

**REPORT ON MONITORING
THE IMPLEMENTATION OF
THE NATIONAL ACTION PLAN FOR
THE IMPLEMENTATION OF UNITED
NATIONS SECURITY COUNCIL
RESOLUTION 1325 -
WOMEN, PEACE AND SECURITY
IN THE REPUBLIC OF SERBIA
(2017-2020)**

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(2017-2020)**

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All terms used in the text in the masculine grammatical gender include both the masculine and feminine genders of the persons to whom they refer.

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*Silence is a product of the pact between men and patriarchy.
Breaking that silence is a revolutionary work of feminist peace.*

Diana Salcedo López

*Peace cannot be achieved through violence, it can only
be attained through understanding.*

Ralph Waldo Emerson

I Foreword

Dear citizens,

This is the Report on Monitoring the Implementation of the National Action Plan for the Implementation of United Nations Security Council Resolution 1325, prepared by the institution of the Commissioner for Protection of Equality on its own initiative in accordance with its legally prescribed competence and the role defined in the action plan.

The United Nations Security Council Resolution (UNSCR) 1325 - Women, Peace and Security is the most important international document in the field of peace and security policy, and legally binding on all member states of the United Nations Security Council. The implementation of the UNSCR 1325 is at the core of a much broader concept of human security, based on multidisciplinary approach, which focuses on the protection of individuals and the prevention of factors that threaten their life, survival and dignity. Despite these facts, the implementation of the Resolution has often been strongly resisted in society, due to various misperceptions and deep-rooted prejudice that inspire all attempts to stop or relativize any progress in the field of gender equality, or present it as negative or as a threat. Unfortunately, we needed to face a global pandemic, unprecedented in decades, to understand the importance of the proclaimed principles of the Resolution as an important mechanism for overcoming security challenges, but also a tool of prevention, which significantly contributes to strengthening resilience and preparedness of the entire community to respond to emergencies. In a way, this new crisis, which now undoubtedly has more socio-economic than health implications, was a test of the entire value system and understanding of the concept of security, and the importance of expanding the security paradigm, as well as the need to approximate and apply the human security concept in the system of national security.

The Second National Action Plan (NAP) for the Implementation of the UNSC Resolution 1325 (2017-2020), developed as a result of a broad consultative process, conducted on the wings of a solid progress, following the implementation of the

First Action Plan (2010-2015), showed the potential for significant social change and reinforcement of previously achieved results. The Plan envisaged important changes in terms of engaging a larger number of state bodies in the implementation, and also included local self-governments and introduced some novelties in the field of data collection and analysis. On the other hand, the system of activity performance indicators was not sufficiently outcome- and quality-oriented, which made the process of reporting and performance evaluation challenging from the very beginning of implementation.

In the absence of a formal evaluation of the NAP implementation, wanting to fulfil its independent monitoring role, but also conducting its regular activities related to monitoring the situation in the field of equality in the Republic of Serbia, the Commissioner for Protection of Equality began collecting and analysing data on the implementation of the National Action Plan for the implementation of the UNSC Resolution 1325 in the Republic of Serbia. We prepared and sent a questionnaire to all local self-governments, and requested data on performed activities from all state bodies included in the NAP. We received answers from all local self-governments and public bodies to which we had sent questionnaires and requests for data submission. In addition, in co-operation with the OSCE Mission to Serbia, we organised two focus groups with local self-government employees directly involved in gender equality issues so that we could hear first-hand their views on the NAP implementation and problems they encountered in their daily work.

The monitoring report consists of three parts: the first is an overview of activities at the central level, the second is an analysis of completed questionnaires submitted by local self-governments (LSG) and the third is an independent expert report based on part of the questionnaire findings and organised focus groups.

Speaking about the findings and overview of activities, which can be seen below, it is necessary to point out the objective difficulties encountered by state bodies and local self-governments during the implementation, primarily due to the COVID-19 pandemic that greatly disrupted the activities during the last year of implementation. On the other hand, insufficient understanding of the NAP and the Resolution as a significant tool and efficient mechanism designed precisely for the

situations of non-military security risks, has made many LSGs insufficiently prepared or unprepared to respond adequately. Also, there were no general instructions from the national level.

While anticipating the beginning of drafting the Third National Action Plan for the Implementation of UNSC Resolution 1325, the most important thing is to analyse the findings in a comprehensive way, learn lessons from all identified shortcomings in the implementation (particularly revealed in the pandemic) and start and complete the process of drafting a new action plan with the meaningful participation of all relevant social actors and clearly expressed political will, which is a necessary precondition for success.

From the perspective of the Commissioner for Protection of Equality, I see the Resolution 1325 - Women, Peace and Security as one of the key instruments for change we must make in the coming time, in which neither reality nor the security paradigm will be the same as in the previous century, except perhaps in the minds of those who believe to know everything about this topic and think that they do not need additional, especially “women's knowledge” about such an important issue for all humankind. We will either leave such times and such thoughts far behind us, or we will go back to the “age of Hobbesian worldview”, when a man was a wolf to another man, and one state was a wolf to another state.

Martin Luther King said: “Injustice anywhere is a threat to justice everywhere”. Therefore, the exclusion of women from the process of decision-making on security issues at any level of government is a potential shortcoming in the security infrastructure of the entire country. Finally, I will rephrase the statement of the OSCE Secretary General Helga Schmid and add what we once noted together: “Without women at the table there is no peace or stability - neither at the table nor at any other place.”



Brankica Janković
Commissioner for Protection of Equality of the Republic of Serbia

II Overview of activities at the central level

1. ACTORS, INSTITUTIONAL BODIES AND MECHANISMS

1.1. Establishment and regular operation of the Political Council for the implementation of the National Action Plan for the implementation of the UNSC Resolution 1325 – Women, Peace and Security in the Republic of Serbia in the period 2017-2020 (NAP)

Key implementer and partners	Indicators	Deadline/ period of implementation
<p>Key implementer:</p> <p>The Government of the Republic of Serbia, at the proposal of the Ministry of Defence (MoD) and in co-operation with other actors involved in the implementation of the NAP</p>	<p>1. Adopted Government's Conclusion on establishing the Political Council;</p>	<p>First half of 2017</p>
<p>Partners:</p> <p>Operational Body (Coordination Body for Gender Equality - CBGE), bodies of public administration and local self-government, academic community, civil society organisations (CSO) and the media</p>	<p>2. Considered reports and evaluations of the implementation of the NAP, submitted by the Operational Body (CBGE);</p> <p>3. Number and content of the meetings held by the Political Council (MoD);</p> <p>4. Number of reports submitted to the Government along with the proposal of further activities related to the implementation of the UNSC Resolution 1325 in the Republic of Serbia;</p>	<p>Continuously</p>

Key implementer and partners	Indicators	Deadline/ period of implementation
	5. Adopted Rules of Procedure and Activity Plan; 6. Number of recommendations/decisions; 7. Participation in relevant national and international conferences; 8. Number of regular reports submitted to the Government;	
	9. Organised external evaluation	End of 2020

► **Ministry of Defence**

Proposal of the Conclusion for establishment of the institutional body of the Government of the Republic of Serbia - Political Council for the implementation of the National Action Plan for the implementation of the UNSC Resolution 1325 – Women, Peace and Security in the Republic of Serbia (2017-2020) is submitted to the Government of the Republic of Serbia for adoption.

Indicator 7: The Gender Equality Advisor of the Ministry of Defence held a presentation on “Establishing Cooperation in the Field of Integration of Women in the Army and Gender Equality”, for the preparation of bilateral defence consultations between the Ministry of Defence of Israel and the Ministry of Defence of the Republic of Serbia. She also attended a meeting held at the Ministry of Foreign Affairs to discuss the topic of sexual violence in conflicts and harmonisation of

activities of the Republic of Serbia at the international level. Based on the Order issued by the Minister of Defence, seven representatives of the MoD and the Serbian Armed Forces (SAF) participated in the regional meetings of the representatives of gender equality mechanisms in the Ministries of Defence and Armed Forces organised by the UNDP/SEESAC in Budva (Montenegro) on 19-20 February 2019 and on Jahorina (Bosnia and Herzegovina) on 18-19 June 2019. The meetings were organised to determine the activities to be implemented by the end of 2020 as part of the project *Strengthening of Regional Cooperation on Gender Mainstreaming in Security Sector Reform in the Western Balkans*, including the activities related to gender education in the specified period.

► **Ministry of Interior**

At the request of the Ministry of Defence, in 2019, the Ministry of Interior (MoI) proposed a member and deputy member for the Political Council for the implementation of the NAP for the implementation of the UNSC Resolution 1325 (2017-2020).

► **Security Information Agency**

Indicator 1: By the decision of the Agency Director of 27 March 2019, a member and a deputy member of the Political Council of the Government of the Republic of Serbia were appointed.

► **Ministry of Foreign Affairs**

The Assistant Minister for Security Policy and the Head of Department were appointed members of the Political Council.

Indicator 7: Representatives of the Ministry of Foreign Affairs participated at the events organised by the UN, the NATO, the EU and the OSCE, the most important of which are: Debate “Women, Peace and Security - Sexual Violence in Conflicts”, 77th Joint Meeting of the Forum for Security Co-operation and the OSCE Permanent Council, the EU-UN workshops on promoting women's participation in peacekeeping operations, crisis management and peace processes, etc.

► **Ministry of Labour, Employment, Veteran and Social Affairs**

The Ministry of Labour, Employment, Veteran and Social Affairs (MLEVSA) delegated a member (State Secretary) and a deputy member of the Political Council.

1.2. Establishment, regular operation, permanent education and networking of analytical groups and/or research teams for monitoring the implementation, data collection, processing and analysis, and reporting related to the NAP

<p>Key implementers:</p> <p>Bodies of public administration in the security system: the MoD; the Ministry of Interior (MoI); the Security Information Agency (SIA); the Customs Administration of the Ministry of Finance (MoF CA); the Directorate for Execution of Criminal Sanctions of the Ministry of Justice (MoJ DECS); and the Ministry of Foreign Affairs (MFA)</p>	<p>1. Adopted decision of the competent public administration body on the establishment of analytical group and/or research team;</p>	<p>First half of 2017</p>
	<p>2. Activity Plan adopted and implemented;</p> <p>3. Number and regularity of meetings held;</p> <p>4. Number of conducted gender analyses;</p> <p>5. Number of regular reports submitted to the Operational Body (CBGE);</p> <p>6. Number of extraordinary reports;</p>	<p>Continuously</p>

► **Ministry of Defence**

Indicator 1: In March 2019, the Minister of Defence adopted a decision on establishing the Analytical Group.

Indicator 2: The Activity Plan was adopted and implemented.

Indicator 3: In 2019, the Workshop was held to build the capacity of the Analytical Group members, which included two meetings. Due to the COVID-19 pandemic in 2020, the Analytical Group of the MoD and the Serbian Armed Forces (SAF) did not meet.

Indicator 4: In the reporting period, two semi-annual and two annual gender analyses were conducted (starting with 2019);

Indicator 5: In the period 2019 - 2020, three reports were submitted to the Operational Body (CBGE);

Indicator 6: Two extraordinary reports were submitted in the reporting period.

► **Ministry of Interior**

Indicator 1: By the Minister's decision of 19 September 2017, the Ministry of Interior established the Analytical Group;

Indicator 2: In 2019, the Mol's NAP Implementation Plan was developed and approved;

Indicator 3: In 2018, the Analytical Group held six meetings, while its members attended three workshops and one seminar; the Analytical Group met twice in 2019 and once in 2020.

Indicator 4: The focal points from police districts prepared a gender analysis for each individual police district (27 in total), and in this regard, four consultative meetings of the Analytical Group and focal points were held; for the purpose of performing gender analyses, a Survey was conducted, which covered more than 10% of employees.

Indicator 5: Regular reports on the NAP implementation for the period 2017-2018, and for the periods January-June 2019 and July-December 2019, were submitted.

Indicator 6: Two extraordinary reports were submitted, which covered gender equality issues and the Women, Peace and Security agenda: 1) 2020 Report on Equality Situation, submitted to the Commissioner for Protection of Equality, in accordance with the Conclusion of the National Assembly; 2) 2020 Report on Gender Equality Protection and Promotion in the Republic of Serbia, submitted to the Ministry of Human and Minority Rights and Social Dialogue.

► Security Information Agency

Indicator 1: By the decision of the Agency Director of 27 March 2019, the head and members of the Agency's Research and Analytical Team were appointed.

Indicator 2: In September 2019, the NAP Implementation Activity Plan (2017 – 2020) was adopted in the Security Information Agency.

Indicator 4: A gender analysis was conducted in June 2017.

► Ministry of Foreign Affairs

Indicator 5: At the request of the Coordination Body for Gender Equality, the MFA submitted reports on the implementation of the NAP for implementing the UNSC Resolution 1325, within its purview. The last report was submitted for the period July - December 2019.

Indicator 6: On 3 April 2019, the MFA prepared a contribution (based on the inputs received from the competent ministries) for the report of the UN Secretary General on the implementation of the UN Security Council Resolution 1325, which was submitted through our Mission to the UN and contained data on the NAP implementation and examples of good practice.

► Directorate for Execution of Criminal Sanctions

Indicator 1: By the decision of the Director, the three-member Analytical Group was established for a five-year term.

1.3. Appointment and regular operation of the NAP Implementation Advisor and his or her alignment with the function of Gender Equality Coordinators in public administration and local self-government bodies, as a mechanism envisaged in strategic documents in the field of gender equality

<p>Key implementers:</p> <p>Bodies of public administration in the security system (MoD, MoI, SIA, MoF CA, MoJ DECS and MFA)</p>	<ol style="list-style-type: none"> 1. Decision of the competent authority on the appointment of NAP Implementation Advisor adopted and included in the job description of employees in public administration and local self-government bodies; 	<p>First half of 2017</p>
<p>Partners:</p> <p>Operational Body (CBGE), Office for Human and Minority Rights, local self-government units, Standing Conference of Towns and Municipalities (SCTM)</p>	<ol style="list-style-type: none"> 2. The Activity Plan (including outcomes) adopted and implemented; 3. Number and regularity of meetings held with the Ministry/ Director for the purpose of consultation; 4. Number of recommendations/ guidelines in the public administration body, drafted for the purpose of NAP implementation; Number of training events, consultations and coordination meetings with “persons of trust”; 5. Effects of coordinated activities in fulfilling both functions. 	<p>Continuously</p>

▶ **Ministry of Defence**

Indicator 1: By the decision of the Minister of Defence of 16 March 2021, a NAP implementation advisor was appointed.

Indicator 2: The Activity Plan was adopted and implemented.

▶ **Ministry of Interior**

Indicator 1: The appointment initiative was submitted, but until the end of the implementation, the NAP Implementation Advisor to Minister was not appointed.

▶ **Security Information Agency**

Indicator 1: By the decision of the Agency Director of 27 March 2019, a gender equality advisor with appropriate job description was appointed.

▶ **Directorate for Execution of Criminal Sanctions**

Indicator 1: By the decision of the Directorate Director, a gender equality advisor was appointed.

