



MINISTRY OF DEFENCE  
REPUBLIC OF SERBIA

International Conference  
Belgrade, 13th-14th October 2015

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# **GENDER EQUALITY**

## **IN DEFENCE SYSTEM**

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### **ACCOMPLISHMENTS AND TRENDS**

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Abstract Proceedings





International Conference  
Belgrade, 13<sup>th</sup>-14<sup>th</sup> October 2015

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MINISTRY OF DEFENCE  
REPUBLIC OF SERBIA

International Conference  
**ABSTRACT PROCEEDINGS**

**GENDER EQUALITY IN DEFENCE SYSTEM  
– ACCOMPLISHMENTS AND TRENDS**

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**The Conference is organized by**

Strategic Research Institute  
Ministry of Defence  
Republic of Serbia  
Neznanog junaka 38, Belgrade

**Printed by**

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**Compiled by**

Mag. Tatjana Višacki  
Lt Col Dr. Miljan Milkić

**Number of copies**

60

**ISBN 978-86-81121-13-9**

Printing of this Proceedings was supported by UNDP SEESAC through the project "Strengthening of Regional Cooperation in Gender Mainstreaming in Security Sector Reform in the Western Balkans", which is funded by the Norwegian Ministry of Foreign Affairs, Swedish Armed Forces and UNDP Serbia.

The views expressed in this publication are those of the authors and do not necessarily represent those of the United Nations Development Programme. The designations employed and the presentation of material in this publication do not imply the expression of the United Nations Development Programme concerning 1) the legal status of any country, territory or area, or of its authorities; or 2) the delineation of its frontiers or boundaries.

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# PREFACE

by

Assoc. Prof. Dr. Jovanka Šaranović  
Director of Strategic Research Institute  
Gender advisor to the Defence Minister

Dear colleagues,

It is my honour and pleasure to welcome you on behalf of the Ministry of Defence and the Strategic Research Institute as the organizers of the two-day international scientific conference dedicated to women in defence. So far, the Strategic Research Institute of the MoD has organized two international scientific conferences dealing with gender aspect. The conferences are always organized in cooperation with one of the strategic partners and their timing is carefully arranged. This is the third consecutive conference. The first conference titled *Women in the Military* was organized together with the OSCE mission in the Republic of Serbia in 2006, the second *Women in the Security Sector – A Regional Perspective* was held in 2010 with the financial support of the Ministry of Defence of the Kingdom of Norway, while the third *Gender Equality in Defence System – Accomplishments and Trends* is organized with the UNDP SEESAC.

From 2006 to-date, the MoD and the Serbian Armed Forces (SAF) have achieved a lot. By accepting the gender equality concept as one of their strategic orientations, the Serbian Armed Forces have committed themselves to, in line with their capabilities, strive toward accomplishing the highest standards in the said area, relaying on their own experience, specific qualities of the inherited status and trends present in the countries which may serve as role models worth emulating.



Carrying out this undoubtedly ambitious undertaking required a synchronized action of a wide range of relevant stakeholders, along with a consistent application of the order and gradualism principle, which from the very beginning resulted in a concept of gender equality objectification in several interrelated and mutually dependent steps.

We have determined our own position in relation to the prevailing global trends. Theoretically, we established the area through scientific-research projects, the results of which were used for adopting certain reform solutions at the MoD and SAF. One of them is the introduction of education for women at the Military Academy and the Military High School. We have increased the level of information and motivation of women in this type of education. The results have been applied in the Draft Communication Strategy at the MoD and the SAF in the part dealing with the young population. We have intensified the admission of women into the professional military service and become engaged in the development and implementation of the NAP for the application of UNSCR 1325.

At the moment we are finalizing the implementation of our first NAP for the application of UNSCR 1325, whereby the RS expressed its readiness to comply with the international obligations it has assumed and the determination to implement UNSCR 1325 in its policy and directly engage in its implementation. Today, when the final reckonings are made and the strategy on further actions is being developed, we have gathered to take pride in our accomplishments, assume responsibility for the things that have not been done, share best practices and achievements of others, not only in the region but also in the world.

I would like to thank you all for coming here today because time is money, it is scarce and we rarely spend it even with our loved ones. We are present here today, guided by the ultimate truth: "Even if you are on the right track, you will get run over if you just sit there". By quoting an article saying: "*He did nothing, except sit and write*", I hope that our two-day "sitting" session will yield fruitful results.

*Jovanka Šaranović*



# KEYNOTE

## **Rear Admiral Louise Dedichen**

Head of the Norwegian Defense University College

Rear Admiral Louise Dedichen is going to duly address the gender equality situation in the Norwegian Armed Forces with a particular emphasis on Norway's recent implementation of compulsory military service for both genders, and elaborate on how equality is applied and challenged in various areas and forms in the Norwegian Military. This by focusing on the significance of explicit action plans and gender equality goals as well as introducing the conscript's spokesman system, mixed rooms and Females in the Special Operation Force Initiative in regards to gender equality.

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## **Snežana Kresoja**

Advisor to the President of the AP Vojvodina Assembly



## ROLE OF THE AP VOJVODINA ASSEMBLY IN PROCESSES OF INSTITUTIONAL CONSOLIDATION OF GENDER DEMOCRACY: 2000-2015

This paper analyses the role of the AP Vojvodina Assembly in processes of institutional consolidation of gender democracy, giving an overview of strategies, decisions and initiatives enacted and launched by the AP Vojvodina Assembly in the period 2000-2015, for the purpose of creating the political prerequisites for gender-sensitive institutional infrastructure at the local and provincial level. By integrating in all strategic documents the political credo of the concept of human security: that living in non-violence is a fundamental, inalienable, inviolable and universal human right, the AP Vojvodina Assembly has marked violence – ranging from physical to symbolic - as the cause of inequality of men and women.



**Stojanka Lekić**

President of the Committee on Gender Equality



THE ROLE OF THE WOMEN'S PARLIAMENTARY NETWORK OF THE ASSEMBLY OF THE AUTONOMOUS PROVINCE OF VOJVODINA IN STRENGTHENING THE SECURITY CAPACITIES OF LOCAL COMMUNITIES – "LOCALISATION" OF THE NAP (NATIONAL ACTION PLAN) FOR THE IMPLEMENTATION OF THE RESOLUTION 1325

Activities of the Women's Parliamentary Network of the Assembly of AP Vojvodina are focusing on: creation of institutional grounds for building the secure and safe environment; strengthening of the security capacities of local communities, prevention and control of all forms of gender-based violence and discrimination; strengthening of the role of local mechanisms for gender equality; promotion of the importance of the role and cooperation of all institutions in the process of protection and enhancement of basic human and minority rights, promotion of the role of women's councillor network.

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**Acsády Judit, Ph.D.**

Institute for Sociology, Hungarian Academy of Sciences  
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VOICES OF PEACE AND FREEDOM. CONTRIBUTION OF INTERNATIONAL AND LOCAL WOMEN'S ORGANIZATIONS TO THE UN SC RESOLUTION 1325

100 years ago, in 1915, two thousand women delegates from belligerent countries involved in World War 1 founded the Women's International League for Peace and Freedom in The Hague. The work was already



prepared by several initiatives of local organizations that belonged to the International Women's Suffrage Alliance. The resolution that was accepted at the Hague congress claims the need to stop the war and make foundations for a sustainable peace based on principles of social justice, democratic institutions, respect of the autonomy of all nations and their solution of international conflicts by peaceful means. However the war divided women's suffrage movements, as some supported it, and considered it as a justified defence of homeland. Other activists and groups opposed the war on the basis of pacifist philosophy. Women's role also changed significantly during the war years. Yet, gender relations in many aspects became restored after the war in many countries. The influence of women voters after the suffrage bills were accepted theoretically gave chance for women to modify slowly the ways of politics.

