



GENDER  
EQUALITY  
IN THE  
MILITARY



Norwegian Ministry  
of Foreign Affairs



MINISTRY  
OF FOREIGN  
AND EUROPEAN AFFAIRS  
OF THE SLOVAK REPUBLIC



Regional Cooperation Council



# STRENGTHENING OF REGIONAL COOPERATION ON GENDER MAINSTREAMING IN SECURITY SECTOR REFORM IN THE WESTERN BALKANS (PHASE II)

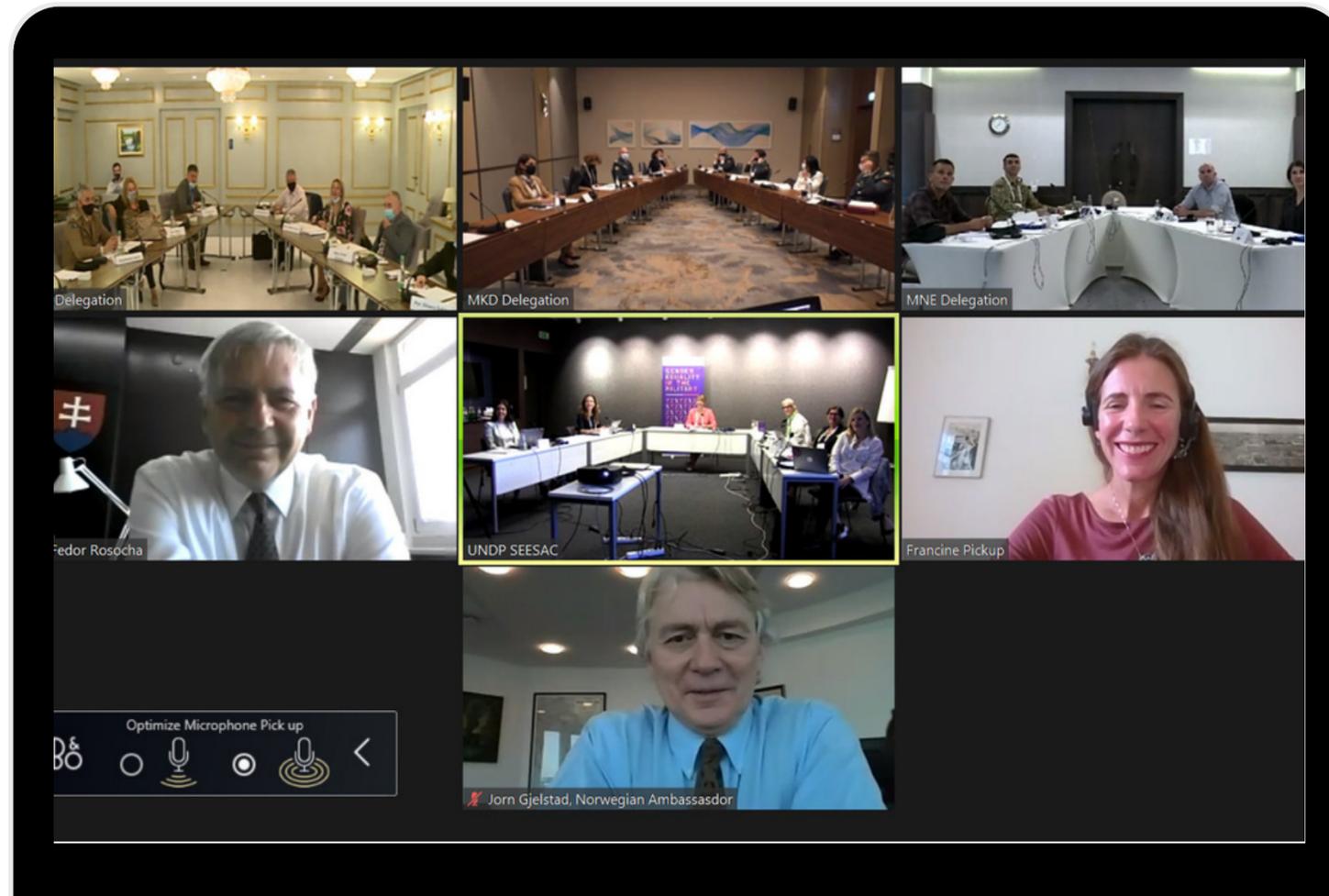
Visibility Report 2020



## BACKGROUND

The following Visibility report outlines, using concrete examples, how UNDP SEESAC ensured, in 2020, effective and efficient communication of the results and activities of the project "Strengthening of Regional Cooperation on Gender Mainstreaming in Security Sector Reform in the Western Balkans (Phase II)" while acknowledging the donors' support in achieving these results.

