, etc.
- National Strategy for the Improvement of the Position of Women and the Advancement of Gender Equality for 2009-2015 (2009), which specifies a comprehensive and harmonised state policy intended to eliminate the discrimination of women, improve their position and integrate gender

⁵³ http://web.uzzpro.sr.gov.u/kzpeu/dokumenti/ssp/ssp_prevod_sa_anexima.pdf.

⁵⁴ http://www.mod.gov.rs/lat/dokumenta/strategije/strategija_%20nacionalne_bezbednosti_lat.pdf.

perspective in all the domains under the jurisdiction of the institutions of the system. The National Strategy defines the following objectives: 1. Increase in the participation of women in decision making processes and achieving gender equality; 2. Improvement of the economic position of women and achieving gender equality; 3. Achievement of gender equality in education; 4. Improvement of women's health and promoting gender equality in health policy; 5. Prevention and elimination of violence against women and promote the victim's rights; 6. Elimination of gender stereotypes in the media and promotions of gender equality.

- National Security Strategy (2009),⁵⁴ particularly in the part where the following is promoted as fundamental values in the field of security: freedom, equality, peace building and peacekeeping, rule of law, democracy, social justice, human rights and freedoms, national, racial and religious equality and equality of sexes, inviolability of property and environmental protection. This strategy states that Serbia is committed to respect for the obligations stemming from the UN Charter, the principles of the Universal Declaration on Human Rights and the Helsinki Final Act, that it is committed to development and creation of conditions for advancement of human security, improvement of the role and position of women in the decision-making processes and the strengthening of state mechanisms needed to ensure gender equality.
- Defence Strategy (2009)⁵⁵ which underlines that Serbia is to contribute through peace and stability to building and strengthening of security, that it is to build and strengthen its own capacities and the capacity for defence, as well as to work together with other states, as part of its integration into European and other international security and defence structures, and contributes to the strengthening of national, regional and global security. This strategy defines vital defence interests of the Republic of Serbia, including the protection of citizens' security, building trust, advancement of security and stability in the region, cooperation and partnership with international security organisations and institutions of democratic states, etc.
- Strategic Defence Overview (2009),⁵⁶ which defines the mission and tasks of the Serbian Army, including, amongst other things: Serbia's participation in peace building and maintenance of peace in the region and worldwide, which in turn entails participation in international military cooperation, peacekeeping operations and collective defence system, as well as support for civilian governments in their efforts against non-military threats to security.
- National Action Plan for the implementation of the UN SC Resolution 1325 in Serbia follows the strategic direction of the defence reform whose objective is that the Serbian Army transform itself into a professional and modern armed force under full democratic civilian control, as stipulated in the Defence System Development Plan until 2010 (2006),⁵⁷ Defence White Book (2005)⁵⁸ and the Army Doctrine (2006).

⁵⁵ http://www.mod.gov.rs/lat/dokumenta/strategije/strategija_odbrane_lat.pdf.

⁵⁶ http://www.ccmr-bg.org/upload/document/strategija_odbrane_rs.pdf.

⁵⁷ http://www.ccmr-bg.org/upload/document/strategija_odbrane_rs.pdf.

⁵⁸ http://www.ccmr-bg.org/upload/document/bela_knjiga_odbrane_scg.pdf.

- Strategy for Combating Human Trafficking (2006), whose most important goals pertain to the advancement of the institutional framework, prevention, assistance, protection and reintegration of victims, as well as the advancement of international cooperation, monitoring and evaluation of the achieved results.

NAP has identified only some of realistically potential problems in the areas of women's participation in the decision-making and their involvement in conflict, post-conflict situations and peace support operations, legal protection of women, as well as the activities focused on sensitising male and female members of the armed forces of the Republic of Serbia. Planned activities are laid out on the basis of the previously identified needs and refer to the period between 2010 and 2015. NAP, as a pilot project, shall be "a living document" related to, above all, the beginning of the process, and it will be regularly reviewed in cooperation with the competent national organs and other stakeholders.

4. INDICATORS OF ACTUAL SITUATION

Basic data on the position of women in Serbia, particularly those that are related to the areas covered by NAP for implementation of the Resolution 1325, point to the following:⁵⁹

- On the territory of Serbia, except for the territory of Kosovo and Metohija, there were 97,000 registered refugees and 209,000 internally displaced persons from Kosovo and Metohija. The women constituted more than a half of the total figure, where the most numerous were the women aged between 19 and 59, and the women over 60 years of age, including a large number of Roma women.⁵⁹
- As part of readmission proceedings, about 18,000 Serbian citizens have been repatriated from Western European countries to Serbia. The expectations are that at least another 47,000 people will return, but the exact number of persons who have been or will be repatriated is not known. Of the total number of returnees, at least 65% to 70% are Roma.⁶⁰
- The number of foreign citizens who have sought asylum in the Republic of Serbia is below 100 persons since April 2008, when the Asylum Act went into effect. One may expect this figure to rise judging by an increasing number of asylum-seekers from the Islamic Republic of Afghanistan in the past several months. In 2008, 2,226 work permits were issued to foreign citizens in the Republic of Serbia. Despite poor prospects for immigrant employment, the Republic of Serbia is interesting for the citizens of some countries in the region as well as for the citizens of some African and Asian countries.⁶¹
- Serbian citizens have in their possession 1,150,000 pieces of firearms; seven percent of women – the victims of family violence were attacked by or threatened with firearms; in 2001, 31 women were killed by firearms used against them by their partners⁶².
- At the Police Academy for Crime Studies (KPA) and the Centre for Basic Police Training (COPO), 25% of the total number of participants are women. The quota for female students funded from the budget amounts to the same percentage point (25%), while there are no quotas for students funding their

own schooling (ranking list at the entrance test is the only criterion). At some courses organised by the Ministry of Interior in the past years, e.g. for the needs of the border police, the ratio was as much as 50%:50%.

- The percentage of girls for enrolment in the Military Academy is each year adjusted to the needs of the Serbian Army General Staff and it fluctuated between 17.3% in 2007, when the first generation of girls was admitted to the Military Academy, and 20.07% in 2009, when the third generation of girls enrolled. Dedicated quotas for training of female professional soldiers do not exist, but girls do submit applications in competitions when announced, together with men, depending on their interests and the needs of units, and this percentage varies from one cycle of competitions to another, amounting to 3% of the total number of soldiers trained in the first cycle, or 16% in the last seventh cycle.⁶³
- At the Ministry of Defence and in the Serbian Army, of the total number (12,832) of state and military officials and employees, 46.88% are women. The number of women in the professional army service at the MoD and the Serbian Army in 2009 was 330 or 1.94% of the total number of professional military personnel. When it comes to the structure of professional female military personnel, there are 29 female non-commissioned officers (0.38%), 21 female officers (0.33%) and 280 female professional soldiers (4.86%)⁶⁴. In the programme for Personnel Automated Information System (KALS), no records are kept on the number of women in managerial positions and formation-related positions at high, medium and lower levels.
- In the autumn of 2008, there were 8,913 women employed at the Ministry of Interior, which constituted 20.39% of the overall number of employees. Out of this figure, 2,909 women have the status of uniformed authorised officer and authorised officer (operational personnel), but we do not know the exact ratios. The remaining two thirds, for the most part, carry out administrative and educational tasks⁶⁵. There are 298 women in managerial positions, which makes 2.77% of the Ministry of Interior's management. Seventy-eight women are in managerial positions as part of the operational personnel⁶⁶, but we do not know the exact ratio. Given the short period of time in the course of which the number of women in uniform has significantly increased, the small number of women in positions of command is not unexpected. Discouraging is, however, the fact that more women than men who graduated from the Higher Law Enforcement School (VŠUP) and subsequently got employed at the Ministry of Interior are involved in tasks at work that are not directly related to police work; the men also occupy to a much larger extent senior and commanding positions in the service⁶⁷.
- Representation of women at the Serbia's Customs Administration is as follows: out of 2,578 full-time employees, 1,055 are women, i.e. 41%. At the Sector

⁵⁹ Situation and Needs of Refugee Population in the Republic of Serbia.

⁶⁰ Returnees Reintegration Strategy on the Basis of Readmission Treaties (http://www.srbija.gov.rs/vesti/dokumenti_sekcija.php?id=45678)

⁶¹ Migration Management Strategy

⁶² According to the data of the Victimology Society of Serbia that were presented in the course of the public campaign entitled A Week against Violence Using Firearms, <http://www.mc.rs/upload/documents/NAJAVE/VDS-saopstenje.pdf>.

⁶³ By cycles, the percentage points of trained candidates with respect to the overall figures for female professional soldiers are as follows: first cycle - 3%; second - 21%; third - 33%; fourth - 29%; fifth - 18%; sixth - 29% and seventh - 16%.

for the Control of Customs Regulations Implementation (enforcement), out of 132 employees, 27 are women (only three as members of the operational staff), i.e. 20%. At the top managerial positions there are two women (director and assistant director), i.e. 0.07%. At the medium-level managerial positions (customs house manager, head of department, bureau chief) there are 16 women (0.6%). At the lower-level managerial positions (CI chief, CR head, head of dept., group leader, customs checkpoint administrator) there are 83 women (3.2%). At the managerial positions at high, medium and lower levels in the Sector for Control of the Customs Regulations Implementation (enforcement), there is no a single woman (0.0%)⁶⁸.

- Data⁶⁹ on representation of women in managerial positions in the ministries of defence, internal affairs and foreign affairs show that all three ministries have men as ministers, men as state secretaries in those ministries (five at the Ministry of Defence, one at the Ministry of Internal Affairs, and one at the Ministry of Foreign Affairs), that out of seven assistant ministers, only two are women (both at the Ministry of Foreign Affairs), as well as that there is only one woman at the position of a ministry secretary (at the Ministry of Foreign Affairs).
- Collective data for all the ministries show that there are 81.5% of men among the ministers and 18.5% of women ministers; among state secretaries: 77.6% men and 22.4% women; assistant ministers: 57.8% men and 42.2% women. The data indicate that the representation of women in managerial positions at the ministries (ministers, state secretaries, assistant ministers) which are dealing more specifically with the security issues is at a much lower level than the average for all the ministries.
- The National Assembly's committees whose scope of work covers security issues (the Defence and Security Committee and the Foreign Affairs Committee) are run by men who are in the positions of chairmen and vice-chairmen of these committees. There is a noticeable discrepancy in the number of female members of these committees. Out of 17 members of the Defence and Security Committee there is only one woman (94.2% of men and 5.8% of women, in percentage points). The representation of women in the Foreign Affairs Committee is more favourable (64.7% of men and 35.3% of women), which is above average as regards the overall representation of women in the National Assembly.

⁶⁴ Official data of the MoD Human Resources Department, Personnel Section. An increase in the number of women in the professional armed service (officers and professional soldiers) has been recorded compared to the data used at the introductory seminar 22-24 May 2009 on the implementation of the UN SC Resolution 1325 in the presentation of Dr Jovanka Šaranović, where these categories featured the following statistics: 0.28% (18) female officers and 3.26% (152) female professional soldiers.

⁶⁵ Ibid.

⁶⁶ Proposed Replies to CCVO Questions – Indicators for the Reform Index of the Security Sector in Serbia, Ministry of Interior, Police Directorate, Analytical Department, November 2008, p. 1-2.

⁶⁷ Snežana Novović and Dijana Petrović, Women in Police Force (Belgrade: Ministry of Interior, VŠUP, 2006), p. 93.

Working Group I

ROLE OF WOMEN IN DECISION-MAKING PROCESS

*The text of recommendations by Working Group I was compiled by prof dr Marijana Pajvančić, Working Group I moderator.

DESCRIPTION OF SITUATION AND CRUCIAL PROBLEMS

Serbia has essentially established a normative framework which allows for the creation of an environment required for the enjoyment of women's right to equal participation in the decision-making pertaining to affairs of public governance. It consists of international documents⁷⁰ which Serbia accepted and which puts it under obligation to respect the standards and recommendations on women's participation in decision-making about affairs of public authorities, Serbia's Constitution, laws and strategies which establish measures and activities for the implementation of normative decisions.

Key problem related to the role of women in decision-making about defence and security is absence of their influence on the decision-making about issues relevant to preservation of peace and security.

Basic reasons why women have insignificant influence on the decision-making in the field of defence and security are:

1. Unsatisfactory representation of women in state institutions which are making decisions about security issues and various bodies which are formed in this field especially in:
 - bodies of executive power whose competences relate to fields of defence and security (Government, Ministry of Defence, Ministry of Internal Affairs, Ministry of Foreign Affairs);
 - delegations which participate in the work of various international bodies or

⁷⁰ With numerous international documents, most significant among them being Convention On Elimination of All Forms of Discrimination of Women (ratified in 1981), countries which signed it are under obligation to undertake all necessary measures to provide women, in equal measure as men, possibilities for direct execution of public duties on all levels, as well as to create through special measures a favourable normative, institutional and social atmosphere for their equal participation in decision-making on public affairs. With Beijing Declaration and Platform For Action (in 1995), 189 countries have once again confirmed their dedication to these causes. Declaration On Equality Between Women and Men As A Fundamental Criterion of Democracy, adopted at the Fourth European Ministerial Conference stated that the "distribution of power, responsibility and access to resources between women and men is still very unequal" and stressed the "importance of a more balanced representation of women and men in all sectors of society". Resolution of the Council of European Union (95/S 168/02) from March 27, 1995, defined goals whose execution should contribute to equal participation of women and men in the decision-making processes and creating equal opportunities for their real influence on decision-making about socially significant issues. The same stance was reiterated in the Council's Recommendation from December 2, 1996, on equal participation of women and men in decision-making processes. This document, among other things, calls on governments to take care of, provide and create a group of consistent measures which improve equal opportunities in the public sector.

In the 1990s, equal participation of women and men in the European Union became one of the most significant questions related to factual exercise of gender equality. Thus, it was proposed in 1999 that statistic data be collected in nine basic fields of management (decision-making) in which insufficient representation of women is most prominent:

- participation of women in national, regional and local parliaments,
- participation of women in national/regional governments,
- number of female and male ministers in various ministries of national /regional governments,
- participation of women at highest positions of various services,
- participation of women at highest positions in various fields of activities of public services,
- participation of female judges in supreme courts and first-instance courts.

One of the nine indicators for establishing progress in improving equal participation of women in fields of decision-making adopted by the Council based on Beijing Declaration is also the participation of women in various fields of public service activities. They are especially having in mind representation of women at managerial positions (directors, boards of directors and supervisory boards) of bodies, institutions and companies founded by the state, regional or local self-government.

The draft Resolution on Achieving gender equality: a challenge for human rights and a prerequisite for economic development and draft Action Plan: Achieving Gender Equality in All Spheres of Society, adopted at the Sixth European Ministerial Conference on Equality Between Women and Men (Stockholm, June 2006) once again included equal participation of women in decision-making processes as one of the most significant issues for achieving gender equality. Beside governments coming under obligation to undertake measures and actions aimed at improving situation in the field, this time state-owned companies were also called upon to improve equal participation of women and men in managing bodies.

institutions which work to preserve security and peace on global or regional level;

- parliamentary, government, economical, cultural, scientific, sport and other delegations whose missions are aimed at establishing, improving and developing various forms of regional cooperation which stimulate development of good neighbourly relations and thus contribute to preservations of security and securing peace;
- peacekeeping missions and various forms and contents of their activity;
- embassies, especially in positions of ambassadors;
- missions and delegations conducting peace negotiations.

