

The 1325 Scorecard

Serbia

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
I. National Importance/ Political Will					
	<p>There is strong political support at the highest levels to integrate gender perspectives in the nation’s foreign and defense policies.</p> <p>The principles of UNSCR 1325 (2000) and its related resolutions [1820 (2008); 1888 (2009); 1889(2009); 1960 (2010); 2106 (2013) and 2022 (2013)]—also known as the Women, Peace and Security (WPS) agenda —are fully integrated and mainstreamed in foreign and national security policies.</p> <p>Foreign and defense officials recognize the importance of:</p> <ul style="list-style-type: none"> • Participation of women at all levels of decision-making; • Protection of women and girls from sexual and gender-based violence; • Prevention of violence against women through the promotion of women’s rights; • Mainstreaming of gender perspectives in foreign and defense policies. <p>The Department/Ministry of Defense (D/MoD) is a principle and integral player in the implementation of the UNSCR 1325/WPS National Action Plan (NAP).</p>	I.1 - Are the principles of WPS/UNSCR 1325 mentioned in the major foreign policy or national security documents?	YES		
		I.2 - Does the nation have a National Action Plan (NAP) in support of WPS/UNSCR 1325?	YES		
		I.3 - Does the NAP mention the Department/ Ministry of Defense (D/MoD) as a principle actor?	YES		
		I.4 - Does the D/MoD have its own action/implementation plan in order to meet its NAP objectives?	YES		
	Specific resources and positions for the implementation of the NAP have been allocated for the D/MoD.	I.5 – Has a budget been allocated for NAP implementation?		NO	
		I.6 – Has a budget been allocated for the D/MoD NAP implementation?		NO	
II. Institutional Policy and Practice					
II.A. Strategy, Plans and Policy	Gender perspectives have been integrated in the major directives and guidance documents related to doctrine, planning, policy, and operations. A gender perspective is introduced in all phases of military operations and missions, and adapted to specific operational contexts.	II.A.1 - Are the principles of WPS/UNSCR 1325 referred to in key documents related to military strategy, plans, and policy?	YES		
		II.A.2 - Are the principles of WPS/UNSCR 1325 integrated into exercises, operations, and other military activities?	YES		

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	Moreover relevant documents highlight the importance of recognizing that women, girls and boys are more vulnerable to sexual and gender-based violence and sexual exploitation and abuse during conflict. Attention is given to provide protection and uphold the freedom of movement of women and girls.	II.A.3 - Is the responsibility for the protection of vulnerable persons (women, girls, and boys) from sexual violence included in military strategic documents, field manuals and other similar publications?	YES		
	Gender Advisors (GENAD) have been identified, assigned and trained to ensure that a gender perspective is an integrated part of exercises, operations and other military activities. GENADs are deployed as part of the Commander staff at both a strategic and operational level. Gender Focal Points (GFP) have been identified and assigned to work at the operational and tactical levels to ensure that a gender perspective is fully integrated into the daily activities of the operation.	II.A.4 - Has a full time gender advisor (GENAD) been appointed in accordance with NATO Bi-SC Directive 40-1?	YES		
		II.A.5 - Is the GENAD assigned as a member of the commander's staff?		NO	
		II.A.6 - Has the GENAD received training?	YES		
		II.A.7 - Are there Gender Focal Points (GFP) assigned throughout the organization?		NO	
		II.A.8 - Have the GFPs received training?		NO	
II.B. Training, education and exercises	WPS principles and gender perspectives are fully integrated into the curricula of training and educational activities. Education and trainings include: gender and cultural/social awareness; overview of UNSCR 1325; how UNSCR 1325 relates to operational effectiveness; and sexual violence, including sexual exploitation and abuse. (NATO Bi-SC Directive 40-1, paragraph d, page 9).	II.B.1 - Are the principles of WPS/UNSCR 1325 integrated into the education and training for military personnel at the junior-level (NATO military ranks OF 1-2; OR 2-4)?	YES		
		II.B.2 - Are the principles of WPS/UNSCR 1325 integrated into the education and training for military personnel at the mid-level (NATO military ranks OF 3, OR 5-7)?	YES		
		II.B.3 - Are the principles of WPS /UNSCR 1325 integrated into the education and training for military personnel at the senior-level (NATO military ranks OF 4+, OR 8+)?	YES		
		II.B.4 - Are the principles of WPS/UNSCR 1325 integrated into any other training of staff?	YES		
		II.B.5 - Do military personnel receive special training on the protection of vulnerable persons from sexual violence in conflict?	YES		
		II.B.6 - Are the principles of WPS /UNSCR 1325 included in pre-deployment training?	YES		
		II.B.7 - As a minimum, does pre-deployment training include the following areas in accordance with NATO Bi-SCD 40-1:			
	Prior to new operations and missions, appropriate training in the principles of WPS/UNSCR 1325 and how to apply a gender perspective have been conducted as				