The paper aims to present data about the foundations and the activities of the WILPF (Women's International League for Peace and Freedom) and reconstruct the steps that how such organizations could contribute to the work of international organizations, e.g. the League of Nations and how they contributed to the implementation of UNSC Resolution 1325. The paper also aims to reconstruct the sources of feminist pacifism during WW1 (Rózsa Schwimmer, Bertha von Stüttner, Jane Addams) and follow their activities in the years after the war and also discuss how women's organizations reacted to the peace treaties? What initiatives were taken for example in alternative education and peaceful resolution methods? Some of these are present in contemporary practice.

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Faculty of Media and Communications,  
Singidunum University Belgrade

**Dr. Dragana Petrović**

Institute of Comparative Law, Belgrade



## EUROPEAN CORNERSTONES ON WOMEN HUMAN RIGHTS – CASE STUDY OF SERBIA

***“Women are in double jeopardy. Discriminated against as women, they are also as likely as men, if not more so, to become victims of human rights violations... today, what unites women internationally — transcending class, race, culture, religion, nationality and ethnic origin — is their vulnerability to the denial and violation of their fundamental human rights, and their dedicated efforts to claim those rights.”***  
***(Amnesty International, Human Rights are Women’s Rights)***

The paper analyses European cornerstones on women human rights – with the insight on situation in Serbia related to women’s human rights in the light of European principles. Women’s human rights are integral part of universal human rights. However, women are *de facto* and *de iure* very often treated unequally and therefore the phenomenon of improving gender equality is always present. The term “women’s human rights” in its definition includes, besides usual approach to universal human rights, being an inherent part of every human being, also the application of certain affirmative actions aimed at achieving real equality for women.

There are several areas of concern that require immediate action and gender equality improvement in order to obtain equal opportunities for women in





granting their human rights. EU envisages that candidate countries must fully embrace the fundamental principle of equality between women and men. Furthermore, monitoring the transposition, implementation and enforcement of EU legislation in this area remains a priority of the enlargement process. One of the main political priorities of Serbia, like other countries in the region of Balkans, is the accession to the European Union (EU). Consequently, Serbia is to transpose European principles on gender equality and to achieve gender mainstreaming in the national system.

At the same time, Serbia, being a participating country in the OESC, has recognized equality between men and women as a fundamental aspect of a just, secure and democratic society. Case study of Serbia in the field of protection of women's human rights indicates that Serbia, as an OESC member state, has recognized gender equality as part of the universal human rights in its Constitutional provisions, primarily, but also in its relevant legal provisions. Legal framework of Serbia related to women's human rights is to a great extent harmonized with the relevant European cornerstones. The importance of European cornerstones lies in the fact that they represent important guidelines for transition countries, like Serbia, on its way to modernization of society and of national legal framework together with public policy measures in the domain of protection of women's human rights.

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**Full Prof. Dr. Nevena Petrušić**  
Faculty of Law, University of Niš



## THE ROLE OF THE COMMISSIONER FOR PROTECTION OF EQUALITY IN PREVENTION OF THE GENDER-BASED DISCRIMINATION

Having understood the importance of the gender equality principle in the past years, Serbia established the legal and institutional framework for suppressing



the gender-based discrimination. In an extensive network of institutional mechanisms, which participate in creation, implementation and monitoring of regulations and policies in the field of gender equality, a significant place belongs to the Commissioner for Protection of Equality, a central national institution, specialized in prevention and suppression of all forms and manifestations of discrimination. This paper analyses the ranges of preventive and reactive roles of the Commissioner in suppressing the gender-based discrimination, with the aim to investigate the normative and factual conditions under which the Commissioner realizes his/her role in preventing this kind of discrimination. The status and legal profile of the institution of a Commissioner have been considered, as well as the characteristic features which classify this body within *tribunal-type equality bodies* and *promotion-type equality bodies*. A special attention is paid to realization of complementary tasks, assigned to this body by the Legislator. The following was analysed: quasi-judicial roles of the Commissioner, realized by acting upon complaints in view of gender-based discrimination, the role of assistance provider and support to discrimination victims, realized by giving some legal information and strategic litigations, as well as promotion-role of the Commissioner, realized by submission of reports, making recommendations, statements and warnings and other activities for which he/she is legally authorized to undertake.

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**Mag. Dragan Knežević**

Department of Gender Equality of Ministry of Labour,  
Employment, Veterans and Social  
Affairs of the Republic of Serbia



## GENDER EQUALITY IN CONTEMPORARY INTERNATIONAL LAW APPLICABLE IN ARMED CONFLICTS ( OVERVIEW)<sup>1</sup>

The implementation of norms of international law applicable in armed conflicts, namely international humanitarian law is based on

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<sup>1</sup> The views expressed in this article reflect only the author's opinions.

explicit and non-arguing distinctions between two sides/parties or dichotomies of all kinds – permissible and non-permissible objects of hostilities, combatants and civilians, neutral and belligerents. In that situation, international law has reserved for women (and children and elderly, also) a place in category of civilians protected by IV Geneva Convention of 1949 by granting them the status of victims of war. Even Additional Protocols of 1977 have (re)followed such a pattern. However, armed conflicts occurred at the end of XX and beginning of XXI century indicated an increase of female presence within fighting unites and groups universally (international and non-international armed conflicts). Therefore, women, as combatants, have been in a quite regular position to be taken as prisoners/detainees and III Geneva Convention Relative to the Prisoners of War regulates treatment of women just in few articles. Women are not covered by the rules of maritime warfare or by I Geneva Convention for the Amelioration of Wounded and Sick in Armed Forces. Gender equality has not been mainstreamed within international humanitarian law so far. Reasons for that lay probably in the mention dichotomy promoted dogmatically by which extraction of “female factor” from one category (civilians) to another (combatants) with possibility still to be found widely in first group (victims of war) – complicate traditional matrix. Are recent activities of the UN and adoption of binding legal instruments applicable in armed conflicts way to mainstream gender issues in international humanitarian law? To what degree does the Convention on the Prohibition of the Use, Stockpiling, Production and Transfer of Anti-Personnel Mines and on their Destruction of 1997 (Ottawa Treaty) make a difference in terms of gender equality and international law in armed conflicts?