*Promotional materials used at the Seminar for Capacity Building of Mediators, a Complaints Mechanism in the Ministry of Defence and Army of the Republic of North Macedonia organized in 2020, in Skopje.*



## OBJECTIVES

The objectives of the visibility and communication plan are:

- To raise awareness among key stakeholders and the general public about the donors' support allocated through the Project Strengthening of Regional Cooperation on Gender Mainstreaming in Security Sector Reform in the Western Balkans (Phase II);
- To inform key stakeholders and the general public about the progress and milestones and the donors' contribution to these achievements;

*Photo of Ms. Francine Pickup, UNDP Resident Representative, H.E. Jørn Eugene Gjelstad, Ambassador of the Royal Norwegian Embassy in Belgrade, H.E. Fedor Rosocha, Ambassador of the Embassy of the Slovak Republic in Belgrade and participants from the Ministries of Defence of Bosnia and Herzegovina, Republic of North Macedonia and Serbia, from the 12th Regional Gender Equality Mechanisms meeting, organized online in 2020.*





## APPROACH

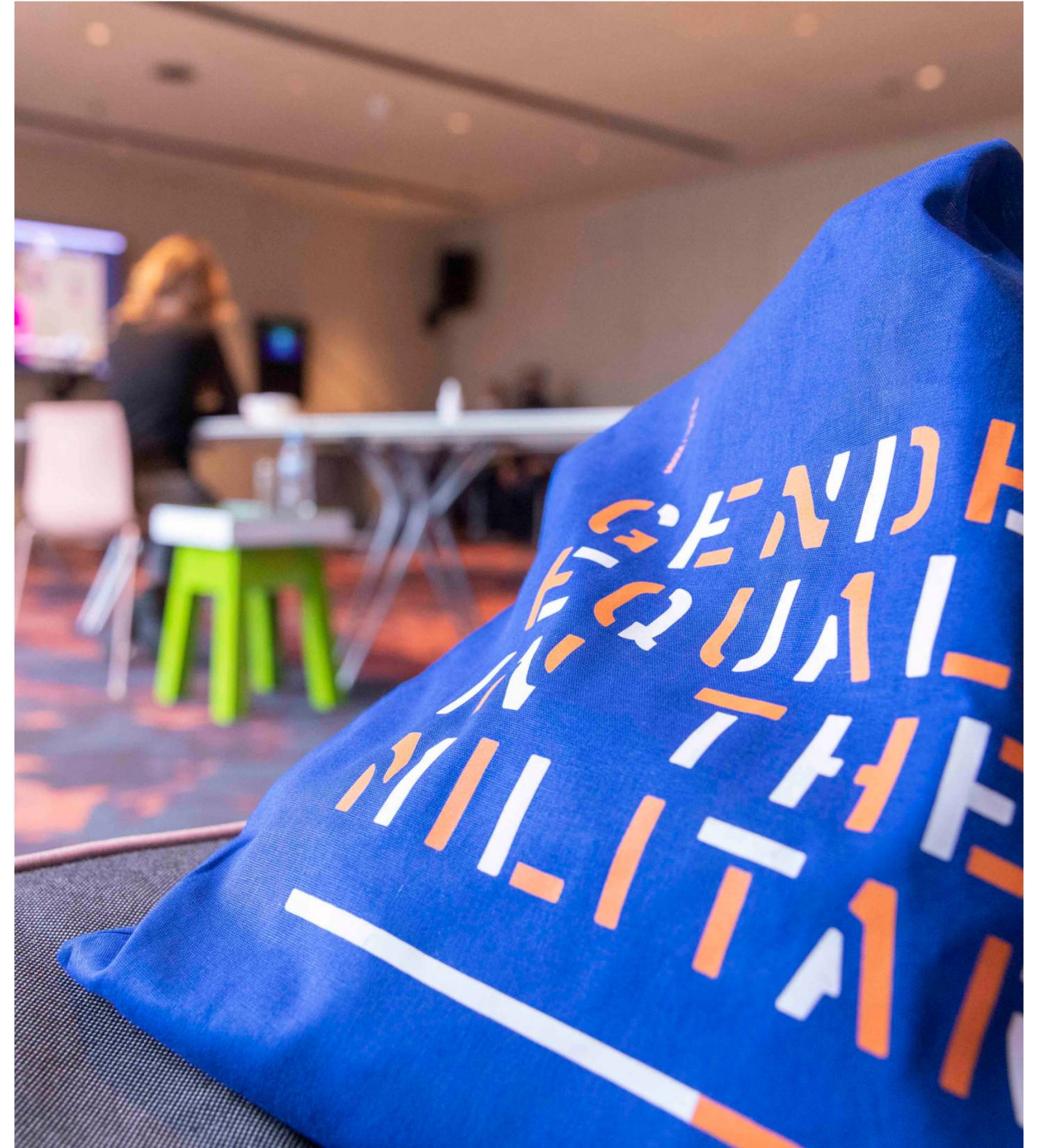
UNDP SEESAC took all the appropriate measures to publicize the fact that the action has been funded by the governments of Norway and the Slovak Republic. SEESAC ensured the visibility of the donors' contribution with appropriate branding and publicity. Throughout all SEESAC project activities implemented during the reporting period, the UNDP branding guidelines have also been implemented accordingly. Materials produced by the project prominently displayed the donors' logos.

