

National Action Plan for the Implementation of UN
Security Council Resolution 1325 – Women, Peace
and Security in the Republic of Serbia (2017–2020)

Title

National Action Plan for the Implementation of UN Security Council Resolution 1325
– Women, Peace and Security in the Republic of Serbia (2017–2020)

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* Pursuant to the Decision of the Government of the Republic of Serbia 05 No.02 - 13886/2015 of 25th December 2015, the Working Group was created for the development of the second National Action Plan for the implementation of the United Nations Security Council Resolution 1325 in the Republic of Serbia (Official Gazette of the Republic of Serbia, No. 109/15 dated 25th December 2015), which drafted the plan, and which was composed of the representatives of state administration bodies, as well as representatives of local self-government, academia and civil society organizations and independent experts. The group consisted of: President - Predrag Peruničić, State Secretary in the Ministry of Youth and Sports; Deputy President - Jasmina Tanasić, Standing Conference of Towns and Municipalities - Union of Cities and Municipalities of Serbia; Coordinator for development of the National Action Plan – Biljana Stojković, PhD, Ministry of Defence; as well as of the following members of the working group: Stana Božović, State Secretary at the Ministry of Agriculture and Environmental Protection; Milana Rakić, State Secretary at the Ministry of Construction, Transport and Infrastructure; Radmila Selaković, Security and Information Agency; Snežana Pantić Aksentijević, Ministry of Health; Snežana Vuković, Ministry of Education, Science and Technological Development; Jovanka Šaranović, PhD, Ministry of Defence; Dragana Prokić, Customs Administration of the Ministry of Finance; Tanja Vasić, Ministry of Internal Affairs; Lieutenant-Colonel Svetlana Janković, MA, Ministry of Defence; Ljiljana Savović, Administration for the Enforcement of Penal Sanctions of the Ministry of Justice; Gorica Latinkić, Ministry of Internal Affairs; Irena Posin, Ministry of Public Administration and Local Self-Government; Suzana Paunović, Office for Human and Minority Rights; Milena Banović, Office for Cooperation with Civil Society; Jelena Milić, Office for Kosovo and Metohija; Tatjana Tanasijević, Republic Secretariat for Public Policy; Stojanka Lekić, Assembly of the Autonomous Province of Vojvodina; Anita Beretić, Provincial Secretariat for Economy, Employment and Gender Equality of the Autonomous Province of Vojvodina; Tamara Savović, Commission for Gender Equality of the Assembly of the City of Sombor; Prof Marija Babović, PhD, Faculty of Philosophy, Belgrade; Scientific adviser Zorica Mršević, PhD, Institute of Social Sciences in Belgrade; Prof Božidar Forca, PhD, Faculty of Business Studies and Law of UNION University - Nikola Tesla in Belgrade; Prof Tanja Kesić, PhD, Academy of Criminalistic and Police Studies; Doc Ksenija Djurić Atanasievski, PhD, Military Academy of the University of Defence; Sonja Stojanović Gajić, Belgrade Center for Security Policy; Svetlana Đurđević Lukić Public Policy Research Center; Snežana Novović, MA, independent expert on gender equality, and Dragana Petrović, independent expert on gender equality. The support to the working group was provided by: the Ministry of Defence in cooperation with other state administration bodies, SKGO and the OSCE Mission to Serbia. By the Government Conclusion 05 No. 337-12773/2016-1 of 19th May 2017 the National Action Plan for the Implementation of the United Nations Security Council Resolution 1325 in the Republic of Serbia (2017-2020) was adopted and it was published in the Official Gazette of the Republic of Serbia, No. 53/17, dated 30th May 2017, when its implementation started in the Republic of Serbia.

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I. INTRODUCTION

1. Reasons for adopting the second National Action Plan for the Implementation of UN Security Council Resolution 1325 – Women, Peace and Security in the Republic of Serbia

The UN Security Council Resolution 1325 – Women, Peace and Security (hereinafter referred to as: UNSC Resolution 1325) is one of the most important resolutions of an international organisation in the field of peace and security policy. This Resolution, which was adopted on 31 October 2000, particularly emphasises the consequences of armed conflicts for women and girls and the importance of the role of women in peace-building and post-conflict rehabilitation of society and it is in accordance with generally accepted international political and legal documents and standards in the areas of peace, security and human rights. Therefore, the governments of the Member States of the United Nations, on the recommendation of the UN Secretary General, began developing and adopting the national plans for the implementation of the said resolution,¹ and certain communities of states, such as the European Union (hereinafter referred to as: the EU), supported the implementation of UNSC Resolution 1325, while some international organisations expressed in their documents the explicit support and commitment to the goals and values of UNSC Resolution 1325, such as the Organisation for Security and Co-operation in Europe (hereinafter referred to as: OSCE) in its 2004 Action Plan for the Promotion of Gender Equality² and the North Atlantic Alliance (hereinafter referred to as: NATO) in its revised 2016 Action Plan for the Implementation of UNSC Resolution 1325 and Related Security Council Resolutions.³

At the initiative of some 30 civil society organisations (hereinafter referred to as: CSO), under the coordination of the Belgrade Fund for Political Excellence (hereinafter referred to as: BFPE), the Government of the Republic of Serbia, at the proposal of the Ministry of Defence, adopted the first National Action Plan for the Implementation of UN Security Council Resolution 1325

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- 1 According to the Report on Open Debate held in the United Nations Security Council on 25 October 2016, on the topic of Women, Peace and Security, the number of countries that developed their Action Plans for the Implementation of UNSC Resolution 1325 by October 2016 is 63. The then UN Secretary General Ban Ki-Moon highlighted the role and importance of women in conflict prevention, peace-building processes and post-conflict rehabilitation, pointing to the fact that studies had shown that peace agreements lasted longer if women were involved in the negotiation process.
 - 2 2004 14/OSCE Action Plan for the Promotion of Gender Equality (OSCE Ministerial Council Decision No. 14/04, Sofia)
 - 3 Revised NATO/EAPC Action Plan for the Implementation of UNSCR 1325 and Related Resolutions 2016-2016, EAPC(C)D(2016)0016AS1, 3 Jun 2016

– Women, Peace and Security in the Republic of Serbia (2010-2015) (hereinafter referred to as: National Action Plan), by Conclusion 05 no. 337-9657/2010 of 23 December 2010. This Plan was implemented in the period from its publishing in the Official Gazette of the RS, No. 102/10 on 30 December 2010 to the end of 2015. In the first four years, the Plan focused on the implementation in the twelve ministries, administrations and agencies in the security system of the Republic of Serbia, but in 2015, on the proposal of the Political Council and according to the decision of the Government, its implementation was extended to all ministries, four offices of the Government of the Republic Serbia and the Statistical Office of the Republic of Serbia.

On the basis of the dialogue on the implementation of the National Action Plan, conducted by the Political Council of the Government on 28 May 2015, organised by the Ministry of Defence and supported by the OSCE Mission to Serbia, with all the stakeholders involved in the implementation of the Plan, including civil society organisations in the Republic of Serbia, it was assessed that in the coming period it is necessary to continue with the implementation of UNSC Resolution 1325, with the inclusion of a large number of stakeholders and focusing on the activities from the second National Action Plan at the local level.

2. Progress achieved in the implementation of the National Action Plan (2010–2015)

After five years of the implementation of the National Action Plan in the Republic of Serbia, the Political Council of the Government for the implementation of the National Action Plan (2010-2015) assessed that there had been a significant progress in achieving the goals of the Plan and that the conditions were created for improving the implementation of this resolution in the following five-year period. Considering the most significant results achieved in the implementation of the National Action Plan for the period from 2010 to 2015, the Political Council of the Government pointed out the following: almost all of the planned institutional bodies and mechanisms for the implementation of the Plan were established and functional, except for gender adviser to national contingent commanders in multinational operations (hereinafter referred to as: MNO);⁴ the “visibility” of women’s representation in the security system, their place and role in maintaining peace and security in the Republic of Serbia was achieved; all institutional bodies for the implementation of the National Action Plan were established, as well as the majority of gender equality mechanisms envisaged by the Plan; the “measurability” of the effects of the envisaged measures and activities contained in the National Action Plan was achieved through indicators; the total representation of women in the security system increased by 4.13% (from 27.40% in 2010 to 31.53% in 2015); the total representation of women in decision making (commanding/managing) in the security system increased by 5.21% (from 14.47% in 2010 to 19.68% in 2015); the participation of women from the security system in the activities of international cooperation increased; all forms of education in military and police

4 The Political Council’s Reports on the implementation of the National Action Plan (2010-2015) submitted to the Government for adoption are publicly available at the website of the Ministry of Defence in the section “Documents”, subsection “Action Plans”, http://www.mod.gov.rs/sadrzaj.php?id_sadrzaja=4352. These reports include detailed information on the work of established institutional bodies and mechanisms for the implementation of the National Action Plan and of the results of cooperation of public administration bodies with other actors involved in the implementation of this plan in the Republic of Serbia.

opened for the participation of women; a large number of activities focused on the education of staff in the security system in the field of gender equality were implemented; the initiatives were launched for amending the existing strategic and regulatory documents or for drafting new documents aimed at preventing violence against women; certain effective measures were undertaken to support women in achieving better balance between their professional and family roles; the media campaigns for the employment of women in the operational force of military and police and the admission of girls to the Military Academy, the Military High School and the Police Academy were successfully conducted; the implementation of the National Action Plan was evaluated and the cooperation was established between all stakeholders involved in the implementation of UNSC Resolution 1325 in the country and within the scope of international cooperation. In the period 2010-2012, women were engaged in MNO mainly within the air medical evacuation teams (medical doctors and nurses), such as in DR Congo (MONUC/MONUSCO) and as part of the Norwegian Medical Treatment Facility, and within the independent medical team (performing the duties of medical and dental technicians) in the Central African Republic and in Chad (MINURCAT). In 2012, for the first time in the history of the Serbian Armed Forces, professional female soldiers were deployed in the UN MNO in the Republic of Cyprus, and after that there have been a certain number of professional female soldiers in each new rotation of units. Also, in 2013, a female officer was engaged in a UN peacekeeping mission for the first time. The Serbian Armed Forces, in the period 2010-2015, participated in fourteen multinational operations (hereinafter referred to as: MNO), including ten under the auspices of the United Nations (hereinafter referred to as: UN): in the UN MNO in Burundi, UN MNO in East Timor, UN MNO in Chad, MNO in the Republic in Liberia – UNMIL, in the Republic of Ivory Coast – UNOCI, in DR Congo – MONUSCO, in the Republic of Cyprus – UNFICYP, in the Republic of Lebanon – UNIFIL, in the Middle East – UNTSO and in the Central African Republic – MINUSCA); and four under the auspices of the European Union (in the Republic of Somalia – EUTM Somalia and in the Gulf of Aden; EUNAVFOR Somalia – Operation ATALANTA, in the Republic of Mali – EUTM Mali and in the Central African Republic – EUFOR RCA). The total representation of women from the Ministry of Defence and the Serbian Armed Forces in MNO in 2015 was 10.06%, while the participation of the female members of the Ministry of Interior in civilian missions in 2015 was 5%, which all together accounts for a total of 7.53% of the participation of women from the Republic of Serbia in MNO in 2015.