1.4. Establishing the functional competence of “persons of trust” in the bodies of public administration in the security system

<p>Key implementer:</p> <p>Operational Body (CBGE)</p>	<p>1. Established mechanism of elected “persons of trust” for a term of five years;</p>	<p>First half of 2017</p>
<p>Partners:</p> <p>Bodies of public administration in the security system (MoD, MoI, BIA, MoF CA, MoJ DECS and MFA), NAP Implementation Advisors, legal and psychological services and the Government’s Human Resource Management Service</p>	<p>2. Number of cases in which the employees have addressed the “persons of trust” for gender discrimination, sexual violence and gender-based violence; Number of complaints filed by employees;</p> <p>3. Number of procedures initiated upon employees’ complaints.</p>	<p>Continuously</p>

► Ministry of Defence

Indicator 1: The mechanism of elected “persons of trust” was established for a term of five years.

► Ministry of Interior

Indicator 1: The mechanism of elected “persons of trust” was not established, but the so-called mediators and support persons were appointed in accordance with the provisions of the Law on Prevention of Harassment at Work and the Rulebook on Conduct for Employers and Employees Concerning Prevention and Protection against Harassment at Work.

Indicators 2 and 3: In the reporting period, 37 written complaints related to harassment were received by women police officers. Three of these cases referred to sexual harassment, one to psychological violence and 33 to mobbing.

► **Security Information Agency**

Indicator 1: The “persons of trust” were elected in each organisational unit, by secret voting, for a term of four years.

Conclusions and recommendations: The Political Council, as the highest political body, did not fulfil its role sufficiently, which resulted in a lack of political will for coordination and a significant delay in the implementation of defined activities. There is a noticeable delay in the setting up of analytical groups (except in the MoI). Regarding the mechanisms for gender equality in the public administration bodies in the security system, only three bodies (MoD, MoI and SIA) reported that they had established this mechanism. Besides, no external evaluation was organised, as envisaged in the action plan.

Having in mind the above, in the process of implementing the next NAP, it is necessary to:

- **Ensure regular meetings and operation of the Political Council, which will enable a high level of coordination and regular implementation of the activities of the public administration bodies in the security system and other actors;**
- **Consider modalities for strengthening and more efficient operation of the Operational Body or other coordination mechanism for the tasks prescribed by the NAP;**
- **Set up the mechanisms of “persons of trust” in all public administration bodies in the security system and organise activities to raise their capacity;**
- **Appoint NAP Implementation Advisors in all public administration bodies in the security system;**

- **Adopt NAP Implementation Plans in all public administration bodies in the security system;**
- **Conduct gender analyses in a regular and planned manner, in accordance with the prepared methodology, which will enable temporal institutional comparability and monitoring;**
- **Submit regular reports on the NAP implementation and prepare periodic reports.**

2. PREVENTION

2.1. Improving of regulatory framework and public policies for enhancing the security of women in society¹²

<p>Key implementers:</p> <p>Public administration bodies in the security system (MoD, Mol, SIA, MoF CA, MoJ DECS and MFA)</p>	<p>1. Conducted gender analysis of political, strategic and regulatory documents in the field of security, particularly the parts related to prevention, and issued recommendations for the improvement or drafting of new documents in accordance with the European regulations</p>	<p>End of 2017</p>
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- 1 Immediately before the adoption of the NAP for UNSC Resolution 1325, the Law on Prevention of Domestic Violence (*Official Gazette of the RS*, no. 94/16) and the National Strategy for Gender Equality (*Official Gazette of the RS*, no. 4/16) were adopted.
 - 2 Immediately after the expiration of the NAP for UNSC Resolution 1325, the following laws and strategies were adopted: the Law on Gender Equality (*Official Gazette of the RS*, no. 52/21), the Law on Amendments to the Law on Prohibition of Discrimination (*Official Gazette of the RS*, no. 52/21), the Strategy for Preventing and Combating Gender-Based Violence against Women and Domestic Violence for the period 2021-2025 (*Official Gazette of the RS*, no. 47/21) and the Strategy for Gender Equality for the period 2021-2030 (*Official Gazette of the RS*, no. 103/21).

<p>Partners:</p> <p>The National Security Council; the Office for Cooperation with Civil Society (OCCS); the Office for Human and Minority Rights, in co-operation with the Commissioner for Protection of Equality and institutional bodies and mechanisms for gender equality at all levels and other actors involved in the implementation of NAP and CSOs</p>	<ol style="list-style-type: none"> 2. Number of measures and activities related to preventive activities in the field of the security of women; 3. Number of public debates held in the field of policies of the security of women in society; 4. Number of CSOs that participated in public debates; 5. Number of comments and suggestions provided by CSOs and incorporated in public policies in this field; 6. Number of CSOs representatives as members of the Working Groups for drafting regulations in the field of public policies and security of women; 7. Adopted Strategy for Protection of Women from Violence; 8. Number of measures and activities contained in the reports of competent institutions. 	<p>Continuously</p>
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► **Ministry of Defence**

Indicators 1 and 2: The Law on Military Education, which incorporates measures to protect women employed in the MoD and the SAF, was adopted. Measures for the protection of women employed in the MoD and the SAF were incorporated through amendments to the Law on Defence, the Law on the Serbian Armed Forces and the Law on Military, Labour and Material Obligation. In addition, the Ministry of Defence issued an opinion on a number of regulations (15 laws) of other state bodies in which measures for the protection of women were incorporated.

► Ministry of Justice

Indicator 2: Since the Ministry of Justice monitors the implementation of the Law on Prevention of Domestic Violence, it has performed the activities to improve preventive action and encourage the multisectoral approach to each individual case of reported domestic violence. In this regard, the Ministry of Justice prepared the publication entitled “Why we must fight together against domestic violence”. In addition, three workshops were organised for the region of South and East Serbia entitled “Multisectoral Cooperation against Domestic Violence” and attended by representatives of public prosecutor's offices, courts, police, social welfare centres, health care and educational institutions, as well as representatives of gender equality mechanisms from local self-governments.

Also, during the state of emergency, in order to enable the unhindered work of coordination and co-operation groups, in co-operation with the UN Development Programme (UNDP), access to the ZOOM application was provided. The pilot project was implemented in 7 basic public prosecutor's offices, while at the beginning of 2021 it was expanded to cover ten more.

Indicator 3: At the beginning of November 2020, the Association of Citizens Atina was provided with expert support by holding two sessions in four online workshops on the regulatory framework related to the protection of migrant women from domestic and intimate partner violence and the importance of multisectoral co-operation in this field. The workshops were attended by representatives of social welfare centres, health care institutions, police, public prosecutor's offices, as well as representatives of international organisations and civil society organisations providing support to this category of women from Šid, Subotica, Loznica, Sjenica, Tutin, Kikinda, Vranje, Pirot and Obrenovac.

► Security Information Agency

Indicator 1: A gender analysis was conducted.

Indicator 2: The Agency staff attended a round table in October 2019 entitled “Implementation of the NAP for the implementation of UNSCR 1325 for the period

2017-2020 - exchange of experience of analytical groups and examples of good practice of the security sector of the Republic of Serbia.”

► Ministry of Labour, Employment, Veteran and Social Affairs

Indicator 7: On 21 December 2020, the Ministry of Labour, Employment, Veteran and Social Affairs established the Working Group for Drafting the Proposal of the National Strategy for Preventing and Combating Domestic and Intimate Partnership Violence against Women and the Proposal of Action Plan for Implementation of the National Strategy for Preventing and Combating Domestic and Intimate Partnership Violence against Women, whose task was to prepare the text of the Proposal of National Strategy and the Proposal of Action Plan. Members of the Working Group were representatives of the following institutions and organisations: the Ministry of Labour, Employment, Veteran and Social Affairs; the Coordination Body for Gender Equality; the Ministry of Justice; the Ministry of Interior; the Ministry of Finance; the Ministry of Family Welfare and Demography; the Ministry of Human and Minority Rights and Social Dialogue; the Ministry of Education, Science and Technological Development; the Ministry of Health; the Ministry of Youth and Sports; the Statistical Office of the Republic of Serbia; the Public Policy Secretariat of the Republic of Serbia; the Office for Cooperation with the Media; the Association “Osvit”, the Association of Single Parents in Leskovac “Tate i Mame U-TiM”. The Strategy for Preventing and Combating Gender-Based Violence Against Women and Domestic Violence for the period 2021-2025 was adopted in 2021.³

3 *Official Gazette of the RS*, no. 30/18

2.2. Supporting advocacy initiatives that promote the active role of women in conflict prevention

<p>Key implementer:</p> <p>Political Council (MoD)</p>	<p>1. Number of supported and implemented advocacy initiatives;</p> <p>2. Number of media reports promoting the active role of women in conflict prevention.</p>	<p>Continuously</p>
<p>Partners:</p> <p>Public administration and local self-government bodies in co-operation with other public and media services, as well as with other entities involved in the implementation of the National Action Plan and international organisations</p>		

► Ministry of Interior

Indicator 1: At the end of 2018, the Women Police Officers Network was established with the support of the Swedish Police. The Network of 670 members conducted several workshops, promotional activities, and participated in professional conferences. In addition, the Network is active in social media, where it promotes its activities and goals.

Indicator 2: The report did not include data on the number of media reports promoting the active role of women in conflict prevention.

2.3. Providing support to formal and informal forms of education, and information about and training in mediation, negotiation and consensus building for the issues of security and peace

<p>Key implementer:</p> <p>Ministry of Education, Science and Technological Development (MoESTD)</p>	<ol style="list-style-type: none"> 1. Number and type of curricula and teaching contents promoting the knowledge of mediation, negotiation and the importance of teamwork in accordance with the cross-curricular competences (Civic Education, extracurricular school activities); 2. Number of co-financed projects for the production of media content in the field of public information on the topics of security and peace; 3. Number of financed and implemented training programmes aimed at acquiring knowledge and skills for mediation, negotiation and consensus building for the issues of security and peace. 	<p>Continuously</p>
<p>Partners:</p> <p>The Ministry of Youth and Sports; the Ministry of Culture and Information (MoCI); the Institute for the Advancement of Education; the Office for Kosovo and Metohija, in co-operation with the academic community, CSOs and the media</p>		

► Ministry of Education, Science and Technological Development

Indicator 1: As part of the educational reform since 2017, in accordance with the Action Plan for the implementation of the Education Development Strategy, curricula and teaching contents have been created. The curriculum is outcome-oriented and designed to develop interdisciplinary competences, one of which is "Responsible Participation in a Democratic Society". The goal of the new programmes of

the obligatory elective subject Civic Education is to study the basic principles, values and procedures of civil society. Outcomes related to respect for gender equality, diversity and intercultural dialogue are being introduced in other subjects.

As part of the project “Fostering a Democratic School Culture”, a handbook with examples of good practice in applying competences in schools was developed and published. It also presents the Reference Framework of Competences for Democratic Culture. In addition, a handbook for parents on the application of competences for democratic culture was developed, as well as a handbook for the integration of competences for democratic culture in the curriculum of certain subjects.

Indicator 3: In the period 2017 - 2019, the Ministry, in co-operation with the Ministry of Health and the Ministry of Youth and Sports, with the support of the OSCE Mission to Serbia, implemented a project entitled “To Success, Together”. The project goal was the prevention of risky and violent forms of behaviour, while the educational workshops covered the topics of emotional literacy, development of non-violent communication, respect for diversity, etc.

In addition, since 2017, the project “Family Safety Net” has been implemented in co-operation with the UNICEF, Užice Centre for the Rights of the Child, with the donor support of Telenor. The project goal is to empower parents, educators and teachers to reduce the exposure of children and pupils to various risks in the use of digital technologies. The project included the research on the use of the Internet by younger children, while 150 educators and teachers underwent training courses and further piloted the programme in their work with about 3750 children 4-8 years old and about 2,000 parents.

The project “Gender Awareness, Prevention of Violence and Discrimination in Kindergartens and Schools” was implemented in the period 2017-2019 as part of the project of the Government of the Republic of Serbia “Integrated Response to Violence against Women and Girls in Serbia 2”, in co-operation with the UNICEF and the Center for Interactive Pedagogy. The project includes a preschool and school component.

In the reporting period, the project “Development of Capacities for the Prevention of Violent Extremism through Education in Secondary Schools in the Republic of Serbia - Laying the Foundations” was implemented. As part of the project, two round tables were organised, with over 100 participants, on the topic of prevention of violent extremism and radicalisation, but also the importance of intersectoral co-operation and strengthening of educational institutions for prevention and response. In addition, trainings were delivered to teachers and professional associates from 17 secondary schools. They covered 34 teachers and professional associates and 24 pupils.

In addition, in the school year 2019/20, the project “Prevention and Fight against Online Sexual Abuse and Exploitation of Children in Serbia and Bosnia and Herzegovina” was implemented. The project covers 60 primary and secondary schools.

As part of the Joint Programme of the European Union and the Council of Europe “Horizontal Facility for the Western Balkans and Turkey”, Phase 2 “Prevention and Combating Trafficking in Human Beings in Serbia”, the Ministry of Education, Science and Technological Development established a multisectoral working group to revise the indicators for preliminary identification of victims of human trafficking for the education system. In addition, the training was organised for 20 educational advisors to raise their capacity for providing professional support to schools in the prevention and protection of pupils from human trafficking.

2.4. Accreditation of professional development programme for employees in the education system and accreditation of textbooks containing the content related to the implementation of the UNSC Resolution 1325

<p>Key implementers:</p> <p>MoESTD, the Institute for the Advancement of Education</p>	<p>1. Number of accredited programmes in the field of gender equality in the Catalogue of the Institute for the Advancement of Education;</p>	<p>Continuously</p>
<p>Partners:</p> <p>Academic community in co-operation with public administration bodies</p>	<p>2. Number of implemented accredited programmes;</p> <p>3. Number of newly approved textbooks containing gender sensitive topics, topics for acquiring negotiation skills, security and peace.</p>	

► Ministry of Education, Science and Technological Development

Indicator 1: A total of 121 training courses have been accredited with the aim of empowering teachers and professional associates to work with pupils.

Indicator 2: Accredited training courses were attended by 29,969 teachers and professional associates during the four-year accreditation period.

2.5. Incorporation of activities that support security needs of women and girls, primarily from multiple discriminated and vulnerable groups, within the framework of the Police Strategic Plan

<p>Key implementer:</p> <p>Mol</p>	<p>1. Number and type of measures incorporated;</p>	<p>Second half of 2017</p>
<p>Partners:</p> <p>Local self-governments, CSO</p>	<p>2. Number and type of activities performed;</p> <p>3. Number of women and girls covered by these measures;</p> <p>4. Evaluation of implemented measures and activities within the framework of the Community Policing concept.</p>	<p>Continuously</p>

► Ministry of Interior

Indicator 1: In the reporting period, in accordance with the Special Protocol on Conduct of Police Officers in Cases of Domestic and Intimate Partner Violence against Women, police officers participated in 985 case conferences; 1,970 internal meetings of police officers were held; 3,664 meetings were held with representatives of other institutions and institutions dealing with the issue of domestic violence; 185 trainings and 96 seminars were delivered for 1,169 police officers of regional police administrations. In addition, 236 joint trainings were held together with other institutions and other entities for the protection of victims of domestic violence. Police officers from regional police administrations also took part in 27 round tables, 90 panel discussions, 266 training events, 11 promotions, 10 promotional activities, flyer printing on 3 occasions and 81 activities regulating multi-sectoral obligations and activities of institutions at the local level.