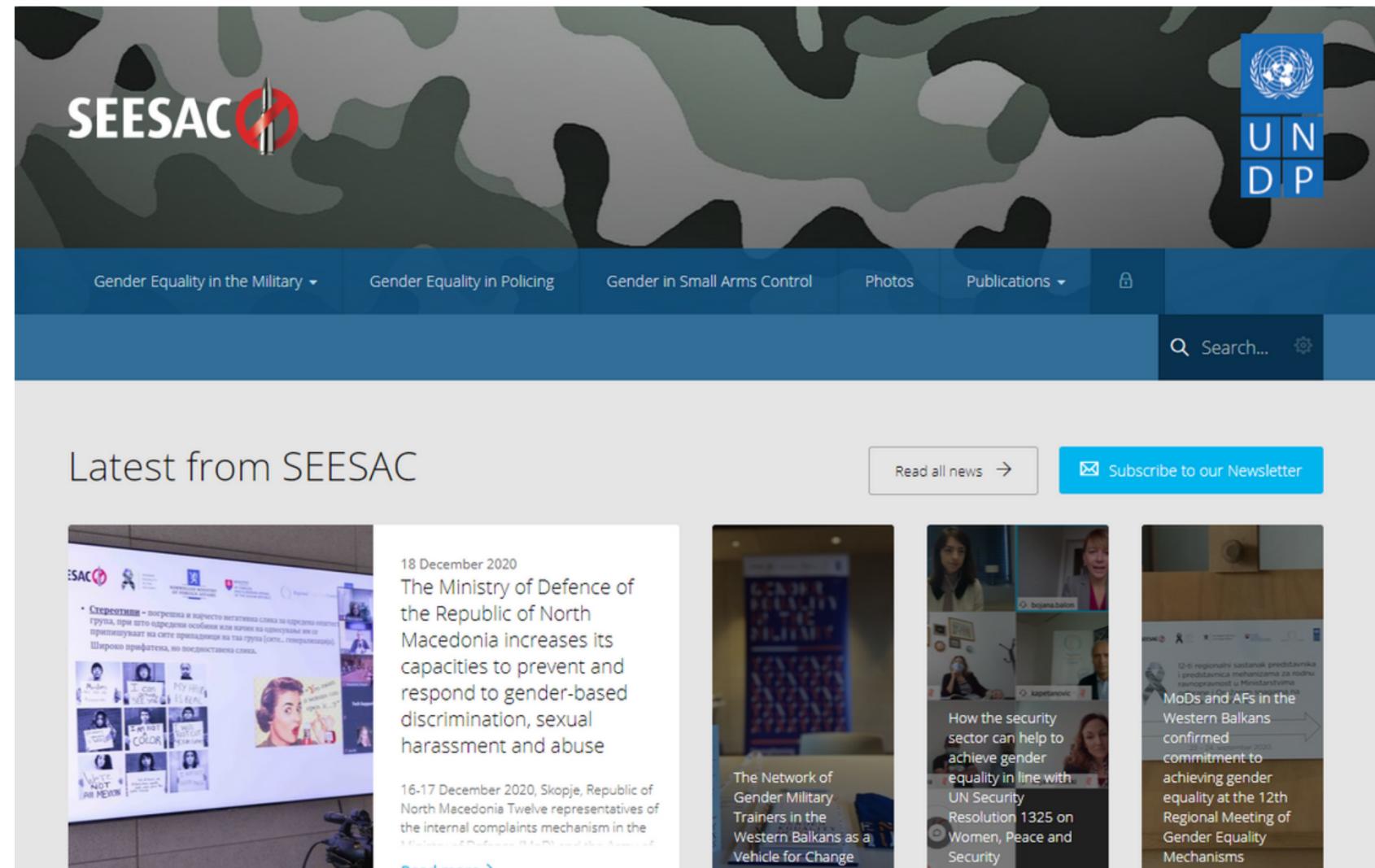


*Roll up used in all meetings, containing donors' logos.*

# IMPLEMENTATION OF THE VISIBILITY AND COMMUNICATION PLAN

- Online knowledge exchange platform
- Branding at events
- Social media
- Participation at international and regional events





## ONLINE KNOWLEDGE EXCHANGE PLATFORM

UNDP SEESAC regularly updated the online knowledge exchange platform with news items following project events, milestones, and success stories. Relevant project information and news updates were also shared. All materials highlighted the donors' financial support to the action. An online platform dedicated to Gender Equality in the Military was developed on SEESAC online knowledge exchange platform, ensuring the proper outreach and visibility of the Project monitoring and coordination process.

Wednesday, 23 September 2020



## MoDs and AFs in the Western Balkans confirmed commitment to achieving gender equality at the 12th Regional Meeting of Gender Equality Mechanisms

A total of 23 representatives of the Ministries of Defence (MoDs) and Armed Forces (AFs) from Bosnia and Herzegovina, Montenegro and the Republic of North Macedonia gathered virtually in the 12th Regional Meeting of Gender Equality Mechanisms in the MoDs and AFs in the Western Balkans to exchange knowledge and share information on gender related activities conducted since the last regional meeting in [November 2019](#).

H.E. Jørn Eugene Gjelstad, Ambassador, Royal Norwegian Embassy in Belgrade, opened the meeting, emphasizing the importance of gender equality in the military as the way to promote security sector reform agenda. To that end, integrating talented women at all levels of the system is an important element of SSR. H.E. Gjelstad informed that, currently, one third of military conscripts in Norway are women. The AFs in Norway is looking into individual capability therefore all military positions are opened to both men and women. The AFs in Norway introduced appropriate gender physical military standards, which means different physical requirements for women and men, in order to ensure equal opportunities for both. H.E. commended the MoDs in the Western Balkans for strengthening regional cooperation and their continuous efforts to achieve gender equality in the military.