The Republic of Serbia, which began the process of negotiations for membership of the European Union (EU), is the first non-EU country that has obtained the Gender Equality Index of the European Institute for Gender Equality (EIGE), because it is better than the European average in many domains, for example in the decision-making process, while in the process of achieving the women's work-life balance (including the women employed in the security system) it has yet to reach the European standards. Moreover, the Republic of Serbia acknowledges the fact that the EU in its documents stressed the importance of equal participation of men and women in preventing and resolving conflicts and promoting a culture of permanent and sustainable peace. Hence, a greater participation of women in the civilian and military multinational operations is particularly promoted within the framework of the Common Security and Defence Policy of the European Union (CSDP) and the Department of Peacekeeping Operations (UNDPKO). In addition, the Republic of Serbia, being a member of the OSCE and Partnership for Peace (PfP), has taken into account the fact that these international organisations consistently engage in preventing violence against women in crisis and emergency situations, as well as in promoting the participation of women in the maintenance and building of peace.

Based on the analysis of results of the implementation of the National Action Plan in public administration bodies in the period 2010-2015, the Government of the Republic of Serbia has assessed that in the forthcoming period it is necessary to continue with the implementation of UNSC Resolution 1325 in the Republic of Serbia, by developing a new plan that will be implemented by the end of 2020.

3. Development of the new National Action Plan

On the proposal of the Ministry of Defence, the Government of the Republic of Serbia adopted the Decision 05 No. 02 – 13886/2015 of 25 December 2015 on the establishment of the Working Group for drafting the National Action Plan, which was published in the Official Gazette of the RS, No. 109/15 of 25 December 2015 (hereinafter referred to as: the Working Group). It should be noted that representatives of public administration and local self-government bodies, academia, civil society organisations and independent male and female experts, as members of the Working Group, participated in developing the second National Action Plan on an equal footing. The Plan was developed according to the established methodology, within two workshops supported by the Standing Conference of Towns and Municipalities of Serbia and two workshops supported by the OSCE Mission to Serbia, whose results were discussed at the meetings of the Working Group, held with the professional, administrative and technical support of the Ministry of Defence. There were also public consultations and alignment of views with representatives of all stakeholders involved in the development and implementation of this Plan.

The Political Council of the Government adopted and submitted to the Working Group the Guidelines for Developing the National Action Plan for the Implementation of UN Security Council Resolution 1325 – Women, Peace and Security in the Republic of Serbia (2017-2020) in December 2015. In developing the National Action Plan, the Working Group took into account these Guidelines, but also the results of the so-called internal and external evaluation of the implementation of the National Action Plan (2010-2015) conducted by individual public administration bodies, the Multi-Sector Coordination Body of the Government, and the Institute for Inclusive Security from Washington and the OSCE, and adopted the Preliminary Idea and the Schedule for developing the National Action Plan. During the development of the Plan, numerous domestic and foreign sources of literature were consulted; it was particularly important to incorporate anti-discriminatory commitments contained in the Constitution of the Republic of Serbia and in the Law on the Prohibition of Discrimination, as well as recommendations from the 2015 Global Study on the Implementation of United Nations Security Council Resolution 1325 – Preventing Conflict, Transforming Justice, Securing the Peace, the recommendations from the so-called Istanbul Convention and the recommendations from the European Parliament Resolution dated 8 October 2015 (2015/2754 RSP).

The Working Group for drafting the National Action Plan was faced with the existence of uneven gender-responsive records in certain public administration and local self-government bodies, as well as non-standardised reporting system that would allow this document to contain accurate initial values, and the target value to be achieved by the end of 2020. Therefore, the largest number of indicators defined in the document are qualitative, with a tendency to establish, in the future period through the implementation of the National Action Plan, a

mechanism of gender-responsive statistics at all levels, the system of reporting and comparative analysis of data from the reports of civil society organisations, academia and the media that would lead to a higher amount of credible quantitative data. It is one of the reasons why certain “activities” in the National Action Plan are so general that may be considered “measures”, whereas the aim is to substantially improve the situation in this field in the future.

It should be noted that, despite this situation, a significant contribution to the understanding of the current situation regarding the implementation of the UNSC Resolution 1325 at the local level was provided by a survey of the Faculty of International Politics and Security of the University UNION – Nikola Tesla in Belgrade, conducted on a sample of 901 respondents from 23 institutions at the level of local self-governments in the Republic of Serbia, based on which in 2016: 77.97% of the respondents at the local level are not acquainted with the content of Resolution 1325; 88.56% of the respondents are not acquainted with the National Action Plan; 88.3% of the respondents are not acquainted with the existence of the programme of rehabilitation and recovery for participants in the wars in the territory of former Yugoslavia (1991-1999); 92.6% of the respondents did not have any form of education about the UNSC Resolution 1325; there were no female mayors in any of the surveyed municipalities and there were no funds allocated for the implementation of the UNSC Resolution 1325, and there were no women in the bodies for emergency situations management and in the security councils (except in the City of Niš). However, as regards regulatory framework, it should be noted that out of 23 surveyed institutions at the local level, the City of Niš has eight regulatory acts governing the implementation of UNSC Resolution 1325, Novi Sad has ten regulatory acts governing the programme of reintegration and rehabilitation of refugees and internally displaced persons, while Kosovska Mitrovica and Leposavić do not have a single act that would regulate this area, etc. The Working Group has assessed that these research findings could be expected, taking into account that the first National Action Plan was implemented in the first four years only in 12 competent bodies of public administration, and in the fifth year it was expanded to a total of 18 public administration bodies, but not to the bodies of local self-government. In addition, the results of internal and external evaluation confirmed the results of the gender analyses of analytical groups and research teams that had pointed out in their reports that the implementation of this Plan in the period 2010-2015 had not been properly supported by the media and especially by the public broadcasting services of RTV Serbia and RTV Vojvodina.

In addition, the development of the new National Action Plan takes into account the results of the evaluations of the implementation of the previous National Action Plan (2010-2015), implemented by civil society organisations, particularly the Belgrade Centre for Security Policy (hereinafter referred to as: BCSP), Women in Black, Public Policy Research Centre and others, as well as the results of research on the security of women conducted in Pirot and Novi Pazar and the results of good practice in several cities in the Republic of Serbia, particularly in the AP Vojvodina. Particularly important were the research studies of the academic community, civil society and international organisations concerning the implementation of UNSC Resolution 1325, which have demonstrated the need to shift the focus of the security institutions, in the next five years, from the area of politics and administration to the operational forces (police, gendarmerie, military, customs, security guards services, etc.). It has also been assessed that the education on peace, security and gender equality should begin at the pre-school age and should be implemented in continuity and for all categories of population.

Before drafting the Plan, in the period 18-26 February 2016, as well as during the drafting process, in the period 26 April-10 June 2016, with the support of the Office for Cooperation with Civil Society, the Working Group consulted electronically the CSO about the form and content of the Plan, which was made public on the website of the Office for Cooperation with Civil Society and on the website of the Ministry of Defence. In addition, public consultations on the Draft National Action Plan were organised by the Ministry of Defence, the Ministry of Youth and Sports, the Office for Cooperation with Civil Society, the Standing Conference of Towns and Municipalities of Serbia and the OSCE Mission to Serbia in May and June 2016 in six cities in the Republic of Serbia. Public consultations included all stakeholders involved in the implementation of the Plan at the local level, including representatives of local self-governments, security system bodies, academic community, CSO and the media. Public consultations on the Draft National Action Plan took place in the following cities in Serbia: on 17 May 2016 in Niš (21 participants including 8 from CSO); on 18 May 2016 in Vranje (22 participants including 5 from CSO); on 24 May 2016 in Novi Pazar (27 participants including 12 from CSO); on 25 May 2016 in Kruševac (45 participants including 8 from CSO); on 30 May 2016 in Novi Sad (76 participants including 14 from CSO); and on 10 June 2016 in Belgrade (176 participants including 65 from CSO). The public consultation process has undoubtedly contributed to improving the quality of the document and the transparency of the drafting process. One of the results of the public consultation process is identification of regulatory insufficiencies, which significantly affects the development and implementation of this Plan. In fact, the Republic of Serbia does not have the Law on Security and the Law on Gender Equality.⁵ Therefore, the establishment of Local Security Councils and Councils for Gender Equality is the expression of political will of local self-government bodies, and not a legal obligation, which will inevitably affect the implementation of the activities envisaged in the National Action Plan for which these councils are responsible. In addition, in several cities in the Republic of Serbia it was stressed during public consultations that more women should be engaged in peacekeeping missions and in peace processes, especially on the Serbian side in the dialogue between Belgrade and Priština, in which there are no women.

After the extensive public consultations held in May and June 2016 and the alignment of views with competent public administration bodies from September 2016 to May 2017, the Ministry of Defence as proposer prepared the Proposal of Conclusion on the Adoption of the National Action Plan for the Implementation of the UN Security Council Resolution 1325 – Women, Peace and Security in the Republic of Serbia (2017 – 2020) and submitted it to the General Secretariat of the Government for adoption.

It should be noted that the National Action Plan (2010-2015) drew on the relevant international and national political, regulatory and strategic documents, as specified in the Introduction of this document, which contain the principles, standards and commitments taken into account also in the development of the National Action plan (2017-2020). They will not be repeated in the present document. In addition, due to the fact that in the period from 2010 to 2015, some new international and national documents were adopted, they were consulted in the development of the National Action Plan (Annex I), along with a large number of research stud-

5 There is the Law on the Equality of Sexes, which is in force, but it is not related to education and functioning of the Gender Equality Council at the level of local self-governments, or to gender equality coordinators whose appointment was initiated by the Coordination Body for Gender Equality of the Government.

ies, scientific articles and reports relating to the experience in the implementation of UNSC Resolution in the country and abroad. These documents were particularly taken into account: The Strategy of Prevention and Protection against Discrimination (2013) and the Action Plan for the Implementation of the Strategy of Prevention and Protection against Discrimination for the period 2014-2018 (2014); the National Strategy for Gender Equality for the period 2016-2020 and the Activity Plan for the Implementation of the Strategy for Gender Equality for the period 2016-2018 (2016), including a measure related to "Women and Security"; and the Council of Europe Convention on preventing and combating violence against women and domestic violence (CAHVIO), which was adopted in 2011 and ratified by the National Assembly of the Republic of Serbia on 31 October 2013; and Concluding observations on the combined second and third periodic report of the Republic of Serbia to the United Nations Committee on the Elimination of Discrimination against Women (CEDAW/ SRB/CO/2-3, 25 July 2013).

Bearing in mind that there is an ongoing process of drafting regulatory, strategic and planning documents,⁶ which will deal with the prevention of violence against women in the family and intimate partner relationships more comprehensively, the National Action Plan (2017-2020) does not refer to the issues addressed in these documents that are being prepared, but contains activities aimed at preventing violence against women in multinational operations, in conflict and post-conflict rehabilitation of society, crisis and emergency situations, with special emphasis on preventive operation, protection and recovery of women because of the effects of modern security challenges, risks and threats that particularly affect marginalised and multiply discriminated categories of population in the Republic of Serbia and migrants.⁷

4. The National Action Plan (2017–2020)

Taking into account the specified changes, the overall goal of the National Action Plan (2017-2020) is to improve the security of women in society through an integral implementation of UNSC Resolution 1325 in the Republic of Serbia in the areas of prevention, participation, protection and recovery, with greater involvement of women in maintaining peace and security at the local community level. Therefore, the structure of institutional bodies and mechanisms established during the implementation of the previous National Action Plan has been mainly kept, but, on the basis of suggestions from public consultations, the first chapter entitled Institutions was renamed into Actors because civil society organisations and individuals as actors in the implementation of the Plan cannot be called institutions. Also, based on the results of the evaluation of implementation of this Plan, some novelties have been envisaged in terms of establishing the Operational Body, a single reporting model and Focal Points for the imple-

6 The Law on the Prevention of Domestic Violence was adopted at the time of drafting this Plan, and there are also plans to amend the existing National Strategy for Preventing and Combating Violence against Women in the Family and Intimate Partner Relationships (Official Gazette of the RS, No. 27/2011).