In 2020, as part of the Professional Development of Police Officers Programme, mandatory lectures were held through an e-learning platform on the topics “Police Conduct in Cases of Domestic and Intimate Partner Violence” (attended by 30,318 police officers), “Police Work with Marginalised, Minority and Socially Vulnerable Groups” (attended by 30,255 police officers) and “The Concept, Recognition and Police Action in Cases of Human Trafficking Offence” (attended by 30,308 police officers).

Indicators 2 and 3: In 2018 and 2019, 10 prevention projects were implemented with the aim of providing support to the security needs of women and girls, primarily from multiple discriminated and vulnerable groups of school-age girls. In the reporting period, the MoI of the Republic of Serbia implemented a programme entitled “Basics of Child Safety” in all primary schools in the Republic of Serbia, which included 148,539 lectures on various and relevant security topics, covering 32,820 first-grade girls, 32,291 fourth-grade girls and 32,447 sixth-grade girls. In addition, the project “Graduation 2018”, was implemented by the Criminal Investigations Directorate and the Traffic Police Directorate in the area of all regional police districts. As part of the project, educational activities were performed in 447 schools, through 934 lectures with about 35,000 pupils. In addition, preventive operational actions were performed in 351 schools with the aim of preventing criminal offences and misdemeanours; two videos with the topic of safe graduation celebrations were created.

2.6. Support to the production of media contents in the field of public information on the importance of prevention of violence against women

<p>Key implementer:</p> <p>Ministry of Culture and Information (MCI)</p>	<ul style="list-style-type: none"> - Total number, content and focus of published media items; - Number and content of broadcast items in electronic media; - Number and content of published reports in print media. 	<p>Continuously</p>
<p>Partners:</p> <p>The Media Relations Office of the Government and Operational Body (CBGE), the Commissioner for Protection of Equality and other institutional bodies and gender equality mechanisms at all levels in co-operation with all actors involved in the NAP implementation and the media</p>		

► Ministry of Interior

Indicators 1, 2 and 3: In the reporting period, 298 media items were published, of which 83 in electronic media and 215 in print media.

► Ministry of Labour, Employment, Veteran and Social Affairs

Indicators 1, 2 and 3: Based on an open competition published by the MLEVSA in 2017, funds were granted to the Belgrade-based Environmental Protection Group “Natura et lex” for the project “TV Glossary of Gender Equality”.

Conclusions and recommendations:

In the previous period, the legal framework in the field of gender equality in the Republic of Serbia was significantly improved. The submitted reports indicate that, in addition to applying the existing laws, the Ministry of Justice and the Ministry of Defence have invested significant efforts in the gender mainstreaming of proposed laws and other regulatory acts. On the other hand, the Ministries did not report much on organising public debates on the policies concerning security of women in society, as defined in the NAP, or involving civil society organisations in the legislative drafting process.

In addition, the Ministry of Education, Science and Technological Development has implemented a large number of projects and promotional activities aimed at promoting a culture of tolerance, diversity and democratic values, which is extremely important. On the other hand, it is necessary to conduct activities that would address the issues of educating pupils on gender equality, recognising and responding to gender-based violence and other principles contained in the Women, Peace and Security agenda.

The review of the submitted reports reveals the intensive work of the Ministry of Interior on the education of police officers, but also school-age children, which is very important and the basis for further development of activities, using a multi-sectoral approach and cooperation with local self-governments and civil society organisations.

- **Continue to work on the gender mainstreaming of public policies and promoting gender equality;**
- **Involve CSOs in the process of drafting laws and other regulatory documents;**
- **Continue to integrate the principles of the Women, Peace and Security agenda into curricula;**
- **Continue and intensify activities aimed at raising the capacity of all actors in the system of protection of victims of domestic violence;**

- Continue and intensify the implementation of activities aimed at educating and promoting the security needs of women and girls in the community, with the widest possible coverage.

3. PARTICIPATION

3.1. Harmonisation of relevant laws and by-laws in the field of security and defence including the provisions of anti-discrimination regulations related to the recruitment, career development and balance between professional and private life of women employed in the security system

<p>Key implementers:</p> <p>Public administration bodies in the security system (MoD, MoI, SIA, MoF</p> <p>CA, MoJ DECS and MFA)</p>	<p>1. Analysis of the harmonisation of regulations with anti-discriminatory norms;</p>	<p>Second half of 2018</p>
<p>Partners:</p> <p>Ministry of Justice (MoJ) and Ministry of Labour, Employment, Veteran and Social Affairs (MLEVSA)</p>	<p>2. Regulations harmonised with anti-discriminatory norms.</p>	<p>Continuously</p>

► Ministry of Defence

Indicators 1 and 2: The Law on Military Education, which incorporates measures to protect women employed in the MoD and the SAF, was adopted. Measures for the protection of women employed in the MoD and the SAF were incorporated through amendments to the Law on Defence, the Law on the Serbian

Armed Forces and the Law on Military, Labour and Material Obligation. In addition, the Ministry of Defence issued an opinion on a number of regulations (15 laws) of other state bodies in which measures for the protection of women were incorporated.

► **Ministry of Interior**

Indicator 1: The implementation of anti-discriminatory regulations is monitored on a semi-annual basis through the activities and indicators provided by the Guidelines for the Implementation of Measures to Achieve Gender Equality in the Ministry of Interior. Reports on the performed activities from the Guidelines for the Implementation of Measures to Achieve Gender Equality in the Ministry of Interior were prepared, along with the accompanying report on gender-sensitive statistics, as well as the report on the performed activities from the Guidelines in regional police administrations.

3.2. Improvement of the system of planning, organisation and management of human resources in the institutions of security system to ensure greater representation and advancement of women

<p>Key implementers:</p> <p>Public administration bodies in the security system (MoD, MoI, SIA, MoF CA, MoJ DECS and MFA)</p>	<p>1. Share of women;</p>	<p>Second half of 2018</p>
<p>Partners: Government's Human Resources Management Service, MLEVSA and MoJ</p>	<p>2. Number of women in decision making positions out of the total number of employees in the bodies of public administration in the security system;</p> <p>3. Existence of career guidance plan for women.</p>	<p>Continuously</p>

► Ministry of Defence

Indicator 1: Representation data are available for 2019 and 2020. In 2019, out of the total number of employees in the entire Ministry of Defence (including the Serbian Armed Forces), 21.93% were women, which is 0.85% more than in 2018. In 2020, out of the total number of employees in the entire Ministry of Defence (including the Serbian Armed Forces), 22.94% were women, which is 1.01% more than in 2019.

Indicator 2: There are 6.99% women among officers (an increase of 0.55%), 1.96% among non-commissioned officers (an increase of 0.13%), 15.41% among professional soldiers (an increase of 1.34%) and 51.97% among civilians (an increase of 0.39%). There are 7.91% women among officers (an increase of 0.92%), 2.40% among non-commissioned officers (an increase of 0.44%), 15.89% among professional soldiers (an increase of 0.48%) and 52.99% among civilians (an increase of 1.02%).

The share of women in management positions in the Ministry of Defence and the Serbian Armed Forces is 8.49%, which is an increase of 0.69% compared to 2018; the share of women in commanding and managing positions in the MoD and the SAF is 8.96%, which is an increase of 0.47% compared to 2019.

The share of women in the SAF is 12.35%, which is 0.65% more than in 2019. The share of women in commanding and managing positions in the SAF is 4.80%, which is 1.05% of a total number of SAF personnel and an increase of 0.15% compared to 2019.

Indicator 3: The provisions of the Law on the Serbian Armed Forces, the Decree on States in the Service of Professional Military Personnel and the Promotion of Officers and Non-Commissioned Officers, the Decree on Admission to Professional Military Service, and other bylaws have created equal opportunities in practice for education, employment and career guidance as well as the advancement of women and men employed in the Ministry of Defence and the Serbian Armed Forces.

► Ministry of Interior

Indicator 1: In the reporting period, from the baseline value of women's representation in 2017 to the end of the NAP implementation, the percentage of women's representation increased from 24 to 25.7%, that is - by 1.7%.

Indicator 2: The percentage of women in management positions compared to the total number of employees increased from 1.4% in 2017 to 1.72% in 2020. Compared to the total number of employees in management positions, the share of women increased from 14% in 2017 to 18.1% in 2020.

Indicator 3: The Guidelines for the Implementation of Measures to Achieve Gender Equality in the Ministry of Interior envisage the creation of equal conditions for advancement and career development for men and women by monitoring the availability and inclusion of women and men in manager development programmes. Through programmes and delivery of training, in the medium term, special training programmes were planned to be developed for women and men to help them meet the requirements for certain positions or organisational units.

► Security Information Agency

Indicator 1: The findings of the gender analysis dated 1 June 2017 show the representation of women of 30.79% of the total number of Agency employees, while on 31 December 2020 the representation of women was 31.44% of the total number of employees.

Indicator 2: The representation of women in management positions was 13.35% of the total number in June 2017, while on 31 December 2020 it amounted to 15.45%. By categories, the representation of women in management positions in mid-2017 was 12.5% at the strategic level, 13.53% at the middle level and 13.51% at the lower level. By the same categories, in late 2020 the representation of women was 7.14% at the strategic level, 15.05% at the middle level and 19.02% at the lower level.

► Ministry of Foreign Affairs

Indicator 1: In the MFA, women account for 48.73% of the total number of employees. Women account for 56.53% of the total number of employees with diplomatic titles. Women account for 60% of employees in the sector for multilateral co-operation.

Indicator 2: Out of the total number of civil servants in office, women make up 50%, while 31.42% of the total number of heads of diplomatic and consular missions are women.

► Office for Kosovo and Metohija

Indicator 1: The Office for Kosovo and Metohija has a total of 70 permanent employees, **63%** of whom are women.

► Customs Administration

Indicator 1: Women account for approximately **42%** of the total number of Administration employees.

► Ministry of Justice

Indicator 1: Women account for 78.4% of employees.

► Directorate for Execution of Criminal Sanctions

Indicator 1: Women account for **28.23%** of employees.

Indicator 2: Women hold **32.54%** of management positions.

3.3. Creating equal opportunities in practice for education, employment, career guidance and advancement of women (especially women from multiple discriminated and minority groups) and men in the security system

<p>Key implementers:</p> <p>Public administration bodies in the security system (MoD, Mol, SIA, MoF CA, MoJ DECS and MFA)</p>	<p>1. Number and type of affirmative actions;</p>	<p>First half of 2018</p>
<p>Partners:</p> <p>The Human Resource Management Service of the Government; the Ministry of Education, Science and Technological Development (MoESTD) and MLEVSA, in co-operation with Universities and educational institutions in the field of security</p>	<p>2. Number and type of regulations governing equal opportunities;</p> <p>3. Number of decisions operationalizing the policies of equal opportunities;</p> <p>4. Percentage of women in management positions;</p> <p>5. Percentage of women in operational units.</p>	<p>Continuously</p>

► Ministry of Defence

Indicator 2: The provisions of the Law on the Serbian Armed Forces, the Decree on States in the Service of Professional Military Personnel and the Promotion of Officers and Non-Commissioned Officers, the Decree on Admission to Professional Military Service, and other bylaws have created equal opportunities in practice for education, employment and career guidance as well as the advancement of women and men employed in the Ministry of Defence and the Serbian Armed Forces.

Indicator 4: In 2019, there were 6.99% women among officers (an increase of 0.55%), 1.96% among non-commissioned officers (an increase of 0.13%), 15.41% among professional soldiers (an increase of 1.34%) and 51.97% among civilians (an increase of 0.39%). In 2020, there are 7.91% women among officers (an increase of 0.92%), 2.40% among non-commissioned officers (an increase of 0.44%), 15.89% among professional soldiers (an increase of 0.48%) and 52.99% among civilians (an increase of 1.02%).

In 2019, the share of women in management positions in the Ministry of Defence and the Serbian Armed Forces was 8.49%, which is an increase of 0.69% compared to 2018; In 2020, the share of women was 8.96%, which is an increase of 0.47% compared to 2019.

Indicator 5: The share of women in the SAF is 12.35%, which is 0.65% more than in 2019. The share of women in commanding and managing positions in the SAF is 4.80%, which is 1.05% of a total number of SAF personnel and an increase of 0.15% compared to 2019.

► Ministry of Interior

Indicator 1: There are no data about undertaken affirmative actions.

Indicator 2: No data available.

Indicator 3: The Guidelines for the Implementation of Measures to Achieve Gender Equality in the Ministry of Interior.

Indicator 4: The percentage of women in management positions compared to the total number of employees increased from 1.4% in 2017 to 1.72% in 2020. Compared to the total number of employees in management positions, the share of women increased from 14% in 2017 to 18.1% in 2020.

Indicator 5: In the reporting period, the percentage of women in uniformed police and operational police units increased from 10.9% to 13.3%. Compared to the

total number of women, the share of women in operational tasks increased from 46.3% to 52%.

► **Security Information Agency**

Indicator 4: The representation of women in management positions was 13.35% of the total number in June 2017, while on 31 December 2020 it amounted to 15.45%. By categories, the representation of women in management positions in mid-2017 was 12.5% at the strategic level, 13.53% at the middle level and 13.51% at the lower level. By the same categories, in late 2020 the representation of women was 7.14% at the strategic level, 15.05% at the middle level and 19.02% at the lower level.

Indicator 5: In June 2017, 79.66% of the total number of women performed operational jobs, while as of 31 December 2020, that percentage was 85.38%. In June 2017, the share of women who performed administrative and logistic jobs was 20.34%, while at the end of 2020, that percentage was 14.62%.

► **Office for Kosovo and Metohija**

Indicator 4: There are a total of 11 women in management positions, none of which are the positions of director and deputy director, 3 women hold the position of assistant director (43%) and 8 women hold the position of the head of organisational unit.

► **Customs Administration**

Indicator 4: Out of seven civil servants in office, four (or 57%) are women.

► **Directorate for Execution of Criminal Sanctions**

Indicator 4: Women hold 32.54% of management positions.

3.4. Creating equal opportunities for increasing the representation of women in the positions of rector and vice-rector of university, dean, vice-dean, head of departments, teacher and student at all levels of education and professional development in the field of security

<p>Key implementers:</p> <p>Universities and educational institutions in the field of security, and particular: the Military High School, the Military Academy, the Academy of Criminalistic and Police Studies, the Centre for Basic Police Training and the Academy for Security</p>	<p>1. Number of women in management positions in the educational institutions in the security system;</p>	<p>First half of 2018</p>
<p>Partners:</p> <p>MoESTD and public administration</p> <p>bodies in the security system (MoD, Mol, SIA, MoF CA, MoJ DECS and MFA)</p>	<p>2. Number of women teachers in the educational institutions in the security system;</p> <p>3. Number of women participants at all levels of education and professional development in security;</p> <p>4. Number and type of affirmative actions</p>	<p>Continuously</p>

► Ministry of Defence

Indicator 1: As of 31 December 2020, 29 women held management positions at the University of Defence, which is 19% of the total number of managing formation positions at the University of Defence.