H.E. Fedor Rosocha, Ambassador Extraordinary and Plenipotentiary, Embassy of the Slovak Republic in Belgrade, emphasised Slovakia's role in actively promoting the Security Sector Reform (SSR) within the UN Group of Friends of SSR. He said that regional approaches to the SSR implementation and policymaking are crucial and underlined that Slovakia is supporting regional initiative in the Western Balkans since 2019. The main aim is to contextualise SSR implementation process, taking into account the needs and specificities of each participating country and their MoDs, while at the same time enabling exchange of relevant experience and lessons learnt, with specific support focused on small scale projects.

Francine Pickup, Resident Representative, UNDP CO Serbia, emphasized that for over a decade, UNDP has been working closely with the institutions in security sector in the South East Europe to integrate gender perspective in line with UNSCR 1325. She commended the continuous efforts of the MoDs in the Western Balkans to integrate gender perspective into defence policies and practices and specifically mentioned unique effort to develop the regional *Manual for Prevention of Gender Based Discrimination, Sexual Harassment and Abuse in the MoDs and AFs*. She emphasized that MoDs from the Western Balkans region have been recognized for their results and have often been invited to share knowledge and experience outside Western Balkans.

During the two-day meeting delegations presented the latest developments in mainstreaming gender in their respective institutional and military practice and agreed on the annual work plan for 2021. Specific attention was given to planning of the 3rd Regional Gender Training of Trainers (GTOT) and further development of the component related to integration of gender perspective into the military education and training curricula.

This activity is implemented through the *Strengthening of Regional Cooperation on Gender Mainstreaming in Security Sector Reform in the Western Balkans* project that is financed by the governments of Norway and the Slovak Republic. With the support of UNDP SEESAC, the project provides the Ministries of Defence and Armed Forces in the Western Balkans with a platform where, over the next two years, they can exchange ideas and develop policies to ensure long-term and sustainable inclusion of the gender perspective in defence policies and practices.



*News item on UNDP SEESAC online knowledge exchange platform covering the 12th Regional Meeting of Gender Equality Mechanisms held online. The meeting enabled: i) information sharing and knowledge exchange on gender related activities conducted since the last regional meeting held in November 2019; and ii) planning of activities for 2021.*

Monday, 26 October 2020



## The Network of Gender Military Trainers in the Western Balkans as a Vehicle for Change

Twenty-six Gender Military Trainers from the Ministries of Defence (MoDs) and Armed Forces (AFs) of the Western Balkans met online.

On 21 October 2020, members of the [Regional Network of Gender Military Trainers](#) met for the fifth time since its establishment. The meeting participants discussed the planned activities and shared their experiences in support of integrating the gender perspective and raising gender awareness through various deployments outside the Western Balkans. The participants also discussed the Gender Military Trainers' capacity development needs and identified the topics for the training that will be provided to the Network through the regional project.

As a result of the partnership between UNDP SEESAC and the AFs in the Western Balkans, the Regional Network of Gender Military Trainers was established in 2014. The trainers' role is to train their peers on gender equality and practical measures for creating a work environment in which both men and women can contribute equally and enjoy the same rights and opportunities.

The Network of Gender Military Trainers in the Western Balkans represents a unique vehicle for change and promoter of good practices for integrating gender in the Security Sector Reform beyond the Western Balkans. Gender Military Trainers educated more than 4,700 civilian and military personnel in their MoDs and AFs. Members of the Regional Network delivered gender awareness training to military peers in [Moldova](#), [UK](#) and the AFs from [Ghana](#), [Nigeria](#), [Uganda](#), and [Rwanda](#).

The Strengthening of Regional Cooperation on Gender Mainstreaming in Security Sector Reform in the Western Balkans project is financed by the Governments of Norway and the Slovak Republic. With the support of UNDP SEESAC, the project provides the Ministries of Defence and the Armed Forces in the Western Balkans with a platform where, over the period of three years, they can exchange ideas and develop policies to ensure long-term and sustainable inclusion of the gender perspective in defence policies and practices.



## ▶ ONLINE KNOWLEDGE EXCHANGE PLATFORM



*News item on UNDP SEESAC online knowledge exchange platform about the Fifth Regional Meeting of the Network of Gender Military Trainers, in the Western Balkans, held online on 21 October 2020. The meeting enabled planning of activities, sharing of experiences and identification of topics for the training that will be provided to the Network through the regional project.*

Friday, 18 December 2020



## The Ministry of Defence of the Republic of North Macedonia increases its capacities to prevent and respond to gender-based discrimination, sexual harassment and abuse

16-17 December 2020, Skopje, Republic of North Macedonia

Twelve representatives of the internal complaints mechanism in the Ministry of Defence (MoD) and the Army of the Republic of North Macedonia (ARM) participated actively in a two-day capacity building seminar on the prevention of gender-based discrimination, sexual harassment and abuse. This activity was organized at the request of the Ministry of Defence of North Macedonia to strengthen the capacities of the internal complaints mechanism to respond to gender-related complaints effectively.