2. Few women in managerial positions in security structures. Women are rarely elected to managerial positions from which policy-creating and decision-making can be influenced significantly. That prevents them from participating equally with men in decision-making on security issues, defence and preservation of peace and take over their share of responsibility in this important field. Data⁷¹ on representation of women in managerial positions in the ministries of defence, internal affairs and foreign affairs show that all three ministries have men as ministers, men as state secretaries in those ministries (five at the Ministry of Defence, one at the Ministry of Internal Affairs, and one at the Ministry of Foreign Affairs), that out of seven assistant ministers, only two are women (both at the Ministry of Foreign Affairs), as well as that there is only one woman at the position of a ministry secretary (at the Ministry of Foreign Affairs). Collective data for all the ministries show that there are 81.5% of men among the ministers and 18.5% of women ministers; among state secretaries: 77.6% men and 22.4% women; assistant ministers: 57.8% men and 42.2% women. The data indicate that the representation of women in managerial positions at the ministries (ministers, state secretaries, assistant ministers) which are dealing more specifically with the security issues is at a much lower level than the average for all the ministries. The National Assembly's committees whose scope of work covers security issues (the Defence and Security Committee and the Foreign Affairs Committee) are run by men who hold positions of chairpersons and vice-chairpersons of these committees. There is a noticeable discrepancy in the number of female members of these committees. Out of 17 members of the Defence and Security Committee there is only one woman (94.2% of men and 5.8% of women, in percentage points). The representation of women in the Foreign Affairs Committee is more favourable (64.7% of men and 35.3% of women), which is above average as regards the overall representation of women in the National Assembly.
3. Lack or insufficient support for more active engagement of women in equal participation in the decision-making in the fields of defence, security and peace. This is often an indicator of the lack of information, prejudices on the part of men,

⁷¹ Sources: Gender Equality Administration, www.srbija.gov.rs, www.parlament.rs.

⁷² National strategy for improvement of women's position and improvement of gender equality establishes priorities and goals when it comes to the field of women's political participation, their right to actively participate in political life, to make decisions on all social issues and take their share of responsibility for the direction of social development. Action Plan for realisation of this strategy makes these activities operational. We point out to article 4.1 of the National strategy for improvement of women's position and improvement of gender equality which is finding its use in this context and represents a guide for practical activity on increasing women's participation in decision-making and security sector. In addition, to consult certain parts (which relate to women's participation in decision-making) of the Action Plan for implementation of National strategy for improvement of women's position and improvement of gender equality.

but also women, as well as general lack of understanding in the society at large.

GENERAL OBJECTIVE

Increase in participation and influence of women in decision-making pertaining to defence and security issues⁷² Creation of social, normative and institutional assumptions for increase of participation of women in decision-making in sectors of defence and security, as well as the increase of their influence on creation and content of decisions in these fields.

SPECIFIC OBJECTIVE

1. Increasing woman's representation in security sector and managerial positions, especially in state institutions which make decisions on security issues.

One of the important prerequisites for the increase in women's participation in the decision-making pertaining to security issues is the increase in their participation in institutions, state bodies, state administration and other bodies in charge of decision-making pertaining to defence and security. There is no possibility to participate in the decision-making and influence the content of decisions if women are not represented in institutions which are making decisions on defence and security.

Secondly, another important prerequisite for the increase in women's participation in decision-making pertaining to defence and security is their representation in managerial positions which makes it possible to influence the creation of content of decisions, as well as direct participation in decision-making. Election to managerial positions increases the possibility of involvement in the decision-making process and influencing of the decision's content.

ACTIVITIES

- 1.1 Creation of normative and institutional framework and instruments, including special measures, which guarantee the exercise of women's rights to equal representation in institutions, state bodies, state administration and other bodies in charge of decision-making on defence and security issues, especially their representation in managerial positions in the government and government bodies; ministries, especially Ministry of Defence, Ministry of Interior Affairs and Ministry of Foreign Affairs; Parliament; working bodies of the Parliament, especially Committee for Defence and Security and Committee for Foreign Affairs.
 - Work actively on the implementation of the recently adopted Gender Equality Act and regulate the manner of enjoyment of women's right to participate in the decision-making pertaining to defence and security, on equal terms with men, within constitutional and political institutions;
 - Harmonise laws which regulate the areas of defence and security, as well as the Government Act and the Ministries Act so that the general provisions contained within the Gender Equality Act could be rendered operational in

each domain (defence, internal affairs, foreign affairs).

- Adopt bylaws and specific measures required for the implementation of laws, establish and organise systemic monitoring of implementation of regulations and measures.
- Amend and change the House Rules of the National Assembly and the rules which regulate internal organisation and operation of institutions dealing with defence and security as well as the systematisation of jobs.

1.2 Creation of a normative and institutional framework and instruments, as well as adoption of special measures (quota or reserved seat), which secure women's participation and guarantee equal opportunities of election to managing position in security sector, especially in institutions, state bodies, state administration and other bodies in charge of decisions on defence and security issues, especially in international delegations (parliament's, government's, local, regional, economical...); peacekeeping missions; memberships of various bodies which cooperate within peacekeeping operations; delegations which participate in peace negotiations; in all the other bodies and institutional forms of action, as well as activities directed at preserving and increasing security and peace.

- Work on implementation of the Gender Equality Act and regulate the manner in which to exercise women's rights to participate in decision-making pertaining to defence and security issues, on equal terms with men, within constitutional and political institutions;
- Amend and change the laws regulating the areas of defence and security so that general provisions contained within the Gender Equality Act could be rendered more specific in each field (defence, internal affairs, foreign affairs).
- Prepare, propose and adopt special measures which would create equal conditions for representation of women and men in the sectors of defence and security and whose aim would be to increase women's representation in all fields, particularly their representation in state bodies authorised for decision-making in the fields of defence and security.
- Prepare, propose and adopt special measures which should create equal conditions for women's access to managerial positions and whose aim would be to increase the number of women in managerial positions in state bodies authorised for decision-making in the fields of defence and security.
- Adopt bylaws needed to implement the law; adopt measures for the implementation of the law, and establish and organise systemic monitoring of implementation.

1.3 Establishing indicators for monitoring of women's representation in sectors of defence and security, continued and systemic data-gathering on women's representation.

- Build basic indicators for monitoring women's representation in the sectors of

defence and security.

- Designate state organs authorised for the collection of data.
- Introduce an obligation to report regularly on the effects of implementation of legal provisions, particularly the effects of implementation of special measures.

1.4 Permanent education and awareness-raising concerning the importance of inclusion of gender equality into defence and security sectors and overcoming widespread stereotypes and lack of understanding.

- Include contents related to significance of equal women's participation in decision-making on security issues and defence into the compulsory education of employees in state management, especially sectors of defence and security.
- Actively act on raising awareness in the broadest public about significance of integrating gender perspective into activities of defence and security sector.
- Plan and systematically implement compulsory training of women and men in sectors of defence and security about gender equality and significance of equal participation of women in decision-making on defence and security.
- Plan and systematically implement special training of candidates who are being prepared for work in peacekeeping missions about gender equality and significance of equal opportunities of women in decision-making on defence and security.
- Provide finance and technical conditions for training women and men who are being prepared for work in peacekeeping missions about gender equality and significance of equal opportunities of women's participation in decision-making on defence and security.
- Systematic, active work on sensitising men about gender equality and significance of equal opportunity of women's participation in decision-making on defence and security.
- Media campaigns on gender equality and significance of equal opportunity for women's participation in decision-making on defence and security.

1.5 Continuous, comprehensive, systematic monitoring of activities designated by the National Action Plan for implementation of the UN Security Council Resolution 1325.

- Define parameters for monitoring of the execution of Action Plan for Implementation of UN Security Council Resolution 1325.
- Report continuously on implementation of the National Action Plan for implementation of the UN Security Council Resolution 1325.

1.6 Establishing regional cooperation in the execution of the UN Security Council Resolution 1325, especially in monitoring of the implementation of action plans.

- Exchange of experiences in the implementation of the UN Security Council Resolution 1325 in the region.

- Regional cooperation involving institutional mechanisms for gender equality (governmental and parliamentary mechanisms, as well as ombudsman) in the realisation of the UN Security Council Resolution 1325.
- Participation of institutional mechanisms for gender equality in regional meetings of ministers of defence, internal and foreign affairs, respectively, pertaining to security in the region, as well as the implementation of the UN Security Council Resolution 1325.
- Formation of a regional coordinating body for monitoring of the implementation of the UN Security Council Resolution 1325.

SPECIFIC OBJECTIVE

2. Increasing women's influence on decision-making process and execution of women's rights to participate equally with men in the decision-making on security issues.

ACTIVITIES

- 2.1 Establishing normative assumptions that create institutional framework and organisational forms which in turn would provide the following as part of the decision-making process related to defence and security issues at relevant institutions:
 - Compulsory inclusion of institutional mechanisms for gender equality on all levels (within their competences and in accordance with their position in constitutional system) into the decision-making on defence and security issues. These are: parliamentary working bodies – Committee for Gender Equality; Government bodies – Council for Gender Equality and Management for Gender Equality; institutions which act in the field of protection – Deputy Ombudsman in charge of gender equality; institutional mechanisms for gender equality in the Autonomous Province of Vojvodina (Province's Secretariat of Labour, Employment and Gender Equality, Council for Gender Equality, Institute for Gender Equality, deputy Province's ombudsman in charge of gender equality); local mechanisms for gender equality.
 - Possibility for inclusion of NGOs, especially activists of women's peace movement, as well as repeatedly discriminated persons or groups in the process of creating documents, strategies and policies, as well as participation in decision-making on defence and security issues in open, democratic, participatory decision-making process.
 - Possibility for inclusion and engagement of experts in the process of drafting documents, strategies and policies in the fields of defence and security.
 - Acquainting the public with contents of policies, regulations and measures in fields of defence and security, as well as influence which these policies, regulations and measures have on women and men, especially repeatedly discriminated persons or groups.

- Stipulating procedures in normative acts which regulate internal organisation and working method of institutions active in sectors of defence and security, which enables various organisational forms (e.g. joint sessions, inclusion of representatives in the process of drafting regulations, strategic documents, especially in creating special measures aimed at creating equal opportunity for participation of women and men in decision-making on security issues and other) and process forms (e.g. various forms of consulting, joint activities and other), cooperation and joint activities with institutional mechanisms for gender equality.

2.2 Establishing normative assumptions which create process rules and atmosphere that enables democratic participative process in which there are equal opportunities for equal participation of women and men when defining policies and establishing priorities in strategic documents and operative plans for their implementation, as well as during decision-making in institutions in charge of defence and security issues. This requires the following:

- Defining procedure in normative acts which regulate the working method and decision-making procedure in various bodies and institutions which provide equal opportunity of equal participation of women and men in decision-making on defence and security, especially securing coordination between state bodies make decisions on defence and security and institutional mechanisms for gender equality.
- Guaranteeing rights to women and men for equal access to information relevant for decision-making on security issues and defence, as well as obligation of authorities, services and institutions to secure them.
- Planning the work of institutions active in the security sector, equal opportunity of women and men to participate in the planning, especially in setting up priorities, as well as regular, timely and full informing about the planned issues.
- Establishing continuous communication by using contemporary means of communication between corresponding institutional mechanisms for gender equality and state bodies in charge of decision-making on defence and security so that activities that have a joint interest can be efficiently planned and coordinated.
- Establishing process assumptions which enable the minority during decision-making in sectors of defence and security to submit proposals, publicly represent their proposals, express opinion on proposals by authorised submitters and submit amendments to those proposals, request referendum on issues it considers significant, publicly criticise proposals from authorised submitters and similar.

2.3 UEstablishing normative assumptions which create process rules that enable the minority to express its opinion, criticise proposals, making the opinion and stance by minority visible in public and a possibility of protection of the

minority vote in decision-making on defence and security. This requires the following:

- Institutional framework and process assumptions which enable the exercise of women and men's right under equal opportunities to participate in the decision-making process which enables that the issues of significance for their status, execution of rights and meeting needs be resolved equally, objectively, justly and within acceptable deadline.
- Establishing a set of minimum process standards in rules which regulate the working procedure of various state bodies, which create a favourable atmosphere for equal opportunities and equal participation of women and men in decision-making on defence and security.
- Obligation by the submitter of some decision, strategy, policy or measure to explain its proposal, as well as to obligatorily include into the explanation of the proposal analysis of the effect (potential consequences) which the implementation of that decision would have on women and men.
- Proscribing process rules which regulate the planning of work by the state bodies which act in security sector (Parliament's committees for defence and security, and foreign affairs; ministries of defence, internal and foreign affairs, etc.) in order to create process assumptions for timely inclusion of appropriate institutional mechanisms for gender equality not only in creating agenda for their work, but in direct execution of planned activities as well.
- Process rules which include obligatory consulting of appropriate institutional mechanisms for gender equality in the policy-shaping, creation of strategic and plan documents and operative plans for their execution, as well as during decision-making on security issues.
- Establishing process rules and special measures of consulting as well as including into the decision-making process repeatedly discriminated persons and groups, and defining a catalogue of questions which demand compulsory consultation.
- Depending on the issue on the agenda, if necessary, and on demand from institutional mechanisms for gender equality, organising the consulting of women, as well as repeatedly discriminated persons and groups, especially when some measure, regulation or policy have direct repercussion on their position or rights.
- Rendering the content of consultations operational and defining the scope and quality of participation in decision-making. Depending on the issues on the agenda, as well as influences and consequences which specific regulation, strategy or measure can have on the status of women and men, defining quality and scope of authority of appropriate institutional mechanisms for gender equality in the consulting process. Consulting can have various forms and effects: organising a previous discussion on the proposal; requesting public discussion on the proposal; giving opinion on the proposal; submitting amendment to proposal; submitting one's own proposal; agreeing to decision

and regulating the consequences in case the agreement is absent; the right to submit request for organising referendum on a document, strategy, or especially significant issue.

- Explicit guarantee of protection from possible negative consequences which minority can have because of criticism to proposals coming from the majority.