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**Research Professor Marina Hughson, Ph.D.**

Institute of Criminological and Sociological Research, Belgrade



## GENDER MAINSTREAMING IN DISASTER RISK MANAGEMENT AND RESILIENCE BUILDING: CONTEXTUALIZING INTERNATIONAL GOOD PRACTICES INTO THE BALKANS

This paper will make an overview of good practices from different parts of the world, related to GM in Disaster Risk Management (DRM) and Resilience Building (RB) and briefly discuss their possible contextualization into the Balkans. Very often invisibility of women's actual contribution in disasters risk management and resilience building stays invisible due to their marginal position and definition of "women as vulnerable group", and thus reduced to their "victim role". However, there are many examples showing that women's inclusion plays a key role in climate change adaptation (CCA) and development (sectors such as agriculture, education, employment, health etc. and social security schemes). These positive practices should be brought into light and taken as a starting point for building more complex and efficient schemes of GM in DRM and RB in the Balkan contexts. Learning from good practices is a basis for strengthening existing mechanisms/processes and establishing new modes of operation, which would be more inclusive of women. The challenge is to formalize and strengthen the role of women in DRM and RB, which actually are present in many ways, as well as to upgrade them in a direction which would be beneficial for GM in society in general. For that task it is important to identify the barriers and opportunities that women's social and gender roles provide, and the best GM approaches within the concrete contexts of the South Eastern Europe. GM in DRB and RB is closely connected with the two more general goals: sustainable development and improved governance systems. Both women's vulnerabilities and their capacities have to be taken into account, but in a manner which will in a long run contribute to gender equality and sustainable development. Women's contribution in post disaster relief and reconstruction should



translate into long term improvement of their position in the society. DRM and RB planning on a local level needs to be fully inclusionary for different social groups, and ensure ownership through participation.

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**Muhamed Smajić, Ph.D.**

Secretary of the Ministry of Defence of Bosnia and Herzegovina



## ACHIEVEMENTS AND PROSPECTS FOR IMPLEMENTING SECURITY COUNCIL RESOLUTION 1325 - WOMEN, PEACE AND SECURITY THROUGH THE NATIONAL ACTION PLANS. PRACTICE IN BOSNIA AND HERZEGOVINA

The adoption of Resolution 1325 implies a greater presence and participation of women in peace processes and strengthening mechanisms for the protection and the introduction of elements related to gender equality within the democratic system. Activities on the issue of gender equality in Bosnia and Herzegovina shall be taken, inter alia, through the adoption of the Action Plan for the implementation of Resolution 1325. Bosnia and Herzegovina is the first country in the region that has adopted such an action plan. Therefore, the structure of the problem of this paper presents a practical scale and scope of application of Resolution 1325 and the National Action Plan in Bosnia and Herzegovina. Implementation of the adopted Action Plan requested the involvement of state authorities, as well as an individual action, which is one of the key factors in this process. The elaboration of thematic issues includes an analysis phase in the implementation of the Action Plan in Bosnia and Herzegovina and the difficulties and challenges in the current process. It is important to emphasise the elucidation of the effects of implementation of the Action Plan and to consider recommendations for its further implementation. Thus, commitment and objectives are manifested in declarative and planned way, but significant participation of women in the field of security is still connected with their position



in the society based on prejudices about women in the field of security and also regarding the position and role of women in the decision-making process that reflects any form of organized structures, companies, local authorities or the highest social and political authorities. Economical and material factors can influence the presence of women in the security sector, more specifically ensuring necessary conditions for women's access to organizational forms of action, including the security sector. Also, one of the factors that prevents greater participation of women in the security is the stereotype to which safety is considered a man's job and any other opinion meets the disapproval of family and work colleagues. Therefore, awareness regarding the participation of women in social life, especially in the security sector, is correlated with social values, economic and material constrains of countries. The terms that arise from the title of the subject that make up the theoretical basis of the research are: equality, gender, sex, security, discrimination, peace and implementation.

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**Liliana Brožič, Ph.D.**

General staff of the Slovenian Armed Forces

**Lt Col Suzana Tkavc, Ph.D.**

General staff of the Slovenian Armed Forces



## WOMEN OF THE SLOVENIAN ARMED FORCES IN THE INTERNATIONAL OPERATIONS AND MISSIONS

Female personnel of the Slovenian Armed Forces (SAF) were involved in the international operations and missions in the past decade. One of the major changes which raised the question of women's integration in the whole range of tasks resulted from the implementation of the national strategic objective about the provision of national security through the integration in the collective security system (NATO). Joining NATO in connection with the professionalization of the SAF is considered as a "key stone" of opening the military door to all women who joined the SAF to



become professionals. Among other things, this led to the deployment of women to operations and missions abroad.

We lunched the questionnaire for Slovenian Armed Forces personnel. The intention is, to get their view related to the gender perspective. In this paper we will take the focus on gender with an emphasis on the involvement of women of SAF into international operations and missions. The research is supposed to be open for both, men and women by the end of October 2015.

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**Cristina Rădoi, Ph.D.**  
Gender Expert, Bucharest



## A GENDER PERSPECTIVE ON ROMANIAN CIVIL-MILITARY RELATIONS FEMALE ENGAGEMENT TEAMS A BRIDGE BETWEEN TRADITIONAL AND COSMOPOLITAN MILITARIES?

This paper aims to highlight to what extent the types of Security Sector Reforms adopted by Romania are truly effective regarding the condition of women in the military. Did the adopted reforms manage to advance the women's rights in Romanian army, or were they just a prerequisite in the pre-accession process? Furthermore, this article tries to highlight whether the society managed to impose a gender agenda in the military, or gender in the military contributed to the developments in politics. If the level of women's integration is very low, which are the main causes: the low level of gender equality in Romanian society or the resistance of military senior officials to these gender equality policies? Do the Female Engagement Teams (FET) represent a sign of advancing women's rights in military?

In answering these questions I analyse the situation of FET teams and their significance for modernization of military institutions towards the gender inclusion policies.



**Col. Mag. Milivoje Pajović**

Chief of the Serbian Armed Forces Peacekeeping Operations  
Centre

Commander of the Serbian Armed Forces Contingent in UN  
mission MINUSCA in the Central African Republic



## SPECIFICITIES IN MANAGING AND COMMANDING CONTINGENTS IN UNITED NATIONS PEACEKEEPING OPERATIONS FROM GENDER PERSPECTIVE

UN peacekeeping operations represent the biggest effort that a human civilization can undertake in order to prevent, stabilize and stop an armed conflict in any part of the world. UN efforts simultaneously represent the best possible contribution to the peace and prosperity of human kind. As a member of the United Nations, the Republic of Serbia has a prominent role in the aforementioned contribution and throughout the world it deploys its armed forces composed of military and civilian personnel, men and women, operational and support forces.

Since 2014, for the first time, Serbia and Serbian Armed Forces have started independently deploying military contingent in MINUSCA peacekeeping mission in the Central African Republic. The very fact that the contingent composition is mixed, calls for discussion on specificities of managing and commanding such personnel. Contingent is composed of 2/3 men and 1/3 women. In addition, half of the total number is military, and the other half is civilian personnel. On the other hand, personnel with rich multinational experience is deployed in Africa, but also people who left their home country for the first time. In such circumstances, topics of equal treatment of every contingent member are very much in focus, in all significant aspects regarding rights and obligations in mission, for the sake of fulfilling basic and other requirements, with reliable force protection, and thus, including the topic of gender mainstreaming as a significant element of mixed teams' cohesion.





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## HOW IS PEACE-BUILDING IMPLEMENTED MOST EFFECTIVELY?

This paper asserts that gender roles, if they are considered more seriously, can vastly contribute to the peace-building process. The main arguments are that heeding gender roles could play a significant role in support of the peace-building process, raise the level of operational effectiveness in the field, and improve situational awareness, and thus safety and security of our own forces. In order to achieve this, military personnel has to undergo appropriate training before deployment. In other words, this can be done only by education. This paper is based, more or less, on personal experience, where the author stresses that integration of gender perspectives is a task military forces is responsible for, even though there is a huge resistance toward this attitude among military. Moreover, emphasizing the lack of knowledge about the topic among uniformed personal, the main idea is to show that mission's success (in this case Peace-building) depends on whether gender roles are considered seriously enough. This has to be done for the sake of protection of basic human rights, operational effectiveness, situational awareness and security of troops and local populations. Peace-building, as one of the most complicated processes that must be performed by military forces, will be more effective when socially constructed phenomena of affected population are taken into consideration. Gender roles play more significant role than it has been previously imagined. But, judgment and critical thinking are needed when it comes to integration of gender perspectives in order to avoid abuse of it. It is always good to have a very sensitive public opinion about this issue, but at the same time the room for manipulation with it is open. One should be aware of it, because this is the only way how one can



incorporate gender perspective properly. There is only one demand posed in front of us: to consider gender roles at least equally important as they are considered by enemies of all that we are standing for, and those are universal human values, liberty and equality.