7 The Special Report of the Commissioner for Protection of Equality from May 2015 highlights the problem of multiply discriminated women exposed to security risks, particularly focusing on: 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. A similar analysis of the situation of multiply discriminated groups of women is included also in the regular annual reports of the Commissioner for Protection of Equality for the years 2014 and 2015.

mentation of the National Action Plan at all levels of its implementation in the next five years. More specifically, the following has been envisaged:

- (1) **Political Council of the Government** for implementation of the National Action Plan should remain the highest political body consisting of state secretaries, President of the Coordination Body for Gender Equality, Director of the Office for Human and Minority Rights and managers of gender equality mechanisms in the Republic of Serbia, but it should have a smaller number of members than in the period from 2011 to 2015 (up to 11 persons) and its members should be appointed by the function they perform.
- (2) **Operational Body of the Government** ensures the achievement of the goals and tasks of the National Action Plan and consists of the experts from the Coordination Body for Gender Equality, whose work needs to be enhanced with the software for the automatic processing of data about the implementation of the National Action Plan and with the partnership support of all the key implementers of the activities contained in the Plan.
- (3) **Commission for Monitoring the Implementation of the National Action Plan** is a supervisory body established by the National Assembly of the Republic of Serbia and the Assembly of AP Vojvodina, and consists of the representatives of parliamentary groups.
- (4) **Analytical groups and research teams** are institutional bodies established in certain institutions in the security system to perform the functions of planning and monitoring of the implementation of the activities, conducting of gender analysis and reporting on the results of the implementation of the National Action Plan, on the basis of established indicators. At the level of local self-governments, civil society organisations, scientific and research institutions and the media, the function of planning and monitoring the implementation of activities, gender analysis and reporting will be performed by appointed individuals, i.e. Focal Points for the implementation of the National Action Plan, who can be already appointed coordinators for gender equality, focal points for the prohibition of mobbing, prohibition of discrimination or other, with the additional education on UNSC Resolution 1325.
- (5) **Mechanism of gender equality "persons of trust"** are persons who provide primary peer support, whose mandate and functioning are regulated by a special internal act (instruction) and whose function is further strengthened by continuous education and exchange of good practice.
- (6) **Advisor for the implementation of the National Action Plan** is a mechanism for mainstreaming a gender perspective in the policies and programmes of public administration and local self-government bodies, whose task is to ensure the creation of the necessary preconditions for achieving the goals of this Plan.
- (7) **Gender Advisor** in all civilian and military missions is a mechanism for mainstreaming a gender perspective in the security system, which is achieved through the presence of one advisor in each MNO or in case of a larger contingent, several advisers in each MNO, whereas the introduction of such an office in the practice of the Republic of Serbia is one of the tasks introduced by the National Action Plan (2017-2020), in accordance with

the practice in the military and civilian missions of the United Nations and the European Union.

- (8) **Independent monitoring** should continue to be performed by the public as a whole, which should be provided, through the media, with information on all stages and results of the implementation of the National Action Plan (2017-2020). Monitoring of the fulfilment of the National Action Plan for the implementation of UNSC Resolution 1325, may also be performed by: the Commissioner for Protection of Equality, the Ombudsman, the Commissioner for Information of Public Importance, as well as representatives of citizen associations (civil society organisations), academic community and the media, within their scopes of work. In all stages of the independent monitoring process it is necessary to ensure the participation of relevant bodies dealing with gender equality at the provincial and local level.
- (9) **Gender responsive budgeting** involves the operationalization of gender equality policy through the creation of equal gender opportunities for women and men in the planning, programming, execution of budget resources and control of how the budget allocations affect the status of women and men. This mechanism has already been established in the Ministry of Defence on the basis of the National Action Plan (2010-2015), and since 2016 it has been introduced into the practice of 28 of public administration bodies, based on the Strategy for Gender Equality (2016-2020), the Instruction of the Ministry of Finance and the activities contained in the Activity Plan for the Implementation of the Strategy for Gender Equality (2016-2018) and in the National Action Plan for the Implementation of UNSC Resolution 1325 (2017-2020).

It should be noted that the National Action Plan (2017-2020) has an introduction, five thematic areas: Actors, Institutional Bodies and Mechanisms; Prevention; Participation; Protection and Recovery, and three Annexes containing the following: (1) list of international and national documents that were consulted in the preparation of the National Action Plan, (2) model of reporting and (3) list of abbreviations and acronyms used in the Plan.

The declared goals in these areas, as well as the planned activities, key implementers and partners, required resources and performance indicators are focused on improving all aspects of the security of women in society, in the next five-year period of the implementation of the National Action Plan. The budget resources required for the implementation of the activities envisaged by the National Action Plan, were clearly earmarked in the Ministry of Defence and in the Ministry of Culture and Information during the preparation of this Plan, while other public administration and local self-government bodies were invited to plan and allocate funds in accordance with the projections and possibilities within the established limit for the planned budget period. Possible donor funds can be specified and planned after the adoption of the National Action Plan (2017-2020).

In addition, the sources of verification for the implementation of the National Action Plan will be regular reports of the Political Council of the Government, which, as in the previous implementation period, will be available to the general public on the website of the Ministry of Defence, until the domain for the National Action Plan for the Implementation of UNSC Resolution 1325 has been established on the Government's website and updated by the Operational Body.

As in the previous document, any terms in the masculine gender used in the text of the National Action Plan for the Implementation of UNSC Resolution 1325 shall be interpreted to include the feminine gender as well.

By adopting the second National Action Plan for the Implementation of UNSC Resolution 1325 in the Republic of Serbia, the Government of the Republic of Serbia confirms its earlier stated intention to actively contribute to the process of building peace, stability and security, primarily in its immediate environment in the region of South-East Europe, then also in Europe through a comprehensive European integration process, and in the world through participation in multinational operations and at international conferences dedicated to peace, situation of women and security.

II. TABULAR PRESENTATION OF THE NATIONAL ACTION PLAN FOR THE IMPLEMENTATION OF UNSC RESOLUTION 1325 – WOMEN, PEACE AND SECURITY IN THE REPUBLIC OF SERBIA (2017–2020)

General goal: Improved security of women in society through an integral implementation of UNSC Resolution 1325 – Women, Peace and Security in the Republic of Serbia (2017-2020) in the areas of prevention, participation, protection and recovery, with greater involvement of local community.

Expected change: Improved all aspects of security of women in society.

Indicators of the NAP's impact on society:

- Views of women on personal security in society;
- Views of institutions and public administration bodies and local self-government units on the improvement of security of women in society;
- Views of civil society organisations on the improvement of security of women in society;
- Number and content of changes in regulatory, strategic and planning documents;
- Violent death rate for women.

Title of Chapter I: ACTORS, INSTITUTIONAL BODIES AND MECHANISMS

Specific goal: Improved efficiency and effectiveness of the work of all actors, institutional bodies and mechanisms envisaged for the implementation of the National Action Plan					
Number	Activity	Key implementer and partners	Financial resources	Indicators	Deadline/period of implementation
1.	1.1. Establishment and regular functioning 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) ⁴	<p>Key implementer: The Government of the Republic of Serbia, on proposal of the Ministry of Defence and in cooperation with other actors involved in the implementation of NAP</p> <p>Partners: Bodies of public administration and local self-government, academic community, civil society organisations (CSO) and the media</p>	Budget funds of the Government, funds of the Ministry of Defence in the amount of RSD 150,000 annually. If necessary and possible, donor funds should also be used.	<ul style="list-style-type: none"> – Adopted Government's Conclusion on establishing the Political Council; <ul style="list-style-type: none"> – Considered reports and evaluations of the implementation of the NAP, submitted by the Operational Body; – Number and content of the meetings held by the Political Council; – Number of reports submitted to the Government along with the proposal of further activities related to the implementation of UNSC Resolution 1325 in the Republic of Serbia; – Adopted Rules of Procedure and Activity Plan; – Number of recommendations/decisions; – Participation in relevant national and international conferences; – Number of regular reports submitted to the Government; – Organised external evaluation 	<p>First half of 2017</p> <p>Continuously</p>

⁴ In the deadline column, the first deadline /period of implementation refers to the establishment of mechanism/beginning of activity, the second one refers to the period of activity implementation, and the third one refers to the end of activity.

Title of Chapter I: ACTORS, INSTITUTIONAL BODIES AND MECHANISMS

Specific goal: Improved efficiency and effectiveness of the work of all actors; institutional bodies and mechanisms envisaged for the implementation of the National Action Plan					
Number	Activity	Key implementer and partners	Financial resources	Indicators	Deadline/period of implementation
	1.2. Education, training and regular functioning of the Operational Body for expert and administrative technical support in coordination, monitoring, analysis and reporting on the implementation of NAP ⁵	<p>Key implementer: The Coordination Body for Gender Equality (CBGE)</p> <p>Partners: Actors, institutional bodies and mechanisms for the implementation of NAP, public administration and local self-government bodies specified in the NAP as key implementers, Standing Conference of Towns and Municipalities of Serbia (SCTM) and the Statistical Office of the Republic of Serbia in cooperation with international organisations</p>	Funds in the amount of RSD 1,500,000.00 provided from donations	<ul style="list-style-type: none"> - Adopted Government's Conclusion on establishing the Operational Body; - Established automated reporting system and corresponding software; - Number of implemented training events; - Number of conducted gender analyses; - Number of regular reports submitted to the Political Council (every six months); - Number of extraordinary reports; - Evaluation of the implementation of the NAP conducted and submitted to the Political Council by the Operational Body, and drafted recommendations for the improvement of NAP implementation in the future. 	<p>First half of 2017</p> <p>Continuously</p> <p>Annually</p>

⁵ The Operational Body collects information, data and reports from the heads of analytical groups and/or research teams for NAP implementation, NAP Focal Points (Gender Equality Coordinators, Focal Points for monitoring and implementation of the Strategy and Action Plan for Combating All Forms of Discrimination Against Women, Focal Points for the implementation of the Action Plan for Fighting against Violence, etc.)