Recognizing that gender-based discrimination, sexual harassment and abuse do not only violate the victims' rights but also harm the entire institution, the MoD of North Macedonia works actively towards the establishment of a nondiscriminatory working environment for men and women in the MoD and ARM.

The capacity building seminar, organized with the support of UNDP SEESAC, increased practical knowledge and understanding of fundamental terms and notions about gender-based discrimination, sexual harassment and abuse, national anti-discrimination legislative framework, as well as relevant international standards. Participants exchanged information on the steps to identify discrimination and stop harassment to ensure a safe environment and confirmed that the seminar improved their ability to recognize gender-based discrimination and distinguish it from other forms of abuse at work.

The seminar enabled exchange of regional experiences. Brigadier General Mirsad Ahmić, General Inspector of the MoD of Bosnia and Herzegovina, shared with representatives of the MoD of North Macedonia, invaluable experiences and good practices from BiH on handling the reported cases of gender-based discrimination.

In 2021, UNDP SEESAC will continue with education at the request of the MoD of North Macedonia to further enhance the capacity of the internal complaints mechanism to prevent and respond to gender-based discrimination.

The Strengthening of Regional Cooperation on Gender Mainstreaming in Security Sector Reform in the Western Balkans project is financed by the governments of Norway and the Slovak Republic. With the support of UNDP



*News item on UNDP SEESAC online knowledge exchange platform about the "Seminar for Capacity Building of Mediators, a Complaints Mechanism in the Ministry of Defence and Army of the Republic of North Macedonia" in Skopje, Republic of North Macedonia, 16-17 December 2020. –The news item highlights the financial support provided by the Governments of Norway and the Slovak Republic to the project.*

Tuesday, 29 December 2020



## The Regional Gender Equality in the Military project in the Western Balkans - 2020 Year in Review

In the year of the 20th anniversary of UNSCR 1325 'Women, Peace and Security' (WPS) the Ministries of Defence in the Western Balkans with the support of UNDP SEESAC continued the regional cooperation with strong focus on WPS Agenda. Our partners from the Ministries of Defence (MoDs) and Armed forces (AFs) from Bosnia and Herzegovina, Montenegro, North Macedonia and Serbia kept steady on their course towards gender equality and strengthening integration of the gender perspective in security sector polices and practices.

### The main highlights in 2020

As part of the regional cooperation through the regional platforms supported by SEESAC, two online regional meetings were organized, facilitating exchange of information and knowledge related to integrating gender perspective into various aspects of the military practice: the [12th Regional Meeting](#) of the Gender Equality Mechanisms (GEMs) and the [5th meeting of the Regional Network of Gender Military Trainers](#) contributed to strengthened regional cooperation and increased capacities of MoDs and AFs for developing practical solutions in achieving gender equality.

The four MoDs with SEESAC's support focused on combating gender-based discrimination, through exchange of information and data collection, that resulted with developing the regional [Manual for Combating Gender Based Discrimination, Sexual Harassment and Abuse](#). This important joint knowledge tool is aimed to help practitioners as well as the general workforce in the military to recognize, address, process and, most importantly, reduce gender-based discrimination in the military. While the regional manual is yet to be widely distributed, the first results in increasing awareness related to this important topic are already



*News item on UNDP SEESAC online knowledge exchange platform covering the main highlights of 2020 in achieving gender equality and strengthening integration of the gender perspective in security sector polices and practices.*



## BRANDING AT EVENTS

To raise awareness among UNDP SEESAC project partners, at both technical and political level, from partners in the Western Balkans to regional and international organizations, on how the donors support gender equality in the military in the Western Balkans, materials prepared by SEESAC for planned events like the Regional Gender Equality Mechanisms Meeting, Capacity Building Seminars and other similar activities were branded with the donors' logos.

*Photo from the Seminar for Capacity Building of Mediators, a Complaints Mechanism in the Ministry of Defence and Army of the Republic of North Macedonia, held online, on 16-17 December 2020.*



Materials produced for the UNDP SEESAC events include agendas, lanyards, pens, notebook, name and table tags, all displaying the donors' logos.

A Gender in the Military-dedicated logo was used on all material prepared for the events organized in the framework of the Gender in the Military project. A special roll-up was also prepared and placed at the site of the events.