INDICATORS OF SUCCESS / PROBLEMS

As indicators for monitoring success in the execution of the National Action Plan for the implementation the UN Security Council Resolution 1325, and identifying problems emerging in the course of its execution, the following will be used:

- Number of women in security structures (comparison of initial data with the data collected in each year of the National Action Plan's implementation);
- Number of women in managerial positions in security sector (comparison of initial data with the data collected in each year of the National Action Plan's implementation);
- Number of women, their participation and positions they were taking up in various delegations, international and regional bodies and institutions in charge of security issues; in negotiating missions, diplomatic and consular offices, peacekeeping missions, military missions (comparison of initial data with the data collected in each year of the National Action Plan's implementation);
- Results of missions and other activities in the security field in which women participated (comparison with the experiences and results of missions in which only men participated);
- Content and effects of regulations which were initiated, proposed, adopted and implemented in practice, relating to special measures aimed at increased representation of women in security sector (comparison with the initial normative framework);
- Content and effect of special measures aimed at creating equal opportunity of participation for women and men in decision-making on security issues which were initiated or proposed, or adopted;
- Content and effect of concrete activities in regulation and practical implementation of process assumptions which create equal opportunities for equal participation of women and men in decision-making on security issues, proposed, implemented or executed;
- Number, content and effects of campaigns aimed at raising awareness about the significance of gender equality in security sector that were initiated, implemented or executed;
- Number, content and form in which obligations of permanent education on significance of gender equality in security sector for the employed in state management, in security and defence sector, as well members of peacekeeping missions were executed;
- Report by the group for monitoring implementation of the National Action Plan for the Implementation of the UN Security Council Resolution 1325;

- Report by the body which monitors the implementation of the UN Security Council Resolution 1325 on the regional level;
- Reports by the government, appropriate ministries and government institutions which are directly engaged on implementation of the National Action Plan of Activity for the Implementation the UN Security Council Resolution 1325 and whose activities relate to the field of security and security issues;
- Reports from international organisations, bodies and institutions, as well as participants included in various delegations, international and regional bodies and institutions whose activity relate to security issues; negotiating missions; diplomatic and consular offices; peacekeeping missions; military missions);
- NGO reports;
- Statistical indicators.

STAKEHOLDERS IN IMPLEMENTATION

The following stakeholders, each within its respective competence and in accordance with their status in constitutional system, would be engaged in the implementation of the documents defining policies of gender equality in defence and security system:

- National Assembly, particularly the Defence and Security Committee, the Gender Equality Committee, the Legislative Committee, the Committee for International Relations and the Finances Committee;
- Government, particularly 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, the Ministry of Labour and Social Policy;
- All institutional mechanisms for gender equality in the republic, including provincial and local institutional gender equality mechanisms: the Gender Equality Council, the Protector of Citizens, provincial ombudsman and local ombudsmen, particularly their deputies in charge of gender equality;
- NGOs, especially those whose activities cover the areas of security, human rights, women's rights, regional cooperation;
- Media, particularly the public service broadcasters (PBS);
- Group for monitoring implementation of the National Action Plan for the implementation of the UN Security Council Resolution 1325 and regional group for monitoring of the implementation of the UN Security Council Resolution 1325;
- Political parties.

Working Group II

PARTICIPATION OF WOMEN IN CONFLICT RESOLUTION, POST-CONFLICT SITUATIONS AND PEACE SUPPORT OPERATIONS

***The text of recommendations by Working Group II was compiled by prof dr Radmila Nakarada and Zorana Šijački, Working Group II moderator.**

Women did not practically participate in the resolution of conflicts which had broken out on the territory of former Yugoslavia. Although they constituted the majority of civilian victims, they were neglected in the processes of mediation and negotiations. Following the end of violent conflicts, when the peace-building phase began, the women participate insufficiently in strategic thinking about and fulfilment of requirements for long-term stability. Finally, in the peace support operations, i.e. peacekeeping operations, the women were also insufficiently represented. Serbia currently participates in four UN missions with 19 members of whom four are women. The new Law on Deployment of the Army and Other Defence Forces in Multinational Operations outside the Borders of the Republic of Serbia (adopted on 26 October 2009) does not feature a provision related to specialised training and sensitisation of peacekeeping operations members to special needs of women and children in conflict situations. A part of the law pertaining to the criteria for selection and the manner of selection of peacekeeping operations members (article 14, para. 2) stipulates that the criteria for selection and the manner for issuance of certificates are to be proposed by the competent minister, but the law fails to specify that gender equality should be taken into account in the selection process.

GENERAL OBJECTIVE

To ensure equal participation of women in the process of establishment and building of peace as well as in peace support operations.

SPECIFIC OBJECTIVE

1. To promote the importance of women's role in conflict resolution, negotiations and conclusion of agreement as well as apply gender perspective in its implementation.

ACTIVITIES

- 1.1 To ensure institutional mechanisms for equal participation of women in conflict resolution by way of securing at least 30% of women's participation;
- 1.2 To ensure support for formal and informal forms of education and training for men and women in conflict resolution as well as training in mediation, negotiations and consensus building;
- 1.3 To build mechanisms for early warning and offer support to local women's initiatives for non-violent conflict-resolution;

- 1.4 Through development and incentives for education in peace support operations, to ensure the elimination of cultural stereotypes which preclude the women's participation in conflict resolution and continuous education of the public by way of various media campaign and seminars.

SPECIFIC OBJECTIVE

2. To ensure higher level of women's participation in peace building and post-conflict reconstruction of communities.

ACTIVITIES

- 2.1 To provide incentives and financing for programmes of disarmament, demobilisation and reintegration of men and women who participated in armed conflicts;
- 2.2 To design and finance programmes and media content presenting in an objective manner war crimes, particularly those related to sexual violence;
- 2.3 To ensure funding for programmes for special needs of girls and women, particularly among the refugees and internally displaced persons, and engage women in planning and implementation of programmes pertaining to assistance to refugees and internally displaced persons;
- 2.4 To render the status of refugees and the status of internally displaced persons equal by way of adequate legal amendments;
- 2.5 To include girls and women in educational activities related to the demining issue;
- 2.6 To support and fund activities of local women's initiatives for reconciliation and peace building;
- 2.7 To raise awareness of potential new conflicts and provide incentives for educational programmes on their gender aspects.

SPECIFIC OBJECTIVE

3. Inclusion of gender perspective in peacekeeping operations and higher participation of women in peacekeeping and humanitarian missions.

ACTIVITIES

- 3.1 To ensure mechanisms which would provide support for higher participation of women in peacekeeping and humanitarian missions with a particular emphasis on engagement, training and additional women support programmes;
- 3.2 To provide for training in the field of women's human rights and gender equality for participants in peacekeeping and humanitarian missions as well as the training as part of which the peacekeeping operations members would be sensitised to special needs of women in post-conflict situations;
- 3.3 To ensure mechanisms for promotion which would allow women to occupy key positions in peacekeeping operations as well as adequate training;

3.4 To establish permanent cooperation with all relevant international organisations dealing with the issue of increasing the women's participation in peacekeeping activities.

INDICATORS

- At least 30% of women participate in peacekeeping delegations and negotiations;
- Special courses and curricula at all levels of education promoting and stimulating tolerance and conflict resolution are introduced;
- Adoption and implementation of the plan of training which would be focused on gender sensitisation of the members of security sector and other state organs participating in peacekeeping operations;
- Increase in the number of women in peacekeeping operations;
- The existing plan and programme for Civilian Education is advanced, particularly with respect to tolerance, peacekeeping education and conflict resolution;
- Early warning mechanisms are established in cooperation with local women's initiatives;
- At least 50% of local women's initiatives for non-violent conflict resolution are funded from the budget;
- At least three different programmes for reintegration of men and women who have participated in armed conflicts are supported and implemented;
- At least three different disarmament programmes are supported and implemented;
- Surveys into the impact of post-conflict situations on the position of women, particularly the violence against women, are supported and implemented;
- At least three different programmes of facing up to the past and war crimes are supported and implemented;
- At least three different media contents related to the facing up to the past and war crimes are supported and implemented;
- At least three different programmes pertaining to special needs of women refugees and internally displaced persons are supported and implemented;
- The status of refugees and the status of internally displaced persons are rendered equal;
- Programmes of local women's initiatives for reconciliation and peace building are supported from the budget;
- Support mechanism for higher participation of women in peacekeeping and humanitarian missions (a quota of at least 30%, family support, system for application, etc.) is established;
- Continuous and compulsory training for participants in peacekeeping and humanitarian missions in the field of women's rights and gender equality is established;
- Permanent cooperation with all relevant international organisations dealing with the issues related to higher participation of women in peacekeeping activities is established;
- Reports of the government, competent ministries and governmental institutions

which are directly involved in the application of the Action Plan for implementation of the UN SC Resolution 1325 and whose activities are related to security and security issues;

- Reports of international organisations, bodies and institutions, as well as reports by participants involved in various delegations, international and regional bodies and institutions whose activities pertain to security issues; reports of negotiating missions, diplomatic and consular missions, peacekeeping missions and military missions;
- Reports by NGOs;
- Statistical indicators.

STAKEHOLDERS IN IMPLEMENTATION

- Group for monitoring execution of the National Action Plan for implementation of the UN Security Council Resolution 1325 and regional group for monitoring implementation of the UN Security Council Resolution 1325;
- National Assembly: particularly the Committee for Defence and Security, the Gender Equality Committee, the Legislative Committee, the Committee for International Relations, the Finance Committee;
- Government: particularly 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, the Ministry of Labour and Social Policy;
- All institutional mechanisms for gender equality in the republic, including provincial and local institutional gender equality mechanisms: the Gender Equality Council, the Protector of Citizens, the Provincial Ombudsman and local ombudsmen, particularly their deputies in charge of gender equality;
- NGOs, especially those whose activities cover the areas of security, human rights, women's rights, regional cooperation;
- Media, particularly the public service broadcasters;
- Political parties.

Working Group III

INSTRUMENTS OF LEGAL PROTECTION OF WOMEN

*The text of recommendations by Working Group III was compiled by prof dr Nevena Petrušić, Working Group III moderator.

DESCRIPTION OF THE SITUATION – IDENTIFICATION OF CRUCIAL PROBLEMS

1. In Serbia, which carries the burden of post-conflict problems and difficulties in the transition process, the security of women and girls is threatened in almost every aspect: a great number of women and girls live in poverty and shortages, they are exposed to discrimination, their rights are violated and they are victims of various forms of gender-based violence: domestic violence, sexual violence, economic violence, human trafficking, etc. In an especially difficult situation are women who have a status of refugees and internally displaced persons,⁷³ women with a status of repatriates⁷⁴ (hereinafter – migrants), trafficked women, asylum seekers,⁷⁵ foreigners married to citizens of Serbia, as well as Serbian citizens married to foreigners.
2. Policy creators, decision makers and wider public are not sufficiently acquainted with the essence of the concept of human security, nor is this concept integrated into the policies, relevant laws and strategic documents. The security is still widely perceived as security of a state territory, and not as an integral security of people and their communities.
3. P3. As of 2002, the Republic of Serbia has considerably improved the normative framework of protecting women's rights from discrimination in family, at work and other fields. Many forms of gender-based violence have been incriminated (e.g. domestic violence, all forms of trafficking, rape and other forms of sexual crimes, as well as violation of equality, including violation of equality of women and men). However, the competent state bodies and institutions often do not offer efficient legal protection and adequate psycho-social support to women who were victims of discrimination and gender-based violence. Key causes for this are: lack of adequate systemic solutions in the field of legal protection from violence against women, unharmonised, incomplete and imprecise legal regulations, limited access to free legal aid, lack of procedures in action, insufficient training of professionals for work with women who are victims of violence, especially sexual violence, underdeveloped multidisciplinary and multi-sector cooperation, including cooperation with civil society organisations, lack of special programmes of support to women who were victims of discrimination and violence, etc.

⁷³ According to data from the document Situation and needs of refugee population in the Republic of Serbia, there are 97,000 registered refugees and 209,000 internally displaced people from Kosovo in the territory of Serbia, excluding the territory of Kosovo. Women make more than half of the total number, with women between 19-59 and over 60 being the most prominent. Among them is a great number of Roma women.

⁷⁴ According to data from Strategy of reintegration of repatriates based on agreement on readmission, (http://www.srbija.gov.rs/vesti/dokumenti_sekcija.php?id=45678) in course of the procedure of readmission, 18,000 domestic citizens were returned from western European countries to Serbia. Return of at least another 47,000 is expected, but the exact number of those returned or about to be returned is not known. Of the total number of repatriates, at least 65 to 70 percent are Roma men and women.

⁷⁵ Although so far a few foreign citizens sought asylum in the Republic of Serbia (less than 100 people since 2008, when the implementation of the Act on Asylum began), this number can be expected to rise in the future, which is indicated by the increased number of asylum seekers from the Islamic Republic of Afghanistan in the last several months. In 2008, the Republic of Serbia issued 2,226 work permits to foreign citizens. Despite restricted opportunities for employment of immigrants, the Republic of Serbia is interesting to citizens of some of the countries in the region, as well as the citizens of countries in the Afro-Asian region. (Data quoted in Strategy for Migration Management).

4. Strategic documents aimed at resolving the problems of migrants, asylum seekers and trafficking victims do not articulate the gender aspect sufficiently, or fully recognise specific needs of these women.⁷⁶ Especially worrying is that the state failed to establish sustainable programmes of legal aid for protection and exercise of rights of these categories of women. Instead, legal aid is offered within civil society organisations, whose work is financed by foreign donors through projects. Only the Strategy of Fight Against Human Trafficking in the Republic of Serbia (2006) defines measures which provide flexible forms of aid and protection of trafficked women and girls in accordance with their needs and makes them operational.⁷⁷
5. There are no systemic measures for rooting out warrior culture which legitimises violence against women, for overcoming gender stereotypes, reduction of use of firearms⁷⁸ and resolving other problems which threaten peace and security, and there is not enough attention to raising public awareness about discrimination of women, endangerment of their rights and violence against women. This is mostly helped by media, which are not dedicated enough to promoting the values of human security, peaceful solution to conflicts, policy of equal opportunity and women's human rights. Many print and broadcast media encourage the culture of violence, patriarchal values, nationalist ideas and contribute to perseverance of gender stereotypes.
6. Although a significant step was made legally towards incriminating crimes that are considered so-called international crimes,⁷⁹ the public in Serbia still does not have enough information about what is genocide, crime against humanity, war crime and aggression, and the majority of people does not know that torture, rape, sexual slavery, forced prostitution, forced pregnancy, forced sterilisation and other forms of sexual abuse against civilian population represent crimes against humanity, for which not only direct perpetrators are held responsible, but people who have a command responsibility as well. Significant part of public still denies crimes committed during the wars in former Yugoslavia committed by members of Serbian people, even those whose actions were proven by legally valid verdicts at local and international judicial institutions. On the other hand, public does not know enough about activities of local and international judicial institutions authorised for processing so-called international crimes, and they are not acquainted with obligations Serbia accepted by signing agreements on cooperation with International

⁷⁶ Thus, for example, the document by the Commissariat for Refugees of the Republic of Serbia, Situation and needs of the refugee population in the Republic of Serbia (2008), as well as National Strategy for Resolving the Issue of Refugees and Internally Displaced People (2002), does not include a single specific measure intended for exercise and protection of rights of female migrants. Neither Strategy of Reintegration of Repatriates Based On Agreement On Readmission, nor Strategy for Migration Management (2009) include special needs of female migrants and asylum seekers, or special measures aimed at improving protection of their rights.