Title of Chapter I: ACTORS, INSTITUTIONAL BODIES AND MECHANISMS

Specific goal: Improved efficiency and effectiveness of the work of all actors; institutional bodies and mechanisms envisaged for the implementation of the National Action Plan

Number	Activity	Key implementer and partners	Financial resources	Indicators	Deadline/period of implementation
	<p>1.3. Establishment, regular functioning, 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>	<p>Key implementer: Bodies of public administration in the security system; the Ministry of Defence (MoD); the Ministry of Interior (MoI); the Security Information Agency (BIA); 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>Partners: The Operational Body (CBGE) and international organisations</p>	<p>Budget funds of the Ministry of Defence in the annual amount of RSD 50,000; budget funds of the MoI in the annual amount of RSD 25,000 and budget funds of the MoJ DECS in the annual amount of RSD 20,000 as well as budget funds of other public administration bodies in the security system in accordance with the projections and possibilities and within the limits established by the MoF determined by the MoF. If necessary and possible, donor funds should also be used.</p>	<p>– 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>– Activity Plan adopted and implemented; – Number and regularity of meetings held; – Number of conducted gender analyses; – Number of regular reports submitted to the Operational Body (CBGE); – Number of extraordinary reports;</p>	<p>Continuously</p>

Title of Chapter I: ACTORS, INSTITUTIONAL BODIES AND MECHANISMS

Specific goal: Improved efficiency and effectiveness of the work of all actors; institutional bodies and mechanisms envisaged for the implementation of the National Action Plan				
Number	Activity	Key implementer and partners	Financial resources	Indicators
	1.4. Appointment, permanent education and networking of NAP Focal Points in the public administration and local self-government bodies in which there are no analytical groups and/or research teams ⁶	Key implementers: Public administration bodies outside the security system institutions and local self-government units	Budget funds of the users of public resources in accordance with the projections and possibilities and within the limits established by the MoF. If necessary and possible, donor funds should also be used	<ul style="list-style-type: none"> - Extended scope of work of the persons already appointed for monitoring the implementation of action plans in the field of security, gender equality and non-discrimination to NAP Focal Points or appointing new persons and including the said scope of work in the job description of employees in public administration and local self-government bodies;
		Partners: The Operational Body (CBGE) and international organisations		<ul style="list-style-type: none"> - Appointed NAP Focal Points; - Number of implemented training events for NAP focal points; - Number of conducted gender analyses; - Number of reports submitted to the Operational Body (CBGE); - NAP focal points network established and functions
				First half of 2017
				Continuously

⁶ NAP Focal Points are appointed by extending the scope of work of Gender Equality Coordinators, Focal Points for the implementation of the Action Plan for the prohibition of all forms of discrimination against women, Focal Points for the implementation of the Strategy and Action Plan for Preventing Violence, also to the issues of monitoring the implementation, collecting, processing and analysis of data related to the National Action Plan

Title of Chapter I: ACTORS, INSTITUTIONAL BODIES AND MECHANISMS

Specific goal: Improved efficiency and effectiveness of the work of all actors; institutional bodies and mechanisms envisaged for the implementation of the National Action Plan					
Number	Activity	Key implementer and partners	Financial resources	Indicators	Deadline/period of implementation
	1.6. Establishment 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 implementer: Bodies of public administration in the security system (MoD, MoI, BIA, MoF CA, MoI DECS and MFA)</p> <p>Partners: Operational Body (CBGE), Office for Human and Minority Rights, local self-government units, SCTIM</p>	<p>Budget funds of the MoD in the annual amount of RSD 30,000, budget funds of the MoI in the annual amount of RSD 15,000, budget funds of the MoI DECS in the annual amount of RSD 20,000, budget funds of other public administration bodies in the security system and budget funds of local self-governments in accordance with the projections and possibilities and within the limits established by the MoF.</p>	<ul style="list-style-type: none"> - 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; - The Activity Plan (including outcomes) adopted and implemented; - Number and regularity of meetings held with the Ministry/Director for the purpose of consultation; - 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"; - Effects of coordinated activities in fulfilling both functions. 	<p>First half of 2017</p> <p>Continuously</p>

⁷ It is desirable for the NAP Implementation Advisor, as a person who performs also the role of Gender Equality Coordinator, to have a university degree because of the complexity of job.

Title of Chapter I: ACTORS, INSTITUTIONAL BODIES AND MECHANISMS

Specific goal: Improved efficiency and effectiveness of the work of all actors; institutional bodies and mechanisms envisaged for the implementation of the National Action Plan

Number	Activity	Key implementer and partners	Financial resources	Indicators	Deadline/period of implementation
	1.7. Establishing the functional competence of "persons of trust" in the bodies of public administration in the security system	<p>Key implementer: The Operational Body (CBGE)</p> <p>Partners: Bodies of public administration in the security system (MoD, MoI, BIA, MoF CA, MoI DECS and MFA), NAP Implementation Advisors, legal and psychological services and Human Resource Management Service</p>	Funds in the amount of RSD 2,500,000.00 provided from donations.	<ul style="list-style-type: none"> - Established mechanism of elected "persons of trust" for a term of five years; - 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; - Number of procedures initiated upon employees' complaints. 	<p>First half of 2017</p> <p>Continuously</p>
	1.8. Engaging and building the capacity of civil society organisations, academia and other actors involved in the implementation of the NAP	<p>Key implementer: The Operational Body (CBGE)</p> <p>Partners: OCCS, CSO, academic community and the media, the Ministry of Education, Science and Technological Development (MoESTD), in cooperation with the Commissioner for Protection Equality and other institutional bodies and mechanisms for gender equality, the Social Inclusion and Poverty Reduction Team and international organisations</p>	Funds in the amount of RSD 5,500,000.00 will be provided by donors.	<ul style="list-style-type: none"> - Number of projects and programmes for the implementation of the NAP; - The existence of a public competition for monitoring the implementation of the NAP; - Number of considered, accepted and refused civil society initiatives related to the implementation of the NAP. 	

Title of Chapter I: ACTORS, INSTITUTIONAL BODIES AND MECHANISMS

Specific goal: Improved efficiency and effectiveness of the work of all actors; institutional bodies and mechanisms envisaged for the implementation of the National Action Plan					
Number	Activity	Key implementer and partners	Financial resources	Indicators	Deadline/period of implementation
	1.9. Conducting research on security of women in society	<p>Key implementer: The Political Council (MoD)</p> <p>Partners: Operational Body, academic community and CSO, in cooperation with international organisations (OSCE Mission to Serbia and others), General Secretariat of the Government</p>	According to needs and possibilities, donor funds	<p>– Conducted research on the representative sample on the basis of public competition;</p> <p>– Number and content of the items of media coverage on women, peace and security;</p> <p>– Number and content of the items of media coverage on NAP implementation;</p> <p>– Percentage and descriptive overview of the value-oriented items of media coverage on women, peace and security;</p> <p>– Number and results of media campaigns on women, peace and security;</p> <p>– Designing of website for informing the public on the NAP implementation.</p>	<p>Initial research – by the end of 2017</p> <p>Continuously</p>

Title of Chapter II: PREVENTION

Specific goal: Developed preventive mechanisms to increase the security of women in peace, conflict and post-conflict rehabilitation of society in the country and abroad				
Number	Activity	Key implementer and partners	Financial resources	Indicators
2.	2.1. Improving of regulatory framework and public policies for enhancing the security of women in society	<p>Key implementers: Public administration bodies in the security system (MoD, MoI, BIA, MoFCA, MoI DECS and MFA)</p> <p>Partners: The National Security Council; the Office for Cooperation with Civil Society (OCCS); the Office for Human and Minority Rights, in cooperation with the Commissioner for Protection of Equality and institutional bodies and mechanisms for gender equality at all levels and other actors involved in NAP implementations and CSO</p>	<p>Budget funds of the MoD in the annual amount of RSD 20,000, budget funds of the MoI in the annual amount of RSD 10,000 and budget funds of public administration bodies in the security system in accordance with the projections and possibilities established by the MoF.</p>	<p>– 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 European regulations</p> <p>– Number of measures and activities related to preventive activities in the field of the security of women; – Number of public debates held in the field of policies of the security of women in society; – Number of CSO that participated in public debates; – Number of comments and suggestions provided by CSO and incorporated in public policies in this field; – Number of CSO representatives as members of the Working Groups for drafting regulations in the field of public policies and security of women; – Adopted Strategy for Protection of Women from Violence; – Number of measures and activities contained in the reports of competent institutions.</p>
				<p>By the end of 2017</p> <p>Continuously</p>

Title of Chapter II: PREVENTION

Specific goal: Developed preventive mechanisms to increase the security of women in peace, conflict and post-conflict rehabilitation of society in the country and abroad

Number	Activity	Key implementer and partners	Financial resources	Indicators	Deadline/period of implementation
	2.2. Incorporation of measures that support specific security needs of women and girls in local communities, particularly from multiply discriminated ⁸ and vulnerable groups ⁹	<p>Key implementer: The Social Inclusion and Poverty Reduction Team of the Government</p> <p>Partners: The Operational Body (CBGE), in cooperation with institutional bodies and mechanisms for NAP implementation, CSO and other partners</p>	Budget funds of the users of public resources in accordance with the projections and possibilities and within the limits established by the MoF. If necessary and possible, donor funds should also be used.	<ul style="list-style-type: none"> - Number and type of measures incorporated into preventive activities; - Number of women from multiply discriminated groups who are beneficiaries of the measures; - Number of incorporated measures established through evaluation. 	Second half of 2018
	* Marginalised groups of women: women from minority groups, women with disabilities, elderly women, girls, refugee and displaced women, migrant women, women living in poverty, especially in rural and isolated communities, women in institutions or in detention, women with psychologically changed behaviour, women of different sexual orientation, women addicted to alcohol, drugs and medications, women returnees and other. (The General Protocol for Action and Cooperation of Institutions, Bodies and Organisations in the Situations of Violence against Women within the Family and in Intimate Partner Relationship)				
	* The term "vulnerable group" refers to the part of population that has some special characteristics or is in a situation for which this population is exposed to a higher risk of discrimination and discriminatory treatment than others.				
	2.3. Preparation and implementation of gender-sensitive training courses as part of civil defence and civil protection of population for the purpose of improving actions in crisis and emergency situations	<p>Key implementer: MoI – National Emergency Training Centre and other public administration bodies in the security system (MoD, MoI, BIA, MoF CA, MoI DECS and MFA)</p> <p>Partners: Crisis and emergency management committees; Security Councils in local self-governments, in cooperation with institutional bodies and mechanisms for gender equality at all levels, SCTM and CSO</p>	Budget funds of the Ministry of Interior in accordance with the projections and possibilities and within the limits established by the MoF.	<ul style="list-style-type: none"> - The level of gender mainstreaming of training programmes; - Number of trainees by sex and types of delivered gender-sensitive training courses; - Number and type of undertaken measures. 	Second half of 2018 Continuously

Title of Chapter II: PREVENTION

Specific goal: Developed preventive mechanisms to increase the security of women in peace, conflict and post-conflict rehabilitation of society in the country and abroad					
Number	Activity	Key implementer and partners	Financial resources	Indicators	
	2.4. The incorporation of the gender perspective and the inclusion of more women in the information process and in the dialogue between Belgrade and Priština	<p>Key implementers: Office for Kosovo and Metohija and CORD¹⁰</p> <p>Partners: Public administration and local self-government bodies, academic community, CSO and the media</p>	There is no need to allocate budget funds.	<ul style="list-style-type: none"> - Existence of gender perspective in the dialogue between Belgrade and Priština; - Number of women included in the dialogue with Priština; - Number of women in management positions within delegations; - Number of supported CSO initiatives included in the dialogue with Priština. 	Continuously
¹⁰ The abbreviation CORD refers to the Office for the Coordination of Affairs in the Process of Negotiation with the Provisional Institutions of Local Self-Government in Priština.					
	2.5. Supporting advocacy initiatives that promote the active role of women in conflict prevention	<p>Key implementer: The Political Council (MoD)</p> <p>Partners: Public administration and local self-government bodies in cooperation 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>	Use donor funds in accordance with the needs and possibilities.	<ul style="list-style-type: none"> - Number of supported and implemented advocacy initiatives; - Number of media reports promoting the active role of women in conflict prevention. 	Continuously

Title of Chapter II: PREVENTION					
Specific goal: Developed preventive mechanisms to increase the security of women in peace, conflict and post-conflict rehabilitation of society in the country and abroad					
Number	Activity	Key implementer and partners	Financial resources	Indicators	Deadline/period of implementation
	2.6. 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: The Ministry of Education, Science and Technological Development (MoESTD)</p> <p>Partners: 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 cooperation with the academic community, CSO and the media</p>	Budget funds of the MoESTD in accordance with the projections and possibilities and within the limits established by the MoF.	<ul style="list-style-type: none"> - 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 competencies (Civic Education, extracurricular school activities); - Number of co-financed projects for the production of media content in the field of public information on the topics of security and peace; - 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. 	Continuously
	2.7. Accreditation of professional development programme for employees in the education system and accreditation of textbooks containing the content related to the implementation of UNSC Resolution 1325	<p>Key implementers: MoESTD, the Institute for the Advancement of Education</p> <p>Partners: Academic community in with public administration bodies</p>	Budget funds of the MoESTD in accordance with the projections and possibilities and within the limits established by the MoF.	<ul style="list-style-type: none"> - Number of accredited programmes in the field of gender equality in the Catalogue of the Institute for the Advancement of Education; - Number of implemented accredited programmes; - Number of newly approved textbooks containing gender sensitive topics; topics for acquiring negotiation skills, security and peace. 	Continuously