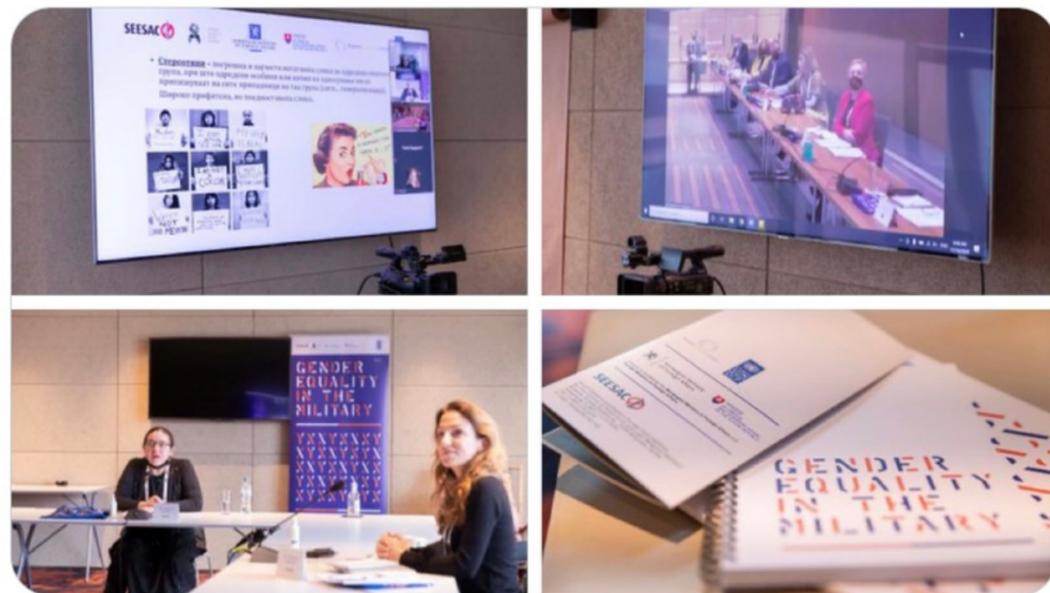
VIDEO:  
WHAT IS THE WESTERN BALKANS DOING TO PROMOTE  
WOMEN'S EQUAL PARTICIPATION IN MODS AND AFS IN LINE WITH UN  
SECURITY COUNCIL RESOLUTION 1325 "WOMEN, PEACE AND  
SECURITY"





**UNDP SEESAC**  @UNDP\_... · 16.12.20. ...

21 Mediators in @Defence\_MKD embark on the mission to ensure a non-discriminatory working environment 4 women & men in the Ministry of Defence and ARM of 🇲🇰 through a 2-day seminar on the prevention of gender-based discrimination & sexual harassment  
[@NorwayMFA](#) [@SlovakiaMFA](#)



## SOCIAL MEDIA

To increase the visibility of the project, as well as of the donors, social media has been used continuously throughout the reporting period as a cross-cutting communications channel. The content mainly reflects UNDP SEESAC's achievements with the donors' funding, including photos from events. The appropriate donors social media channels were tagged when necessary to highlight their contribution to the implementation of the Gender in Military Project.





**UNDP SEESAC** @UNDP\_... · 11.2.20. ...  
We are today in Belgrade with Ministries of Defense discussing the methodology for 2nd regional study on The Position of **#Women** in Armed Forces in Western Balkans @NorwayMFA @SlovakiaMFA **#GlobalGoals**



🗨️ ↻️ 2 ❤️ 8 ↗️



*Meetings with the Working Groups for developing two knowledge products: the regional Study on the position of women in the Armed Forces in the Western Balkans and The Regional manual on combating gender-based discrimination, sexual harassment and abuse, promoted on UNDP SEESAC Twitter account, tagging both donors.*



**UNDP SEESAC** @UNDP\_... · 22.5.20. ...  
Engaged in the unique **#regional** process 👉 MoDs in the Western Balkans jointly develop the Manual for Combating **#Gender** Based Discrimination, Sexual Harassment and Abuse. Dynamic on-line discussion @ 2nd regional Working Group meeting today @NorwayMFA @SlovakiaMFA



RCC and 7 others

🗨️ ↻️ 7 ❤️ 25 ↗️





**UNDP SEESAC** @UNDP\_... · 12.2.20. ...  
Budva, a two-days #Gender training started for the instructors and psychologists of Ministry of Defense and Armed Forces of Montenegro. We will continue to support institutionalizing Gender Equality Mechanisms during 2020.  
[@defence\\_mne](#)  
Read more: [bit.ly/3bx5JY9](https://bit.ly/3bx5JY9)



UNDP Norway and 3 others

4 12



**UNDP SEESAC** @UNDP\_... · 11.3.20. ...  
Ministry of Defense and Serbian Armed Forces are continuously increasing capacities of internal complaint mechanisms - Persons of Trust, to effectively prevent and respond to gender-based discrimination, sexual harassment and abuse. Supported by   
[bit.ly/2vWAWeA](https://bit.ly/2vWAWeA)



UNDP Norway and 2 others

4 10



**UNDP SEESAC** @UNDP\_... · 16.12.20. ...  
21 Mediators in [@Defence\\_MKD](#) embark on the mission to ensure a non-discriminatory working environment 4 women & men in the Ministry of Defence and ARM of through a 2-day seminar on the prevention of gender-based discrimination & sexual harassment  
[@NorwayMFA](#) [@SlovakiaMFA](#)



4 6



*A training and two capacity building seminars held for MoDs of Montenegro, Serbia and the Republic of North Macedonia by UNDP SEESAC, with the support of the Governments of Norway and Slovakia.*



 **UNDP SEESAC** ✓ @UNDP\_... · 24.9.20. ...  
 Ministries of Defence and Armed Forces in  working together to increase #gender equality in military through regional platform supported by @NorwayMFA & @SlovakiaMFA  
 Thank you @JornGjelstad for taking part at the opening of 12th Regional Meeting

 **Norveška ambasada...** ✓ · 23.9.20.

Rodna ravnopravnost u reformama sektora bezbednosti zemalja Zapadnog Balkana, učiniće ovaj sektor efikasnijim, kompetentnijim i relevantnijim, rekao je amb. @JornGjelstad na današnjoj konferenciji o mehanizmima za rodnu ravnopravnost u sektoru bezbednosti na Zapadnom Balkanu. 1/3

[Show this thread](#)



 **UNDP SEESAC** ✓ @UNDP\_... · 14.9.20. ...  
 .@UNDP\_SEESAC partnering with Governments in #Southeast Europe to utilize the capacities and potentials of both #women and men in #security sector thus contributing to sustainable development and safety in the region.