⁷⁷ Articles 7, 8 and 9 of the Strategy

⁷⁸ According to the data from the Victimology Society of Serbia presented during the campaign A Week of Fight Against Violence by Use of Firearms, Serbian citizens own 1,150,000 pieces of firearms, around 7 percent of women who were victims of domestic violence were attacked or threatened by a firearm, and in 2001 in Serbia, 31 women were murdered by their partner with a firearm. <http://www.mc.rs/upload/documents/NAJAVE/VDS-saopstenje.pdf>

⁷⁹ Criminal Law (Official Gazette No. 85/2005, 88/2005 - correction, 107/2005 - correction Official Gazette, No. 72/2009 - corrections and amendments), chapter XXXIV entitled Criminal Acts Against Humanity and Other Properties Protected By International, incriminates all the crimes belonging to so-called international crimes: genocide (Article 370), crime against humanity (Article 371), war crime against civilian population (Article 372), war crime against wounded and sick (Article 373), war crime against prisoners of war (Article 374), organising and instigating to commit genocide and war crime (Article 375), use of illegal means of fight (Article 376), illegal production of weapons whose use was banned (Article 377), illegal killing and wounding of enemy (Article 378), illegal confiscation of things from the killed (Article 379), injury of MPs (Article 380), brutal treatment of wounded, sick and war prisoners (Article 381), unjustified postponement of the repatriation of prisoners of war (Article 382), failure to prevent criminal acts against humanity and other properties protected by international law (Article 384), abuse of international signs (Article 385), racial and other discrimination (Article 387), human trafficking (Article 388), trafficking of children for the purposes of adoption (Article 389), slavery and transport of people who are victims of slavery (Article 390), international terrorism (Article 391), taking hostages (Article 392) and financing terrorism (Article 393). This law introduces the institution of command responsibility.

Criminal Court and international tribunal for criminal prosecution of people responsible for grave violation of international humanitarian rights committed on the territory of former Yugoslavia (the so-called Hague Tribunal).

7. Activists of the peace movement, especially those prominent in public as fighters for the truth about wars in former Yugoslavia, facing of the past and reconciliation, are facing resistance, belittling and harassment. Supporters and defenders of human rights, women's human rights and gender equality are also exposed to this.

GENERAL OBJECTIVE

Ensure a satisfactory level of human security and effective protection of women and girls from all forms of discrimination, violation of women's human rights and gender-based violence. Creating social, normative and international assumptions in order to establish an effective system of security and protection of women and girls from discrimination, violation and threats to their rights, as well as sexual violence, economic violence, trafficking, domestic violence and other forms of gender-based violence.

SPECIFIC OBJECTIVE

1. Integrate human security and gender-based perspective into all societal policies, including the policy in the fields of security and defence.

ACTIVITIES

- 1.1 Integrate the concept of human security and gender-based perspective into all policies and conduct PSA (public service announcement) campaigns in order to highlight the significance and advantages of the concept of human security over the concept of state/territorial security;
- 1.2 Carry out the activities designated in the National Millennium Goals of Development in the Republic of Serbia (2006) in order to accomplish Target 3 (as part of the Millennium Development Goal (MDG) no. 3) – by 2008, complete the creation of systemic foundations for achieving gender equality (plans for the implementation of the Gender Equality Act, NPA and specific strategies) and Target 4 – by 2015, develop the system of protecting female victims of violence and the system for the prevention of violence against women, as well as the activities designated in the Poverty Reduction Strategy (2002) which would eliminate poverty of women and girls and prevent creation of new poverty;
- 1.3 Carry out the activities defined by the National Security Strategy (2009) in accordance with the Serbia's resolve to develop and improve all aspects of security, its commitment to creating conditions for improvement of human security, improvement of the role and position of women in the decision-making processes and strengthening gender equality state mechanisms;
- 1.4 Carry out the activities focusing on trust building, improvement of security and stability in the region, cooperation and partnership with international security organisations;

- 1.5 Build capacities of the Army of Serbia so that it could accomplish its mission and assignments successfully, especially regarding participation in creation and preservation of peace in the region and world, including participation in international military cooperation, peace operations, and system of collective defence, as well as support to civilian authorities in confrontation with non-military threats to security.

SPECIFIC OBJECTIVE

2. Establishing efficient protection of women and girls from discrimination, violation and threat to rights and gender-based violence.

ACTIVITIES

- 2.1 Harmonise relevant laws and other regulations with the Anti-Discrimination Act and Gender Equality Act, and pass urgently bylaws and operational plans for implementation;
- 2.2 Provide conditions for the work of the Commissioner for Protection of Equality;
- 2.3 Adopt a national strategy for elimination of all forms of violence against women, which would establish a comprehensive and harmonised policy of the state aimed at preventing violence against women and girls and providing legal protection and psycho-social and economic support to victims of violence, including women who were exposed to torture and sexual abuse during wars on the territory of former Yugoslavia;
- 2.4 Carry out and monitor the realisation of planned activities designated in strategic documents related to protection of women from gender-based violence, especially increasing capacities of the system of protection of women from violence, carrying out research and improving documentation and statistics and raising the level of awareness about violence against women as social problem and preventing inappropriate presentation of female victims of violence in media;
- 2.5 Efficient and continuous implementation and monitoring of effects of measures aimed at improvement of economic position of women, eliminating the gender inequality in education, preserving and improving women's health and achieving gender equality in healthcare politics;
- 2.6 Advance the normative framework of protection of women from gender-based violence by way of adoption of Family Violence Act and amendments in the field of social policy, criminal and labour law, and establish adequate instruments for combating violence against women and providing protection and support;
- 2.7 Provide comprehensive legal protection and psychological and social support to migrants, trafficked women and asylum seekers, including female victims of sexual and other gender-based crimes against humanity, with maximum respect of these women's needs and their inclusion in the creation of aid and support programmes;
- 2.8 Establish an efficient system of legal aid, free of charge or at a reduced cost rate,

through adoption and implementation of Free Legal Aid Act, in order to ensure effective approach to justice for all the female victims of discrimination and gender-based violence;

- 2.9 Designate a special state fund for payment of damages to female victims of sexual crimes and other crimes against humanity, as well as their families;
- 2.10 Designate a special state fund for payment of damages to female victims of discrimination and all forms of gender-based violence in the case of ineffective work of state bodies and institutions.

SPECIFIC OBJECTIVE

- 3. Ensure a high level of sensitisation of the public at large with respect to the problems of women and girls who are victims of sexual abuse and other crimes against humanity.

ACTIVITIES

- 3.1 Carry out all the activities and especially the measures aimed at establishing gender equality in media, removing gender stereotypes and eliminating hate speech against women;
- 3.2 Work efficiently and effectively on tracking down, apprehending and prosecuting international war criminals who are residing on the territory of Serbia, including perpetrators of all forms of crimes against humanity on the territory of former Yugoslavia whose victims were women and girls;
- 3.3 Create and carry public outreach programmes intended to inform the public about the international humanitarian law and the work of international judicial institutions, which would entail unbiased presentation of prosecuted cases of rape, sexual slavery, forced prostitution, forced pregnancy and other forms of sexual abuse of women perpetrated during the wars on the territory of former Yugoslavia;
- 3.4 Create and carry out PSA media campaigns in order to inform the public about significant contribution of women in the process of facing up to our war past, peace building, protecting women from discrimination and gender-based violence, promoting non-violent resolution of conflicts, women's human rights and gender equality;
- 3.5 Prevent and efficiently prosecute all forms of attacks and harassment of peace movement activists who are monitoring war crimes prosecution and human rights, as well as providing assistance and support to victims of discrimination and gender-based violence.

STAKEHOLDERS IN IMPLEMENTATION

In the realisation of the National Action Plan for the implementation of the UN Security Council Resolution 1325 in Serbia, in the part related to protection of women's rights, as well as implementation of other strategic documents which contribute to elimination of discrimination of women, improvement and protection of human rights and promotion of

human security, the following implementing stakeholders would be engaged, each within the scope of its own respective competence and in accordance with their respective statuses in the constitutional system:

- National Assembly: particularly the Gender Equality Committee, the Legislative Committee, the Finance Committee;
- Government: particularly the Ministry of Labour and Social Policy, the Ministry of Justice, the Ministry of Interior, the Ministry of Human and Minority Rights, the Commissariat For Refugees, the Ministry of Culture, and the media sector;
- All institutional mechanisms for gender equality in the republic, including provincial and local institutional gender equality mechanisms: the Gender Equality Council, courts, public prosecutors' offices, the Protector of Citizens, provincial ombudsman and local ombudsmen, particularly their deputies in charge of gender equality;
- Civil society organisations, particularly those whose activities target the area of gender equality, protection of women from discrimination, protection of female victims of human trafficking, migrants, asylum seekers, as well as improvement of women's human rights;
- Political parties;
- Media, especially public service broadcasters;
- Educational institutions, schools, universities, institutes, the Serbian Academy of Arts and Sciences (SANU);
- Group tasked with the monitoring of realisation of the National Action Plan for the implementation of the UN Security Council Resolution 1325 in Serbia, as well as the regional group for monitoring the implementation of the UN Security Council Resolution 1325.

INDICATORS OF SUCCESS

The following will be used as success indicators for the planned measures and activities as defined by the National Action Plan for the implementation of the UN Security Council Resolution 1325 in Serbia and identification of possible problems that may emerge in the course of implementation:

- Adopted laws and new strategic documents;
- Number and content of reports by state bodies, judicial and other institutions, in implementation of relevant strategic documents;
- Statistical indicators on the number and outcome of prosecuted acts of violence against women;
- Statistical indicators on the number and outcome of legal proceedings intended to protect women from discrimination;
- Statistical indicators of the number and outcome of legal proceedings intended to protect women's human rights;
- Statistical indicators of the number of women who were provided with free legal aid intended to help protect and exercise their rights;
- Number and content of media reports/packages focusing on violence against women, discrimination against women, threats to and violation of their human

- rights, as well as reports/packages highlighting the examples of good practice;
- Number and content of media reports/packages focusing on lives and experiences of female refugees, internally displaced women, returnees, women asylum seekers and human trafficking victims, highlighting in the process the examples of good practice;
 - Number and content of media reports/packages focusing on contribution of women to peace building;
 - Number and content of media reports/packages focusing on experiences of female defenders of women's human rights;
 - Number, type, content and effects of planned media PSA campaigns;
 - Formation and operationalisation of the Damages Fund for Female Victims of Gender-Based Violence;
 - Government's reports and reports of relevant ministries, state organs and institutions which are directly engaged in the execution of the National Action Plan for the implementation of the UN Security Council Resolution 1325 in Serbia;
 - Report by the group for monitoring of the execution of the National Action Plan for the implementation of the UN Security Council Resolution 1325 in Serbia;
 - Report by the regional group monitoring the implementation of the UN Security Council Resolution 1325;
 - Reports by civil society organisations involved in the execution of the National Action Plan for the implementation of the UN Security Council Resolution 1325 in Serbia;
 - Shadow reports which civil society organisations are submitting as part of the international institutions' efforts to report on the situation of human and women's human rights in Serbia.

Working Group IV

SENSITISATION OF MALE AND FEMALE MEMBERS OF SECURITY SECTOR TO GENDER ISSUES

***The text of recommendations by Working Group IV was compiled by this group's members led by the moderator, doc dr Jovanka Šaranović.**

ANALYSIS OF THE SITUATION AND IDENTIFICATION OF CRUCIAL PROBLEMS

The Constitution and relevant laws⁸⁰ formally prohibit all forms of discrimination, including gender-based discrimination. Recently all levels of training, schooling and professional advancement have been formally opened to women, except at the Military Secondary School. Availability of certain levels of training and schooling is related to the practice of setting quotas. From a general point of view, quotas as such neither favour nor discriminate against someone. But they are discriminatory in combination with the quality and amount of turnout. We can reliably state that it creates a possible risk of discrimination in both directions, such that one category may accept candidates from one gender group who are of lower quality in accordance with relevant criteria – in comparison with the other sex – and who were rejected because of the existing quotas. At the Police Academy for Crime Studies (KPA) and the Centre for Basic Police Training (COPO), 25% of the total number of participants are women. The quota for female students funded from the budget amounts to the same percentage point (25%), while there are no quotas for students funding their own schooling (ranking list at the entrance test is the only criterion). At some courses organised by the Ministry of Interior in the past years, e.g. in the case of border police, the ratio was 50:50%.

The percentage of girls for enrolment in the Military Academy is each year adjusted to the needs of the Serbian Army General Staff and it fluctuated between 17.3% in 2007, when the first generation of girls was admitted to the Military Academy, and 20.07% in 2009, when the third generation of girls enrolled. Dedicated quotas for training of female professional soldiers do not exist, but girls do submit applications in competitions when announced, together with men, depending on their interests and the needs of units, and this percentage varies from one cycle of competitions to another, amounting to 3% of the total number of soldiers trained in the first cycle, or 16% in the last seventh cycle.⁸¹

The number of women in the security sector in the Republic of Serbia is inadequate in the state institutions authorised to use force: the Ministry of Internal Affairs, the Ministry of Defence and the Customs Administration in the Ministry of Finance – the Sector for Control of Implementation of Customs Regulation (the Department of Customs Investigations and the Department for Prevention of Smuggling). In accordance with

⁸⁰ Anti-Discrimination Act, Gender Equality Bill (currently tabled in the parliament for adoption), Criminal Code, Labour Act, Defence Act, Serbian Army Act, Customs Act, Law on Basic Organisation of Security Services, Military Security Agency and Military Intelligence Act, Law on Deployment of Serbian Army and Other Defence Forces in Multinational Operations beyond the Borders of the Republic of Serbia, Law on Military, Labour and Material Obligations, Police Act, Security Intelligence Agency Act...

⁸¹ By cycles, the percentage points of trained candidates with respect to the overall figures for female professional soldiers are as follows: first cycle - 3%; second - 21%; third - 33%; fourth - 29%; fifth - 18%; sixth - 29% and seventh - 16%.

possibilities defined by law, women are represented in all categories of service personnel in the Ministry of Defence and the Army of Serbia. This means that they are represented both in the professional military personnel and among the civil persons. In the category of professional military personnel, women serve as officers, non-commissioned officers and professional soldiers. Out of the total number of civil persons (12,832) who have the status of state and military servants and officials, 46,88% are women. The number of women in professional military service within the Ministry of Defence and the Army of Serbia in 2009 amounts to 330, which is 1.92% of the total number of professional military personnel. Within the segment of professional military personnel, there are 21 (0.33%) women who are officers; 29 (0.38%) women who are non-commissioned officers; and 280 (4,86%)⁸² women who are professional soldiers. Such a symbolic percentage of women within the higher ranks is a logical consequence of the non-existent (until three years ago) practice of schooling of women in military schools. No records are kept in the Personnel Automated Information System (KaIS) programme on the number of women in managerial working and formation-based positions at high, medium and lower levels.