Specific goal: Developed preventive mechanisms to increase the security of women in peace, conflict and post-conflict rehabilitation of society in the country and abroad					
Number	Activity	Key implementer and partners	Financial resources	Indicators	Deadline/period of implementation
	2.8. Incorporation of activities that support security needs of women and girls, primarily from multiply discriminated and vulnerable groups, within the Framework of Police Strategic Plan	Key implementer: MoI Partners: Local self-government units, CSO	Budget funds of local self-governments in accordance with the projections and possibilities, as determined by the MoF.	<ul style="list-style-type: none"> - Number and type of measures incorporated; - Number and type of activities performed; - Number of women and girls covered by these measures; - Evaluation of implemented measures and activities within the framework of Community Policing concept. 	<p>Second half of 2017</p> <p>Continuously</p>
	2.9. Building mechanisms for early warning, information, dialogue and mediation by supporting local women's initiatives for establishing dialogue and non-violent conflict resolution	Key implementers: Security Councils and Gender Equality Councils at the level of local self-governments Partners: Police Directorates in local self-governments and CBGE, in cooperation with SCTM, crisis management committees and CSO	Budget funds of local self-governments in accordance with the projections and possibilities, as determined by the MoF. If necessary and possible, donor funds should also be used.	<ul style="list-style-type: none"> - Number and content of performed activities; - Number of women involved in the implementation of activities; - Number of developed early warning mechanisms at the local level. 	<p>Second half of 2017</p> <p>Continuously</p>
	2.10. Support to the production of media contents in the field of public information on the importance of prevention of violence against women	Key implementers: The Ministry of Culture and Information (MoCI) Partners: 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 cooperation with all actors involved in NAP implementation and the media	Budget funds of the MoCI in the annual amount of RSD 900,000.00 in accordance with the limits established by the MoF. If necessary and possible, donor funds should also be used.	<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. 	Continuously

Title of Chapter III: PARTICIPATION						
Specific goal: Increased representation, inclusion and decision-making of women in all the processes related to the preservation of peace and security						
Number	Activity	Key implementer and partners	Financial resources	Indicators	Deadline/period of implementation	
3.	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	Key implementer: Public administration bodies in the security system (MoD, MoI, BIA, MoF CA, MoI DECS and MFA) Partners: Ministry of Justice (MoJ) and Ministry of Labour, Employment, Veteran and Social Affairs (MLEVSA)	Budget funds of the MoI DECS in the annual amount of RSD 20,000 and budget funds of public administration bodies in the security system in accordance with the projections and possibilities and within the limits established by the MoF.	– Analysis of the harmonisation of regulations with anti-discriminatory norms; – Regulations harmonised with anti-discriminatory norms.	Second half of 2018 Continuously	
	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	Key implementers: Public administration bodies in the security system (MoD, MoI, BIA, MoF CA, MoI DECS and MFA). Partners: Government's Human Resources Management Service, MLEVSA and MoJ	Budget funds of the MoD in the annual amount of RSD 50,000, budget funds of the MoI in the annual amount of RSD 25,000.00 and budget funds of other public administration bodies in the security system in accordance with the projections and possibilities and within the limits established by the MoF.	– Share of women; – Number of women in decision-making positions out of the total number of employees in the bodies of public administration in the security system; – Existence of career guidance plan for women.	Second half of 2018 Continuously	
	3.3. Creating equal opportunities in practice for education, employment, career guidance and advancement of women (especially women from multiply discriminated and minority groups) and men in the security system	Key implementers: Public administration bodies in the security system (MoD, MoI, BIA, MoF CA, MoI DECS and MFA) Partners: The Human Resource Management Service of the Government; the Ministry of Education, Science and Technological Development (MoESTD) and MLEVSA, in cooperation with Universities and educational institutions in the field of security	There is no need to allocate budget funds.	– Number and type of affirmative measures; – Number and type of regulations governing equal opportunities; – Number of decisions operationalizing the policies of equal opportunities; – Percentage of women in management positions; – Percentage of women in operational units.	First half of 2018 Continuously	

Title of Chapter III: PARTICIPATION					
Specific goal: Increased representation, inclusion and decision-making of women in all the processes related to the preservation of peace and security					
Number	Activity	Key implementer and partners	Financial resources	Indicators	Deadline/period of implementation
	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	Key implementers: 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. Partners: The Human Resource Management Service of the Government	Budget funds of the MoD in the annual amount of BSD 50,000 and budget funds of other budget users in accordance with the projections and possibilities and within the limits established by the MoF. If necessary and possible, donor funds should also be used.	<ul style="list-style-type: none"> - Number of women in management positions in the educational institutions in the security system; - Number of women teachers in the educational institutions in the security system; - Number of women participants at all levels of education and professional development in security; - Number and type of affirmative actions. 	First half of 2018 Continuously
	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	Key implementers: Public administration bodies in the security system (MoD, MoI, BIA, MoF CA, MoI DECS and MFA) Partners: Trade union organisations and the Chamber of Commerce (the Union of Private Employers) and MPALSG.	There is no need to allocate budget funds	<ul style="list-style-type: none"> - Conducted gender analysis before identifying redundancies; - Number of recommendations of NAP Implementation Advisor issued to the management team for preventing negative phenomena; - Number of complaints filed by employees; - Ways of handling employees' complaints; - Number of women and men who have been proclaimed redundant by employers on an annual basis. 	Second half of 2017 Continuously

Title of Chapter III: PARTICIPATION					
Specific goal: Increased representation, inclusion and decision-making of women in all the processes related to the preservation of peace and security					
Number	Activity	Key implementer and partners	Financial resources	Indicators	Deadline/period of implementation
	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	Key implementers: Public administration bodies in the security system (MoD, MoI, BIA, MoF CA, MoI DECS and MFA)	Budget funds of the MoD in the annual amount of RSD 50,000, budget funds of the MoI in the annual amount of RSD 25,000, budget funds of the MoI DECS in the annual amount of RSD 15,000 and budget funds of other public administration bodies in the security system in accordance with the projections and possibilities and within the limits established by the MoF.	– Established system of statistical monitoring;	Second half of 2017
	3.7. Ensuring equal representation of women in public administration and local self-government bodies and other bodies responsible for deciding on defence and security issues	Partners: Academic community, CSO and the media Key implementers: Public administration bodies and local self-government units	There is no need to allocate budget funds.	– Number of research studies; – Number of proposed measures based on research. – Number of women in public administration and local self-government bodies and other bodies responsible for deciding on defence and security issues.	Continuously Second half of 2017
	3.8. Involvement and regional networking of women in building confidence for the improvement of security and stability in the region in order to prevent conflict	Partner: SCTM Key implementer: Ministry of Foreign Affairs (MFA) Partners: MoD, MoI, BIA, academic community, CSO in cooperation with international security organisations	Budget funds of the MFA in accordance with the projections and possibilities and within the limits established by the MoF. If necessary and possible, donor funds should also be used.	– Number of adopted incentive measures. – Number, type and impact of performed activities; – Number and level of women involved; – Involvement of civil society organisations.	Continuously Continuously

Number	Activity	Key implementer and partners	Financial resources	Indicators	Deadline/period of implementation
3.9.	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: Public administration bodies in the security system (MoD, MoI, BIA, MoF CA, MoI DECS and MFA)</p> <p>Partners: MLEVSA and the Social Inclusion and Poverty Reduction Team of the Government</p>	<p>Budget funds of the MoD in the annual amount of RSD 100,000, budget funds of the MoI in the annual amount of RSD 50,000, budget funds of the MoI DECS in the annual amount of RSD 40,000 and budget funds of other public administration bodies in the security system in accordance with the projections and possibilities and within the limits established by the MoF.</p>	<p>– Number and content of adopted measures for greater representation of women in the activities of international cooperation;</p> <p>– Number and content of adopted measures for greater representation of women in negotiations on the resolution of conflicts;</p> <p>– Number and content of adopted measures for greater representation of women in civil and military missions of the UN and EU;</p> <p>– Positions of women that participate in civil and military missions of the UN and EU.</p>	Continuously
3.10.	Equal treatment of women in decision-making and greater representation of women in the process of planning and implementation of disarmament, peace-building, post-conflict reconstruction of society and reintegration of refugees	<p>Key implementers: Parliamentary delegations, MFA, MoD, MoI and the Commissariat for Refugees and Migration</p> <p>Partners: CSO, and particularly the Circle of Serbian Sisters (Kolo srpskih sestara), in cooperation with international organisations</p>	<p>Budget funds of key implementers system in accordance with the projections and possibilities and within the limits established by the MoF.</p>	<p>– Composition of the delegation by sex;</p> <p>– Number of women involved in the processes of planning and implementation of: disarmament, peace-building, post-conflict reconstruction of society and reintegration of refugees.</p>	Second half of 2017
3.11.	Increasing the representation and influence of women in decision-making on defence and security issues	<p>Key implementer: Political Council (MoD)</p> <p>Partners: Public administration bodies in the security system (MoI, BIA, MoF CA, MoI DECS and MFA)</p>	<p>Budget funds of the MoD in the annual amount of RSD 100,000, system in accordance with the projections and possibilities and within the limits established by the MoF. If necessary and possible, donor funds should also be used.</p>	<p>– Number of women in the positions of decision-making on defence and security issues.</p>	Continuously

Title of Chapter III: PARTICIPATION				
Specific goal: Increased representation, inclusion and decision-making of women in all the processes related to the preservation of peace and security				
Number	Activity	Key implementer and partners	Financial resources	Indicators
	3.12. 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: MoI and other public administration bodies in the security system (MoD, MoI, BIA, MoF CA, MoJ DECS and MFA)</p> <p>Partners: Local self-government units</p>	There is no need to allocate budget funds.	<ul style="list-style-type: none"> - Percentage of women active in the crisis and emergency management committees at all levels; - Percentage of women directly involved in the activities in emergency situations; - Percentage of women participating in the exercises related to the prevention of emergency situations; - Number of designed measures and mechanisms of cooperation between local self-government bodies and CSO, particularly with women from multiply discriminated and minority groups; - Number of examples of good practice.
				<p>Deadline/period of implementation</p> <p>Second half of 2017</p> <p>Continuously</p>