Indicator 2: Twenty percent (20%) of the total number of teaching staff in the Military Academy are women; the percentage of women in teaching positions in the Military High School is 71%; the Military Vocational School has four women employed as teachers, which means that 100% of employees are women, while most of engaged teachers are employees of the Military High School; the Medical Faculty of the Military Medical Academy had 50% of female teachers in 2020, which is 1% more than in 2019; the National Defence School employed one woman teacher and one woman lecturer on courses in both calendar years, which is 10% of teaching staff;

Indicator 3: In the school year 2019/2020, 37% of girls enrolled in undergraduate studies at the Military Academy of the University of Defence (first year); – in the Military Academy, there are 42% girls in the second year of education (143rd class), there are 17% girls in the third year (142nd class) and there are 14% girls in the fourth year (141st class); – At the Medical Faculty of the Military Medical Academy, 68% of students are girls; in the Military Vocational School, girls account for 21% of the total number of students; – in the school year 2019/2020, 36% of the total number of students of the Military High School (first grade) were girls; – in the March Reserve Officers Class in 2019, 12% were girls, and in the September Class, 28% were girls.

One woman, an MP in the National Assembly of the Republic of Serbia, completed Advanced Security and Defence Studies in 2020, thus making up 9% of the total number of participants. No female officers were trained at the Command and Staff Training or the General Staff Training in the school year 2019/2020. Six female officers, or 4.3% of 139 participants, were sent to the Basic Command and Staff Course in 2020, which is a significant increase compared to 2019, when two female officers were sent to this kind of training. In the school year 2020/2021, 38% of girls were enrolled in undergraduate studies at the Military Academy (first year), which is 1% more than in the school year 2019/2020. At the Medical Faculty of the Military Medical Academy in the school year 2020/2021, 68% of the total number of enrolled cadets were girls, which is 3% more than in the school year 2020/2021. In the school year 2020/21, 57% of girls were

enrolled in the first grade of the Military High School, which is 21% more than in the school year 2019/2020. In the school year 2020/21, 46% of the total number of students enrolled in the Military Vocational School were girls, which is 25% more than in the school year 2019/2020. In 2020, in two terms (March and September), a total of 88 candidates, including 26 or 29.54% girls, were sent to the Reserve Officers Course.

► Ministry of Interior

Indicator 1: There are no women in the positions of rector and vice-rector at the University of Criminal Investigations and Police Studies.

Indicator 2: Out of the total number of heads of departments (5) only one was a woman in 2020; out of the total number of teaching staff (85), 34.1% were women, which is nearly one percent less than in 2019.

Indicator 3: In the Basic Police Training Centre (BPTC) in 2017, 21.4% of the total number of trainees were women. In 2019, two competitions for the admission of trainees were announced, with the average share of women being 27.5% of the total number of registered candidates, while 24.8% of candidates successfully passed the selection process, and the training was completed by 80 participants, 35% of whom are women. In 2020, a competition was announced for the admission of 1,060 participants who would undergo the professional training for performing the tasks of uniformed police officers. A total of 6,152 persons applied, including 30.7% of women. At the time of submitting the report, the selection of candidates was ongoing.

In 2019, 213 participants completed the basic training for fire and rescue units, 4.22% of whom were women. In addition, in 2020, a competition was announced for the admission of 200 participants in the Basic Training for Fire and Rescue Units; 2 women out of a total of 211 participants, or 0.94%, were admitted in the selection process.

As regards training for management positions, in 2019, 26.2% of women successfully completed training for operational management, 14% for mid-level man-

agement, 15% for high-level management, while no women attended any strategic management training.

In 2020, 30% of women successfully completed training for operational management, 17.5% for mid-level management, 6.25% for high-level management, and 13.33% for strategic management.

Women account for 45.5% of the total number of students at the University of Criminal Investigations and Police Studies. In the school year 2019/2020, there were 34.2% of female students in basic vocational studies (36.1% in 2019), and 48.2% of female students in basic academic studies (44.5% in 2019). There were 55.6% of female students in master academic studies (50.9% in 2019), and 31.3% of female students in specialist academic studies (35.8% in 2019). In total, women make up 50.8% at the second cycle of university studies (46.7% in 2019), and 48% at the doctoral level.

Indicator 4: There are no data about affirmative actions.

► **Security Information Agency**

Indicator 3: Girls accounted for 37% in 2017, 47% in 2018 and 40% in 2019 in the total number of students at the Academy for National Security.

3.5. Suppressing the practice according to which the women in the security sector are proclaimed redundant disproportionately, especially when they are the sole breadwinners in the family or single mothers

<p>Key implementers:</p> <p>Public administration bodies in the security system (MoD, Mol, SIA, MoF CA, MoJ DECS and MFA)</p> <p>Partners:</p> <p>Trade union organisations and the Chamber of Commerce (the Union of Private Employers) and MPALSG</p>	<ol style="list-style-type: none"> 1. Conducted gender analysis before identifying redundancies; 2. Number of recommendations of NAP Implementation Advisors issued to the management team for preventing negative phenomena; 3. Number of complaints filed by employees; 4. Ways of handling employees' complaints; Number of women and men who have been proclaimed redundant by employers annually 	<p>Second half of 2017</p> <p>Continuously</p>
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► Ministry of Defence

Indicator 1: There were no redundancies in the reporting period.

► Ministry of Interior

Indicator 1: There were no redundancies in the reporting period.

3.6. Introduction of statistical monitoring and periodic qualitative research on the reasons that have direct impact on employment (recruitment) of women, their retention, promotion and abandonment of certain jobs in the security system

<p>Key implementers:</p> <p>Public administration bodies in the security system (MoD, Mol, SIA, MoF CA, MoJ DECS and MFA)</p> <p>Partners:</p> <p>Academic community, CSOs and the media</p>	<ol style="list-style-type: none"> 1. Established system of statistical monitoring; 2. Number of research studies; 3. Number of proposed measures based on research. 	<p>Second half of 2017</p> <p>Continuously</p>
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► Ministry of Defence

Indicator 1: Statistical monitoring and research on the reasons that have direct impact on employment (recruitment) of women, their retention, promotion and abandonment of jobs have not been established.

► Ministry of Interior

Indicator 1: Instruments for monitoring the effects of the implementation of measures for achieving gender equality in the Ministry of Interior are defined in the Guidelines, through the human resources management system. The indicators of the gender structure of employees in the Ministry of Interior are continuously monitored, and annual reports on gender equality and the structure of employees are prepared on the basis of indicators defined by instruments for monitoring the effects of measures.

3.7. Ensuring greater representation of women in the activities of international cooperation, negotiations on the resolution of conflicts and civil and military missions of the UN and EU

<p>Key implementers:</p> <p>Public administration bodies in the security system (MoD, Mol, SIA, MoF CA, MoJ DECS and MFA)</p>	<p>1. Number and content of adopted measures for greater representation of women in the activities of international cooperation;</p> <p>2. Number and content of adopted measures for greater representation of women in negotiations on the resolution of conflicts;</p>	<p>Second half of 2017</p>
<p>Partners:</p> <p>MLEVSA and the Social Inclusion and Poverty Reduction Team of the Government</p>	<p>3. Number and content of adopted measures for greater representation of women in civil and military missions of the UN and the EU;</p> <p>4. Positions of women that participate in civil and military missions of the UN and the EU.</p>	<p>Continuously</p>

► Ministry of Defence

Indicator 4: In the first half of 2019, including the contingent sent to the multinational operations (MnOp) of the United Nations - UNIFIL in the Republic of Lebanon, a total of 510 people participated in the MnOp, including 439 men (86.08%) and 71 women (13.92%).

► **Ministry of Interior**

Indicators 1 and 2: There are no data about adopted measures for greater representation of women in civilian and military missions of the UN and EU. In the reporting period, women did not participate in any UN or EU civilian missions.

► **Ministry of Foreign Affairs**

Indicator 1: In the Security Policy Sector, the representation of women is 50%, and a woman is also the head of this Sector. Women account for 60% of employees in the Sector for Multilateral Cooperation.

3.8. Increasing the representation and influence of women in decision-making on defence and security issues

Key implementer: Political Council (MoD)	1. Number of women in the positions of decision-making on defence and security issues	Continuously
Partners: Public administration bodies in the security system (MoI, BIA, MoF - CA, MoJ DECS and MFA)		

► **Ministry of Interior**

Indicator 1: The percentage of women in management positions compared to the total number of employees increased from 1.4% in 2017 to 1.72% in 2020. Compared to the total number of employees in management positions, the share of women increased from 14% in 2017 to 18.1% in 2020.

3.9. Encouraging greater participation of women in the national, provincial and local crisis and emergency management committees as well as in the activities related to emergency situations

<p>Key implementer:</p> <p>Mol and other public administration bodies in the security system (MoD, SIA, MoF CA, MoJ DECS and MFA)</p>	<ol style="list-style-type: none"> 1. Percentage of women active in the crisis and emergency management committees at all levels; 2. Percentage of women directly involved in the activities in emergency situations; 3. Percentage of women participating in the exercises related to the prevention of emergency situations; 4. Number of designed measures and mechanisms of cooperation between local self-government bodies and CSO, particularly with women from multiple discriminated and minority groups; 	<p>Second half of 2017</p>
<p>Partners:</p> <p>Local self-governments</p>	<ol style="list-style-type: none"> 5. Number of examples of good practice. 	<p>Continuously</p>

► Ministry of Defence

Indicator 1: The Ministry of Defence and the Serbian Armed Forces did not appoint women to the Republic Emergency Response Team and the COVID-19 Infection Disease Crisis Response Team.

► Ministry of Interior

Indicator 1:

► Republic Emergency Response Team

2017: 32 members, 12.5% women

2018: 35 members, 8.6% women

2019: 39 members, 12.8% women

2020: 41 members, 12.2% women

► Provincial Emergency Response Team

2017: 21 members, 19% women

2018: 20 members, 15% women

2019: 20 members, 10% women

2020: 22 members, 13.6% women

► District Emergency Response Teams

In the period 2017-2020, 24 District Emergency Response Teams were established in the territory of the Republic of Serbia, with a total of 427 members, including 23.65% of women.

Indicator 2: In the period 2017-2020, the percentage of women directly involved in emergency activities was 0.4%.

Indicator 3: About 7% of women participated in the organisation, logistical support and implementation of the International Exercise in the field of emergency situations "Serbia 2019".

The Sector for Emergency Situations, in cooperation with the Serbian Red Cross and local self-governments, conducted the following command simulation exercises:

- **City Municipality Mladenovac - 37 participants including 54% of women**
- **City Municipality Obrenovac - 40 participants including 37% of women**
- **City Municipality Vračar - 32 participants including 50% of women**

In addition, in the reporting period, the Basic Training for Fire and Rescue Units was delivered; it was attended by 687 participants, including 16 women, which is less than 2.62% of the total number of participants.

Conclusions and recommendations:

Available data show that the representation of women in the Ministry of Defence and the Ministry of Interior is increasing slightly and insufficiently, both as regards the total representation and the representation in operational positions. The data on the representation of women and girls in the educational institutions of the security sector is encouraging, which is a necessary precondition for the gradual achievement of the goal of balanced representation. The situation is significantly more favourable in the Ministry of Foreign Affairs, the Office for Kosovo and Metohija, the Customs Administration and the Directorate for Execution of Criminal Sanctions. However, there is still an unbalanced representation of women in the national, provincial and district emergency response teams, which reduces the capacity to incorporate a gender perspective into decision-making processes.

In this regard, it is necessary to:

- **Intensify efforts to achieve a balanced representation in the security sector, especially in operational and management positions;**
- **Consider the implementation of special measures to increase representation;**
- **Raise awareness about the importance and benefits of increasing the representation of women in decision-making processes;**

- Intensify efforts to promote educational institutions in the security sector and increase interest among girls;
- Take action to achieve a work-life balance for all employees in the security sector;
- Improve records and mechanisms for monitoring the career development of women in the security sector, as well as the reasons for leaving jobs in the security sector.

4. PROTECTION

4.1. Mainstreaming a gender perspective in all policies in the field of defence and security in order to enhance the protection and security of women

<p>Key implementer:</p> <p>Political Council (MoD)</p> <p>Partners:</p> <p>Public administration bodies in the security system (MoI, BIA, MoF CA, MoJ DECS and MFA); the Commissioner for Protection of Equality in cooperation with other institutional bodies and gender equality mechanisms at all levels and CSOs dealing with human rights of women</p>	<ol style="list-style-type: none"> 1. Number of measures and activities introduced into public policies in the field of security and defence; 2. Number of good practices adopted and implemented in the improvement of the protection of women; 3. Gender analysis of public policies and adopted measures and activities; 4. Reports of independent institutions. 	<p>Continuously</p>
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► Ministry of Interior

Indicator 1: The Guidelines for the Implementation of Measures to Achieve Gender Equality in the Ministry of Interior were adopted in January 2018. In February 2018, the Gender Equality Council of the Ministry of Interior was established, and chaired by the Minister of Interior, to implement gender equality policies in the Ministry, as well as to review the situation in this area.

4.2. Strengthening the capacity of the Serbian Armed Forces and the Ministry of Interior for the protection of women in performing the missions and tasks in multinational operations

Key implementers: MoD and Mol	<ol style="list-style-type: none">1. Number of women protection measures incorporated into standard operating procedures/protocols/curricula;2. Number of implemented training events;3. Number of civil society organisations, representatives of academic community included in the delivery of training;4. Number of conducted analyses and evaluations of performed activities.	Continuously
Partners: Public administration bodies in cooperation with international organisations		

► Ministry of Defence

Indicator 2: In the first half of 2019, 20 training courses were conducted in the Peacekeeping Operations Centre for persons sent to multinational operations

on the topic “Gender Issues in the MnOp”, with a total of 533 participants, of whom 46 (8.6%) were women. In 2020, 12 training courses were conducted in the Peacekeeping Operations Centre for persons sent to multinational operations on the topic “Gender Issues in Multinational Operations”, with a total of 270 participants, of whom 45 (17%) were women.

► **Ministry of Interior**

Indicator 1: No data about the number of introduced measures

Indicator 2: In the reporting period, 4 training courses were held for participation in peacekeeping operations; 7 Mol staff members, all men, were among the participants.