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## IMPLEMENTING UNSCR 1325 AND INTEGRATING GENDER PERSPECTIVE INTO CROATIAN ARMED FORCES - LESSONS LEARNED AND WAY AHEAD

Croatian Armed Forces (CAF) have never been restricted with regards to women employment in any services or branches, and as of today more than 10% of members are women, and positive trends are visible. Furthermore, *Croatian NAP for UNSCR 1325 (2011-2014)*, and *Gender Awareness Policy with Action Plan for MoD and CAF(2013)* resulted in excellent outcomes of implementation measures in the area of women participation and protection in armed forces. Although some Action Plan measures were already in place (UNSCR 1325 related training since 2005, participation & protection since 1991), some have been implemented fast (legislation review, Coordinator and Committee for Gender Equality). However, according to the analysis conducted in 2014, implementation of some measures has been slow and they still present a challenge. Real integration of “gender perspective” as an operational effectiveness enabler into military operations



planning & execution was lacking as well as missing “integrated” gender training within daily training, exercises or resident education activities (NATO Bi-Sc Directive 40-1). In order to tackle that challenge CAF started with development of gender-related instructors through special training events in cooperation with Nordic Centre for Gender in Military Operations (NCGM) as well as deployment of officers in *Resolute Support Mission*, Afghanistan on gender-related posts. BGen Gordana Garašić lessons learned from the experience in Afghanistan, as the gender advisor to ISAF/RS Commander during 2014; show that information sharing and cooperation with and among local and international actors is the key ingredient which could boost effective implementation of UNSCR 1325. Furthermore, engagements with Afghan security ministries (ISAF mandate included implementation of the UNSCR 1325 and gender perspective integration within the security institutions and forces) became a regular *modus operandi* and access to the high ranking officials helped tremendously. An important ISAF task was to work with Afghan counterparts on providing the safe training and working environment for women including actions to eliminate gender based violence, therefore it is important that UNSCR 1325 and gender perspective training be an integrated part of military training in all troop contributing nations, including Croatia. Integrating the gender perspective within the CAF daily training, exercises or resident education activities became one of the priorities, and consequently a new set of activities have been adopted: various trainings for NATO certified gender-related instructors and advisers, seminars for flag officers, MTT, revised E&T guidelines, J-1 CAF act as a Department Head for gender discipline. To sum up, CAF will not develop a special gender-related branch, but will insure that UNSCR 1325 and “gender perspective” become integrated as “a routine” in planning, executing and evaluating processes in all core military functions on the tactical/operational/strategic level.

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## GENDER PERSPECTIVES IN MILITARY OPERATIONS – THE GERMAN APPROACH

Social norms and perceptions of masculinity and femininity are an integral aspect of a society's identity. All over the world, humans have concepts of what is "typically" male or female, or rather masculine or feminine. Those notions generally have a tremendous influence and impact on how social interaction works and how societies are designed and function. They also strongly determine an individual person's status, role, value and prospects in life. While the biological dichotomy of the sexes is universal, women's and men's roles and attributes change consistently - diatopically as well as diachronically. It is important to understand this nexus while looking at a given society in order to really comprehend its structure and mechanisms, ignorance of which might even lead to misunderstandings and unintended developments in the case of intercultural interaction. Especially for the military – with troops often stationed or deployed to foreign countries and regions, these findings are crucial for two reasons. First, many aspects and roots of modern conflict have an integral gender dimension, be it sexual and gender-based violence, be it women's lack of participation in conflict resolution or other fields of action. In order to understand and accurately respond to crisis coherencies, military interventions must not ignore these contextual essentials. Second, operational success demands careful attention to potential consequences and implications of any military action, including the question if and how the local population might be affected or harmed by what we do. Keeping in mind the prevailing gender differences in most societies, it becomes clear that men and women, boys and girls, may be affected differently in one given context because of



their gender. As a national capability, the German Armed Forces employ so-called "Foreign Area Specialists" (FAS) as intercultural advisers to the respective German commander in charge. These regional experts, each one with a profound academic background, have a deep understanding of the culture in the respective area of operations and try to analyse and evaluate events and developments from this (inter-) cultural point of view. Considering gender aspects predominantly as a matter of culture, they integrate a gender perspective as an integral component of every analysis. Their advice shall contribute to the commander's and the staff's situational awareness. What is more, the FAS act as one of the commander's proxies and effectors and establish precious networks with important stakeholders in the respective society. They can thus ensure a patient and culture-sensitive approach when it comes to gender questions in operational planning and execution, and thus avoid counterproductive (gender-blind) outcomes.

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## GENDER AND SECURITY SECTOR REFORM - CHALLENGES AND EXPERIENCES. BUILDING OF THE DEFENCE SYSTEM OF MONTENEGRO AND GENDER

The policy of gender equality in the country, particularly in its security sector, is accepted today not only in the EU member countries but also in those ones which aspire to become members. The success of this policy depends primarily on the degree of influence of traditional heritage, the intensity of the changes in the minds of the people and their gender sensitivity in everyday life. In order to improve and protect the rights of women in the world, and particularly in the armed conflicts where women and children are the biggest



victims of these events, the UN Security Council adopted Resolution 1325 on “Women, Peace and Security”, on 31st October 2000. One of the most important achievements of the NATO Committee on Gender perspectives is development of the “recommendations for the implementation of Resolution 1325,” United Nations Security Council in the end of 2010. In the conclusion of this document which contains around 30 pages, the basic guidelines are given to partner countries on what is necessary to take on this issue in the future period.

The Constitution of Montenegro, at the level of the principles and general guarantees, created legal preconditions for the introduction of the standards of gender equality and prevention and elimination of discrimination based on sex in all areas and at all levels. The Law on Gender Equality, as the first anti-discriminatory law in Montenegro represents the most important mechanism for the elimination of the discrimination based on sex, and its adoption created an environment for achieving gender equality. In January 2013, the Government of Montenegro adopted a second Action Plan for achieving gender equality in Montenegro (APAGE) for the period 2013-2017. The programme of the implementation of the mentioned plan for 2013-2014 is a developing document for implementation of gender equality, which is based on international and domestic legal sources that treat gender equality. The Ministry for Human and Minority Rights is working on the development of the implementation program for the Action Plan (APAGE) for the period 2015- 2017.

The Ministry of Defence is recognized in the National Action plan in the area - equality in decision-making process in political and public life, with the strategic objective: equal participation of women and men at all levels of decision-making with the goal: the implementation of UNSC Resolution 1325 - Women, Peace and Security.