@NorwayMFA  
 @eu\_eas  
 @SlovakiaMFA

 **UN Peacebuilding** ✓ @... · 11.9.20.

Prevention, as the best defense against conflict, rests on inclusive and sustainable development anchored in the  
 ✓ protection and promotion of human rights,  
 ✓ gender equality, and  
 ✓ the goal of leaving no one behind.  
 @antonioguterres @UN  
 #peacebuilding  
 #sustainingpeace



 **UNDP SEESAC** ✓ @UNDP... · 29.10.20. ...  
 "We do not need more commitments. We need realities to change on the ground."  
 #EriksenSoreide

Thank you @NorwayMFA @norway\_belgrade @NorwayAmbBiH for supporting Western Balkans to make a difference on the ground through @UNDP\_SEESAC

#WomenPeacePower | #WPSin2020 | #UNSCR1325

 **Norway MFA** ✓ @Nor... · 27.10.20.

Norway are ready for action for #WomenPeacePower on the board of the Women, Peace and Security & Humanitarian Action Compact.

We don't need more commitments. We need realities to change on the ground.

#WPSin2020 | #WSPpost2020



*Sharing and promoting the work of UNDP SEESAC and the support of the Governments of Norway and Slovakia, on the UNDP SEESAC Twitter account.*



 **UNDP SEESAC** @UNDP\_S... · 7.7.20. ...  
Our partner @Defence\_MKD committed to achieving #genderequality

 **MOD North Macedonia** · 7.7.20.

.@Sekerinska од касарната во Кичево: „Не чекавме НАТО да нè потсети, туку дејствувавме. Три полковнички, 33 потполковнички, 45 мајорки, 36 родови претставници, родов советник во Генералштабот. За повеќе жени во Армијата!“  
➔ [mod.gov.mk/?mainnews=mini...](https://mod.gov.mk/?mainnews=mini...)



 **UNDP SEESAC** @UNDP\_S... · 3.3.20. ...  
 We work with our Gender Champions in SEE to ensure support in the process of raising gender awareness in military units of Armed Forces, with support from Norway 🇳🇴 and Slovakia 🇸🇰. We are proud of Gender Military Trainers' work for a #SaferRegion!  
👉 [bit.ly/2STHRGJ](https://bit.ly/2STHRGJ)



Norway MFA and 2 others

 **UNDP SEESAC** @UNDP\_S... · 2.11.20. ...  
#MoD and #AFMNE mark the 20th anniversary of #UNSCR1325 w/significant results!

"% of women in the Army has increased to 12.93% just before joining #NATO it was 9.09%" Mr. Volkov, HR General Director

@UNDP\_SEESAC proud partner of @defence\_mne

@NorwayMFA @SlovakiaMFA #WPSin2020

 **Defence MNE** @def... · 31.10.20.

#MO i #VCG obilježavaju 20 godišnjicu od donošenja #UNSCR1325 sa značajnim rezultatima! 🇷🇸 🇸🇰 🇺🇳  
📌 "Procenat žena u Vojski je povećan na 12,93%, što je veliki uspjeh MO, imajući na umu da je neposredno prije stupanja u #NATO bio 9,09%", poručio gen. dir za ljudske resurse Volkov.



Sharing of good practice examples in the region on UNDP SEESAC Twitter account.



## PARTICIPATION AT INTERNATIONAL AND REGIONAL EVENTS

At international and regional events, UNDP SEESAC team members shared good practices from the Western Balkans on gender mainstreaming in security sector and results achieved with the financial support of the governments of Norway and the Slovak Republic.



*Ms. Bojana Balon, UNDP SEESAC Project Manager, delivering a statement at the Gender-responsive Small Arms Control – Towards Bullet-Proof Inclusion international conference (Berlin, 21 and 22 February 2020).*