4.3. Improving the efficiency of the security system and all other actors for undertaking necessary legislative and other measures to prevent, investigate and punish, with full commitment, the acts of violence against women in conflict and post-conflict rehabilitation of society, crisis and emergency situations

<p>Key implementers:</p> <p>Bodies of public administration in the security system: MoD, MoI, MoF CA, MoJ DECS and MoJ as a whole, courts and prosecutor's offices</p> <p>Partners:</p> <p>MLEVSA, Ministry of Health (MoH), local self-government units, in cooperation with the Commissariat for Refugees and Migration, CSOs dealing with human rights of women and relevant international organisations</p>	<ol style="list-style-type: none"> 1. Number of adopted regulations; 2. Number of delivered trainings; 3. Number of analyses of the efficiency of performed activities; 4. Number of protection plans of individual institutions; 5. Number and content of measures for the protection of women; 6. Reports of independent institutions. 	<p>Continuously</p>
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► Ministry of Labour, Employment, Veteran and Social Affairs

Indicator 1: In 2020, the Rulebook on Amendments to the Rulebook on Detailed Conditions and Standards for the Provision of SOS Hotline Services for Women with Experience of Violence was adopted.

Indicator 2: In 2020, due to the unfavourable epidemiological situation, most of the trainings categorised in the previous year were not held. The Chamber of Social Welfare enabled all professionals to conduct online trainings and provided

them with free use of the platform. In addition to the trainings categorised by the Chamber, in the periods when the epidemiological measures allowed it, 15 free accredited programmes were implemented. This number included 11 accredited programmes for developing permanence plans for children displaced from families, due to the existence of domestic violence, and trainings on the prevention of child displacement.

Cooperation was established with the “Open Doors of Justice” programme, which enabled professionals to actively participate, along with representatives of the judicial system, in panel discussions and webinars focusing on the response of the social protection system in domestic violence proceedings. Four trainings were held as a result of this cooperation.

Representatives of the Labour Inspectorate have participated in the project “Prevention and Combating Trafficking in Human Beings in Serbia” since 2017. The trainings organised as part of this project in 2017, 2018 and 2019 were attended by 160 labour inspectors, i.e. about 72%. During the implementation of the second phase of the project, trainings on combating trafficking in human beings for the purpose of labour exploitation were attended by 41 labour inspectors in 2020. In addition, in late 2020, representatives of the Labour Inspectorate participated in the training for local teams, delivered as part of the project “From Danger to Safety: Improving the Protection of Victims of Trafficking in Human Beings in Serbia”.

Indicator 5: In the reporting period, assistance and support services were used by 837 girls and women victims of human trafficking - by year:

2017 – 126, 2018 – 261, 2019 – 199, 2020 – 251. This number includes 367 beneficiaries who were registered for the first time, while 470 beneficiaries had used the service for several years.

4.4. Establishment and control of mechanisms for the effective protection of women employed or engaged in the security system from all forms of violence and discrimination

<p>Key implementers:</p> <p>Public administration bodies in the security system (MoD, Mol, SIA, MoF CA, MoJ DECS and MoJ)</p> <p>Partners:</p> <p>Courts and prosecutor's offices and the Commissioner for Protection of Equality</p>	<ol style="list-style-type: none"> 1. Number of reported and prosecuted cases; 2. Number and content of effective protection measures; 3. Number of examples of good practice incorporated into the work of public administration bodies; 4. Views of women about the effectiveness of protective measures in the security system; 5. Number of implemented training courses for employees and managers on the topics in this field. 	<p>Continuously</p>
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► Ministry of Defence

Indicator 1: Based on the data obtained from the MoD organisational units, two cases of abuse of women at work were reported and processed. In both cases, a disciplinary investigation is being conducted for the offence and lawsuits have been filed before the civilian courts of the Republic of Serbia and proceedings are ongoing. There were no cases of violence or discrimination against women in the multinational operations in which the MoD and SAF staff participated in 2020;

Indicator 5: In 2019, in the organisational units of the Ministry of Defence and the Serbian Armed Forces, based on their training plans and programmes, 67 training events were conducted on the topics of gender equality, discrimination, domestic violence, sexual harassment and abuse, prevention to increase the security of women in peace, conflict and post-conflict recovery of society in the country and abroad, as well as the NAP content and envisaged activities.

► **Ministry of Interior**

Indicator 1: In the reporting period, 37 written complaints related to harassment were received by women police officers. Three of these cases referred to sexual harassment, 1 to psychological violence and 33 to mobbing.

Indicator 2: In May 2018, the Mol adopted an internal act entitled “Instruction with Guidelines for Prevention and Protection against Gender-based Discrimination and Discrimination Based on Other Personal Characteristics in the Ministry of Interior of the Republic of Serbia”, which defines the obligations and duties in the Ministry of Interior regarding the prevention of discrimination, as well as mechanisms and procedures for the protection of rights.

Indicator 5: In 2019 and 2020, through the Professional Development of Police Officers Programme, regular education and the e-learning platform, lectures were held on the following topics: “Police Conduct in Cases of Domestic and Intimate Partner Violence”, “Police Work with Marginalised, Minority and Socially Vulnerable Groups”, “The Concept, Recognition and Police Action in Cases of Human Trafficking Offence” and “The Concept, Recognition and Response to Manifestations of Discrimination”. In addition, in 2020, two seminars were held in cooperation with the Commissioner for Protection of Equality and the OSCE Mission to Serbia on the topic “Recognition and Response to Discrimination”.

► **Security Information Agency**

Indicator 1: In the reporting period, one workplace harassment complaint was handled. The case was closed in the Agency after the withdrawal from the mediation procedure.

Indicator 2: The Instruction with Guidelines for Prevention and Protection against Gender-based Discrimination and Discrimination Based on Other Personal Characteristics in the SIA; the Manual for Persons of Trust; and the Guidelines for the Implementation of Measures to Achieve Gender Equality in the SIA were adopted.

4.5. Taking necessary measures to seize firearms or restrict access to firearms for perpetrators of violence

<p>Key implementers:</p> <p>MoJ, prosecutor's offices, courts, MoH, Mol</p>	<p>1. Number of undertaken measures;</p> <p>2. Number of cases of firearms used in situations of violence against women;</p>	<p>Continuously</p>
<p>Partners:</p> <p>The Chamber of Commerce (private security agencies) and CSOs</p>	<p>3. Analysis of possession and use of firearms in situations of violence against women;</p> <p>4. Reports of independent institutions.</p>	<p>Continuously</p>

► Ministry of Interior

Indicator 1: In the reporting period, 240 weapons in illegal possession were seized in criminal proceedings in domestic violence cases (from July 2017 to the end of 2018 - 122, in 2019 - 67, in 2020 - 51).

► Ministry of Justice

Indicator 3: In order to reduce the risk of misusing small arms and light weapons in the context of domestic violence, the Ministry of Justice supported a survey of the practice of criminal justice institutions in response to domestic violence committed through the misuse of firearms, conducted by the UN Development Programme (UNDP). The organisation of four focus groups, attended online through ZOOM, by representatives of the judiciary, was also supported. The findings of the aforementioned survey were presented at four expert meetings (Belgrade,

Novi Sad, Niš, Kragujevac), which were organised for judges and public prosecutors of all instances.

4.6. Provision of comprehensive legal protection and psychosocial support to girls and women who have experienced gender-based violence, particularly to members of multiple marginalised and discriminated groups in conflict and post-conflict rehabilitation of society, crisis and emergency situations

<p>Key implementers:</p> <p>MLEVSA, MoI, MoJ, MoH, MoESTD and MFA</p> <p>Partners:</p> <p>Health care centres, social welfare centres, schools and other educational institutions, local self-government units and civil society organisations, and particularly the Circle of Serbian Sisters (Kolo srpskih sestara) and other CSOs dealing with human rights of women, in co-operation with the Commissariat for Refugees and Migrations and international organisations</p>	<ol style="list-style-type: none"> 1. Number of services of legal protection and psychosocial support; 2. Number of women provided with legal protection and psychosocial support; 3. Number of provided services; 4. Number of financially supported services; 5. Percentage of funds allocated for those purposes; 6. Percentage of funds spent for those purposes; 7. Number of women included in the development of programmes; 8. Number of female beneficiaries included in the creation of service; 9. Views of women service beneficiaries about the quality of services; 10. Reports of independent institutions. 	<p>Continuously</p>
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Indicator 1:

Data of the Institute for Social Protection:

In 2018, there were 13,510 adult victims of physical violence.

In 2019, a total of 13,631 complaints of physical violence against adult victims were recorded. In the five-year period, there was an increase in the number of complaints for all age groups of adults. The number of complaints increased by 135.5% for young people, 93.9% for adults and 79.8% for the elderly. In 2019, 73.4% of the total number of complaints of physical violence referred to violence against women, which indicates that it was gender-based violence.

In 2020, the total number of complaints for all age groups was 36,656, which is 328.5% more than in 2011. The share of adults in the total number of violence complaints in 2020 was 77.2%.

In 2019, SWCs initiated a total of 28,003 procedures in order to protect adult victims of domestic violence, of which 78.6% related to material, legal or professional counselling support.

In 2020, SWCs initiated a total of 28,213 procedures in order to protect adult victims of domestic violence, of which 77.6% related to material, legal or professional counselling support.

The total number of measures ordered to protect adult victims of domestic violence in 2019 was 5,344. The most common measures were the prohibition of further harassment of a family member - 36.6% and a restraining order (staying a certain distance away from a family member) - 32.3%.

The total number of measures ordered to protect adult victims of domestic violence in 2020 was 6,099. The most common measures were a restraining order (staying a certain distance away from a family member) - 44% and the prohibition of further harassment of a family member - 25.8%.

Indicator 6: Currently, in the Republic of Serbia, there are 7 licenced providers of shelter service for victims of violence and 10 licenced providers of SOS hotline service for women victims of violence.

Indicator 7: The Ministry supports the improvement of community services through the mechanisms of dedicated funds transfer to local self-governments, which further direct funds to service providers in their territory. For that purpose, the Ministry allocated 604,800,000.00 dinars in 2020. Part of the funds is directed to support victims of domestic and intimate partner violence, in accordance with the decision of local self-governments.

4.7. Improvement of legal protection and psychosocial support to girls and women victims of trafficking in human beings, particularly to members of multiple marginalised and discriminated groups in conflict and post-conflict rehabilitation of society, crisis and emergency situations

<p>Key implementers:</p> <p>The National Coordinator for Combating Human Trafficking and the Centre for the Protection of Victims of Trafficking in Human Beings in co-operation with MLEVSA, MoJ, courts and prosecutor's offices</p> <p>Partners:</p> <p>CSOs, and particularly the Circle of Serbian Sisters (Kolo srpskih sestara) and other CSOs dealing with human rights of women, in co-operation with the MFA and international organisations</p>	<ol style="list-style-type: none"> 1. Number of women provided with legal protection and psychosocial support; 2. Percentage of funds allocated and spent on legal protection and psychosocial support; 3. Number of developed programmes of legal protection and psychosocial support and involved institutions; 4. Number of women involved in the development of legal protection and psychosocial support programme; 5. Number of female service beneficiaries included in the creation of programmes; 6. Reports of independent institutions. 	<p>Continuously</p>
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► The Ministry of Interior and the Ministry of Labour, Employment, Veteran and Social Affairs

Indicator 1: The Office for Coordination of Activities in Combating Trafficking in Human Beings within the General Police Directorate, in co-operation with the Centre for Protection of Victims of Trafficking in Human Beings, provided legal

protection and psychosocial support to girls and women victims of trafficking in 2017-2020:

In the reporting period, assistance and support services were used by 837 girls and women victims of human trafficking - by year: 2017 – 126, 2018 – 261, 2019 – 199, 2020 – 251.

This number includes 367 beneficiaries who were registered for the first time in the reporting period, while 470 beneficiaries had used the service for several years. In addition, in the reporting period, 192 girls and women had a legal representative, mainly engaged by the Centre for Protection of Victims of Trafficking in Human Beings and, to some extent, CSOs Atina and Astra.

Indicator 2: The percentage of funds intended for legal protection and psychosocial support varies on an annual basis, so in 2017 it amounted to 15% of the total budget of the Centre, in 2018 - 14%, in 2019 - 11% and in 2020 - 18%.

Indicator 3: In the reporting period, 549 individual plans were made for the protection of girls and women victims of trafficking, while there were oral agreements on protection and support with 288 beneficiaries. The protection plans include all relevant institutions of the system, primarily the police, social welfare centres, health care institutions, educational institutions and the National Employment Service.

Indicator 4: All beneficiaries (837) participate or have participated in the development of protection plans, which must be adapted to individual needs.

Conclusions and recommendations:

The submitted data largely depend on the framework of the plan in terms of time-frame and quantitative indicators, which do not show the essential effectiveness of protection measures. Taking into consideration the need for a multisectoral approach to the provision of comprehensive legal protection and psychosocial support, it is necessary to achieve a high degree of coordination of all stake-

holders, with defined mechanisms for monitoring the efficiency of measures. In addition, it is necessary to first define indicators in this field for the next NAP for the implementation of the UNSC Resolution 1325, abandoning the application of quantitative indicators in assessing the effectiveness of the measures for protection against violence.

As regards protection against discrimination and gender-based violence in the security sector, it is necessary to deliver training courses, continuously and systematically, on recognition and protection mechanisms, which will be attended by both women and men. In addition, it is necessary to continuously enhance the capacity of mechanisms in the security sector, such as “persons of trust”, but also other internal mechanisms, in order to ensure timely and efficient response to potential cases of discrimination and gender-based violence.

Having in mind the above, it is necessary to:

- **Adjust the protection system to changes in the legal and strategic framework, establishing a clear mechanism for multisectoral co-operation;**
- **Establish a methodology for data collection and assessment of the efficiency of protection measures, allowing for data comparability;**
- **Define a result-oriented system of indicators in the next NAP, which is a precondition for efficient monitoring and accurate reporting on the performed activities relevant to the field of protection;**
- **Systematically conduct training courses for security sector employees, including those seconded to multinational operations, on identifying and responding to cases of discrimination and gender-based violence;**
- **Continuously increase the capacity of “persons of trust” and other mechanisms for identifying and responding to cases of discrimination and gender-based violence;**
- **Conduct research on the security sector employees’ perception of the prevalence of discrimination and violence.**

5. RECOVERY

5.1. Improving the regulatory and institutional framework and taking measures for recovery of women that have experienced violence in conflict and post-conflict rehabilitation of society, crisis and emergency situations

<p>Key implementers:</p> <p>MLEVSA and MoJ</p>	<p>1. Analysis of the quality of the regulatory and institutional framework;</p>	<p>Second half of 2017</p>
<p>Partners:</p> <p>Prosecutor's offices, courts, MoH, Mol, security services, in co-operation with institutional bodies and mechanisms for gender equality at all levels, SCTM, local self-government units, CSOs and international organisations</p>	<p>2. Number of adopted proposals for changes of the regulatory framework;</p> <p>3. Number of analysed documents</p>	<p>Continuously</p>

► Ministry of Labour, Employment, Veteran and Social Affairs

Indicators 1 and 2: The MLEVSA has prepared a Draft of Amendments to the Law on Family, which envisages the introduction of a new measure of protection against domestic violence: “Issuing an order to the perpetrator of domestic violence to undergo psychosocial treatment or be included in specialised programmes.”