In the implementation of the Programme for 2013-2014, the Ministry of Defence is designated as the holder of the following measures or activities: - include a gender perspective in the training of the security sector, particularly



for peacekeeping missions; - Making propaganda material on UNSC Resolution 1325 - Women, Peace and Security and conducting campaigns; - Organize training of the Armed Forces on UNSC Resolution 1325; - Establish a database on women and men in the AF and implementation of the Programme of activities of the Ministry of Defence related to the regional project on "Strengthening regional cooperation for the integration of a gender perspective in security sector reform in the Western Balkans countries". The Ministry of Defence of Montenegro recognises all these activities as areas of great importance in order to achieve the process of integration of Montenegro into NATO in accordance with the standards and norms that future members of the Alliance should implement in the area of rule of law and practical politics of the future members.

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## SUSTAINABILITY OF FURTHER APPLICATION OF RESOLUTION 1325 IN REPUBLIC OF SERBIA

The authors deal with the issue of sustainability further application of Resolution 1325 of the Security Council of the United Nations - Women, Peace and Security in the Republic of Serbia, in the light of the announced revision of the existing plan and the extension of its implementation in the next five years. The paper, based on the use of methods and techniques of Gender analysis, done summarizing the results obtained, the amounts summary of the goals achieved and implemented activities of the National Action Plan on UNSCR 1325 in the Republic of Serbia and points to the most important challenges and problems in the implementation of the plan in past five years.



The paper particularly focuses on the factors that, according to the authors, limit the application of sustainability of the mentioned Resolution 1325 in practice, i.e. strategic orientations, practical policies, institutional construction, necessary material, financial and human resources, especially motivational factor, as necessary prerequisites for a sustainable implementation of commitments contained in the document of the United Nations and related resolutions into practice. In conclusion, the paper points to the need to be in the future the focus of the application of Resolution 1325 is directed to the local level, with greater involvement of civil society and women in post-conflict rehabilitation of society, prevention and protection of human rights of vulnerable categories of population in the Republic of Serbia.

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## GENDER SENSITIZATION IN THE ARMED FORCES – THE WESTERN BALKANS EXPERIENCE

Security Sector Reform (SSR) in the Western Balkans (WB) has been one of the key aspects of the democratization process in the region. While early efforts centred on introducing democratic and civilian oversight of the security sector, WB states are increasingly facing the challenge of building modern armed forces in line with their strategic priorities and financial capabilities. A crucial component of this process is the transition from a recruit force to an all-volunteer force, as a way towards professionalizing the military. Initially, SSR has only marginally tackled the issue of gender in security and, in particular, equal access and career opportunities for women in the military. While efforts have been underway to further open





military careers to women, the need for a more systematic and long-term approach was needed to ensure that a concerted push to attract women to, and retain them in the military bears sustainable results.

The Ministries of Defence and Armed Forces in the Western Balkans have been working together since 2012 on the advancement of gender equality in the military through a regional project *Strengthening of Regional Cooperation in Gender Mainstreaming in Security Sector Reform in the Western Balkans* implemented by UNDP SEESAC. Support is provided for mainstreaming gender equality into defence policies by the institutionalization of gender equality mechanisms. In addition, a review of human resource policies and procedures has been carried out, resulting in *The Study on the Position of Women in the Armed Forces in the Western Balkans*. Furthermore, capacities of MoDs and AFs for more efficient recruitment and retention of female personnel are being strengthened through seminars; and support for servicewomen career advancement is being provided through their participation in specialized courses.

While the legal and institutional frameworks are essential building blocks in increasing the participation of women in security and defence policy-making and implementation, a marked change in organizational culture needs to occur that would contribute to a more conducive working environment for military women and ensure the full utilization of their capacities and career progression.

The project organized two Gender Training-of-Trainers courses in cooperation with the Nordic Centre for Gender in Military Operations, and supported the creation of a Regional Network of 33 Gender Trainers. The project is providing technical support and workshops for these Gender Trainers to further strengthen their skills and knowledge, and organizes regional meetings to enable information sharing and knowledge exchange among them. As a result, the Gender Trainers have organized seminars and briefings for more than 3,000 officers, soldiers and civilians in MoDs and AFs in BiH, Montenegro, the Republic of Serbia, and the former Yugoslav Republic of Macedonia in 2014 and 2015.



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## GENDER PERSPECTIVE IN MILITARY EDUCATION

Education on gender equity within the defence forces starts with the question “why is gender important in the military?” It continues with a focus on the issues of gender and gender equality as integral parts of the reforms of the armed forces. In order to address these issues it is necessary to examine two of the most important aspects of teaching gender in the army. The first aspect is the demand to protect the human rights of both women and men in the modern world where the focus is not only on national, but personal security as well. The other aspect is the importance of involving both genders in undertaking successful military operations. The inclusion of women responds to the evolved requirements of modern military forces as well as improving operational capabilities, especially in multinational missions. This paper examines the appropriateness and effectiveness of certain content in military education to uphold human rights within the armed forces. This is applicable to both civil protection during military operations, but also for upholding the personal rights of military personnel. The paper has analyzed general issues but also specific content which relate to matters at tactical, operational and strategic levels. Apart from the specificities that exist in learning about gender when this education is conducted within the military population, additional specificity is learning about gender mainstreaming in peacekeeping operations. Thus, gender topics are analyzed, considered, projected and implemented as an emphasized question of operational capabilities of a unit being deployed, while on the other hand the emphasis is put on having understanding and insight into specificities of gender relations in an area of operation.



Having that in mind, education on gender for personnel being deployed in peacekeeping operation is fundamental for understanding protection of civilians, as a basic task of every peacekeeping operation. Children and women, their mothers, belong to the most vulnerable category of population, so understanding the status of women and mothers through this lens imposes itself as the priority request. The issues of gender equality can be integrated into military training and education as part of group or individual education. For this reason, the paper explored optimal learning forms for certain topics on gender and gender perspective.

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## GENDER PERSPECTIVE IMPLEMENTATION THROUGH UNDERGRADUATE STUDIES' CURRICULUM AT THE FACULTY OF SECURITY STUDIES

In 2010, the Republic of Serbia adopted the National Action Plan for the implementation of the UNSC Resolution 1325 "Women, Peace, and Security", so that UN member states can build and adjust mechanisms for conflict resolution on gender equality basis, and include women in all the decision-making levels. Within activities for achieving goals defined by the National Action Plan, the significant role lies on the ministry competent for education (today it is the Ministry of Education, Science, and Technological Development). Among these activities, the following could be marked out: raising awareness about potential conflicts and starting with education programs on gender aspects of conflicts, as well as the introduction of topics about gender equality and gender-based violence within all the education levels, and within professional



specialization in the security sector. Having in mind that the Faculty of Security Studies (University of Belgrade) educates students for various tasks across the security sector, it is of special importance to introduce the above mentioned topics at this higher education institution as well. For determination of current representation of these topics at the Faculty of Security Studies, and for the implementation of the National Action Plan goals, we conducted a pilot-research which included the analysis of the undergraduate studies curriculum, subjects' curricula, as well as the views of the first two years students about the gender equality. Through the analysis of curricula of the existing subjects at the undergraduate studies, we determined that issues of gender equality, gender-sensitive addressing, gender-based violence, as well as the role of women in the security and defence systems, are not sufficiently represented in subjects' curricula, teaching units, and basic literature. With additional survey of attitudes about the gender equality among students of the first two years of study, which was conducted in June 2015, we determined that, besides the basic knowledge about the topic, there are certain gender-based stereotypes. Likewise, the majority of students recognized the need for introduction of these topics in curriculum, as well as for organization of informal education, like seminars and workshops. With the goal of educating students for future tasks in the security and defence systems, and for better general participation in civil society, we think that it is necessary to introduce these topics in the existing undergraduate curriculum at the Faculty of Security Studies, but also to strengthen the role of the Ministry of Education, Science, and Technological Development of the republic of Serbia, in the implementation of the National Action Plan goals, and in the establishment of gender equality as an imperative of democratic societies.