Number	Activity	Key implementer and partners	Financial resources	Indicators	Deadline/period of implementation
4.	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: The Political Council (MoD)</p> <p>Partners: Public administration bodies in the security system (MoI, BIA, MoF CA, MoI DECS and MFA); the Commissioner for Protection of Equality in cooperation with other institutional bodies and gender equality mechanisms at all levels and CSO dealing with human rights of women</p>	<p>Budget funds of the MoD in the annual amount of RSD 50,000, budget funds of the MoI in the annual amount of RSD 25,000, budget funds of the MoI DECS in the annual amount of RSD 15,000 and budget funds of other public administration bodies in the security system in accordance with the projections and possibilities and within the limits established by the MoF. If necessary and possible, donor funds should also be used.</p>	<ul style="list-style-type: none"> - Number of measures and activities introduced into public policies in the field of security and defence; - Number of good practices adopted and implemented in the improvement of the protection of women; - Gender analysis of public policies and adopted measures and activities; - Reports of independent institutions. 	Continuously
	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	<p>Key implementers: MoD and MoI</p> <p>Partners: Public administration bodies in cooperation with international organisations</p>	<p>Budget funds of the MoD in the annual amount of RSD 100,000, budget funds of the MoI in the annual amount of RSD 50,000 and budget funds of other public administration bodies in the security system in accordance with the projections and possibilities and within the limits established by the MoF.</p>	<ul style="list-style-type: none"> - Number of women protection measures incorporated into standard operating procedures/ protocols/curricula; - Number of implemented training events; - Number of civil society organisations, representatives of academic community included in the delivery of training; - Number of conducted analyses and evaluations of performed activities. 	Continuously

Title of Chapter IV: PROTECTION					
Specific goal: Improved regulatory conditions and institutional capacities for accessible and effective protection of women					
Number	Activity	Key implementer and partners	Financial resources	Indicators	Deadline/period of implementation
	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: Public administration bodies in the security system: MoD, MoI, MoF CA, MoJ DECS and MoJ as a whole; courts and prosecutor's offices</p> <p>Partners: MLEVSA, Ministry of Health (MoH), local self-government units, in cooperation with the Commissariat for Refugees and Migration, CSO dealing with human rights of women and relevant international organisations</p>	Budget funds of the MoD in the annual amount of RSD 50,000, budget funds of the MoI in the annual amount of RSD 25,000 and budget funds of other public administration bodies in the security system in accordance with the projections and possibilities and within the limits established by the MoF. If necessary and possible, donor funds should also be used.	<ul style="list-style-type: none"> - Number of adopted regulations; - Number of delivered training events; - Number of analyses of the efficiency of performed activities; - Number of protection plans of individual institutions; - Number and content of measures for the protection of women; - Reports of independent institutions. 	Continuously
	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: Public administration bodies in the security system (MoD, MoI, BIA, MoF CA, MoJ DECS and MoJ)</p> <p>Partners: Courts and prosecutor's offices and the Commissioner for Protection of Equality</p>	Budget funds of the MoD in the annual amount of RSD 50,000, budget funds of the MoI in the annual amount of RSD 25,000 and budget funds of other public administration bodies in the security system in accordance with the projections and possibilities and within the limits established by the MoF.	<ul style="list-style-type: none"> - Number of reported and prosecuted cases; - Number and content of effective protection measures; - Number of examples of good practice incorporated into the work of public administration bodies; - Views of women about the effectiveness of protective measures in the security system; - Number of implemented training courses for employees and managers on the topics in this field. 	Continuously

Title of Chapter IV: PROTECTION

Specific goal: Improved regulatory conditions and institutional capacities for accessible and effective protection of women

Number	Activity	Key implementer and partners	Financial resources	Indicators	Deadline/period of implementation
	4.5. Taking necessary measures to seize firearms or restrict access to firearms for perpetrators of violence	Key implementers: MoJ, prosecutor's offices, courts, MoH, MoI Partners: The Chamber of Commerce (private security agencies) and CSO	There is no need to allocate budget funds.	<ul style="list-style-type: none"> - Number of undertaken measures; - Number of cases of firearms used in situations of violence against women; - Analysis of possession and use of firearms in situations of violence against women; - Reports of independent institutions. 	Continuously
	4.6. Provision of comprehensive legal protection and psycho-social support to girls and women who have experienced gender-based violence, particularly to members of multiply marginalised and discriminated groups ¹¹ in conflict and post-conflict rehabilitation of society, crisis and emergency situations	Key implementers: MLEVSA, MoI, MoJ, MoH, MoESTD and MFA Partners: 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 CSO dealing with human rights of women, in cooperation with the Commissariat for Refugees and Migrations and international organisations	Budget funds of the users of public resources in accordance with the projections and possibilities and within the limits established by the MoF. If necessary and possible, donor funds should also be used.	<ul style="list-style-type: none"> - Number of services of legal protection and psychosocial support; - Number of women provided with legal protection and psychosocial support; - Number of provided services; - Number of financially supported services; - Percentage of funds allocated for those purposes; - Percentage of funds spent for those purposes; - Number of women included in the development of programmes; - Number of female beneficiaries included in the creation of service; - Views of women service beneficiaries about the quality of services; - Reports of independent institutions. 	Continuously

¹¹ The list of those groups is given under Activity 2.2 in Chapter Prevention.

Title of Chapter IV: PROTECTION					
Specific goal: Improved regulatory conditions and institutional capacities for accessible and effective protection of women					
Number	Activity	Key implementer and partners	Financial resources	Indicators	Deadline/period of implementation
	4.7: Improvement of legal protection and psycho-social support to girls and women victims of trafficking in human beings, particularly to members of multiply marginalised and discriminated groups in conflict and post-conflict rehabilitation of society, crisis and emergency situations	<p>Key implementers: The National Coordinator for Combating Human Trafficking and the Centre for the Protection of Victims of Trafficking in Human Beings in cooperation with MLEVSA, MoJ, courts and prosecutor's offices</p> <p>Partners: CSO, and particularly the Circle of Serbian Sisters (Kolo srpskih sestara) and other CSO dealing with human rights of women, in cooperation with the MFA and international organisations</p>	Budget funds of the Ministry of Interior and other users of budget funds in accordance with the projections and possibilities and within the limits established by the MoF. If necessary and possible, donor funds should also be used.	<ul style="list-style-type: none"> - Number of women provided with legal protection and psychosocial support; - Percentage of funds allocated and spent on legal protection and psychosocial support; - Number of developed programmes of legal protection and psychosocial support and involved institutions; - Number of women involved in the development of legal protection and psychosocial support programme; - Number of female service beneficiaries included in the creation of programmes; - Reports of independent institutions. 	Continuously
	4.8: Ensuring the effective and efficient work on the detection, arrest and prosecution of perpetrators of international war crimes found in the territory of the Republic of Serbia, including the perpetrators of all forms of crimes against humanity in the former Yugoslavia, whose victims are women and girls	<p>Key implementers: The Special Office of the War Crimes Prosecutor, the Special Court and MoJ</p> <p>Partners: MoI, security agencies and in cooperation with CSO</p>	Budget funds of the Special Office of the War Crimes Prosecutor and the Special Court in accordance with the projections and possibilities and within the limits established by the MoF.	<ul style="list-style-type: none"> - Number of arrested and prosecuted perpetrators; - Number of judgements; - Reports of independent institutions. 	Continuously

Title of Chapter IV: PROTECTION

Specific goal: Improved regulatory conditions and institutional capacities for accessible and effective protection of women

Number	Activity	Key implementer and partners	Financial resources	Indicators	Deadline/period of implementation
	4.9. Enhancement of public interest through competition based co-financing of the production of media content on international humanitarian law, the international law of armed conflict and the work of national and international judicial institutions, with the objective presentation of prosecuted cases of rape, sexual slavery, enforced prostitution, forced pregnancy and other forms of sexual abuse of women committed during the wars in former Yugoslavia	<p>Key implementer: MoCI</p> <p>Partners: MoI, prosecutor's offices, courts, MoI, security agencies, independent state bodies, academic community and the media, in cooperation with CSO dealing with human rights of women</p>	Budget funds of the MoCI in the annual amount of RSD 50,000, in accordance with the projections and possibilities and within the limits established by the MoF. If necessary and possible, donor funds should also be used.	<ul style="list-style-type: none"> - Number of created and implemented programmes; - Analysis of implemented programmes. - Number of presentations in accordance with reporting standards; - Reports of independent institutions. 	Continuously
	4.10. Enhancement of public interest through competition based co-financing of the production of media content on women's contribution to facing the past after the war and building peace	<p>Key implementer: MoCI</p> <p>Partners: The Operational Body (CBGE); the Office for Cooperation with Civil Society; the Office for Human and Minority Rights; the media and CSO</p>	Budget funds of the MoCI in the annual amount of RSD 50,000, in accordance with the projections and possibilities and within the limits established by the MoF. If necessary and possible, donor funds should also be used.	<ul style="list-style-type: none"> - Number of published media contents; - Analysis of published media contents; - Number and content of CSO reports on published media contents. 	Continuously

Title of Chapter IV: PROTECTION					
Specific goal: Improved regulatory conditions and institutional capacities for accessible and effective protection of women					
Number	Activity	Key implementer and partners	Financial resources	Indicators	Deadline/period of implementation
	4.11. Efficient protection of organisations and individuals that monitor the prosecution of war crimes and exercising of the human rights of women, and provide support to women who suffer discrimination and gender-based violence	<p>Key implementers: MoJ and MoI</p> <p>Partners: Prosecutor's offices and courts and independent state bodies</p>	Budget funds of the MoJ and the MoI in accordance with the projections and possibilities and within the limits established by the MoF.	<ul style="list-style-type: none"> - Number and type of reported assaults; - Number of prosecuted cases of assaults; - Number of judgements pronounced in accordance with the recommendations of independent state bodies; - Analysis of prosecuted cases of assaults; - Views of organisations and individuals that monitor the prosecution of war crimes and exercising of the human rights of women on their own safety; - Reports of independent institutions. 	Continuously

Specific goal: Enhanced system of support to the recovery of women who have suffered any form of threat to security in the post-conflict rehabilitation of society, crisis and emergency situations

Number	Activity	Key implementer and partners	Financial resources	Indicators	Deadline/period of implementation
5.	5.1. Improvement of regulatory and institutional framework and undertaking measures for recovery of women that have experienced violence in conflict and post-conflict rehabilitation of society, crisis and emergency situations	<p>Key implementers: MLEVSA and MoJ</p> <p>Partners: Prosecutor's offices, courts, MoJ, MoI, security agencies, in cooperation with institutional bodies and mechanisms for gender equality at all levels, SCTM, local self-government units and CSO</p>	<p>Budget funds of the MLEVSA and MoJ in accordance with the projections and possibilities and within the limits established by the MoF.</p> <p>If necessary and possible, donor funds should also be used.</p>	<p>– Analysis of the quality of regulatory and institutional framework;</p> <p>– Number of adopted proposals for the changes of regulatory and institutional framework;</p> <p>– Number of analysed documents.</p>	<p>Second half of 2017</p> <p>Continuously</p>
	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: MoD and MoI</p> <p>Partners: SCTM, CSO and international organisations</p>	<p>Budget funds of the MoD in the annual amount of RSD 150,000, budget funds of the MoI in the annual amount of RSD 75,000, in accordance with the projections and possibilities and within the limits established by the MoF.</p> <p>If necessary and possible, donor funds should also be used.</p>	<p>– Number of delivered training events;</p> <p>– Number of women and men who have undergone training;</p> <p>– Number of CSO that participated in the implementation of training;</p> <p>– Percentage of female participants of the total number of training participants in peace and humanitarian missions.</p>	Continuously