In the autumn of 2008, 8,913 women were employed in the Ministry of Internal Affairs, comprising 20.39% of the total number of employees. Out of this number, 2,909 women has the status of uniformed authorized official person and authorized official person (operational personnel), but we do not have data on the total number of operational personnel. The other two thirds mostly perform administrative and educational duties.⁸³ 298 women occupy executive positions, comprising 2.77% of the executive personnel in the Ministry of Internal affairs. 78 women hold executive positions within the operational personnel,⁸⁴ but we do not know what is the total number of executive positions within the operational personnel. Taking into account the short period of time during which the number of uniformed women has been significantly increased, it is not surprising that there are not many women within the command personnel. However, it is discouraging that among the women who have completed the former College of Internal Affairs (VŠUP) and found a job in the Ministry of Internal Affairs, a much higher percentage of them performs non-police duties in comparison to their male colleagues who have completed the same school and now occupy significantly more executive and command positions.⁸⁵

The number of women in the Customs Administration of Serbia is as follows: out of 2,578 permanent employees, 1,055 are women (41%). In the Sector for Control of Implementation of Customs Regulation (implementation of coercive measures), 27 permanent employees are women (only three operational employees among them) out of 132 permanently employed persons (which amounts to 20%). Considering the executive positions: two women have been appointed to high-level positions (director and assistant director), which amounts to 0.07%. 16 women occupy middle-level executive positions (heads of local customs units, heads of departments, heads of

⁸² Official data of the MoD Human Resources Department. An increase in the number of women in professional military service (categories of officers and professional soldiers) has been recorded compared to the data presented at the introductory seminar held on 22-24 May 2009, which was dedicated to the implementation of the UN SC Resolution 1325, from the presentation of Dr Jovanka Šaranović (0.28% (18) women officers and 3.26% (152) professional soldiers.

⁸³ Ibid.

⁸⁴ Proposal for Replies to Questions by CCVO – Indicators for Reform Index in the Security Sector in Serbia, Ministry of Interior, Police Directorate, Analytical Department, November 2008, p. 1-2.

⁸⁵ Snežana Novović and Dijana Petrović, *Women in Police* (Belgrade: Ministry of Interior, VŠUP, 2006), p. 93.

⁸⁶ The source of data is official personnel register of the Customs Office.

bureaus), which amounts to 0.6%. Positions of lower-level executives (chief of CI, head of CR, chief of section, head of group, head of customs office) are held by 83 women (or 3.2%). There are no women at the high-, medium- and lower-level executive positions in the Sector for Control of Implementation of Customs Regulation (implementation of coercive measures) (0.0%)⁸⁶.

Women are more represented in administrative, analytical and policy-making positions, as well as in lower- and middle-level managerial positions. They are almost invisible in executive and command positions within sectors that implement force or use physical coercion.

Laws and by-laws, in some cases,⁸⁷ 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 at top positions in the security sector. There is not enough of a strategic approach to employing women at positions which entail the use of means of physical coercion. There is not a transparent system of human resources management and statistical monitoring and comprehensive research of reasons for hiring, retaining and advancement of women in the security sector. Systemic support to women employed in the security sector is not satisfactory, and the same can be said of the harmonization of the procedures, educational content and systematization with gender-sensitive behaviour.

GENERAL OBJECTIVE

Improvement of conditions for higher employment rate and advancement of women in the security sector, particularly in the operational forces (positions that require use of the means of coercion).⁸⁸ Creation of social, normative and institutional preconditions for higher employment rate and advancement of women in the security sector, particularly in positions that require use of force.

SPECIFIC OBJECTIVE

1. Implementation of specific measures for improvement of the women employment policy in the security sector.

ACTIVITIES

- 1.1 It is necessary to abolish the existing quotas for admission of women to basic police training and schooling at the KPA. The admittance of women should be based on an analysis of jobs and needs of the system;
- 1.2. Continue and advance the campaign for admission and promotion of women in the security organs. In the course of the campaign intended to encourage

⁸⁷ For example, at the Ministry of Defence, Criteria for Admission to Work in Defence Missions do not recognise women as such, but specify that the candidate, under special circumstances, should be married for at least three years as well as to bring along with him his wife. In addition, Police Act's article 118 (Official Gazette of the Republic of Serbia, no. 101/2005) stipulate conditions for acquisition and loss of rank and states, amongst other things, that a police officer or some other employee may be promoted to a higher rank provided that “he spent certain amount of time discharging duties in the previous position” as well as that “he earned positive marks over the course of previous two years before the promotion”. However, the article 122 stipulates that a calendar year in which the employee in question was “absent from workplace for a period longer than six months, except in the case of occupational disease or injury incurred at work or in relation to work” would not qualify for this. In addition, the article 126 stipulates that the work of an employee who was absent from work for a period longer than six months was not to be marked for that year, unless the employee was absent due to occupational disease or injury that occurred at work or in relation to work, etc. Therefore, in addition to other requirements applicable to both men and women, maternity leave becomes a factor which impedes the process of regular promotions for women. In a similar fashion, this obstacle is also apparent in the case of extraordinary promotion (article 127).

⁸⁸ Operational makeup is as follows: military personnel working for the Serbian Army or Ministry of Defence, authorised personnel of the Customs Administration's Department for Control of Customs Regulations Implementation.

women to apply for jobs with security organs, particular attention should be paid to the creation of contents addressing the target group (women and girls), and it should be presented in the media (print and electronic ones) and in places where it is likely that women and girls will see them. As part of the campaign for admission, women candidates should be informed about the requirements and risks linked to the type of work for which they apply. In addition, the women who are already employed in managerial positions in the security organs, particularly those who constitute a part of the operational personnel, should be included in the campaign as they can pass on their experiences and serve as a role model for potential candidates.

SPECIFIC OBJECTIVE

2. Creation of conditions and undertaking special measures for advancement of women in the security sector.

ACTIVITIES

- 2.1 Introduce a transparent system of human resources management and remove obstacles to advancement of women in the security sector. It is necessary, for this purpose, to analyse if the existing system of evaluation of the work done in the form of salaries, remuneration and pension security favours certain jobs which are more often held by men rather than women. If this is the case, in the course of the revision of job descriptions and skills needed for these jobs, it is necessary to ensure that the jobs occupied most often by women, when decisions are made on promotions, be not informally less valued than other jobs. To accomplish this, a transparent system of human resources management, which would value expertise and initiative – currently not the case at the Ministry of Interior, the Ministry of Defence or the Customs Administration – must be put in place. Also, it is necessary to value alternative methods for the execution of operational tasks like problem solving without the use of coercion, qualifications for work with local communities and cooperation with other state organs as opposed to police work entailing the use of coercive means or military service in army units. At the Ministry of Interior and the Ministry of Defence, the systematization of jobs and criteria for promotion are not transparent and some jobs are typically valued more than others for promotion;
- 2.2 Perform an analysis of the current situation as regards the existence of “implicit” obstacles to the admittance of women into programmes for professional advancement and schooling, and appointments in accordance with the achieved educational levels needed for the advancement of women at the MoD, Mol and Customs Administration, and subsequently remove those obstacles;
- 2.3 Draft an equal opportunity plan (employment, schooling, advancement, retention rate in the service...);

⁸⁹ At the Ministry of Interior, in cooperation with the Norwegian Police Directorate, Peer Support pilot project for equal chances of men and women to choose persons of trust as their “peer support” (the choice is made by all the employees anonymously).

- 2.4 Exchange publications, survey results, experiences in the field; organise visits, joint meetings, conferences of security services at the national and international levels;
- 2.5 Introduce statistical monitoring and periodical in-depth surveys into the reasons which directly affect employment (recruitment), retention and advancement of women in the security sector. Particular attention should be focused on the representation of women in operational and managerial positions. These statistics should be reviewed by way of in-depth surveys into the motives of women for employment or abandonment of police/military/customs-related jobs, and the results should be regularly published as part of the campaigns for promotion of women employment in the security sector.

SPECIFIC OBJECTIVE

3. Sensitisation of security sector employees and their family members to gender issues.

ACTIVITIES

- 3.1 Create conditions for training and engagement of the so-called “persons of trust”⁸⁹ among male and female colleagues employed in the security sector whom women may turn to with a complaint or a question in relation to their rights and problems. Use experiences of other armies for the same purpose and organise periodically focus groups with women employed in the security sector as well as mentoring work for new women recruits;
- 3.2 Organise programmes for sensitisation and support to family members of women working in security organs;
- 3.3 Form a body for women’s issues within state organs, particularly the security services (personnel departments might deal with these issues following the additional training in gender equality and an increase in the level of sensitisation);
- 3.4 Affirm the possibility for the right of men to take sick leaves on account of illness of their children (a prerequisite for women’s readiness to accept responsible duties). Eliminate the practice of reproaching women for taking sick leaves on account of illness of their children;
- 3.5 Monitor number of complaints on the part of women employed in the system that are related to gender-based discrimination as well as outcomes of such complaints;
- 3.6 Provide for an organised representation of women’s interests in the security sector through the formation of women’s sections in labour unions or women’s⁹⁰ associations in the defence system or Association of Policewomen ;
- 3.7 Establish regional cooperation with regard to more intensive integration and

⁸⁹ Under the auspices of the Southeast European Police Chiefs Association (SEPCA), the establishment of the Southeast European Police Women Network is currently under way.

⁹¹ The International Association of Police Women (www.iawp.org), the International Association of Women in Fire and Emergency Services (www.i-women.org)...

⁹² Human Rights and Police Code of Ethics, Eradication of Crime, Community Policing... Thus, e.g. as part of the Community Policing module, i.e. Observance of Equality modular unit, Gender Equality curricular unit is taught for the duration of one class. However, given that the instruction is modular in its character and that the emphasis in training is placed on practical situations which a police officer finds him/her-self in everyday work, gender equality issues also constitute a part of other modules.

- visibility of women in the security sector;
- 3.8** Apply for participation in annual meetings of the Committee on Women with NATO, which is open to the countries participating in the Partnership for Peace programme;
 - 3.9** Apply for participation in the work of a forum assembling women that are working in the security sector⁹¹;
 - 3.10** Set up a common database on the representation of women leaders and experts in the security system (the army, police, customs, diplomatic and peacekeeping missions...) and update it regularly;
 - 3.11** Introduce the contents concerning gender equality and gender-based violence to all levels of training, professional advancement and schooling in the security sector;
 - 3.12** Introduce the contents concerning gender issues, gender consciousness, sexual exploitation and abuse in the curricula for basic training of employees in the security sector. These contents have been introduced so far solely in the new basic police training programme where the gender equality issues are presented as part of several subjects and modules⁹². It is advisable that this content be standardised for all the employees in the security sector state organs, and various state bodies should also introduce special contents that are related to their specific role;
 - 3.13** Introduce the contents on gender issues in the programmes for specialised trainings in the security sector in accordance with the roles of organisational units for which the training in question is organised. So far these contents have been partially introduced only in the preparatory training for the participation of members of the Army of Serbia in peacekeeping operations;
 - 3.14** Introduce the contents pertaining to gender issues in the curricula and education programmes in the security sector, particularly at the Crime Investigation and Police Academy (KPA) and the Military Academy (VA);
 - 3.15** Introduce the contents pertaining to gender issues, gender consciousness, sexual exploitation and abuse into compulsory annual professional advancement programmes for employees in the security sector, in accordance with the respective roles of individual state organs, utilising in the process the experiences of the personnel management agency of the Government of the Republic of Serbia in organising such trainings⁹³;
 - 3.16** Introduce the contents pertaining to gender issues in the training for managers/ managerial personnel in the security sector, while gender-based discrimination issues and how to protect the employees from it should be included in tests/ exams on the basis of which decisions on promotions to senior managerial and command positions are made;
 - 3.17** By way of appropriate educational programmes for women employed in the security sector, particularly the women as part of the operational staff, raise awareness systematically of the responsibility that they themselves have in the process of promotion of gender equality, bearing in mind the fact that the

⁹³ So far, only the Ministry of Interior has made some progress in this direction by way of introduction of two 45-minute classes on observance of diversity as part of the regular annual professional advancement programme. This should be additionally improved within the Ministry of Interior and other competent organs.

ongoing process is at an early stage in the security sector;

- 3.18 Make rules and procedures for handling of the members of public and local population (body search, handling of victims of gender-based violence, family violence, sexual offences, trafficking, prostitution...) gender sensitive;
- 3.19 Introduce the position of gender equality advisor into the systematization of positions within the security sector.

STAKEHOLDERS IN IMPLEMENTATION

- Management personnel at all levels;
- Human resources management offices;
- Agencies and institutions providing professional education and training in the security sector;
- Agencies for public relations and dissemination of information within the security sector state organs;
- Internal control organs, the Serbian Army Inspectorate, etc.;
- Departments in charge of international cooperation; and
- Departments, i.e. organisational units in charge of cooperation with local communities.

SUCCESS INDICATORS

The following indicators intended to monitor success in the realisation of the National Action Plan for implementation of the UN SC Resolution 1325 as well as the problems occurring in its execution will be used:

- Number, type, contents and effects of the adopted strategies on gender issues in the security sector;
- Number, type, contents and effects of the report on the evaluation of the implemented campaigns;
- Statistical indicators on (increased) number of women in the security sector;
- Statistical data on an increase in the number of women in managerial positions in the security sector;
- Number and effects of the introduction of "a person of trust" among male and female colleagues employed in the security sector;
- Number, type, content and effects of the realisation of a programme for support to family members;
- Number, type, content and effects of the formation of a body to deal with women's issues within state organs;
- Drafted plan for equal opportunities;
- Statistical indicators on the use of sick leave by men on account of their children's illnesses;
- Number, type, content and effects of complaints lodged by women employed in the security system pertaining to gender discrimination;
- Number of sections formed by the women within labour unions;
- Reports on the establishment of regional cooperation;

- Reports on attendance at annual meetings of the Committee for Women with NATO;
- Reports on participation in the work of forums of women from the security sector;
- Report on the scope and type of cooperation among security services on the national and international levels;
- Number, type and content of published surveys, statistical analyses and report on recruitment, retention and promotion of women in the security sector with an emphasis on the representation of women in operational and managerial positions;
- Established and regularly updated database on the representation of women leaders and experts in the security system (the army, police, customs, diplomatic and peace missions...);
- Number, type, content and effects of parts of curricula related to gender issues that are integrated in all types and at all levels of training in the security sector;
- Number, type and content of complaints of citizens (clients) and the results of surveys dealing with assessment of satisfaction of citizens (clients) with the services provided by the employees in the system of security;
- Systematized jobs for gender equality advisors.

CONCLUSION

With the adoption of the Gender Equality Law in the National Assembly of the Republic of Serbia in December 2009, the legal and institutional framework for equal participation of women in all segments of the society, which is the women's right guaranteed by the Constitution, has been completed. In the process of drawing up NAP for implementation of the Resolution 1325, the role of women in the security sector shall be additionally defined as well as their position as equal participants in analyses, drafting of plans of activities and their implementation – strengthened. The ultimate goal is to increase the visibility of women in the security sector; to increase their engagement in peace processes, reforms in that segment of the society; and to improve implementation of gender equality, which is a necessary prerequisite for Serbia's European integration.