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## INTEGRATION OF GENDER PERSPECTIVE IN THE DEFENCE SYSTEM OF THE REPUBLIC OF SERBIA – EMPLOYEES' VIEWS

Implementation of gender perspective is an indispensable component of the security sector reform and a key assumption of the process effectiveness. Positive and development-oriented work environment requires the integration of equal opportunities perspective and responsibilities into daily activities: at a strategic, operational and tactical level. Achieving this imperative is the responsibility and obligation, not only of those employed in the defence system but also of those in the scientific-research institutions. Through the research results and their immediate usability, they shall contribute to formulating measures and activities which will gradually change the discriminatory attitudes and create conditions where women with their potentials contribute to the security sector reform, aimed at developing more efficient responses to various security threats and needs of women and men, girls and boys.

The paper presents the results of one such empirical research conducted on a representative sample of 1058 members of organizational units and units of the Ministry of Defence and the Serbian Armed Forces. The aim of the research was to provide answers to the following questions: to which extent are members of the defence system informed of the existing gender equality mechanisms, what are the views and perceptions of integrating certain aspects of gender equality, is there a difference in job satisfaction as compared to gender variable and what support mechanisms may be important for the member of the defence system? The data are registered in



questionnaires designed in accordance with the objectives of the research, while job satisfaction was measured by means of Cooper's job satisfaction scale. The interpreted data were theoretically based on gender theories which emphasize the importance of social factors, such as socio-constructivism theory, social role theory and gender schema theory.

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## GENDER AND THE INFORMATION SECURITY PROFESSION

Results on gender influence to the information security sector are shown in this paper. Research on gender equality in IT sector in the Republic of Serbia that is presented in this paper, is based on the survey conducted among 96 participants of both sexes. Respondents were asked about broad understanding of information security field, awareness and understanding of security threats, security policies, technical knowledge, and IT crisis. Researches on evolving need to empower women in the field of information security are also presented. Results show that approximately ten percent of information security workforces are women, which is discordant with other professions. It is shown that information security is not just about information technology but also about educated men and women who understand the information security in general and have knowledge and skills needed to keep information security at the highest level.

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## ACTIVITIES TO PROMOTE GENDER EQUALITY AND GENDER PERSPECTIVES IN THE MINISTRY OF DEFENCE OF THE REPUBLIC OF MACEDONIA WITH A SPECIAL REFERENCE TO THE ROLE OF THE MEDIA

Ministry of Defence of the Republic of Macedonia strives to respect the standards for inclusion of women in all aspects of the defence area. Hence, it consistently adheres to the provisions of the adopted National Action Plan for implementation of the Resolution 1325. In addition, other documents for the Resolution's implementation have also been adopted. Also, over the past few years numerous efforts have been invested to promote gender equality and gender perspectives in the defence area. Media as means of informing the general public have a prominent role in the modern society. Ministry of Defence through the Sector for Communications, analytics and operational support informs the public through press releases on daily bases. Part of it is the publishing and production department. Editorial policy the Ministry of Defence conducted through its print media has lately raised the level of coverage of topics related to issues of gender equality, problems and experiences of women and the defence. The purpose of this paper is to highlight the role of the media as a very important mechanism to promote gender equality and gender perspective in the defence sector. Moreover, an analysis of the articles in the magazine "The Shield" (in the Macedonian language: Shtit) and analysis of topics scientifically treating this issue which have been part of the papers published in the scientific magazine of the Ministry of Defence will be carried out. The purpose of this analysis is to give an overview of the attitude of the scientific community upon some of the problems connected with the gender issue and the defence sector. Finally,



there will be recommendations as to continue improving all mechanisms of gender equality and gender perspectives in the defence system. Specific actions to be taken to further raise awareness and promote the profession, as well as to overcome problems related to gender inequality, stereotypes and other vulnerabilities within the defence system of the country are to be pinpointed.

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## EXPERIENCES OF THE REPUBLIC OF MACEDONIA IN IMPLEMENTATION OF RESOLUTION 1325 OF THE UN SECURITY COUNCIL

Republic of Macedonia is a democratic and social state in which all citizens are equal before the Constitution and the law. The Constitution of the Republic of Macedonia contains several provisions relating to fundamental rights and freedoms of man and citizen. The adoption of the Law on Prevention and Protection against Discrimination has expressed the political will and confirmation that Macedonia is among the democratic states that build their order with full recognition and promotion of equal opportunities for all citizens regardless of their gender, ethnicity, disability, age and other personal characteristics, being an indispensable precondition for sustainable and democratic development.

In this regard the Republic of Macedonia, an active member of the United Nations (UN), the Council of Europe (CoE), the Organization for Security and Cooperation in Europe (OSCE) and candidate for membership in the European Union (EU) and North Atlantic Treaty Organization (NATO)





implements the guidelines of the Resolution 1325 on women, peace and security through the Law on Equal Opportunities for Women and Men of January 2012 and other legislation which include gender dimensions. Furthermore, the Republic of Macedonia has prepared a National Action Plan (NAP) for the implementation of the UN Resolution 1325 on women, peace and security (WPS) in order to advance the status and role of women and their participation in security policy and peace processes locally, nationally and internationally. NAP of the Republic of Macedonia for WPS has been a response to the Resolution 1325. This paper would present the results of implementation of the Resolution 1325 of the UN Security Council at the national level, as well as the problems that arise in this process.

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## ACCOMPLISHMENTS, TRENDS AND PERSPECTIVES OF IMPLEMENTING UNSCR RESOLUTION 1325 IN A NATIONALLY OUTLINED SPECIFIC FRAMEWORK

Over the past two decades, interest in the relationship between gender, peace and security has increased dramatically, being manifested in new research agendas, policy debates and development programs all around the world. In this context, a general framework with the potential to be truly transformative has been adopted not only by the international community but also by Romania over the past years. In addition to the national legislation given by the Romanian Government enshrining gender equality, the Minister of National Defence issued a Plan of measures in order to specifically implement at the MoND level the legislation describing gender equality of chances and treatment between males and females within work relationships and professional activity, all this by promoting and supporting



an equitable and balanced participation of both genders to leading and executive positions based solely on competence criteria. The purpose of this document is to express the MoND's organizational will to further efficiently implement UNSCR 1325 and its associated resolutions mandates, as well as to promote all military actions, at all levels, initiated on this matter. The paper further presented, is a tool for good practice, lessons learned and recommendations on integrating gender within the Romanian Armed Forces. Findings and recommendations are based on an analysis of the national reports and studies published from 1999 to 2014, which map the steps taken for the integration of women in the Romanian Armed Forces, with the intention of further informing and promoting about the contribution women have brought to a successful mission accomplishment, as well as about the invested expertise and the influence women have inside the military system. Future perspectives regarding the development of gender capacity, in order to enhance operational effectiveness highlight the necessity of acquiring a diverse array of resources and qualifications translated into complementary skills which need to be guaranteed for both male and female personnel. Nevertheless, the image of the female military staff was mainly marked by a feature of high resilience, as year by year they challenged new boundaries demonstrating that an important way to improve missions imply operating in a comprehensive manner within which gender really makes an essential sense.