5.2. Provision of training for the participants of peacekeeping and humanitarian missions on gender equality, rehabilitation and reintegration of women who have experienced gender-based violence

<p>Key implementers:</p> <p>MoD and Mol</p>	<ol style="list-style-type: none"> 1. Number of delivered trainings; 2. Number of women and men who have undergone training; 3. Number of CSOs that participated in the implementation of training; 4. Percentage of female participants of the total number of training participants in peace and humanitarian missions. 	<p>Continuously</p>
<p>Partners:</p> <p>SCTM, CSOs and international organisations</p>		

► Ministry of Defence

Indicator 1: In the first half of 2019, 20 training courses were conducted in the Peacekeeping Operations Centre for persons sent to multinational operations on the topic “Gender Issues in the MnOp”, with a total of 533 participants, of whom 46 (8.6%) were women. In 2020, 12 training courses were conducted in the Peacekeeping Operations Centre for persons sent to multinational operations on the topic “Gender Issues in Multinational Operations”, with a total of 270 participants, of whom 45 (17%) were women.

► Ministry of Interior

Indicator 1: There were several courses organised by the Peacekeeping Operations Centre of the SAF, including the courses “Gender in Peacekeeping Opera-

tions” and “Protection of Civilians in Peacekeeping Operations”. A total of 5 police officers participated in 3 trainings for participation in peacekeeping operations in 2017 and all of them were men.

5.3. Overcoming stereotypes and prejudices against women that have experienced violence in conflict and post-conflict rehabilitation of society, crisis and emergency situations, and their empowerment to come out of isolation and stop silence about their traumatic experience

<p>Key implementer:</p> <p>Operational Body (CBGE)</p> <p>Partners:</p> <p>MLEVSA; Office for Human and Minority Rights; Commissioner for Protection of Equality; analytical groups and research teams for the implementation of NAP; NAP Focal Points; institutional bodies and mechanisms for gender equality at all levels, in co-operation with CSOs, associations of journalists and the media and international organisations.</p>	<ol style="list-style-type: none"> 1. Number of training courses on the nature of violence and nonviolent conflict resolution; 2. Number of participants of training courses on causes and consequences of violence against women; 3. Number of affirmative public and anti-violence statements of public opinion creators; 4. Number of affirmative public and anti-violence informative educational programmes; 5. Analysis of the content of media reporting about that topic; 6. Views of citizens; 7. Number of published texts annually. 	<p>Continuously</p>
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► Ministry of Interior

Indicator 3: Police districts actively participated in the international campaign “16 Days of Activism against Violence against Women”, conducting a series of preventive activities, presenting police work through the media, establishing contacts with other organisations, as well as holding expert meetings, panel discussions, round tables, seminars, conferences and lectures. In addition, in 2020, the Women Police Officers Network organised the distribution of the Network's flyers during the mentioned campaign.

Conclusions and recommendations: Having in mind the emergency situation caused by the pandemic, which affected society as a whole, and the fact that a large part of the burden in the process of fighting the pandemic was borne by women-majority sectors (health care, social protection, trade, media, etc.), recovery may be the most important segment of the next NAP. In this regard, it is necessary to develop an adequate and accessible system of psychosocial support for possible post-traumatic stress disorders and other difficulties that have appeared as a result of intensive engagement during the process of eliminating the consequences of the pandemic. In addition, it is necessary to continue to improve the legal framework in the field of recovery, while continuously raising the capacity of service providers and the quality of psychosocial support services.

III Gender equality at the local level

Within its mandate as prescribed by law, the Commissioner monitors the implementation of laws and other regulations, recommends measures to the authorities and other entities to achieve equality in all aspects and at all levels of society and submits to the National Assembly regular annual reports on the situation in the field of equality. In accordance with the National Action Plan for the implementation of the UNSC Resolution 1325 Women, Peace, Security, the Commissioner conducts independent monitoring of the implementation of activities defined in the local action plans of the towns and municipalities in the Republic of Serbia.

In April 2017, the Commissioner issued a recommendation to all local self-governments in Serbia to undertake measures for achieving equality. Then, the Commissioner sent a questionnaire to all local self-governments, in order to monitor the compliance with the recommendation and the situation in the field of achieving gender equality in local self-governments. In addition, in February 2020, the Commissioner issued a recommendation to local self-governments to undertake a measure of increasing the participation of women and youth in the decision-making process.

Having in mind that two important cycles were completed: the election cycle in the vast majority of local self-governments and the expiration of the National Action Plan for the implementation of the UN Security Council Resolution 1325 - Women, Peace and Security, it was time to send a new questionnaire to all local self-governments in order to measure the achieved progress in the representation of women in decision-making positions compared to 2017, the existence of local mechanisms for gender equality and the existence of an appropriate local strategic framework.

All 145 local self-governments responded to the questionnaire by the end of May 2021, but the data on representation in management positions in the municipalities were updated even after that date.

1. FINDINGS OF THE QUESTIONNAIRE ANALYSIS AND COMPARATIVE PRESENTATION

The comparison of 2017 and 2021 analyses of the representation of women at the local level shows a noticeable progress in the vast majority of decision-making positions at the local level. Currently, 15.9% of women are in the position of municipality president or mayor, which is an increase of 8.8% compared to 2017. Women are at the head of local self-governments in the towns of Kruševac, Niš, Sremska Mitrovica, Užice and Vršac, and the municipalities of Alibunar, Apatin, Bajina Bašta, Bački Petrovac, Babušnica, Bela Crkva, Beočin, Brus, Varvarin, Kovin, Surdulica, Trstenik, Trgovište, Čoka, Ćićevac, Preševo, Novi Kneževac and Ruma.

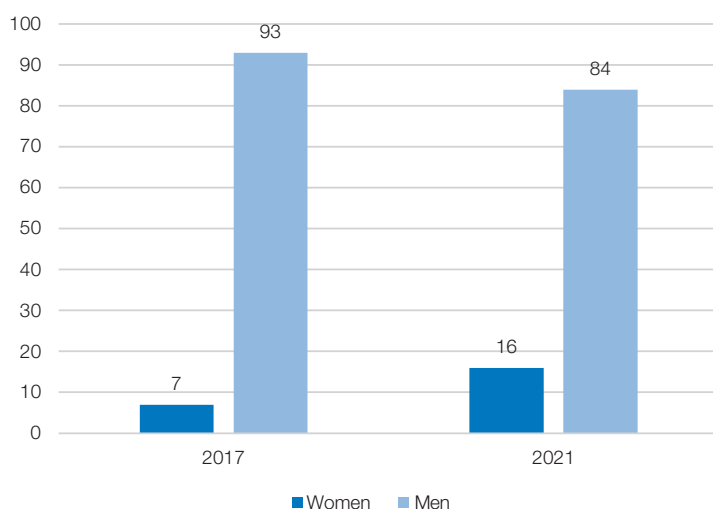


Chart 1 Representation of women presidents of municipalities/mayors

According to the data of the Office for Kosovo and Metohija, two women are presidents of the provisional bodies in two (Kosovska Kamenica and Klina) out of

29 local self-governments in Kosovo and Metohija. In 29 local self-governments, there are a total of 16 women in municipal councils, while 45 women hold management positions in public companies in Kosovo and Metohija.⁴

When it comes to deputy mayors or presidents of municipalities, the progress is slightly less pronounced and amounts to 4.7%, that is, from 17.1% in 2017 to 21.8% in 2021.

The adopted Amendments to the Law on Local Elections⁵ stipulate that each list must contain 40% of the underrepresented gender, which resulted in an increase in the representation of women in local assemblies. The percentage of women, as the underrepresented gender in all city and municipal assemblies, has not yet reached the target level, primarily due to the fact that regular local elections were not held in a certain number of municipalities. Therefore, the representation of women in local assemblies increased from 34.8% to 38.6% in the period between 2017 and 2021, which is an increase of 3.8%. In addition, an increase in the representation of women was recorded in the positions of LSG assembly president - from 14% to 21.1% (+7.1%) and deputy president of LSG assembly - from 24% to 26.1% (+ 2.1%).

The trend of predominant representation of women in the positions of assembly secretary and deputy secretary continued, which in the case of secretary increased by 4.1% compared to 2017 (2017 - 57.7% and 2021 - 61.8%), while in the position of deputy secretary there was a shift towards balanced representation, from 64.6% to 60%.

4 All references to Kosovo, whether to the territory, institutions or population, in this text should be understood in full compliance with United Nations Security Council Resolution 1244.

5 *Official Gazette of the RS*, nos. 129/2007, 34/2010 - CC Decisions, 54/2011, 12/2020, 16/2020 - authentic interpretation and 68/2020

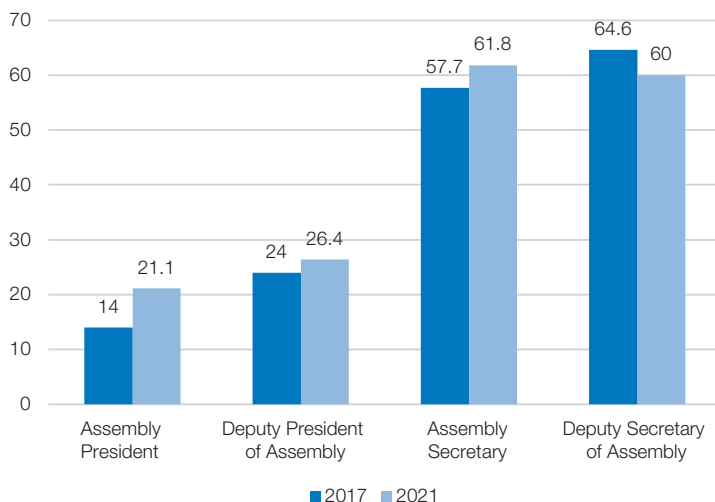


Chart 2 Representation of women at other key positions in local self-governments

Like in case of most decision-making positions at the local level, the representation of women in municipal/city councils has increased compared to the previous analysis. According to the data from 2021, the representation of women in municipal/city councils is 23.6%, which is an increase of 4.6% compared to 2017.

The representation of women at the lowest level of decision-making in local communities remains low. According to the data from 2017, the representation of women was only 10.7% in local community councils, and only 7.1% council presidents were women. According to the new data, the growth of representation in councils is 5%, which is a significant but still insufficient growth, while the increase in the share of women among the presidents of local community councils is only 1%. These data are expected to a certain extent, having in mind that the most difficult thing is to overcome obstacles and established patterns in local communities, but also the generally low interest in engagement in local communities.

On the other hand, women are traditionally highly represented in the most operational positions in local self-governments, such as the positions of heads of organisational units. Thus, the percentage of women in the position of head of

administration increased from 47.5% to 53.3%, while the percentage of heads of administration for certain areas⁶ decreased from 56.5% to 44.2%.

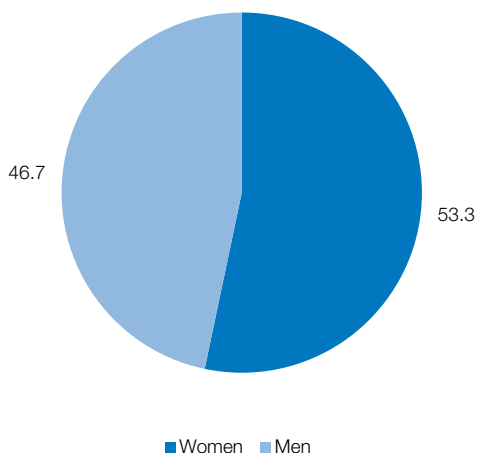


Chart 3 Heads of municipal/city administrations

The percentage of women heads of organisational units has slightly decreased, but it is still more than half and amounts to 55% compared to 56.6% in 2017.

As regards the representation of women in election commissions, in the observed period there was a slight progress in achieving a balanced representation in local election commissions, which now have 39.9% of women, compared to 37% in 2017. On the other hand, the percentage of women in the position of election commission chairperson has significantly decreased, from 43.2% to 38.9%, which should be the subject of a deeper analysis.

6 The Law on Local Self-Government (Article 53) stipulates that the municipal administration shall be formed as a single body, and municipal administrations may be formed for certain areas in municipalities with over 50,000 inhabitants.

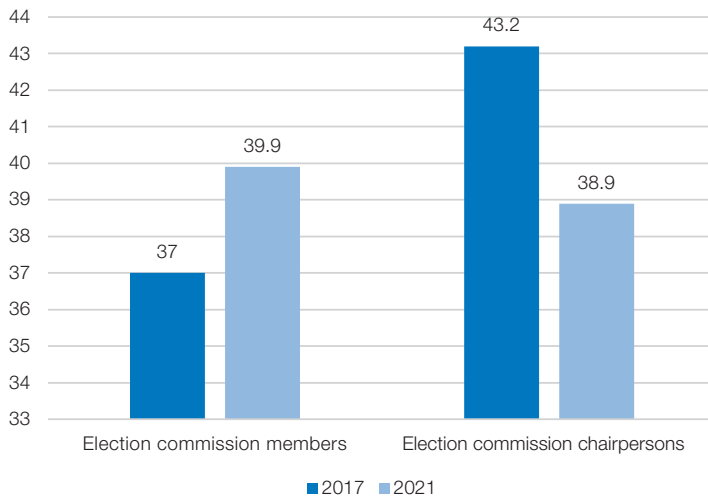


Chart 4 Representation of women in elections commissions at the local level

Among the most significant data in the comparative overview, and also one of the most significant results in the observed period, is the percentage of established working bodies for gender equality. The percentage of established working bodies in the previous period increased by as much as 23.6%, i.e. from 47.9% to 71.5%, which shows that awareness of the importance of gender equality has been significantly raised at the local self-government level; their establishment creates pre-conditions for the gender mainstreaming of local public policies. As regards the composition of these working bodies, the share of men increased to 23.3% compared to 20% in 2017. On the other hand, some answers from the questionnaire indicate that some local mechanisms for gender equality are not functional, i.e. that after the establishment they do not work at full capacity, which indicates that it is necessary to continue raising the capacity of decision makers at the local level and members of these working bodies.

In addition, there was a slight increase in the percentage of LSGs that determined a person whose job description included gender equality tasks, but there was also

a continuation of the negative trend of dividing these jobs into those where gender equality was the main task and those where gender equality was an ancillary task. Gender equality is most often linked to jobs in the field of veteran and disability care, child care, Roma issues and health care. On the other hand, there are examples where persons in charge of gender equality are employed in jobs that cover areas such as communal inspection, road traffic, treasury and receipt of documents for registration of entrepreneurs. It is important to note that the percentage of LSGs without a person in charge of gender equality or a working body for gender equality has been reduced from 32.1% to approximately 10%.