Title of Chapter V: RECOVERY					
Specific goal: Enhanced system of support to the recovery of women who have suffered any form of threat to security in the post-conflict rehabilitation of society, crisis and emergency situations					
Number	Activity	Key implementer and partners	Financial resources	Indicators	Deadline/period of implementation
	5.3. Encouraging, financing, implementation of rehabilitation programmes for armed conflict participants	<p>Key implementer: MLEVSA</p> <p>Partners: MoD, MoI and the Office for Kosovo and Metohija and the Ministry of Finance, CSO, particularly associations of war veterans, associations of disabled war veterans and associations of families of killed and missing persons, associations of refugees and IDPs, associations of women, and individuals – participants of the wars in former Yugoslavia who are nationals of the Republic of Serbia, in cooperation with national and foreign foundations and donors</p>	<p>Budget funds of the MLEVSA in accordance with the projections and possibilities and within the limits established by the MoF. If necessary and possible, donor funds should also be used.</p>	<ul style="list-style-type: none"> – Number of programmes annually; – Number of adopted local action plans; – Number of implemented rehabilitation programmes for armed conflict participants; – Number of rehabilitation programme participants; – Number of undertaken measures. 	Continuously
	5.4. Improving the capacity of all stakeholders in the local community for the implementation of individual recovery plans that include psychosocial support, health and social protection and employment in conflict and post-conflict rehabilitation of society, crisis and emergency situations	<p>Key implementers: Local self-government units</p> <p>Partners: SCTM, MPALSG, in cooperation with MLEVSA, institutional bodies and mechanisms for gender equality at all levels, MoH, CSO and international organisations</p>	<p>Budget funds of local self-government units. If necessary and possible, donor funds should also be used.</p>	<ul style="list-style-type: none"> – Number of delivered training events; – Allocated and spent funds; – Established mechanism for exchanging experience and practice. 	Continuously

Specific goal: Enhanced system of support to the recovery of women who have suffered any form of threat to security in the post-conflict rehabilitation of society, crisis and emergency situations

Number	Activity	Key implementer and partners	Financial resources	Indicators	Deadline/period of implementation
	5.5. 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: The Operational Body (CBGE)</p> <p>Partners: 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 cooperation with CSO, associations of journalists and the media and international organisations.</p>	Funds in the amount of RSD 500,000.00 will be provided by donors.	<ul style="list-style-type: none"> - Number of training courses on the nature of violence and non-violent conflict resolution; - Number of participants of training courses on causes and consequences of violence against women; - Number of affirmative public and anti-violence statements of public opinion creators; - Number of affirmative public and anti-violence informative educational programmes; - Analysis of the content of media reporting about that topic; - Views of citizens; - Number of published texts annually. 	Continuously

Annex I

International and national documents adopted in the period 2010–may 2016 and consulted in the development of the national action plan

A) International documents

A Global Study on the Implementation of United Nations Security Council resolution 1325 -Preventing Conflict, Transforming Justice, Securing the Peace – UN Women, Peace and Security Sector, 2015

Commission recommendation of 7.3.2014 on strengthening the principle of equal pay between men and women through transparency, European Commission (C/2014/1405 final/7 March 2014)

Comprehensive review of the whole question of peacekeeping operations in all their aspects, Resolution adopted by the UN General Assembly, 66th session (A/RES/66/297/17 September 2012)

Comprehensive review of the whole question of peacekeeping operations in all their aspects, Resolution adopted by the UN General Assembly, 65th session (A/RES/65/310/19 July 2011)

Combating intolerance, negative stereotyping, stigmatization, discrimination, incite-

ment to violence and violence against persons, based on religion or belief, Resolution adopted by the UN General Assembly, 66th session,(A/RES/66/167/19 December 2011)

Council of Europe Convention against Trafficking in Human Organs, CETS No.216 (25/03/2015)

Council of Europe Convention on preventing and combating violence against women and domestic violence, CETS No.210 (11/05/2011)

Declaration of the Committee of Ministers of the Council of Europe united around our principles against violent extremism and radicalization leading to terrorism, Committee of Ministers of the Council of Europe, CM (CM/2015/74 final/19 May 2015)

Declaration of the High-level Dialogue on International Migration and Development, Resolution adopted by the General Assembly, 68th session, (A/RES/68/4/1 October 2013)

Directive 2011/36/EU on preventing and combating trafficking in human beings and protecting its victims and replacing Council Framework Decision 2002/629/JHA, the European Parliament and the Council of EU (5/04/2011)

Directive 2011/92/EU of the European Parliament and of the Council of 13 December 2011 on combating the sexual abuse and sexual exploitation of children and child pornography, and replacing Council Framework Decision 2004/68/JHA, the European Parliament and the Council of EU (13/12/2011)

Directive 2011/99 on the European protection order and Regulation 606/2013 on mutual recognition of protection measures in civil matters, Regulation (EU) No 606/2013 of the European Parliament and of the Council of 12 June 2013 on mutual recognition of protection measures in civil matters, the European Parliament and the Council of EU (12/06/2013)

Directive 2012/29/EU of the European Parliament and of the Council of 25 October 2012 establishing minimum standards on the rights, support and protection of victims of crime, and replacing Council Framework Decision 2001/220/JHA, the European Parliament and the Council of EU (25/10/2012)

Directive 2013/32/EU of the European Parliament and of the Council of 26 June 2013 on common procedures for granting and withdrawing international protection, the European Parliament and the Council of EU (26/06/2013 European Parliament resolution of 8 October 2015 on the renewal of the EU Plan of Action on Gender Equality and Women's Empowerment in Development (2015/2754(RSP)), the European Parliament (8/10/2015)

Directive 2013/33/EU of the European Parliament and of the Council of 26 June 2013 laying down standards for the reception of applicants for international protection

(recast), the European Parliament and the Council of EU (26/06/2013)

Elimination of all forms of intolerance and of discrimination based on religion or belief, Resolution adopted by the UN General Assembly, 66th session (A/RES/66/168/19 December 2011)

European Parliament resolution of 9 June 2015 on the EU Strategy for equality between women and men post 2015 (2014/2152(INI)), the European Parliament (9/06/2015)

Female genital mutilation European Parliament resolution of 14 June 2012 on ending female genital mutilation (2012/2684(RSP)), the European Parliament (14/06/2012)

Intensification of efforts to eliminate all forms of violence against women, Resolution adopted by the UN General Assembly, 67th session (A/RES/67/144/20 December 2012)

Intensifying global efforts for the elimination of female genital mutilations, Resolution adopted by the General Assembly, 67th session (A/RES/67/146/20 December 2012)

Protection of migrants, Resolution adopted by the General Assembly, (A/RES/66/172/19 December 2011)

Protocol No. 15 amending the Convention for the Protection of Human Rights and Fundamental Freedoms, Council of Europe, CETS No.213 (24/06/2013)

Protocol No. 16 amending the Convention for the Protection of Human Rights and Fundamental Freedoms, Council of Europe, CETS No.214 (02/10/2013)

Recommendation CM/Rec (2013)1 of the Committee of Ministers to member states on gender equality and media (Adopted by the

Committee of Ministers on 10 July 2013 at the 1176th meeting of the Ministers' Deputies)

Recommendation CM/Rec (2015)2 of the Committee of Ministers to member states on gender mainstreaming in sport (Adopted by the Committee of Ministers on 21 January 2015 at the 1217th meeting of the Ministers' Deputies)

Recommendation CM/Rec (2011)1 of the Committee of Ministers to member states on interaction between migrants and receiving societies (Adopted by the Committee of Ministers on 19 January 2011 at the 1103rd meeting of the Ministers' Deputies)

Recommendation CM/Rec (2010)5 of the Committee of Ministers to member states on measures to combat discrimination on grounds of sexual orientation or gender identity (Adopted by the Committee of Ministers on 31 March 2010 at the 1081st meeting of the Ministers' Deputies)

Recommendation CM/Rec (2012)6 of the Committee of Ministers to member states on the protection and promotion of the rights of women and girls with disabilities (Adopted by the Committee of Ministers on 13 June 2012 at the 1145th meeting of the Ministers' Deputies)

Recommendation CM/Rec (2014)7 of the Committee of Ministers to member states on the protection of whistleblowers (Adopted by the Committee of Ministers on 30 April 2014 at the 1198th meeting of the Ministers' Deputies)

Recommendation CM/Rec (2010)10 of the Committee of Ministers to member states on the role of women and men in conflict prevention and resolution and in peace building (Adopted by the Committee of Ministers on 30 June 2010 at the 1089th meeting of the Ministers' Deputies)

Recommendation CM/Rec (2012)12 of the Committee of Ministers to member states on validating migrants' skills (Adopted by the Committee of Ministers on 19 January 2011 at the 1103rd meeting of the Ministers' Deputies)

Resolution 14/12 (2010) Accelerating efforts to eliminate all forms of violence against women: ensuring due diligence in prevention, Resolution adopted by the UN Human Rights Council, 14th session (A/HRC/RES/14/12/30 June 2010)

Resolution 14/2 (2010) Trafficking in persons, especially women and children: regional and subregional cooperation in promoting a human rights-based approach to combating trafficking in persons, Resolution adopted by the UN Human Rights Council, 14th session (A/HRC/RES/14/12/23 June 2010)

Resolution 15/23 (2010) Elimination of discrimination against women, Resolution adopted by the UN Human Rights Council, 15th session (A/HRC/RES/15/23/8 October 2010)

Resolution 1960 (2010) Adopted by the Security Council at its 6453rd meeting, on 16 December 2010

Resolution 2106 (2013) Adopted by the Security Council at its 6984th meeting, on 24 June 2013

Resolution 2122 (2013) Adopted by the Security Council at its 7044th meeting, on 18 October 2013

Strengthening the role of mediation in the peaceful settlement of disputes, conflict prevention and resolution, Resolution adopted by the UN General Assembly, 66th session (A/RES/66/291/13 September 2012)

Summary from the workshop on the results of the implementation of NAP for

UNSC Resolution 1325, 9-10 September 2015, Belgrade, the Institute for Inclusive Security from Washington and the OSCE Mission to Serbia, Belgrade, 2015

Strategic Engagement for Gender Equality 2016-2019, European Commission Directorate-General for Justice and Consumers, 2015

Trafficking in women and girls (A/RES/64/145, of 20 December 2012, The girl child, Resolution adopted by the UN General Assembly, 64th session (A/RES/64/145/18 December 2012)

Trafficking in women and girls, Resolution adopted by the UN General Assembly, 65th session (A/RES/65/190/21 December 2010)

UN Global Plan of Action to Combat Trafficking in Persons, Resolution adopted by the General Assembly, 64th session (A/RES/64/293/30 July 2010)

UN Global Plan of Action to Combat Trafficking in Persons, Resolution adopted by the UN General Assembly, 64th session (A/RES/64/293/30 July 2010)

UN Rules for the Treatment of Women Prisoners and Non-custodial Measures for Women Offenders (the Bangkok Rules), 65th session (A/RES/65/229/21 December 2010)

UN Strategic Results Framework on Women, Peace and Security: 2011-2020, UN Security Council, 2011

Violence against women migrant workers, Resolution adopted by the UN General Assembly, 66th session (A/RES/66/128/19 December 2011)

B) Documents adopted in the Republic of Serbia

1) Legislation

Constitution of the Republic of Serbia

Law on Security Information Agency, Official Gazette of the RS, No. 42/2002, 111/2009, 65/2014 – CC Decision and 66/2015

Law on the Fundamentals of Regulating Security Services, Official Gazette of the RS, No. 116/2007 and 72/2012

Law on Defence, Official Gazette of the RS, No. 116/2007, 88/2009, 88/2009 – as amended, 104/2009 – as amended and 10/2015

Law on Serbian Armed Forces, Official Gazette of the RS, No. 116/2007, 88/2009, 101/2010 – as amended, 10/2015 – as amended and 88/2015 – CC Decision

Law on the Prohibition of Discrimination, Official Gazette of the RS, No. 22/2009

Law on the Engagement of the Serbian Armed Forces and Other Defence Forces in Multinational Operations Outside the Republic of Serbia's Borders, Official Gazette of the RS, No. 88/2009

Law on Civilian Service, Official Gazette of the RS, No. 88/2009

Law on Military, Working and Material Duty, Official Gazette of the RS, No. 88/2009 and 95/2010