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## GENDER PERSPECTIVE IN THE SLOVENIAN ARMED FORCES; REVIEW AT THE 15<sup>TH</sup> ANNIVERSARY OF THE UNITED NATIONS SECURITY COUNCIL RESOLUTION 1325

Slovenian Armed Forces (SAF) are relatively young armed forces (AF), established in 1991. Even though United Nations Security Council



Resolution 1325 (UNSCR 1325) was not issued at that time yet we could not avoid the processes which had taken place already before. During the past fifteen years, the SAF has undergone some vital changes which influenced also on the representation of women. Up to 2003, the SAF was based on the conscript system involving only male citizens of the Republic of Slovenia (RS); but the active duty structure included both male and female members who were employed under the same conditions as other civil servants and were legally given equal employment opportunities to join the SAF (at that time the Territorial Defence). The SAF professionalization process was completed in 2004. It increased women's representation in the military profession and, at the same time, raised the issue of women's integration in the whole range of tasks, including combat duties. Also, in 2004, the Republic of Slovenia joined NATO as a full-fledged member, which further advanced the established gender perspective policy and contribution of women to military tasks. This gave rise to enhanced acceptance and recognition of women in the military which led to supporting the deployment of women to operations and missions abroad through the operational planning process. The integration of women in all processes within the SAF on the basis of equality, such as military education and training, empowers women with competences for their equal promotion in rank. There are no lawfully forbidden areas for female soldiers nor programs or branches excluding participation of women in the SAF. Nowadays, female representation is ensured in SAF units and commands at all levels. During the past decade, the percentage of female members has remained between 15 and 16 percent. Women in the SAF hold high positions both at home and abroad. The highest rank held by a female in the SAF since 2012 is that of a brigadier.

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## ADVANCEMENT OF WOMEN AND NON-DISCRIMINATION IN THE AUSTRIAN MINISTRY OF DEFENCE AND SPORTS AND THE AUSTRIAN ARMED FORCES

In 1993, the Austrian Federal Law for Non-Discrimination entered into force, establishing structures and mechanisms to achieve the legally determined aim of equality and non-discrimination of women and men. This law also regulates the advancement of women as well as non-discrimination based upon ethnicity, religion, age or sexual orientation.

This federal law also requested all Ministries to adopt an implementing plan for the advancement of women (“Frauenförderungsplan”) in case they were underrepresented within that Ministry. The first implementing plan was adopted by the back-then Ministry of Science, Research and Art in 1995, regulating measures relating to personnel, organization and training to increase females in each salary scheme. The Ministry of Defence issued its first implementation plan in 2001, focusing on the preferred appointment and promotion of women in case of equal qualification, support of women to participate in education and training events and the appointment of women’s representatives throughout the Ministry and the Armed Forces to create a women’s network for advice and support. Even though these instruments provide a solid legal framework for the advancement of women, the implementation within the Ministry and the Armed Forces has met its obstacles. While the success of measures to advance women within the Ministry is mostly obstructed by budgetary cuts over the last decade, preventing new personnel from being employed, the Armed Forces struggle with non-favourable work conditions combined with a certain degree of unpredictability of regional assignment for military personnel. These circumstances have ultimately led to a stagnation of the number of women employed in the Ministry and a comparatively low retention rate within the Austrian Armed Forces. Despite or



maybe because of these challenges, the Ministry and the Armed Forces remain dedicated to their efforts increasing the number of female personnel both in civilian and military positions. This is also reflected in last year's revision of the implementation plan. Among the developments are the active information of female personnel of their rights and possibilities, the identification of women qualified for future leadership positions and respective support (in particular through preferred access to training and education), the implementation of specific measures to improve the situation of female soldiers and of measures aiming at better reconciliation of family and work.

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## GENDER EQUALITY IN THE POLICE: SITUATION AND PERSPECTIVES<sup>2</sup>

As numerous studies have shown that the police profession implies an environment characterized by a large impact on the personality of the police officers, authoritarian orientation among the officers, role conflict, alienation and expressed awareness of power over others. Such an environment as traditionally male, is burdened by numerous forms of discriminatory behaviour towards women employed in such work environment. All forms of discrimination, be it verbal or physical, based on stereotypes and/or prejudices are largely structural, because they have their beginnings in the deep-rooted understanding of gender differences and the definition of gender identity through traditional patriarchal socialization.

Masculine culture in the police profession is loaded with, among other things, the negative view that the success of women in it marked the loss of

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<sup>2</sup> Paper is the result of research within the project No. 47017 "Security and protection of organization and functioning of the educational system in the Republic of Serbia (basic precepts, principles, protocols, procedures and means)", realised at the Faculty of Security Studies in Belgrade and financed by the Ministry of Education and Science of the Republic of Serbia. \* This paper is the result of the research on project: "Management of police organization in preventing and mitigating threats to security in the Republic of Serbia", which is financed and carried out by the Academy of Criminalistic and Police Studies, Belgrade - the cycle of scientific projects 2015-2019.



her female qualities, because the promotion and advancement in typically male professions requires a certain amount of aggressiveness, cold attitude and dominance. Professions in which women are accepted and desirable, are defined as typically female and usually require typically female traits such as the ability to provide assistance, care, attention, support, and etc. An image of a “maid” inhibits women promotion to major and managerial positions that are reserved exclusively for men.

Certain functional issues persist in the police services in all parts of the world. These include: concerns about equal opportunities for women and men, discrimination and sexual harassment. Although changes have been introduced regarding the police systems and organization structure, organization and personnel, relatively little research on the experiences of women in the police have been conducted, except in the United States and the UK. Reports indicate that women police officers, in relation to their peers, are more exposed to sexual harassment, violent and threatening situations at work and various forms of discrimination. During the research on the gender and ethical aspects of social interactions of police officers, women have reported more negative interactions, especially with regard to verbal harassment, sexual harassment and gossip. That is why the subject of this research determined the status of women employed in the police, and identifying problems faced by women police officers in Serbia, which relate to work: they have problems finding jobs, getting jobs, and keeping jobs.

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## WOMEN IN THE POLICE AND THEIR COPING WITH STRESS AS AN ASPECT OF POLICING PROFESSION

As a vision and context of many activities initially launched by Associations of Women employed in the police, and later by other



international and local organizations and institutions, gender equality has become an indispensable topic in the Republic of Serbia over the past ten years.

While not denying the necessity to respect human rights and advocate for an approach that will provide equal opportunities to all individuals regardless of sex or any other differences, this paper draws attention to another, also very important aspect. Namely, an effort to highlight the women's ability to perform a complex, responsible and risky job of a police officer on an equal footing with men, has most likely unjustifiably pushed into the background a very important segment concerning the profession-related problems, as seen from a women's perspective. The profession-related problems in question are those all police officers face while carrying out their regular tasks and which endanger both men and women, though not equally or in the same manner, given the objective and measurable differences between the sexes.

In particular, the sources consulted contain not only numerous documents dealing with the aspect of equality of women employed in the police, but also the literature that provides general treatment of issues and problems of policing. However, it is more difficult to find the sources which, through the same prism, view women and difficulties i.e. work-related problems encountered by women, whereby those problems are not reflected in their male counterparts.

Hence, through this paper, review of to-date research results, as well as indications for the future, we intend to return to professionalism, it being the crucial interest of all security services, and citizens in particular, in light of endangering factors such as, for example stress, risk of injuries and loss of life, etc.