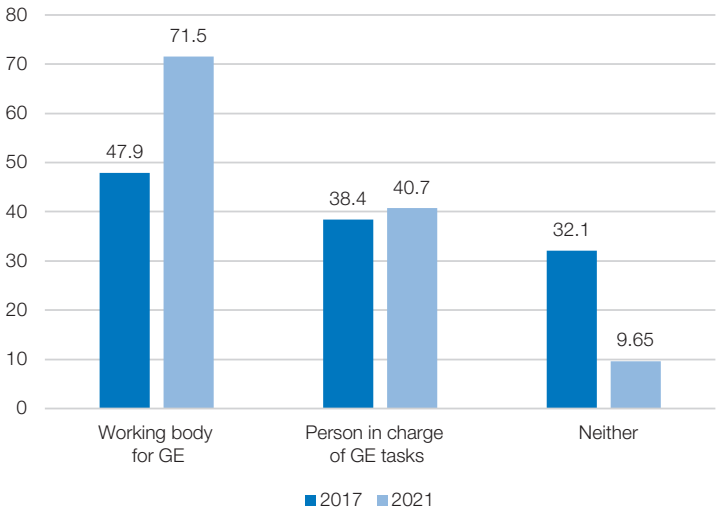


Chart 5 Gender equality mechanisms at the local level

Progress has also been noted in the percentage of municipalities/towns that have adopted the Decision on Gender Equality. This document was adopted by 40.7% of local self-governments in the Republic of Serbia, compared to 32.5% in 2017.

One of the most important segments of women's representation in decision-making positions in the local self-governments is the representation in management positions in public companies, institutions and organisations whose founder is the municipality or town.

In the observed period, representation in these positions in public companies was not yet balanced, and in some places there has been a decline, which is the case with the position of director. Compared to 2017, there are 2.9% less women in the position of director of public companies at the local level, which is a total of 12.6%. Furthermore, the percentage of women in the supervisory boards of public companies remained the same - 28.9%, while the share of women in the position of supervisory board president increased from 16.9% to 19.4%.

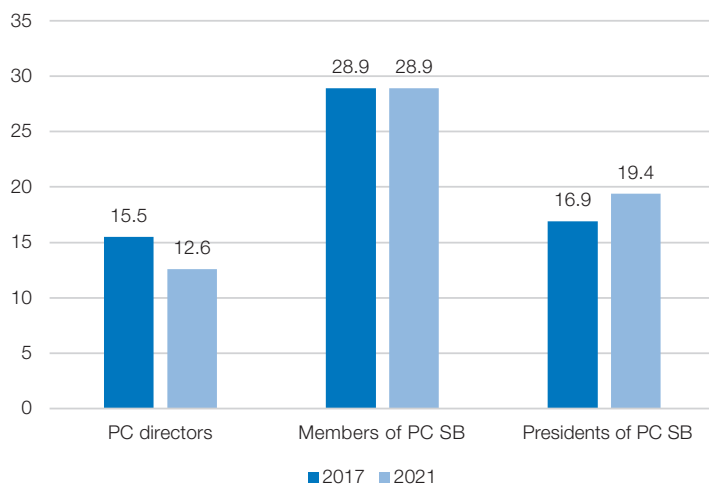


Chart 6 Representation of women in public enterprises at the local level

When it comes to institutions and organisations founded by local self-governments, the representation of women is balanced, and in some cases there are more than half of women. The situation in this field is expected to a certain extent, given that these institutions and organisations usually operate in the sectors traditionally considered “female”: social protection, health care and education.

The share of women in the position of institution or organisation director increased from 51.2% in 2017 to 56.5% in 2021, and a similar increase was recorded in the position of steering committee member, from 51.2% to 55.4%. In addition, the share of women in the position of steering committee president increased by 3.8% to the current 47.2%.

IV Women, peace, security and response to the pandemic at the local level

A modern approach to security, embodied in the concept of human security, i.e. a multidimensional and holistic approach to all possible security challenges that an individual may face, has proven to be integral to crisis and emergency management in general.

The Women, Peace and Security agenda and the national action plans designed to implement this agenda are mechanisms for implementing the concept of human security, including the principle of gender equality, without which there can be no quality crisis management or effective response. One of the preconditions for the efficient implementation of the Women, Peace and Security agenda is the so-called localisation, or integration of its basic principles into local public policies and management and security mechanisms, as defined in the NAP for the Implementation of the UNSC Resolution 1325 in the Republic of Serbia in the period 2017-2020.

The COVID-19 pandemic has proven to be an extremely high threat to the health of all citizens, causing severe consequences in all areas of social life, including economy, social protection, health care, etc. At the same time, the response of all levels of government to the pandemic is an excellent indicator of how much the principles of the Women, Peace and Security agenda have been genuinely applied and whether they fulfil their goals with respect to citizens as ultimate beneficiaries.

In this regard, the Commissioner for Protection of Equality dedicated a special part of the questionnaire for local self-governments to the local security infrastructure, their mechanisms and strategic framework.

In accordance with the *Decree on the composition, manner and work organisation of emergency response teams*⁷, local emergency response teams perform their activities in three phases: prevention phase, operational phase and coordination and management tasks, and community recovery phase. In all three phases, women's participation is necessary in order to ensure the integration of gender perspective into work. Unfortunately, as regards the composition of local emergency response teams prescribed by the Decree, the unbalanced representation of women in decision-making positions in local self-governments is most often reflected in the composition of these teams. Consequently, the answers to the questionnaire have shown that on average only 23.6% of women are members of local emergency response teams, which is a trend also at the national, provincial and district levels, according to the data of the Ministry of Interior.

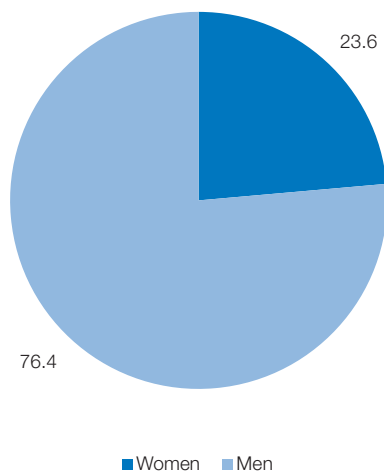


Figure 7 Composition of Local Emergency Response Teams

Bearing in mind that local security councils are among the most important local mechanisms for defining and resolving security issues in the community, one seg-

⁷ Official Gazette of the RS, no. 27/2020

ment of the questionnaire referred to their mapping at the local level and women's participation in their operation. The answers to the questionnaire have shown that about two thirds or 67.1% of local self-governments in the Republic of Serbia established local security councils, and women make up approximately 29% of the total number of their members.

Another precondition for the adoption of gender-sensitive measures in everyday and emergency situations is the existence of an appropriate local strategic framework and/or a local action plan for the implementation of the UN Security Council Resolution 1325 or a local action plan (LAP) for gender equality. The analysis of the questionnaire has shown that only 22.1% of LSGs in the Republic of Serbia have a valid LAP, while another 5.7% of municipalities undertake activities to adopt the aforementioned strategic document.

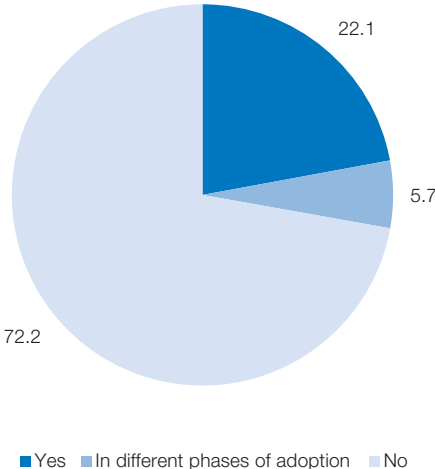


Figure 8 Local action plan for gender equality and/or for the implementation of UNSCR 1325 adopted

In addition, the strategy of improving the safety of community was adopted by 6.3% of LSGs, while 21% of LSGs conducted the analysis of security situation, as a precondition for the adoption and efficient implementation of any local public policy on security.

The analysis of completed questionnaires covered the issue of the provision of comprehensive legal protection and psychosocial support to girls and women who have experienced gender-based violence, which is also one of the important NAP elements. The need for this service at the local level was particularly pronounced during the pandemic, given the increased risk of domestic and gender-based violence due to the lockdown, work from home and many other factors. However, according to the information from the completed questionnaires, the aforementioned support programmes are available in only 26 local self-governments, which makes about 18% of the total number. It is particularly interesting that the services of comprehensive legal protection and psychosocial support to girls and women who have experienced gender-based violence were provided only in 13 out of 28 towns in Serbia.

Regarding the measures adopted by local self-governments to suppress and mitigate the effects of the COVID-19 pandemic, the analysis of answers to the questionnaire shows that approximately 70% of LSGs have undertaken some of the measures related to social protection, mitigation of economic consequences, material support or fight against gender-based violence. In the observed period, the vast majority of measures included the distribution of aid parcels, decrease of rental costs for business premises and the establishment of centres for providing information by phone and providing various types of information.

In the process of adopting the measures, the working bodies for gender equality were consulted in only 18.6% of cases, or in 30% of cases if we count only the LSGs that had such a working body. On the other hand, civil society organisations were consulted in the process of adopting measures in 52.4% of cases. Based on these data, it can be concluded that at the local level insufficient attention has been paid to the inclusion of working bodies for gender equality in decision-making processes, which increases the risk that the adopted measures would not be sufficiently gender sensitive.

V Independent Expert Report on Monitoring the Implementation of the NAP for the Implementation of the UN Security Council Resolution 1325 at the Local Community Level

Consultant Nataša Milojević

August 2021

1. INTRODUCTION

- **The most important data on the National Action Plan 2017-2020 for the implementation of the UNSCR 1325 in the Republic of Serbia**

The overall goal of the NAP 2 is to improve the security of women in society through an integral implementation of the UNSC Resolution 1325 in the areas of prevention, participation, protection and recovery, insisting on a greater involvement of women in maintaining peace and security at the local community level.

The overall goal of the NAP is to improve all aspects of the security of women in society, in particular women more exposed to security risks and multiple discriminated women, such as: women with disabilities, Roma women, women older than 50 years, women refugees and internally displaced women, rural women, single mothers, women from minority groups, women victims of violence, women of different sexual orientation or gender identity and women from underdeveloped rural areas.

The NAP has five thematic areas, in addition to the aforementioned ones: the first chapter/area refers to ACTORS - building institutional mechanisms and bodies, and there are three Annexes: (1) list of international documents, 2) model of reporting and 3) list of acronyms. The specific goals and activities envisaged to achieve these goals, as well as the key implementers, partners and required resources, are defined for each of the five thematic areas.

The funds necessary for the implementation of activities are provided from the budget; more specifically, only from the budgets of the Ministry of Defence and the Ministry of Culture. Other state and local self-government bodies are invited to plan and allocate funds in accordance with the budgetary limits for the relevant period, and recommended to seek donor funds as well.

The second NAP (2017 - 2020) envisaged the establishment of the Government's Operational Body, a single reporting model and Focal Points for the implementation of the NAP at all levels.

The chapter Actors identifies institutional bodies and mechanisms for NAP implementation: the Political Council of the Government, the Operational Body of the Government, the Commission for Monitoring the NAP Implementation as a supervisory body established by the National Assembly of the Republic of Serbia and the Assembly of AP Vojvodina, analytical groups and research teams in security institutions, Persons of Trust, NAP Implementation Advisor in the programmes and bodies of public administration and local self-government, Gender Advisor in all civilian and military missions. Gender responsive budgeting involves the operationalization of gender responsive policies and independent monitoring conducted by the public as a whole and independent bodies and organs such as the Commissioner for Protection of Equality.

- **Role and competence of the Commissioner for Protection of Equality**

Within its mandate as prescribed by law, the Commissioner monitors the implementation of laws and other regulations, recommends measures to the authorities and other entities to achieve equality in all aspects and at all levels of society and submits to the National Assembly regular annual reports on the situation in the field of equality. **In accordance with the National Action Plan for the implementation of the UNSC Resolution 1325 Women, Peace, Security, the Commissioner conducts independent monitoring of the implementation of activities defined in local action plans of the towns and municipalities in the Republic of Serbia.**

- **Monitoring: questionnaire, consultative meetings and focus groups**

The methodology of monitoring has been defined. Basically, it consists of combined methodological techniques: desk review, interviews - creating a questionnaire sent to all municipalities and towns and creating an agenda and research

techniques for obtaining qualitative indicators - focus groups. The local self-governments, in accordance with the NAP objectives and methodology, filled out a questionnaire that should present the situation regarding the NAP implementation at the local level in all municipalities. After analysing the answers provided in the questionnaire, the consultant suggested the application of additional research methods and holding consultative meetings with local self-government representatives and focus groups with actors and stakeholders in order to obtain qualitative indicators that would contribute to a more thorough analysis and recommendations for the future work of the competent ministry and the working group for the development of the third NAP for the implementation of the UNSCR 1325.

2. SUMMARY

Monitoring the implementation of the NAP for the implementation of the UNSC Resolution 1325 Women, Peace, Security at the local level has shown that social and institutional responses to challenges and threats to personal security of citizens must be intensified, improved and synchronised in order to implement action plans and reach successful and sustainable solutions. Citizens need to be familiar with the content of resolutions, national strategies and plans and need to recognise and accept them as a common good (common ownership). Alienation of national strategies, no matter how good and far-reaching they may be, inconsistency in their implementation, lack of coordination and subordination, competences and responsibilities for their implementation, lead to disinterest, ignorance and apathy of citizens and, essentially, to their greater exposure to threats and risks to personal security. The implementation of internationally relevant and nationally very important strategies requires social consensus and active political will, regardless of who has the executive power currently. Because, "the NAP is only a paper, responsibility for its implementation is needed" (*Major General Prof. Božidar Forca, PhD, consultation, 28/11/2018, Belgrade*) if it is not known who, when, how, by what means, in what period, to whom the report is submitted, who conducts supervision, who measures the results, who assesses the needs, what the indicators of performance and achievement of goals are. Local authorities want to have guidelines, guidance, initiative and, above all, resources for the

implementation of planned activities. The NAP 2 is an ambitious document (in line with the goals and strategy of the Women, Peace and Security agenda), perhaps even too ambitious, because considering what has been achieved, the NAP looks like a wish list rather than a rationally measured and evaluated action plan.

COVID-19 and the state of the pandemic for more than 18 months (March 2020 - August 2021 when this text was written) gave us important experience - "live exercise". COVID-19 has questioned the whole approach to the concept of personal security, and particularly showed the weaknesses of the absence of security culture and the understanding that now we have a new security paradigm. Like in many situations where natural disasters strike the population, those who respond timely and appropriately are the system and state institutions with immanent discipline, subordination, training, strategy and action plan: the Army, police, and partially the health care system. Although confronted with the unknown COVID-19 virus, with the rather inadequate reactions of world organisations and delayed reactions of the WHO, the experience and doctrine of the security and defence forces have contributed to solving efficiently the problems of hospital capacity, the state of emergency and COVID protocols.

The greatest burden of COVID-19 emergency was borne by health workers, more precisely, female health workers, medical (and medical support) staff, most of whom are WOMEN.

The NAP 2 did not envisage such a situation. This is why the state of emergency and the fight against the pandemic is a valuable experience that should be summarised in order to be taken into account in drafting the NAP 3. (Pay attention to the statements of the focus group participants).