PARTICIPATION AT  
INTERNATIONAL AND  
REGIONAL EVENTS

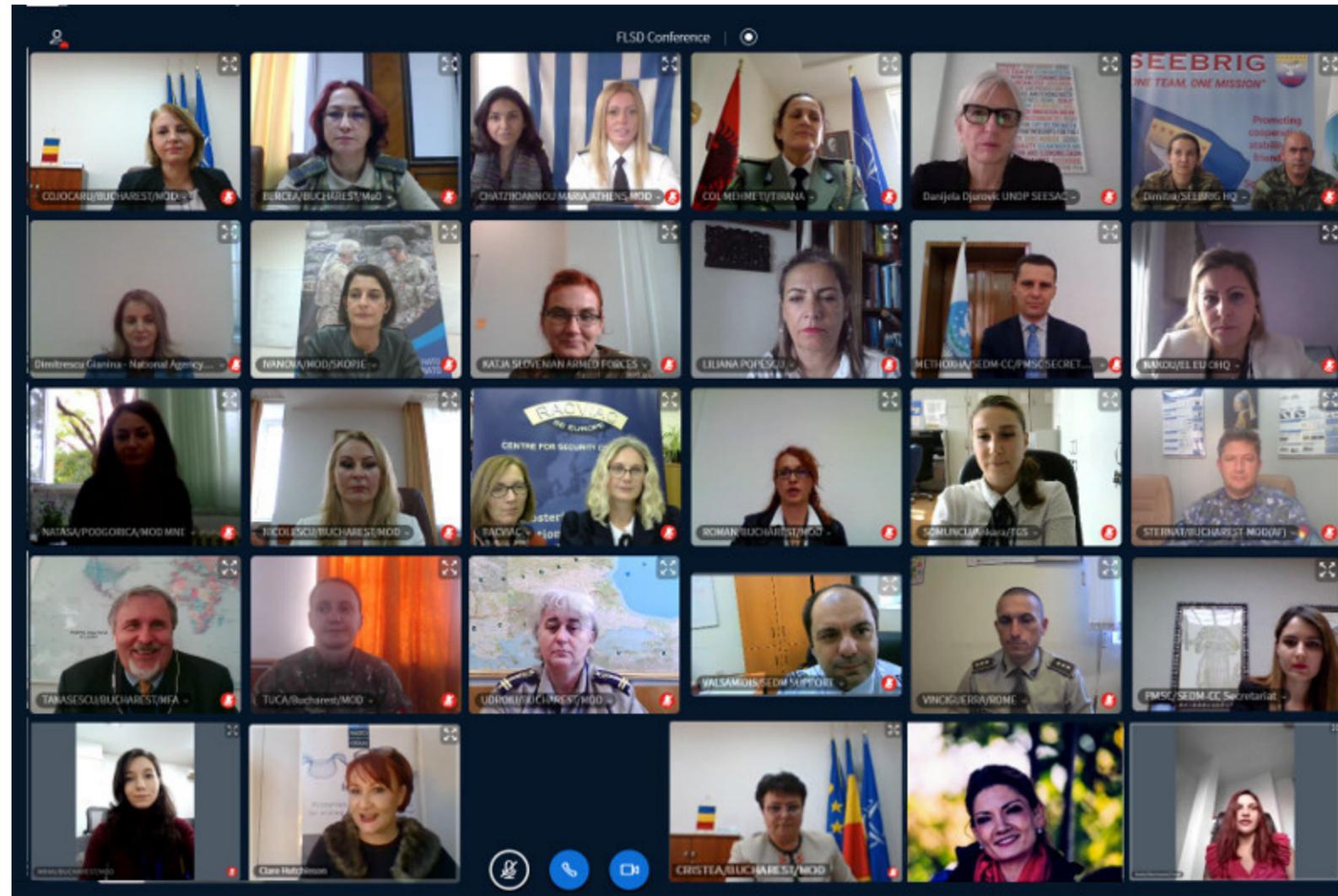


Photo from the International Conference **“Gender equality - 20 years after the adoption of UN Security Council Resolution 1325 on Women, Peace and Security. The impact on the security and defence sector”** organized by Bucharest, as host nation of Female Leaders in Security and Defence (FLSD) Project. UNDP SEESAC delivered a presentation on its activities and results achieved by providing support to the counterparts in Western Balkans in advancing gender equality in the security sector.



## PROJECT ACTIVITIES PROMOTED BY MINISTRIES OF DEFENCE

Apart from the UNDP SEESAC online knowledge exchange platform, news updates were also shared by the Ministries of Defence on their official websites.

**January 2020, MoD Serbia, National Report**

Izveštaj o sprovođenju nacionalnog akcionog plana za primenu rezolucije 1325 Saveta bezbednosti Ujedinjenih nacija – Žene, mir i bezednost u Ministarstvu odbrane i Vojsci Srbije (In Serbian)

**February 2020, MoD Montenegro, Article**

Jačanje regionalne saradnje u uključivanju rodne perspektive u reformi sektora bezbjednosti na Zapadnom Balkanu

**March 2020, MoD Serbia, Information**

Seminar za „osobe od poverenja”

**April 2020, MoD North Macedonia, National Report**

Annual Report on Gender Equality in MoD (In Macedonian)

**April 2020, MoD North Macedonia, National Report**

Report on Gender Budgeting in the MoD (In Macedonian)

**April 2020, MoD Montenegro, National Report**

Godišnji izvještaj o realizaciji Programa iz Akcionog plana za primjenu Rezolucije SBUN 1325 – žene, mir i bezbjednost u 2019. godini

**August 2020, MoD Serbia, National Report on implementation of UNSCR 1325**

Šestomesečni izveštaj o sprovođenju NAP-a za primenu Rezolucije SB UN 1325 (za period januar-jun 2020)

**September 2020, MoD Montenegro, News Item**

Jačanje regionalne saradnje na polju rodne ravnopravnosti

**October 2020, MoD Montenegro, News Item**

Održan peti regionalni sastanak mreže trenera za rodnu ravnopravnost

**December 2020, MoD Serbia, News Item**

Meeting of Minister Stefanović with the Permanent Representative of the UN Development Program, Francine Pickup