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## GENDER BASED VIOLENCE AND NATURAL DISASTERS

In the past three decades gender based violence has been recognized as an important social problem requiring action at local, national and international level. Regarding GBV as a public health issue, World Health Organization reports that between 10 and 69% of women have been exposed to violence. Research in Serbia indicates that every second women has survived psychological violence in their adulthood, and every third has experienced physical violence.

Due to increase in number and density of population (especially in areas at risk of natural disasters), climate changes and increase in number of reported natural disasters, there is a need for efficient intervention programs dealing with this issue. Also, there has been greater activistic and academic interested in consequences of natural disasters, and in the past twenty years attention has been given to its gender aspects, including the issue of gender based violence. When considering gender aspect of natural disasters, it is necessary to have in mind that gender inequalities affect women's vulnerability before, during and after these events and take into account other socially constructed factors increasing her vulnerability - her economic status, health status, age, level of education, her marginalized status (Roma, internally displaced persons, refugees, women of different sexual orientation and gender identity), previous exposure to gender based violence etc - influencing their exposure to natural disasters, capacities to cope with and mitigate effects of those events, as well as her access to various resources. Inevitable question when considering gender aspects of natural disasters is issue of gender based violence, especially domestic violence, as well as increase in risk of sexual violence. Perpetrators' feeling of losing control, fear, temporary or permanent displacement from home and grouping of large number of people in small





space increase risk of gender based violence, and loss of support network, isolation and unwillingness of both family members and professionals to hear and respond to reports of violence leave women unprotected and unsupported. Though data on escalation of domestic violence in situation of natural disasters is mainly anecdotal, there is firm evidence of increase of rate of women's reports to service providers because of gender based violence. When planning and implementing intervention programs it is important to take into consideration gender aspect and their relations to other vulnerability factors and to include women from community in creating and implementing process of recovery. Persons in direct contact with people affected by natural disasters should have basic knowledge on gender based violence and it is necessary to have experts in this area working in the field to provide support to women in situation of violence.

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## GENDER IDEOLOGY IN MODERN SOCIETY AND ITS IMPACT ON MARRIAGE DYNAMICS

Based on the very definition of marriage as a social, religious and legal union of a husband and a wife, it is clear that the appropriate gender ideology and views regarding gender roles play a big part in many aspects of marital and family dynamics.

In order to examine the institution of marriage, it is necessary to take into account that "her" marriage is separate from "his" marriage, and that each of the spouses has a different perception of the union. The way we conceptualize masculinity and femininity is determent by the culture in which we learn how to think and what to feel about ourselves



and others as men and women. From the very early days onwards, the family and society secretly cooperate in feminization and masculinization programmes which shape attitudes and expectations including intimate aspects of life. What is implicit in such views and expectations are the contradictory intentions and aims that lead to a conflict when a woman and a man try to establish a close relationship.

The views on the roles of women have experienced many changes in the past few decades impacted by certain social changes, primarily due to increasing participation of women in employment and, consequently, a different division of labour between men and women, both at work and in the family.

This paper deals with the way women's employment and changes in the traditional division of labour in the household affect the marital relationship quality. We have tried to indicate how the adopted gender ideology, whether traditional or egalitarian, acts as an important intermediary between the division of labour and the perceived marriage quality, thus affecting the functionality of partner relations. The paper concludes by highlighting the essential question raised by psychotherapists i.e. how to translate awareness of gender behaviour into effective clinical practice.

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## RELIGION AND GENDER BASED VIOLENCE

*A woman must cover her head because she is not  
the likeness of God (St. Ambrose)*

In principle, the development of monotheism as the fundamental concept of one God is considered as the humanity's move towards ab-



stract thinking. This process developed under the strong jurisdiction of patriarchy. Thus, a subordinate role of women is clearly reflected in the essence of the major monotheistic religions, such as Christianity, Judaism and Islam. According to the Biblical explanation of the creation of the world, God made the world and "Man" by breathing in his breath of life, while a woman was created from the "Man's" rib. The power of creation is spiritual and refers to man, to whom the ability of abstraction is also attributed in the Bible, while plants, animals, and the woman are called by one name. Man (signifying a human but mainly referred to as "Man") was thus created in the God's image, whereas the woman is "different". Therefore, it is not certain whether the woman is human at all, given that the God's breath of life was not breathed into her. As a result, the woman was marked as of the man's companion and helper from the very beginning. Furthermore, in story of sin, Eve, lured by a serpent, leads Adam to temptation by giving him an apple picked from the Tree of Knowledge, thus depriving the mankind of the God's grace. As a result of the Original sin, a woman's subordinate position is "God-given". The paper deals with the position of women in major monotheistic religions of the modern world. The contradiction of the topic is reflected in the fact that women in all major monotheistic religions of the modern world are subordinate, and yet it may be affirmed with great certainty that women are more religious than men, which shall be further elaborated. From the perspective of women in the security sector, the introduction of religious services in the Serbian Armed Forces will be theoretically analysed, while the extent to which it has contributed to (or harmed) gender equality, shall be dealt with in further empirical researches to be conducted in the defence system.

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## THE PREVENTION OF GENDER-BASED VIOLENCE BY RAISING ACTION CAPACITY OF WOMEN - THE ROLE OF THE MEDIA AND INDEPENDENT INSTITUTIONS

Women are in a broader social context Serbia still discriminated against, marginalized, subjected to gender-based violence and gender-based poverty, stereotypical media representation and visible and easily arguable interest under-representation in media production. Their action capacity is rarely sufficiently articulated to provide them with effective collective action in order to dismantling oppressive mechanisms. It is necessary to pooling of individual, fragmentary action in joint activities, in order to structure the social groups as to become really efficient. Action capacity is defined as the possibility of some social groups (in this case, women) to mobilize collective action of its members or to oppose patriarchal conceptions and patriarchal activities, in order to achieve women's interests. Basic elements of action capacity are: self-identification of the group, the perception of the inter-group relations, resources (economic, organizational, and cultural), readiness of the group' members for action. Although the action capacity of women in recent decades has increased greatly, self-identification remains relatively weak and poorly defined. There are poor and insufficient resources, while considerable passivity of most members of the group still is prevailing. Women activist of women's movement and feminist groups by their organized and planned activities cannot always compensate overall general women's passivity. Therefore, the media production about violence against women is one of potential factors weakening the female action capacity, if not subjected to critical analysis from the standpoint of the needs and protection of the interests of women. But if there is a critical analysis



of media production, even the worst media production is transformed into a factor strengthening action capacity of women. It provides and presents arguments for developing self-awareness of women as well as increasing the willingness of women to action. Analysis of media from the stand point of gender equality are essential in terms of fixing action capacity of women to influence the socially organized shifts in preventing and reducing violence against women. Ascertainment and analysis of absence of women perspective in media, stereotypes in media coverage, especially about violence against women, presence of gender bias, may strongly serve to reduce gender inequalities and increase media literacy and media responsibility. Among the top reports on gender-based violence published in 2014 by media (although rarely) came by independent institutions. Violence against women, which is the most drastic form of violation of women's human rights, is an indicator of how little has been done on eliminating the root causes of this violence. Combating violence against women cannot be successful if this phenomenon is not considered within the context of gender stereotypes, prejudices and discriminatory attitudes deeply rooted and widely spread among professionals who work to prevent and prosecute violence against women. Many of these stereotypes, prejudices and discriminatory attitudes, are in the media reporting on violence against women.

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