3. METHODOLOGY AND COVERAGE:

The methodology selected for research on the degree and success of the NAP implementation at the local level:

3.1. desk review (of previous and current research conducted by other actors, desk review of expert texts and NAP implementation reports)

3.2. questionnaire (through which quantitative indicators were obtained) and

3.3. consultative discussions and focus groups (with qualitative indicators) provided a thorough insight into the scope and state of NAP implementation. The questionnaire was sent to and filled out by all municipalities (145), although not in all segments (not all questions were answered).

The answer to the substantial question why the NAP was not implemented in all municipalities and towns (it was implemented, completely or partly in slightly less than 30% of 145 municipalities - more precisely, the Local Action Plan was adopted in 22.1% and was in the drafting phase in 5.7% of municipalities) and what should be done to pass the next feasibility and sustainability test was sought in direct contact with beneficiaries and stakeholders: representatives of local self-government bodies and institutional bodies by conducting consultative meetings and *focus groups* on the NAP implementation in the municipalities and towns in the Republic of Serbia.

Consultative meetings were held on 2 July in Subotica and 13 July in Kragujevac with representatives of 21 local self-governments.

Representatives of 9 towns and municipalities attended the meeting in Subotica: Novi Sad, Novi Kneževac, Čoka, Apatin, Zrenjanin, Kikinda, Vrbas, Alibunar, Subotica - a total of 15 people.

Representatives of 12 towns and municipalities attended the meeting in Kragujevac: Novi Pazar, Veliko Gradište, Niš, Boljevac, Kragujevac, Bor, Sokobanja, Užice, Paraćin, Svilajnac, Kraljevo, Valjevo - a total of 18 people.

The criterion for the selection of municipalities was to have participants in the consultative meetings and focus groups who were representatives of municipalities and cities in which the NAP was implemented and those in which there was no such activity. We wanted to “confront” the examples of good practice with the complete absence of awareness about the existence of the NAP.

The most important statements:

It was pointed out that such meetings were necessary and should become a regular practice, and that networking, co-operation, education and coordination were preconditions for progress in drafting and then implementing the National Action Plan and activities in the field of women's security in local communities.

The most important findings are:

- Established bodies - local security councils in 67.1% of municipalities;
- 28.9% of members of local safety councils are women;
- Comprehensive legal protection and psychosocial assistance programmes for girls and women - victims of gender-based violence were provided in 24 municipalities;
- An information and motivation campaign on the NAP goals and activities was conducted in 18 municipalities;
- Budget funds for the NAP implementation were provided in 10 municipalities;
- Asked what they considered to be the most important element in the NAP implementation, the representatives of the Municipality of Vladimirci wrote: *Prevention of all forms of violence against women; the inclusion of women and their interests in decision-making processes related to con-*

flict prevention, management and resolution; security, physical and mental health and economic security of women and girls, as well as respect for their human rights; and the necessity to fulfil the needs of women and girls, especially from vulnerable groups (e.g. internally displaced persons, victims of sexual and gender-based violence, ex-combatants, refugees and returnees) through assistance, early recovery and economic recovery programmes.

Main problems: According to the respondents and focus group participants, there is no subordination, professionalization, funds (except in rare cases in municipal budgets), coordination with state institutions (there is no Political Council, Government's Operational Body); there are stereotypes, conservatism and neo-traditionalism; the issue of women's security is treated as "some women's politics" irrelevant for "major politics"; there is no real understanding of personal security as the most important social issue, crucial for the local community.

Women are exposed to various security threats, and they are not aware of everyday, ordinary things, they do not see, they do not recognise that they are endangered, for example, by the fact that there are streets without sidewalks, parks without lights in places where they live, and that, especially in rural areas, they have hindered or no access to health care.

At the time of the COVID-19 pandemic, domestic violence has become an everyday occurrence, the community response remains inadequate, unacceptable, there are reactions only when a femicide happens.

Violence against different female members of the community, such as minorities, people of different sexual orientations, is simply part of folklore, especially in rural areas.

These are some of the comments and statements that best illustrate the situation and can be part of the answer to the question of how the NAP is (not) implemented:

Respondent no. 1, Užice: There is a lack of financial resources and professionalization. There is a proposal to establish housing funds for women victims of domestic violence. Prevention is important, but we don't have it.

Respondent no. 2, Women's Councillor Group, Užice, says that there is a general problem with the penal policy and the punishment of abusers. Once the sentence expires, violence is repeated.

Respondent from Novi Sad: If punishments are tightened, the government is in danger, it will lose its voting base. Secondly, the personal rights of some individuals do not compromise the personal rights of others - this should be the rule in multinational environments. And it's not like that. National communities are separate, they are not in mutual contact.

Respondent from Čoka points out that a major security problem and a reason for domestic violence derives from the economic situation, unemployment, underdeveloped economy, which especially prevents women from becoming economically independent, makes them dependent on their intimate partners and exposed to all types of violence.

Respondent from Vrbas says: I am learning from my children; we have forgotten to listen to each other. The big problem is ignorance.

As regards the situation in rural areas, one sentence marked and defined the attitude towards different people, especially LGBT: The village is cruel.

The majority of respondents pointed out that the family was important and that everything "comes from the family", but that it was weakened and that its role had changed in "this new cyber era".

All of them agreed that education was necessary; some female respondents insisted on early education since kindergarten, in pre-school institutions.

Almost all participants spoke about the negative role of the media in inciting and promoting violence, especially with respect to the position of girls and women and their exploitation in various media formats. They spoke especially negatively about reality shows and considered them to be the main promoters of violent behaviour and abusers. They believed that the media promoted violence and rewarded violent behaviour.

The statements and views expressed in these focus groups were confirmed by the research and conclusions conducted by individual civil society organisations and other research teams. For example, the findings of the targeted survey *The Impact of COVID-19 on the Implementation of NAP 2017-2020 at the Local Level*, conducted in 2021 in the Municipalities of Ada, Kraljevo, Vladičin Han and Leskovac and supported by the OSCE, show that the situation is similar and that “there are no results in terms of engagement or co-operation”, according to Prof. Marija Babović, and that there are dissenting opinions about recovery plans, depending on “who we ask”, as Prof. Babović points out and speaking about the reasons says: “There is no institutional support and that is one of the main reasons why there have been no visible changes.”

Examples of good practice:

The implementation of the NAP and envisaged activities in the period 2017-2020 is comprehensive in the local communities in which local self-government institutions cooperate with CSOs and donor organisations. The example of Vrbas, Novi Sad, Novi Pazar, Raška, Kraljevo - the municipalities and towns with strong and active civil society organisations dealing with R1325 and which are either members of the 1325 Coalition or have implemented programmes and projects sup-

ported by the OSCE, the UN WOMEN, the UNDP, the SIDA and other international donor organisations implementing the Women, Peace, Security agenda.

The projects envisaged the development of Local Action Plans (LAPs) or public awareness raising and advocacy campaigns or training for local self-government employees and local media outlets. These successfully implemented projects, established mechanisms, adopted ways of working and achieved results are examples of good practice for other LSGs and CSOs in local communities and models that others could use.

How do the mechanisms and actors for the implementation of NAP 2 work?

Statistical data presented in quantities and percentages clearly show that the NAP has been partly implemented in local communities, which is unsatisfactory and certainly not in line with the ambition with which this document was drafted and adopted. Instead of describing the responsibilities, activities and forms of reporting envisaged and defined in the NAP, perhaps it is better to look for the answer to this question in the text authored by Prof. Zorica Mršević. PhD (for the project MOVE FORWARD, FOSDI, November 2018): “There was a big omission at the very beginning, in writing and adopting the NAP when, amid enthusiasm about the creation of a quality document, none of us noticed that perhaps its main feature, localisation of implementation, was not accompanied by anyone’s obligation to acquaint local actors with this document at any time. It was up to them to notice, based on good luck, good will, information from the non-governmental sector, that the implementation would bring them a lot of work but also a lot of benefits. Some learned from the media, some through private channels, some were not even aware of the existence of the NAP until the arrival of the “Move Forward” project workshop in their community. Institutions are responsible for the implementation of the NAP activities in their communities, but not to visit towns and municipalities with the task of informing them about the existence of NAP. The Standing Conference of Towns and Municipalities may be waiting for funds

from international organisations to start promoting the NAP, and maybe not even that, they may think that their work ended with participation in the development of that document. Non-governmental organisations that received funds for the projects aimed at the implementation of some NAP activities at the local level implement such projects, but they are rare, and the places where it happened are rare. The media cover something, mostly what happens in Belgrade regarding the NAP. We talked about security issues and the need for women at the beginning of the 21st century to have their adequate place in all security concepts, both traditional, state-centric, and those focused on human security. *Institutions, Prevention, Participation, Protection and Recovery* are parts of that document dealing with almost all aspects of human security, everything that we personally may and should be interested in. Summarising my impressions from the three workshops, I can say that these are some of numerous occasions when I have enjoyed women's energy and readiness to change things, to participate and initiate changes for the better. However, I cannot ignore the feeling of discomfort caused by the failure to implement the NAP. All local actors are personally competent and relatively well positioned to be able to implement the NAP, if they had known they were supposed to. They felt uncomfortable for not knowing, we felt uncomfortable for putting them in an awkward situation where they feel "called out" and uncomfortable, perhaps as a result of our too enthusiastic and unrealistic expectations. We felt uncomfortable because we realised that, participating in drafting the NAP, we had failed to incorporate the activities of its promotion in local communities. We all felt uncomfortable because it was not clear to us who, in the given circumstances, should have disseminated the idea of implementing the NAP in local communities, and we were even more uncomfortable when we realised that it was a substantial defect of that document that simply lacked that piece of information, a link that should connect the document with its implementation at the local level."

This illustrative text can also motivate all those in charge but also those who choose to deal with the implementation of the NAP, i.e. to work on improving the security of women in the local community. Statistical data, overview of the situation in municipalities, show that the implementation of NAP is directly related to

the capacity of municipal bodies and services: the NAP is implemented in places where human capacities are developed. Therefore, one of the conclusions or recommendations must be to continue with training, education and providing tools to local actors for implementing this action plan, and especially for understanding and assuming the proper attitude towards security in the local community. The key aspect of this action is to work on an affirmative campaign to raise public awareness about the importance of community security and personal safety.

4. CONCLUSIONS AND RECOMMENDATIONS

4.1. Conclusions:

The United Nations Security Council Resolution 1325 (UNSCR 1325) envisages the inclusion of women and their formal representation in institutional bodies and organs, which does not ensure their substantive representation, i.e. taking into account women's interests in the plans of assistance, recovery and peacebuilding or realising the concept of personal security, especially at the local level. It is considered that these processes are automatically interrelated, i.e. that formal representation will initiate and ensure substantial care for personal safety and real protection of women's interests and needs. In reality, women's participation is a necessary but not a sufficient factor for including the gender dimension in activities. All institutional levels of government should not only adopt and develop policies, strategies and plans, but must implement them and ensure organisational, personnel and financial conditions for their implementation.

- The focus group participants in local communities lack information about the NAP 2017-2020. This is a consequence of the lack of communication between the national and local-level institutions, and the inadequate communication and exchange of information among local authorities, local mechanisms or civil society organisations;
- There are (recently even more than before) prejudices and stereotypes, not only in the security system but also in the women's movement, in the media, in the general public, which was concluded by all focus group participants;
- The issue of human security, the safety of each individual should be universal; it should be treated as one of the highest priorities of the local community and society as a whole;
- There is no systemic institutional activity and coordination;
- Everything depends on political will; therefore, the achieved results are partial, uneven and not supported by the systemic and continuous work of all actors defined in the NAP;

- There is no awareness about personal security being a basic human right; there is a lack of culture of exercising that right;
- Some local political establishment actors are aware of the distrust of citizens in institutions and this is one of the excuses for not participating or not implementing the NAP;
- One of the main obstacles to the functioning of the NAP is stated to be the lack of funds and human resources, although the NAP envisages that the LSGs should allocate funds from their budgets for the implementation of the NAP and the development and implementation of Local Action Plans (LAPs);
- The media cover this topic insufficiently and inadequately, treat superficially the agenda of Women, Peace and Security and reduce it to sensationalism, and often even entertainment;
- There is a lack of interest in the topic and apathy of citizens.

4.2. Recommendations:

The recommendations do not refer only to the key implementers at the local level, but to the implementation of the second NAP (and the development of the next one) as a whole, because, according to the conclusions of the research conducted by other CSOs and research teams and the conclusions of these focus groups, it is necessary to keep in mind the entirety, i.e. the implementation of the Women, Peace and Security agenda in the territory of the Republic of Serbia and the active and continuous participation of all actors.

- **It is important to promote and understand the new concept of human security as a comprehensive system and social value; the highest authorities and institutions of the security and safety sector, the media and civil society should be responsible for this promotion.**
- **It is necessary to determine who initiates the NAP implementation, who takes care of the exchange of information, who implements the activities, who and when submits the report, and who assesses the degree of success;**

- It is necessary to educate the target groups and the general public about a comprehensive, inclusive security concept; the manner in which this will be implemented should be defined in the next NAP;
- It is necessary to conduct public campaigns on personal security, community security and the preconditions necessary to protect the personal safety of every citizen, especially young people and children;
- It is necessary to establish the NAP implementation regardless of changes of individual actors, political will, varying factors; given that the next, third NAP for the implementation of Resolution 1325 should be developed, this conclusion is important also because of the continuity in setting goals and taking into account the results achieved so far;
- It is necessary to define the responsibility for the development of local action plans, who initiates, who implements, in what timeframe - in accordance with the NAP;
- It must be obligatory to allocate funds for the implementation of NAP activities in the budgets of local self-governments; this measure also implies professionalization of the function/focal point for NAP implementation and/or the person for gender equality in the local administration;
- It is necessary to improve communication between local communities, so that relevant information and examples of good practice are shared as a common value/capital - the Local Community Safety Network can be a format of joint action;
- It is necessary to conduct an affirmative campaign to raise public awareness about security and personal safety in the local community; the role of local councillors is important in this activity;
- It is recommended to introduce the topic of security and personal safety in formal education; according to the focus group participants it should be introduced as early as in preschool education;

- **It is recommended to the competent institutions at the national level to reform and improve the concept and system of security by taking into account contemporary security and personal safety challenges (new security paradigm), always considering the substantive representation of women;**
- **It is recommended to examine the experiences gained during the fight against the COVID-19 pandemic seriously, comprehensively, based on facts, in order to incorporate new measures and rules not only into the new NAP but also into the new security policy.**

In that respect, the institution responsible for creating the new, third NAP should develop a model/methodology for collecting data on the implementation of the second NAP, on measures during the pandemic, on experiences and examples of good practice and successful solutions, in order to gain a credible database for authors of the next NAP.

5. LIST OF ACRONYMS

LSG	local self-government
LAP	Local Action Plan
NAP	National Action Plan
OSCE	Organization for Security and Co-operation in Europe
UNSC	United Nations Security Council
SIDA	Swedish International Development Cooperation Agency
WHO	World Health Organization
UNDP	United Nations Development Programme
UN WOMEN	United Nations Entity for Gender Equality and the Empowerment of Women

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