Law on Ratification of the CoE Convention on the Protection of Children against Sexual Exploitation and Sexual Abuse, Official

Gazette of the RS – International Treaties, No. 1/2010

Law on Ratification of the Protocol additional to the Geneva Conventions of 12 August 1949, and relating to the Adoption of an Additional Distinctive Emblem (Protocol III), adopted on 5 May 2010 (Official Gazette of the RS – International Treaties, No. 1/2010) and entered into force on 29 May 2010

Law on Ratification of the Maternity Protection Convention No. 183 of International Labour Organization, Official Gazette of the RS – International Treaties, No. 1/2010

Law on Ratification of the European Convention on the Non-Applicability of Statutory Limitation to Crimes against Humanity and War Crimes, Official Gazette of the RS – International Treaties, No. 13/2010

Law on Ratification of Protocol No. 11 to the Convention for the Protection of Human Rights and Fundamental Freedoms, Official Gazette of the RS – International Treaties, No. 12/2010

Law on the Prevention of Harassment at Work, Official Gazette of the RS, No. 36/2010

Law on Ratification of the Optional Protocol to the Convention against Torture and other Cruel, Inhuman or Degrading Treatment or Punishment, Official Gazette of the RS – International Treaties, No. 7/2011

Law on Ratification of the Convention on the Reduction of Statelessness, Official Gazette of the RS – International Treaties, No. 8/2011

Law on Ratification of the Agreement between the Government of the Republic of Serbia represented by the Ministry of Defence and the Group of National Directors on Codification – NATO Allied Committee 135 (AS/135) on the Adoption of the NATO

Codification System, Official Gazette of the RS – International Treaties, No. 13/2011

Law on Ratification of the International Convention on the Protection of All Persons from Enforced Disappearance, Official Gazette of the RS – International Treaties, No. 1/2011

Law on Social Protection, Official Gazette of the RS, No. 24/2011

Law on Youth, Official Gazette of the RS, No. 50/2011

Law on Migration Management, Official Gazette of the RS, No. 107/2012

Decree on detailed criteria for determining the degree of secrecy “CONFIDENTIAL” and “RESTRICTED” in the Security Information Agency, Official Gazette of the RS, No. 70/2013

Law on Ratification of the Convention on Protection of Children and Cooperation in Respect of Intercountry Adoption, Official Gazette of the RS – International Treaties, No. 12/2013

Law on Ratification of the CoE Convention on preventing and combating violence against women and domestic violence, Official Gazette of the RS – International Treaties, No. 12/2013

Law on Exercising the Right to Health Care of Children, Pregnant Women and Recent Mothers Official Gazette of the RS, No. 104/2013

Law on Military Security Agency and Military Intelligence Agency, Official Gazette of the RS, No. 42/2002, 88/2009, 55/2012 – CC Decision and 17/2013

Law on Special Measures for Preventing Criminal Offences against Sexual Freedom of Minors, Official Gazette of the RS, No. 32/2013

Law on Ratification of Amendments to Article 20 paragraph 1 of the Convention on the Elimination of All Forms of Discrimination against Women, Official Gazette of the RS – International Treaties, No. 5/2014

Law on Mediation in Dispute Resolution, Official Gazette of the RS, No. 55/2014

Law on Public Information and Media, Official Gazette of the RS, No. 83/2014

Law on Protection of Whistleblowers, Official Gazette of the RS, No. 128/2014

Law on Ratification of Protocol No. 15 to the Convention for the Protection of Human Rights and Fundamental Freedoms, Official Gazette of the RS – International Treaties, No. 10/2015

Law on Ratification of the Convention on Jurisdiction, Applicable Law, Recognition, Enforcement and Cooperation in Respect with Parental Responsibility and Measures for the Protection of Children, Official Gazette of the RS – International Treaties, No. 20/2015

Law on Ratification of the International Convention against the Recruitment, Use, Financing and Training of Mercenaries, Official Gazette of the RS – International Treaties, No. 23/2015

Law on Police, Official Gazette of the RS, No. 6/2016

Law on Eliminating the Consequences of Seizure of Property of Holocaust Victims Without Living Legal Successors, Official Gazette of the RS, No. 13/2016

Decree on disciplinary responsibility of the Security Information Agency staff, Official Gazette of the RS, No. 48/2012

2) Strategies and action plans

National Strategy for Combating Organised Crime, Official Gazette of the RS, No. 23/2009

National Strategy for Preventing and Combating Violence against Women in the Family and Intimate Partner Relationships, Official Gazette of the RS, No. 27/2011

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National Strategy for Protection and Rescue in Emergency Situations, Official Gazette of the RS, No. 86/2011

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Strategy of Integrated Border Management in the Republic of Serbia, Official Gazette of the RS, No. 111/2012	Action Plan for the Implementation of the Strategy of Prevention and Protection from Discrimination for the period 2014-2018, Official Gazette of the RS, No. 107/2014
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Strategy for Occupational Health and Safety in the Republic of Serbia for the period 2013-2017, Official Gazette of the RS, No. 100/2013	Activity Plan for the Implementation of the Strategy for Gender Equality for the period 2016-2018, Official Gazette of the RS, No. 4/2016
Strategy for the Development of System for the Execution of Criminal Sanctions in the Republic of Serbia, Official Gazette of the RS, No. 114/2013	
Strategy of Public Administration Reform in the Republic of Serbia, Official Gazette of the RS, No. 9/2014	
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3) Reports, guidelines, observations, studies and other documents

Concluding observations on the combined second and third periodic report of the Republic of Serbia to the United Nations Committee on the Elimination of Discrimination against Women (CEDAW/SRB/CO/2-3), 25 July 2013;

Report of the Multi-sector Coordination Body on Evaluating the Implementation of the National Action Plan for Implementing the UN Security Council Resolution 1325 – Women, Peace and Security in the Republic of Serbia (2010-2015), adopted at the meeting of the Political Council, Belgrade, 30 October 2015;

Independent monitoring of the implementation of Resolution 1325 in Serbia, Women in Black, Belgrade, 2013

Special Report of the Commissioner for Protection of Equality for May 2015, Belgrade, 2015

Regular Annual Report of the Commissioner for Protection of Equality for 2014, Belgrade, 2015

Regular Annual Report of the Commissioner for Protection of Equality for 2015, Belgrade, 2016

Guidelines of the Political Council of the Government for Developing the National Action Plan for the Implementation of UN Security Council Resolution 1325 – Women, Peace and Security in the Republic of Serbia (2016-2020), Belgrade, December 2015

OSCE Study on National Action Plans for the Implementation of the United Nations Security Council Resolution 1325, 2014

Model of Reporting

The model of reporting on the implementation of the National Action Plan for the period 2017-2020 was established in the process of NAP development and should be used for the preparation of regular reports by analytical groups and/or research teams in public administration bodies in the security system, and by the appointed Focal Points for the implementation of the National Action Plan in public administration and local self-government bodies.

The model of reporting is the same for all actors involved in the implementation of the Plan at the national level. Reports are submitted semi-annually to the Operational Body for the implementation of the National Action Plan, which, based on the individual reports, compiles a single national report and submits it to the Political Council of the Government for the implementation of the National Action Plan, which then submits a final report to the Government of the Republic of Serbia. After that, the reports are submitted to the commissions for the implementation of the National Action Plan of the National Assembly and the Assembly of AP Vojvodina, the Commissioner for Protection of Equality, the Ombudsman. They are also posted on the website on the Ministry of Defence to be available for the general public.

The structure of the report consists of three parts: (1) summary; (2) tabular presentation and (3) conclusions and recommendations.

More precisely, each report should include the following:

1. Summary on NAP implementation (two pages) focusing on the following topics:
 - Performed activities;
 - The most important results;
 - Key challenges and solutions;
 - Notes about the characteristic phenomena and about the funds spent in the reporting period.
2. Tabular presentation of performed activities in the reporting period (according to the tabular form of the NAP divided into five established fields of implementation in the period 2017-2020, as follows: Actors, Prevention, Participation, Protection and Recovery)

General goal		General result		Indicator of the impact of NAP implementation on society	
Title of chapter					
Number	Performed activity	Key implementers and partners	Allocated resources (allocated and spent funds)	Result indicators	Date/period of implementation

3. Conclusions and recommendations (one-two pages)

Note: In developing the model of reporting, we have emphasised the need to create software for data updating and reporting, which would facilitate the continuous monitoring of activities but also regular and easier reporting. The software could be designed with the support of foreign donors or, if such support is not possible, a request for its creation will be sent to the Directorate for General Affairs of Republic Bodies or to the Ministry of Defence.

Acronyms and Abbreviations

BCSP – Belgrade Centre for Security Policy

BFPE – Belgrade Fund for Political Excellence

BIA – Security Information Agency

CAHVIO – Council of Europe Convention on preventing and combating violence against women and domestic violence

CEDAW – Convention on the Elimination of All Forms of Discrimination Against Women by the United Nations General Assembly

CSDP – Common Security and Defence Policy of the European Union

EIGE – European Institute for Gender Equality

EU – European Union

EUFOR RCA – European Union Force of the Central African Republic

EULEX – European Union Rule of Law Mission in Kosovo

EUNAVFOR Somalia – Operation ATALANTA – EU military operation against piracy in Somalia and the Gulf of Aden

EUTM Somalia – European Union Training Mission in Somalia

EUTM Mali – European Union Training Mission in Mali

NATO – The North Atlantic Alliance

CORD – Office for the Coordination of Affairs in the Process of Negotiation with the Provisional Institutions of Local Self-Government in Priština

OCCS – Office for Cooperation with Civil Society

CBGE – Coordination Body for Gender Equality

MPALSG – Ministry of Public Administration and Local Self-government

MINUSCA – United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic

MoCI – Ministry of Culture and Information

MNO – Multinational operations

MoD – Ministry of Defence

MoYS – Ministry of Youth and Sports

MONUSCO – Mission de l'Organisation des Nations Unies en République démocratique du Congo

MoJ – Ministry of Justice

MoJ DECS – Directorate for Execution of Criminal Sanctions of the Ministry of Justice

MoESTD – Ministry of Education, Science and Technological Development

MLEVSA – Ministry of Labour, Employment, Veteran and Social Affairs

MFA – Ministry of Foreign Affairs

Mol – Ministry of Interior

MoF – Ministry of Finance

MoF CA – Customs Administration of the Ministry of Finance

MoH – Ministry of Health

NAP – National Action Plan for the Implementation of UN Security Council Resolution 1325 – Women, Peace and Security in the Republic of Serbia

CSO – Civil society organisations

OSCE – Organisation for Security and Co-operation in Europe

OMIK – OSCE Mission in Kosovo

PISG – Provisional Institutions of Self-Government in Pristina

PfP – Partnership for Peace

GE Mechanisms – Gender Equality Mechanisms

UNSC – United Nations Security Council

CoE – Council of Europe

SCTM – Standing Conference of Towns and Municipalities of Serbia

UN – United Nations

UN DPKO – Department of Peacekeeping Operations of the United Nations

UNDP – United Nations Development Program

UNFICYP – United Nations Peacekeeping Force in Cyprus

UNMIK – United Nations Interim Administration Mission in Kosovo

UNMIL – United Nations Mission in Liberia

UNOCI – United Nations Operation in Cote d'Ivoire

UN WOMEN – United Nations Development Fund for Women

UNIFIL – United Nations Interim Force in Lebanon

UNTSO – United Nations Truce Supervision Organization

UNICEF – United Nations Children's Fund

UNESCO – United Nations Educational, Scientific, and Cultural Organization