The Action Plan identifies only some of the realistically solvable problems in the areas of women's participation in the decision-making process as well as in conflict and post-conflict situations and peace support operations, legal protection of women and the activities focused on sensitisation of male and female members of the armed forces of the Republic of Serbia. Planned activities were designated on the basis of the previously assessed needs and relate to the 2010-2015 period. The National Action Plan, as a pilot project, will be "a living document", relating to, above all, the start of the process, and it will be regularly reviewed in cooperation with relevant national organs and other stakeholders. Upon submission of the recommendations for drawing up of the National Action Plan for implementation of the Resolution 1325 to the implementer of the process of drafting the final document, i.e. the Ministry of Defence, the actual drawing up of the final NAP, its adoption by the Government of the Republic of Serbia, and subsequent engagement of each and every sector and individual institutions/organisations in the planning of resources for the application of measures and individual activities specified in the document. By adopting and, of course, implementing the National Action Plan for implementation of the Resolution 1325, Serbia may set an example to the countries in the region and beyond on how to foster the process of inclusion of women in the security structure of a society, albeit still undergoing reforms. In the public discussion it was reiterated that NAP would constitute yet another mechanism for the implementation of the newly adopted Gender Equality Act as well help introduce strict procedural rules for the inclusion of institutions dealing with gender perspective in a regular consultative process as part of the drafting of normative and strategic documents and regular policies.

As former Canadian Prime Minister Kim Campbell pointed out, women and children constitute a great majority of persons affected by armed conflicts and targeted increasingly often by warring parties. However, only 14 percent of women have taken part in peace talks worldwide since 1992. Exclusion of women, who make up 52 percent of the world's population, diminishes the chance of success in different spheres of social life significantly. No one should disregard the fact that women could play a crucial role in spreading peace throughout the world, conflict resolution as well as the strengthening of security structures.

This project and the inclusion of a wide spectrum of representatives of the security sector, governmental and nongovernmental organisations have shown how the society at large may have an impact on the state. "This project will not end when the Government adopts the National Action Plan. On the contrary, all the stakeholders involved in its inception will continue to monitor how the state is implementing this document", Sonja Licht, BFPE President, confirmed.

ANEXES

- **Resolution 1325 Security Council UN**
- **Resolution 1820 Security Council UN**
- **Resolution 1888 Security Council UN**
- **Resolution 1889 Security Council UN**

UNITED NATIONS

Security Council

RESOLUTION 1325 (2000.)

Adopted by the Security Council at its 4213th meeting, on 31 October 2000

The Security Council,

Recalling its resolutions 1261 (1999) of 25 August 1999, 1265 (1999) of 17 September 1999, 1296 (2000) of 19 April 2000 and 1314 (2000) of 11 August 2000, as well as relevant statements of its President, and recalling also the statement of its President to the press on the occasion of the United Nations Day for Women's Rights and International Peace (International Women's Day) of 8 March 2000 (SC/6816), Recalling also the commitments of the Beijing Declaration and Platform for Action (A/52/231) as well as those contained in the outcome document of the twenty-third Special Session of the United Nations General Assembly entitled "Women 2000: Gender Equality, Development and Peace for the Twenty-First Century" (A/S-23/10/Rev.1), in particular those concerning women and armed conflict.

Bearing in mind the purposes and principles of the Charter of the United Nations and the primary responsibility of the Security Council under the Charter for the maintenance of international peace and security, Expressing concern that civilians, particularly women and children, account for the vast majority of those adversely affected by armed conflict, including as refugees and internally displaced persons, and increasingly are targeted by combatants and armed elements, and recognizing the consequent impact this has on durable peace and reconciliation.

Reaffirming the important role of women in the prevention and resolution of conflicts and in peace-building, and stressing the importance of their equal participation and full involvement in all efforts for the maintenance and promotion of peace and security, and the need to increase their role in decision-making with regard to conflict prevention and resolution, Reaffirming also the need to implement fully international humanitarian and human rights law that protects the rights of women and girls during and after conflicts, 2S/RES/1325 (2000).

Emphasizing the need for all parties to ensure that mine clearance and mine awareness programmes take into account the special needs of women and girls, Recognizing the urgent need to mainstream a gender perspective into peacekeeping operations, and in this regard noting the Windhoek Declaration and the Namibia Plan of Action on Mainstreaming a Gender Perspective in Multidimensional Peace Support Operations (S/2000/693).

Recognizing also the importance of the recommendation contained in the statement of its President to the press of 8 March 2000 for specialized training for all peacekeeping

personnel on the protection, special needs and human rights of women and children in conflict situations, Recognizing that an understanding of the impact of armed conflict on women and girls, effective institutional arrangements to guarantee their protection and full participation in the peace process can significantly contribute to the maintenance and promotion of international peace and security, Noting the need to consolidate data on the impact of armed conflict on women and girls,

1. Urges Member States to ensure increased representation of women at all decision-making levels in national, regional and international institutions and mechanisms for the prevention, management, and resolution of conflict;
2. Encourages the Secretary-General to implement his strategic plan of action (A/49/587) calling for an increase in the participation of women at decisionmaking levels in conflict resolution and peace processes;
3. Urges the Secretary-General to appoint more women as special representatives and envoys to pursue good offices on his behalf, and in this regard calls on Member States to provide candidates to the Secretary-General, for inclusion in a regularly updated centralized roster;
4. Further urges the Secretary-General to seek to expand the role and contribution of women in United Nations field-based operations, and especially among military observers, civilian police, human rights and humanitarian personnel;
5. Expresses its willingness to incorporate a gender perspective into peacekeeping operations, and urges the Secretary-General to ensure that, where appropriate, field operations include a gender component;
6. Requests the Secretary-General to provide to Member States training guidelines and materials on the protection, rights and the particular needs of women, as well as on the importance of involving women in all peacekeeping and peacebuilding measures, invites Member States to incorporate these elements as well as HIV/AIDS awareness training into their national training programmes for military and civilian police personnel in preparation for deployment, and further requests the Secretary-General to ensure that civilian personnel of peacekeeping operations receive similar training;
7. Urges Member States to increase their voluntary financial, technical and logistical support for gender-sensitive training efforts, including those undertaken by relevant funds and programmes, inter alia, the United Nations Fund for Women and United Nations Children's Fund, and by the Office of the United Nations High Commissioner for Refugees and other relevant bodies; 35/RES/1325 (2000)
8. Calls on all actors involved, when negotiating and implementing peace

- agreements, to adopt a gender perspective, including, inter alia:
- a. The special needs of women and girls during repatriation and resettlement and for rehabilitation, reintegration and post-conflict reconstruction;
 - b. Measures that support local women's peace initiatives and indigenous processes for conflict resolution, and that involve women in all of the implementation mechanisms of the peace agreements;
 - c. Measures that ensure the protection of and respect for human rights of women and girls, particularly as they relate to the constitution, the electoral system, the police and the judiciary;
9. Calls upon all parties to armed conflict to respect fully international law applicable to the rights and protection of women and girls, especially as civilians, in particular the obligations applicable to them under the Geneva Conventions of 1949 and the Additional Protocols thereto of 1977, the Refugee Convention of 1951 and the Protocol thereto of 1967, the Convention on the Elimination of All Forms of Discrimination against Women of 1979 and the Optional Protocol thereto of 1999 and the United Nations Convention on the Rights of the Child of 1989 and the two Optional Protocols thereto of 25 May 2000, and to bear in mind the relevant provisions of the Rome Statute of the International Criminal Court;
 10. Calls on all parties to armed conflict to take special measures to protect women and girls from gender-based violence, particularly rape and other forms of sexual abuse, and all other forms of violence in situations of armed conflict;
 11. Emphasizes the responsibility of all States to put an end to impunity and to prosecute those responsible for genocide, crimes against humanity, and war crimes including those relating to sexual and other violence against women and girls, and in this regard stresses the need to exclude these crimes, where feasible from amnesty provisions;
 12. Calls upon all parties to armed conflict to respect the civilian and humanitarian character of refugee camps and settlements, and to take into account the particular needs of women and girls, including in their design, and recalls its resolutions 1208 (1998) of 19 November 1998 and 1296 (2000) of 19 April 2000;
 13. Encourages all those involved in the planning for disarmament, demobilization and reintegration to consider the different needs of female and male ex-combatants and to take into account the needs of their dependants;
 14. Reaffirms its readiness, whenever measures are adopted under Article 41 of the Charter of the United Nations, to give consideration to their potential impact on the civilian population, bearing in mind the special needs of women and girls, in order to consider appropriate humanitarian exemptions;

15. Expresses its willingness to ensure that Security Council missions take into account gender considerations and the rights of women, including through consultation with local and international women's groups;
16. Invites the Secretary-General to carry out a study on the impact of armed conflict on women and girls, the role of women in peace-building and the gender dimensions of peace processes and conflict resolution, and further invites him to 4 S/RES/1325 (2000) submit a report to the Security Council on the results of this study and to make this available to all Member States of the United Nations;
17. Requests the Secretary-General, where appropriate, to include in his reporting to the Security Council progress on gender mainstreaming throughout peacekeeping missions and all other aspects relating to women and girls;
18. Decides to remain actively seized of the matter.

UNITED NATIONS

Security Council

RESOLUTION 1820 (2008.)

Adopted by the Security Council at its 5916th meeting, on 19 June 2008

The Security Council,

Reaffirming its commitment to the continuing and full implementation of resolution 1325 (2000), 1612 (2005) and 1674 (2006) and recalling the Statements of its president of 31 October 2001 (Security Council/PRST/2001/31), 31 October 2002 (Security Council/PRST/2002/32), 28 October 2004 (Security Council/PRST/2004/40), 27 October 2005 (Security Council/PRST/2005/52), 8 November 2006 (Security Council/PRST/2006/42), 7 March 2007 (Security Council/PRST/2007/5), and 24 October 2007 (Security Council/PRST/2007/40);

Guided by the purposes and principles of the Charter of the United Nations, Reaffirming also the resolve expressed in the 2005 World Summit Outcome Document to eliminate all forms of violence against women and girls, including by ending impunity and by ensuring the protection of civilians, in particular women and girls, during and after armed conflicts, in accordance with the obligations States have undertaken under international humanitarian law and international human rights law. Recalling the commitments of the Beijing Declaration and Platform for Action (A/52/231) as well as those contained in the outcome document of the twenty-third Special Session of the United Nations General Assembly entitled "Women 2000: Gender Equality, Development and Peace for the Twenty-first Century" (A/S-23/10/Rev.1), in particular those concerning sexual violence and women in situations of armed conflict;

Reaffirming also the obligations of States Parties to the Convention on the Elimination of All Forms of Discrimination against Women, the Optional Protocol thereto, the Convention on the Rights of the Child and the Optional Protocols thereto, and urging states that have not yet done so to consider ratifying or acceding to them, Noting that civilians account for the vast majority of those adversely affected by armed conflict;

That women and girls are particularly targeted by the use of sexual violence, including as a tactic of war to humiliate, dominate, instil fear in, disperse and/or forcibly relocate civilian members of a community or ethnic group; S/RES/1820 (2008) 2 08-39144 and that sexual violence perpetrated in this manner may in some instances persist after the cessation of hostilities;

Recalling its condemnation in the strongest terms of all sexual and other forms of violence committed against civilians in armed conflict, in particular women and children; Reiterating deep concern that, despite its repeated condemnation of violence against women and children in situations of armed conflict, including sexual violence in situations

of armed conflict, and despite its calls addressed to all parties to armed conflict for the cessation of such acts with immediate effect, such acts continue to occur, and in some situations have become systematic and widespread, reaching appalling levels of brutality, Recalling the inclusion of a range of sexual violence offences in the Rome Statute of the International Criminal Court and the statutes of the ad hoc international criminal tribunals, Reaffirming the important role of women in the prevention and resolution of conflicts and in peacebuilding, and stressing the importance of their equal participation and full involvement in all efforts for the maintenance and promotion of peace and security, and the need to increase their role in decision-making with regard to conflict prevention and resolution Deeply concerned also about the persistent obstacles and challenges to women's participation and full involvement in the prevention and resolution of conflicts as a result of violence, intimidation and discrimination, which erode women's capacity and legitimacy to participate in post-conflict public life, and acknowledging the negative impact this has on durable peace, security and reconciliation, including post-conflict peacebuilding.

Recognizing that States bear primary responsibility to respect and ensure the human rights of their citizens, as well as all individuals within their territory as provided for by relevant international law, Reaffirming that parties to armed conflict bear the primary responsibility to take all feasible steps to ensure the protection of affected civilians, Welcoming the ongoing coordination of efforts within the United Nations system, marked by the inter-agency initiative "United Nations Action against Sexual Violence in Conflict," to create awareness about sexual violence in armed conflicts and post-conflict situations and, ultimately, to put an end to it.

1. Stresses that sexual violence, when used or commissioned as a tactic of war in order to deliberately target civilians or as a part of a widespread or systematic attack against civilian populations, can significantly exacerbate situations of armed conflict and may impede the restoration of international peace and security, affirms in this regard that effective steps to prevent and respond to such acts of sexual violence can significantly contribute to the maintenance of international peace and security, and expresses its readiness, when considering situations on the agenda of the Council, to, where necessary, adopt appropriate steps to address widespread or systematic sexual violence;
2. Demands the immediate and complete cessation by all parties to armed conflict of all acts of sexual violence against civilians with immediate effect; S/RES/1820 (2008) 08-39144 3
3. Demands that all parties to armed conflict immediately take appropriate measures to protect civilians, including women and girls, from all forms of sexual violence, which could include, inter alia, enforcing appropriate military disciplinary measures and upholding the principle of command responsibility, training troops on the categorical prohibition of all forms of sexual violence against civilians, debunking

myths that fuel sexual violence, vetting armed and security forces to take into account past actions of rape and other forms of sexual violence, and evacuation of women and children under imminent threat of sexual violence to safety; and requests the Secretary-General, where appropriate, to encourage dialogue to address this issue in the context of broader discussions of conflict resolution between appropriate UN officials and the parties to the conflict, taking into account, inter alia, the views expressed by women of affected local communities;

4. Notes that rape and other forms of sexual violence can constitute a war crime, a crime against humanity, or a constitutive act with respect to genocide, stresses the need for the exclusion of sexual violence crimes from amnesty provisions in the context of conflict resolution processes, and calls upon Member States to comply with their obligations for prosecuting persons responsible for such acts, to ensure that all victims of sexual violence, particularly women and girls, have equal protection under the law and equal access to justice, and stresses the importance of ending impunity for such acts as part of a comprehensive approach to seeking sustainable peace, justice, truth, and national reconciliation;
5. Affirms its intention, when establishing and renewing state-specific sanctions regimes, to take into consideration the appropriateness of targeted and graduated measures against parties to situations of armed conflict who commit rape and other forms of sexual violence against women and girls in situations of armed conflict;
6. Requests the Secretary-General, in consultation with the Security Council, the Special Committee on Peacekeeping Operations and its Working Group and relevant States, as appropriate, to develop and implement appropriate training programs for all peacekeeping and humanitarian personnel deployed by the United Nations in the context of missions as mandated by the Council to help them better prevent, recognize and respond to sexual violence and other forms of violence against civilians;
7. Requests the Secretary-General to continue and strengthen efforts to implement the policy of zero tolerance of sexual exploitation and abuse in United Nations peacekeeping operations; and urges troop and police contributing countries to take appropriate preventative action, including pre-deployment and in-theater awareness training, and other action to ensure full accountability in cases of such
8. Encourages troop and police contributing countries, in consultation with the Secretary-General, to consider steps they could take to heighten awareness and the responsiveness of their personnel participating in UN peacekeeping operations to protect civilians, including women and children, and prevent sexual violence against women and girls in conflict and post-conflict situations, including

wherever possible the deployment of a higher percentage of women peacekeepers or police;