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	prerequisites to successful mission accomplishment. Pre-deployment training includes, at a minimum, each of the elements mentioned in NATO Bi-SCD 40-1.	- the importance of protection, rights and needs of women, men, girls, and boys?	YES		
		- information on how to engage with and increase the participation of local women and how to exchange information with women?	YES		
		- cultural awareness training based on an analysis of gender relation in the area of operations (AO)?	YES		
		- how integrating a gender perspective can serve as a force enabler and increase operational effectiveness of the mission?	YES		
		- an understanding of measures with respect to international law regarding the rights and protection of women and girls, especially civilians during armed conflict?	YES		
		- specific gender training focused on the AO?	YES		
II.C. Gender in the Ranks	Women's equal participation and integration is actively sought and promoted in the national armed forces. Women serve at all ranks and in all disciplines. Women are also deployed in all ranks and disciplines. Countries with a low percentage of women serving have established targets.	II.C.1 - How many women (%) serve on active duty in the military?	8,70% ¹		
		II.C.2 - How many women (%) are deployed in military operations abroad?	9% ²		
		II.C.3 - Are all positions in the armed forces open to women?	YES		
		II.C.4 - Do women serve as flag officers (NATO OF 6 or above)?		NO	
		II.C.5 - Are there target numbers (%) to increase the number of women in the military?		NO	
II.D. Work Environment	The work environment is conducive to the recruitment of women. Special policies such as maternity and paternity leave and other related family policies have been put into place to improve the quality of life for military personnel and enhance recruitment. In addition, there are programs that create a positive climate and environment of trust and respect for all. There is a policy of zero tolerance with regard to sexual harassment, and exploitation and abuse (SEA) either within the services, within missions or against civilians in host nations. Both internal and external sexual exploitation and abuse is addressed.	II.D.1 - Are there human resource policies such as maternity/paternity leave, childcare or family leave policies?	YES		
		II.D.2 - Is there a sexual harassment and sexual exploitation and abuse (SEA) program for protection of military personnel "within" the nation?	YES		
		II.D.3 - Is there a sexual harassment and sexual exploitation and abuse (SEA) prevention program to address SEA of military personnel of another nation or civilians of the host nation (e.g. one military person from a nation sexually assaulting a military person from another nation, or a civilian from the host nation)?	YES		
		II.D.4 - Is there gender-specific individual equipment?		NO	

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III. Monitoring, Reporting and Evaluation

	Effective monitoring and reporting mechanisms are in place for the nation's implementation efforts of UNSCR 1325 so as to allow the nation to track how well it is doing, identify problem areas and make changes. The process is transparent and actively involves civil society.	III.1 - Are there national monitoring and reporting requirements?	YES		
		III.2 - Are there specific reporting requirements for D/MoD?	YES		
		III.3 - Are sex-disaggregated data and lessons learned collected within the D/MoD context?	YES		
		III.4 - Is there involvement of civil society in the NAP review?	YES		

SCORE TOTAL ____ (Total Possible Points: 171)

¹ 4, 93% in the Army and 3,90% in the Air Force and Air Defence quoted in Balon, Bojana (ed.) (2014) *The Position of Women in the Armed Forces in the Western Balkans* (UNDP/SEESAC), p. 79. Available at: <http://www.seesac.org/res/files/publication/877.pdf>

² Graph 16 in *The Position of Women in the Armed Forces in the Western Balkans*, p.25.