9. Requests the Secretary-General to develop effective guidelines and strategies to enhance the ability of relevant UN peacekeeping operations, consistent S/RES/1820 (2008) 4 08-39144 with their mandates, to protect civilians, including women and girls, from all forms of sexual violence and to systematically include in his written reports to the Council on conflict situations his observations concerning the protection of women and girls and recommendations in this regard;
10. Requests the Secretary-General and relevant United Nations agencies, inter alia, through consultation with women and women-led organizations as appropriate, to develop effective mechanisms for providing protection from violence, including in particular sexual violence, to women and girls in and around UN managed refugee and internally displaced persons camps, as well as in all disarmament, demobilization, and reintegration processes, and in justice and security sector reform efforts assisted by the United Nations;
11. Stresses the important role the Peacebuilding Commission can play by including in its advice and recommendations for post-conflict peacebuilding strategies, where appropriate, ways to address sexual violence committed during and in the aftermath of armed conflict, and in ensuring consultation and effective representation of women's civil society in its country-specific configurations, as part of its wider approach to gender issues;
12. Urges the Secretary-General and his Special Envoys to invite women to participate in discussions pertinent to the prevention and resolution of conflict, the maintenance of peace and security, and post-conflict peacebuilding, and encourages all parties to such talks to facilitate the equal and full participation of women at decision-making levels;
13. Urges all parties concerned, including Member States, United Nations entities and financial institutions, to support the development and strengthening of the capacities of national institutions, in particular of judicial and health systems, and of local civil society networks in order to provide sustainable assistance to victims of sexual violence in armed conflict and post-conflict situations;
14. Urges appropriate regional and sub-regional bodies in particular to consider developing and implementing policies, activities, and advocacy for the benefit of women and girls affected by sexual violence in armed conflict;
15. Also requests the Secretary-General to submit a report to the Council by 30 June 2009 on the implementation of this resolution in the context of situations which

are on the agenda of the Council, utilizing information from available United Nations sources, including country teams, peacekeeping operations, and other United Nations personnel, which would include, inter alia, information on situations of armed conflict in which sexual violence has been widely or systematically employed against civilians; analysis of the prevalence and trends of sexual violence in situations of armed conflict; proposals for strategies to minimize the susceptibility of women and girls to such violence; benchmarks for measuring progress in preventing and addressing sexual violence; appropriate input from United Nations implementing partners in the field; information on his plans for facilitating the collection of timely, objective, accurate, and reliable information on the use of sexual violence in situations of armed conflict, including through improved coordination of UN activities on the ground and at Headquarters; and information on actions taken by parties to armed conflict to implement their responsibilities as described in this resolution, in particular by immediately and S/RES/1820 (2008) 08-39144 5 completely ceasing all acts of sexual violence and in taking appropriate measures to protect women and girls from all forms of sexual violence;

16. Decides to remain actively seized of the matter.

UNITED NATIONS

Security Council

RESOLUTION 1888 (2009.)

Adopted by the Security Council at its 6195th meeting, on 30 September 2009

The Security Council,

Reaffirming its commitment to the continuing and full implementation of resolutions 1325 (2000), 1612 (2005), 1674 (2006), 1820 (2008) and 1882 (2009) and all relevant statements of its President, Welcoming the report of the Secretary-General of 16 July 2009 (S/2009/362), but remaining deeply concerned over the lack of progress on the issue of sexual violence in situations of armed conflict in particular against women and children, notably against girls, and noting as documented in the Secretary-General's report that sexual violence occurs in armed conflicts throughout the world, Reiterating deep concern that, despite its repeated condemnation of violence against women and children including all forms of sexual violence in situations of armed conflict, and despite its calls addressed to all parties to armed conflict for the cessation of such acts with immediate effect, such acts continue to occur, and in some situations have become systematic or widespread.

Recalling the commitments of the Beijing Declaration and Platform for Action (A/52/231) as well as those contained in the outcome document of the twenty-third Special Session of the United Nations General Assembly entitled "Women 2000: Gender Equality, Development and Peace for the Twenty-First Century" (A/S-23/10/Rev.1), in particular those concerning women and armed conflict.

Reaffirming the obligations of States Parties to the Convention on the Elimination of All Forms of Discrimination against Women, the Optional Protocol thereto, the Convention on the Rights of the Child and the Optional Protocols thereto, and urging states that have not yet done so to consider ratifying or acceding to them.

Recalling that international humanitarian law affords general protection to women and children as part of the civilian population during armed conflicts and special protection due to the fact that they can be placed particularly at risk, Recalling the responsibilities of States to end impunity and to prosecute those responsible for genocide, crimes against humanity, war crimes and other egregious crimes perpetrated against civilians, and in this regard, noting with concern that only limited numbers of perpetrators of sexual violence have been brought to S/RES/1888 (2009) 2 09-53446 justice, while recognizing that in conflict and in post conflict situations national justice systems may be significantly weakened, Reaffirming that ending impunity is essential if a society in conflict or recovering from conflict is to come to terms with past abuses committed against civilians affected by armed conflict and to prevent future such abuses, drawing attention to the full range of justice and reconciliation mechanisms to be considered,

including national, international and “mixed” criminal courts and tribunals and truth and reconciliation commissions, and noting that such mechanisms can promote not only individual responsibility for serious crimes, but also peace, truth, reconciliation and the rights of the victims.

Recalling the inclusion of a range of sexual violence offences in the Rome Statute of the International Criminal Court and the statutes of the ad hoc international criminal tribunals, Stressing the necessity for all States and non-State parties to conflicts to comply fully with their obligations under applicable international law, including the prohibition on all forms of sexual violence.

Recognizing the need for civilian and military leaders, consistent with the principle of command responsibility, to demonstrate commitment and political will to prevent sexual violence and to combat impunity and enforce accountability, and that inaction can send a message that the incidence of sexual violence in conflicts is tolerated .

Emphasizing the importance of addressing sexual violence issues from the outset of peace processes and mediation efforts, in order to protect populations at risk and promote full stability, in particular in the areas of pre-ceasefire humanitarian access and human rights agreements, ceasefires and ceasefire monitoring, Disarmament, Demobilization and Reintegration (DDR), Security Sector Reform (SSR) arrangements, justice and reparations, post-conflict recovery and development.

Noting with concern the underrepresentation of women in formal peace processes, the lack of mediators and ceasefire monitors with proper training in dealing with sexual violence, and the lack of women as Chief or Lead peace mediators in United Nations-sponsored peace talks, Recognizing that the promotion and empowerment of women and that support for women’s organizations and networks are essential in the consolidation of peace to promote the equal and full participation of women and encouraging Member States, donors, and civil society, including non-governmental organizations, to provide support in this respect.

Welcoming the inclusion of women in peacekeeping missions in civil, military and police functions, and recognizing that women and children affected by armed conflict may feel more secure working with and reporting abuse to women in peacekeeping missions, and that the presence of women peacekeepers may encourage local women to participate in the national armed and security forces, thereby helping to build a security sector that is accessible and responsive to all, especially women.

Welcoming the efforts of the Department of Peacekeeping Operations to develop gender guidelines for military personnel in peacekeeping operations to S/RES/1888 (2009) 09-53446 3 facilitate the implementation of resolutions 1325 (2000) and 1820 (2008), and operational guidance to assist civilian, military and police components of peacekeeping missions to effectively implement resolution 1820 (2008), Having considered the report

of the Secretary-General of 16 July 2009 (S/2009/362) and stressing that the present resolution does not seek to make any legal determination as to whether situations that are referred to in the Secretary-General's report are or are not armed conflicts within the context of the Geneva Conventions and the Additional Protocols thereto, nor does it prejudge the legal status of the non-State parties involved in these situations, Recalling the Council's decision in resolution 1882 of 4 August 2009 (S/RES/1882) to expand the Annexed list in the Secretary General's annual report on Children and Armed Conflict of parties in situations of armed conflict engaged in the recruitment or use of children in violation of international law to also include those parties to armed conflict that engage, in contravention of applicable international law, in patterns of killing and maiming of children and/or rape and other sexual violence against children, in situations of armed conflict, Noting the role currently assigned to the Office of the Special Adviser on Gender Issues to monitor implementation of resolution 1325 and to promote gender mainstreaming within the United Nations system, women's empowerment and gender equality, and expressing the importance of effective coordination within the United Nations system in these areas.

Recognizing that States bear the primary responsibility to respect and ensure the human rights of their citizens, as well as all individuals within their territory as provided for by relevant international law, Reaffirming that parties to armed conflict bear the primary responsibility to take all feasible steps to ensure the protection of affected civilians, Reiterating its primary responsibility for the maintenance of international peace and security and, in this connection, its commitment to continue to address the widespread impact of armed conflict on civilians, including with regard to sexual violence:

1. Reaffirms that sexual violence, when used or commissioned as a tactic of war in order to deliberately target civilians or as a part of a widespread or systematic attack against civilian populations, can significantly exacerbate situations of armed conflict and may impede the restoration of international peace and security; affirms in this regard that effective steps to prevent and respond to such acts of sexual violence can significantly contribute to the maintenance of international peace and security; and expresses its readiness, when considering situations on the agenda of the Council, to take, where necessary, appropriate steps to address widespread or systematic sexual violence in situations of armed conflict;
2. Reiterates its demand for the complete cessation by all parties to armed conflict of all acts of sexual violence with immediate effect;
3. Demands that all parties to armed conflict immediately take appropriate measures to protect civilians, including women and children, from all forms of sexual violence, including measures such as, inter alia, enforcing appropriate military disciplinary measures and upholding the principle of command responsibility,

training troops on the categorical prohibition of all forms of sexual S/RES/1888 (2009) 4 09-53446 violence against civilians, debunking myths that fuel sexual violence and vetting candidates for national armies and security forces to ensure the exclusion of those associated with serious violations of international humanitarian and human rights law, including sexual violence;

4. Requests that the United Nations Secretary-General appoint a Special Representative to provide coherent and strategic leadership, to work effectively to strengthen existing United Nations coordination mechanisms, and to engage in advocacy efforts, inter alia with governments, including military and judicial representatives, as well as with all parties to armed conflict and civil society, in order to address, at both headquarters and country level, sexual violence in armed conflict, while promoting cooperation and coordination of efforts among all relevant stakeholders, primarily through the inter-agency initiative “United Nations Action Against Sexual Violence in Conflict”;
5. Encourages the entities comprising UN Action Against Sexual Violence in Conflict, as well as other relevant parts of the United Nations system, to support the work of the aforementioned Special Representative of the Secretary-General and to continue and enhance cooperation and information sharing among all relevant stakeholders in order to reinforce coordination and avoid overlap at the headquarters and country levels and improve system-wide response;
6. Urges States to undertake comprehensive legal and judicial reforms, as appropriate, in conformity with international law, without delay and with a view to bringing perpetrators of sexual violence in conflicts to justice and to ensuring that survivors have access to justice, are treated with dignity throughout the justice process and are protected and receive redress for their suffering;
7. Urges all parties to a conflict to ensure that all reports of sexual violence committed by civilians or by military personnel are thoroughly investigated and the alleged perpetrators brought to justice, and that civilian superiors and military commanders, in accordance with international humanitarian law, use their authority and powers to prevent sexual violence, including by combating impunity;
8. Calls upon the Secretary-General to identify and take the appropriate measures to deploy rapidly a team of experts to situations of particular concern with respect to sexual violence in armed conflict, working through the United Nations presence on the ground and with the consent of the host government, to assist national authorities to strengthen the rule of law, and recommends making use of existing human resources within the United Nations system and voluntary contributions, drawing upon requisite expertise, as appropriate, in the rule of law, civilian and

military judicial systems, mediation, criminal investigation, security sector reform, witness protection, fair trial standards, and public outreach; to, inter alia:

- a. Work closely with national legal and judicial officials and other personnel in the relevant governments' civilian and military justice systems to address impunity, including by the strengthening of national capacity, and drawing attention to the full range of justice mechanisms to be considered;
 - b. Identify gaps in national response and encourage a holistic national approach to address sexual violence in armed conflict, including by enhancing criminal accountability, responsiveness to victims, and judicial capacity; S/RES/1888 (2009) 09-53446 5
 - c. Make recommendations to coordinate domestic and international efforts and resources to reinforce the government's ability to address sexual violence in armed conflict;
 - d. Work with the United Nations Mission, Country Team, and the aforementioned Special Representative of the Secretary-General as appropriate towards the full implementation of the measures called for by resolution 1820 (2008);
9. Encourages States, relevant United Nations entities and civil society, as appropriate, to provide assistance in close cooperation with national authorities to build national capacity in the judicial and law enforcement systems in situations of particular concern with respect to sexual violence in armed conflict;
10. Reiterates its intention, when adopting or renewing targeted sanctions in situations of armed conflict, to consider including, where appropriate, designation criteria pertaining to acts of rape and other forms of sexual violence; and calls upon all peacekeeping and other relevant United Nations missions and United Nations bodies, in particular the Working Group on Children and Armed Conflict, to share with relevant United Nations Security Council sanctions committees, including through relevant United Nations Security Council Sanction Committees' monitoring groups and groups of experts, all pertinent information about sexual violence;
11. Expresses its intention to ensure that resolutions to establish or renew peacekeeping mandates contain provisions, as appropriate, on the prevention of, and response to, sexual violence, with corresponding reporting requirements to the Council;
12. Decides to include specific provisions, as appropriate, for the protection of women and children from rape and other sexual violence in the mandates of United Nations peacekeeping operations, including, on a case-by-case basis, the identification of women's protection advisers (WPAs) among gender advisers and human rights protection units, and requests the Secretary-General to ensure that the need for, and the number and roles of WPAs are systematically assessed

- during the preparation of each United Nations peacekeeping operation;
13. Encourages States, with the support of the international community, to increase access to health care, psychosocial support, legal assistance and socio economic reintegration services for victims of sexual violence, in particular in rural areas;
 14. Expresses its intention to make better usage of periodical field visits to conflict areas, through the organization of interactive meetings with the local women and women's organizations in the field about the concerns and needs of women in areas of armed conflict;
 15. Encourages leaders at the national and local level, including traditional leaders where they exist and religious leaders, to play a more active role in sensitizing communities on sexual violence to avoid marginalization and stigmatization of victims, to assist with their social reintegration, and to combat a culture of impunity for these crimes;
 16. Urges the Secretary General, Member States and the heads of regional organizations to take measures to increase the representation of women in mediation S/RES/1888 (2009) 6 09-53446 processes and decision-making processes with regard to conflict resolution and peacebuilding;
 17. Urges that issues of sexual violence be included in all United Nations-sponsored peace negotiation agendas, and also urges inclusion of sexual violence issues from the outset of peace processes in such situations, in particular in the areas of pre-ceasefires, humanitarian access and human rights agreements, ceasefires and ceasefire monitoring, DDR and SSR arrangements, vetting of armed and security forces, justice, reparations, and recovery/development;
 18. Reaffirms the role of the Peacebuilding Commission in promoting inclusive gender-based approaches to reducing instability in post-conflict situations, noting the important role of women in rebuilding society, and urges the Peacebuilding Commission to encourage all parties in the countries on its agenda to incorporate and implement measures to reduce sexual violence in post-conflict strategies;
 19. Encourages Member States to deploy greater numbers of female military and police personnel to United Nations peacekeeping operations, and to provide all military and police personnel with adequate training to carry out their responsibilities;
 20. Requests the Secretary-General to ensure that technical support is provided to troop and police contributing countries, in order to include guidance for military

and police personnel on addressing sexual violence in predeployment and induction training;

21. Requests the Secretary-General to continue and strengthen efforts to implement the policy of zero tolerance of sexual exploitation and abuse in United Nations peacekeeping operations; and urges troop and police contributing countries to take appropriate preventative action, including predeployment and in-theater awareness training, and other action to ensure full accountability in cases of such conduct involving their personnel;
22. Requests that the Secretary-General continue to direct all relevant United Nations entities to take specific measures to ensure systematic mainstreaming of gender issues within their respective institutions, including by ensuring allocation of adequate financial and human resources within all relevant offices and departments and on the ground, as well as to strengthen, within their respective mandates, their cooperation and coordination when addressing the issue of sexual violence in armed conflict;
23. Urges relevant Special Representatives and the Emergency Relief Coordinator of the Secretary-General, with strategic and technical support from the UN Action network, to work with Member States to develop joint Government-United Nations Comprehensive Strategies to Combat Sexual Violence, in consultation with all relevant stakeholders, and to regularly provide updates on this in their standard reporting to Headquarters;
24. Requests that the Secretary-General ensure more systematic reporting on incidents of trends, emerging patterns of attack, and early warning indicators of the use of sexual violence in armed conflict in all relevant reports to the Council, and encourages the Special Representatives of the Secretary-General, the Emergency Relief Coordinator, the High Commissioner for Human Rights, the Special S/RES/1888 (2009) 09-53446 7 Rapporteur on Violence against Women, and the Chairperson(s) of UN Action to provide, in coordination with the aforementioned Special Representative, additional briefings and documentation on sexual violence in armed conflict to the Council;
25. Requests the Secretary-General to include, where appropriate, in his regular reports on individual peacekeeping operations, information on steps taken to implement measures to protect civilians, particularly women and children, against sexual violence;
26. Requests the Secretary-General, taking into account the proposals contained in his report as well as any other relevant elements, to devise urgently and preferably within three months, specific proposals on ways to ensure monitoring and reporting in a more effective and efficient way within the existing United

Nations system on the protection of women and children from rape and other sexual violence in armed conflict and post-conflict situations, utilizing expertise from the United Nations system and the contributions of national Governments, regional organizations, non-governmental organizations in their advisory capacity and various civil society actors, in order to provide timely, objective, accurate and reliable information on gaps

27. Requests that the Secretary-General continue to submit annual reports to the Council on the implementation of Resolution 1820 (2008) and to submit his next report by September of 2010 on the implementation of this resolution and Resolution 1820 (2008) to include, inter alia:
 - a. a detailed coordination and strategy plan on the timely and ethical collection of information;
 - b. updates on efforts by United Nations Mission focal points on sexual violence to work closely with the Resident Coordination/Humanitarian Coordinator (RC/HC), the United Nations Country Team, and, where appropriate, the aforementioned Special Representative and/or the Team of Experts, to address sexual violence;
 - c. information regarding parties to armed conflict that are credibly suspected of committing patterns of rape or other forms of sexual violence, in situations that are on the Council's agenda;
28. Decides to review, taking into account the process established by General Assembly resolution 63/311 regarding a United Nations composite gender entity, the mandates of the Special Representative requested in operative paragraph 4 and the Team of Experts in operative paragraph 8 within two years, and as appropriate thereafter;
29. Decides to remain actively seized of the matter.

UNITED NATIONS

Security Council

RESOLUTION 1889 (2009.)

Adopted by the Security Council at its 6196th meeting, on 5 October 2009

The Security Council,

Reaffirming its commitment to the continuing and full implementation, in a mutually reinforcing manner, of resolutions 1325 (2000), 1612 (2005), 1674 (2006), 1820 (2008), 1882 (2009), 1888 (2009) and all relevant Statements of its Presidents, Guided by the purposes and principles of the Charter of the United Nations, and bearing in mind the primary responsibility of the Security Council under the Charter for the maintenance of international peace and security.

Recalling the resolve expressed in the 2005 United Nations General Assembly World Summit Outcome Document (A/RES/60/1) to eliminate all forms of violence against women and girls, the obligations of States Parties to the Convention on the Elimination of All Forms of Discrimination Against Women and the Optional Protocol thereto, the Convention on the Rights of the Child and the Optional Protocols thereto, recalling also the commitments contained in the Beijing Declaration and Platform for Action as well as those contained in the outcome document of the twenty-third Special Session of the United Nations General Assembly entitled "Women 2000: Gender Equality, Development and Peace for the Twenty-First Century" (A/S-23/10/Rev.1), in particular those concerning women and armed conflict.

Having considered the report of the Secretary General (S/2009/465) of 16 September 2009 and stressing that the present resolution does not seek to make any legal determination as to whether situations that are referred to in the Secretary-General's report are or are not armed conflicts within the context of the Geneva Conventions and the Additional Protocols thereto, nor does it prejudge the legal status of the non-State parties involved in these situations.

Welcoming the efforts of Member States in implementing its resolution 1325 (2000) at the national level, including the development of national action plans, and encouraging Member States to continue to pursue such implementation.

Reiterating the need for the full, equal and effective participation of women at all stages of peace processes given their vital role in the prevention and resolution of conflict and peacebuilding, reaffirming the key role women can play in re-establishing the fabric of recovering society and stressing the need for their S/RES/1889 (2009) 2 09-54255 involvement in the development and implementation of post-conflict strategies in order to take into account their perspectives and needs.

Expressing deep concern about the under-representation of women at all stages of peace processes, particularly the very low numbers of women in formal roles in mediation processes and stressing the need to ensure that women are appropriately appointed at decision-making levels, as high level mediators, and within the composition of the mediators' teams, Remaining deeply concerned about the persistent obstacles to

women's full involvement in the prevention and resolution of conflicts and participation in postconflict public life, as a result of violence and intimidation, lack of security and lack of rule of law, cultural discrimination and stigmatization, including the rise of extremist or fanatical views on women, and socio-economic factors including the lack of access to education, and in this respect, recognizing that the marginalization of women can delay or undermine the achievement of durable peace, security and reconciliation.

Recognizing the particular needs of women and girls in post-conflict situations, including, inter alia, physical security, health services including reproductive and mental health, ways to ensure their livelihoods, land and property rights, employment, as well as their participation in decision-making and postconflict planning, particularly at early stages of post-conflict peacebuilding.

Noting that despite progress, obstacles to strengthening women's participation in conflict prevention, conflict resolution and peacebuilding remain, expressing concern that women's capacity to engage in public decision making and economic, recovery often does not receive adequate recognition or financing in post-conflict situations, and underlining that funding for women's early recovery needs is vital to increase women's empowerment, which can contribute to effective post-conflict peacebuilding.

Noting that women in situations of armed conflict and post-conflict situations continue to be often considered as victims and not as actors in addressing and resolving situations of armed conflict and stressing the need to focus not only on protection of women but also on their empowerment in peacebuilding

Recognizing that an understanding of the impact of situations of armed conflict on women and girls, including as refugees and internally displaced persons, adequate and rapid response to their particular needs, and effective institutional arrangements to guarantee their protection and full participation in the peace process, particularly at early stages of post-conflict peacebuilding, can significantly contribute to the maintenance and promotion of international peace and security.

Welcoming the United Nations initiative to develop a system similar to that pioneered by the United Nations Development Programme to allow decision-makers to track gender-related allocations in United Nations Development Group Multi-Donor Trust Funds.

Welcoming the efforts of the Secretary-General to appoint more women to senior United Nations positions, particularly in field missions, as a tangible step towards providing United Nations leadership on implementation of its resolution 1325 (2000), S/RES/1889 (2009) 09-54255 3. Welcoming the upcoming establishment of a United Nations Steering Committee to enhance visibility and strengthen coordination within the United Nations system regarding the preparations for the 10th anniversary of resolution 1325 (2000).

Encouraging relevant actors to organize events during 2009-2010 at the global, regional and national levels to increase awareness about resolution 1325 (2000), including ministerial events, to renew commitments to "Women and peace and security", and to identify ways to address remaining and new challenges in implementing resolution 1325 (2000) in the future:

1. Urges Member States, international and regional organisations to take further measures to improve women's participation during all stages of peace processes, particularly in conflict resolution, post-conflict planning and peacebuilding, including by enhancing their engagement in political and economic decision-making at early stages of recovery processes, through inter alia promoting women's leadership and capacity to engage in aid management and planning, supporting women's organizations, and countering negative societal attitudes about women's capacity to participate equally;
2. Reiterates its call for all parties in armed conflicts to respect fully international law applicable to the rights and protection of women and girls;
3. Strongly condemns all violations of applicable international law committed against women and girls in situations of armed conflicts and post-conflict situations, demands all parties to conflicts to cease such acts with immediate effect, and emphasizes the responsibility of all States to put an end to impunity and to prosecute those responsible for all forms of violence committed against women and girls in armed conflicts, including rape and other sexual violence;
4. Calls upon the Secretary-General to develop a strategy, including through appropriate training, to increase the number of women appointed to pursue good offices on his behalf, particularly as Special Representatives and Special Envoys, and to take measures to increase women's participation in United Nations political, peacebuilding and peacekeeping missions;
5. Requests the Secretary-General to ensure that all country reports to the Security Council provide information on the impact of situations of armed conflict on women and girls, their particular needs in post-conflict situations and obstacles to attaining those needs;
6. Requests the Secretary-General to ensure that relevant United Nations bodies, in cooperation with Member States and civil society, collect data on, analyze and systematically assess particular needs of women and girls in post-conflict situations, including, inter alia, information on their needs for physical security and participation in decision-making and post-conflict planning, in order to improve system-wide response to those needs;
7. Expresses its intention, when establishing and renewing the mandates of United Nations missions, to include provisions on the promotion of gender equality and the empowerment of women in post-conflict situations, and requests the Secretary-General to continue, as appropriate, to appoint gender advisors and/or women-protection advisors to United Nations missions and asks them, in S/RES/1889 (2009) 4 09-54255 cooperation with United Nations Country Teams, to

- render technical assistance and improved coordination efforts to address recovery needs of women and girls in postconflict situations;
8. Urges Member States to ensure gender mainstreaming in all post-conflict peacebuilding and recovery processes and sectors;
 9. Urges Member States, United Nations bodies, donors and civil society to ensure that women's empowerment is taken into account during post-conflict needs assessments and planning, and factored into subsequent funding disbursements and programme allocated for addressing women's needs in the post-conflict phase;
 10. Encourages Member States in post-conflict situations, in consultation with civil society, including women's organizations, to specify in detail women and girls' needs and priorities and design concrete strategies, in accordance with their legal systems, to address those needs and priorities, which cover inter alia support for greater physical security and better socio-economic conditions, through education, income generating activities, access to basic services, in particular health services, including sexual and reproductive health and reproductive rights and mental health, gender-responsive law enforcement and access to justice, as well as enhancing capacity to engage in public decision-making at all levels;
 11. Urges Member States, United Nations bodies and civil society, including non-governmental organizations, to take all feasible measures to ensure women and girls' equal access to education in post-conflict situations, given the vital role of education in the promotion of women's participation in post-conflict decisionmaking;
 12. Calls upon all parties to armed conflicts to respect the civilian and humanitarian character of refugee camps and settlements, and ensure the protection of all civilians inhabiting such camps, in particular women and girls, from all forms of violence, including rape and other sexual violence, and to ensure full, unimpeded and secure humanitarian access to them;
 13. Calls upon all those involved in the planning for disarmament, demobilization and reintegration to take into account particular needs of women and girls associated with armed forces and armed groups and their children, and provide for their full access to these programmes;
 14. Encourages the Peacebuilding Commission and Peacebuilding Support Office to continue to ensure systematic attention to and mobilisation of resources for advancing gender equality and women's empowerment as an integral part of postconflict peacebuilding, and to encourage the full participation of women in this process;

15. Request the Secretary-General, in his agenda for action to improve the United Nations' peacebuilding efforts, to take account of the need to improve the participation of women in political and economic decision-making from the earliest stages of the peacebuilding process;
16. Requests the Secretary-General to ensure full transparency, cooperation and coordination of efforts between the Special Representative of the Secretary-General on Children and Armed Conflict and the Special Representative of the S/RES/1889 (2009) 09-54255 5 Secretary General on sexual violence and armed conflict whose appointment has been requested by its resolution 1888 (2009);
17. Requests the Secretary-General to submit to the Security Council within 6 months, for consideration, a set of indicators for use at the global level to track implementation of its resolution 1325 (2000), which could serve as a common basis for reporting by relevant United Nations entities, other international and regional organizations, and Member States, on the implementation of resolution 1325 (2000) in 2010 and beyond;
18. Requests the Secretary-General, within the report requested in S/PRST/2007/40, to also include a review of progress in the implementation of its resolution 1325 (2000), an assessment of the processes by which the Security Council receives, analyses and takes action on information pertinent to resolution 1325 (2000), recommendations on further measures to improve coordination across the United Nations system, and with Member States and civil society to deliver implementation, and data on women's participation in United Nations missions;
19. Requests the Secretary-General to submit a report to the Security Council within 12 months on addressing women's participation and inclusion in peacebuilding and planning in the aftermath of conflict, taking into consideration the views of the Peacebuilding Commission and to include, inter alia:
 - a. Analysis on the particular needs of women and girls in post-conflict situations,
 - b. Challenges to women's participation in conflict resolution and peacebuilding and gender mainstreaming in all early post-conflict planning, financing and recovery processes,
 - c. Measures to support national capacity in planning for and financing responses to the needs of women and girls in post-conflict situations,
 - d. Recommendations for improving international and national responses to the needs of women and girls in post-conflict situations, including the development of effective financial and institutional arrangements to guarantee women's full and equal participation in the peacebuilding process,
20. Decides to remain actively seized of the matter.

IMPRESUM

Publisher:

Belgrade Fund for Political Excellence

Editor:

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Translation:

Vladimir Brašanac

Proofreading:

Radoslav Anđelković

Design:

Marketing Kitchen

Print:

Grafo Nin

Copy:

1000