



Balkan 2022
**Defence
Monitor**

Women in defence system



BCSP

Belgrade Centre
for Security Policy

REGIONAL OVERVIEW



In 2010, on the occasion of the 10th anniversary of Resolution 1325 on women, peace and security, UN Secretary-General Ban Ki-moon called on UN member states to adopt local action plans and ensure that women and girls are more systematically and sustainably integrated into peace and security processes. At the time, Bosnia and Herzegovina and Serbia were among the pioneers in translating the UN women, peace and security agenda to the local level. Croatia and Northern Macedonia followed suit and adopted their first action plans in 2011/2012. By 2020, most countries had adopted their second generation of action plans, except Albania, which was the last country in region to adopt its first action plan in 2018. NATO membership prompted Montenegro to adopt its first plan in 2017, while North Macedonia adopted the second action plan after it joined NATO in 2020. Despite not being a NATO member, Bosnia and Herzegovina took a proactive approach in developing action plans and is the only country that has the third such plan.

Croatia and North Macedonia are the only two countries whose actions plans will be valid beyond 2022. Those of Bosnia and Herzegovina and Montenegro will expire this year, while the Albanian and Serbian expired two years ago and there seems to be no political will to draft new ones. This did not stop the changes at the level of the defence system; however, it does indicate lack of commitment and political will to invest in conflict prevention and peacebuilding, which is the ultimate goal of Resolution 1325. This is currently more important than ever, because the war in Ukraine and its impact on women and men, boys and girls is a crucial reminder for countries in the region of the need to reaffirm the importance of including women and gender perspectives in conflict prevention, peace-building and governance.

Although countries are at different stages of UNSCR 1325 implementation, what they have in common is that they are not fully transparent in reporting on the results of the implementation of NAP 1325, and that gender-disaggregated data remain a challenge for all. The evident lack of gender statistics in defence and different research methodologies make it difficult to compare countries and assess their individual progress. In most countries, the current implementation of the Resolution 1325 is understood and limited to the participation of women in state institutions. There are, however, exceptions because the BiH action plan has a strong human security dimension and attaches great importance to regional and international networking. North Macedonia's new plan is forward-looking and focused on leadership in government and the civil sector. In the second Serbian action plan, policymakers envision a greater focus on conflict prevention, dealing with the past, and localising NAP 1325. However, this has yet to be met in the future.

Participation of women in MoDs and the Armed Forces

Women make up between 6.96 and 14.6 per cent of the armed forces in the Western Balkans. Albania and Croatia are the only two countries that will soon meet the NATO standard of 15 per cent of women as members of uniformed armed forces personnel. However, Albania is the only one with the quota for women in the army (15 per cent) that can affect further admission of women. When it comes to the share of uniformed women among officers, non-commissioned officers (NCOs) and soldiers, Albania and Croatia have the highest percentage of female officers and NCOs, while Serbia is the country with the greatest participation of women among professional soldiers.

Statistically, women perform civilian jobs in the defence system, as they make up almost half of civil servants. Montenegro stands out because two thirds of civil servants employed in its MoD are women. Data on women's representation in command and leadership positions show that women are slowly but surely climbing the ladder to the top positions in the Ministry of Defence and the Armed Forces. The ministries of defence in all countries except Serbia were in fact headed by women. North Macedonia is an example of good practice because currently has the largest share of women in command and leadership position in the Ministry of Defence and Armed Forces. There are still not enough women of a higher rank at certain command posts in the armed forces across the region. Nevertheless, the highest rank held by a woman in the Albanian Armed Forces and Croatian Armed Forces is that of General.

Participation of women in peacekeeping operations

In the last few years, the ministries of defence in the region have actively been recruiting, training and deploying women in peacekeeping operations. Women's inclusion in peacekeeping operations has been recognised as an effective means of improving the country's image internationally and/or fulfilling partnership obligations. With 15 per cent of women in peacekeeping missions in 2021, Serbia is the leader in the region and among the top ten contributors to UN operations. However, Serbia's participation is limited to UN missions. According to the official report, in the observed period Montenegro significantly increased the percentage of women in NATO operations, from two per cent in 2019 to 11.76 per cent in 2022. Albania has almost doubled the representation of women in NATO operations in 2018-2019, from four to 7 per cent. Representation of women from the Croatian Armed Forces in the international (UN, NATO and the EU-led) missions and operations was 5.83 per cent (54 women) in 2020, showing a slight decline compared to 2019. Regardless, in December 2020 Croatia informed NATO that it had achieved the gender balance target in its peacekeeping operations.¹ According to the 2021 UNDP SEESAC report,² in 2019 Bosnia and Herzegovina had 8.6 per cent of women among the military personnel that was engaged in peacekeeping missions, while in the same year North Macedonia deployed 8 per cent of uniformed women to peacekeeping operations. Although data gathered for this study are inconsistent, they indicate a trend of increasing the number of women in peacekeeping operations. However, it should be borne in mind that the presented share of women in military missions is based only on a one-year situation overview, and that annual fluctuations can be significant.

1 <https://www.globalwps.org/details/HRV>

2 United Nations in Serbia. The Position of Women in the Armed Forces in the Western Balkans. UNDP SEESAC, 23 December 2021, <https://serbia.un.org/en/166414-position-women-armed-forces-western-balkans>

Albania



National Action Plan 1325: Most countries have already adopted their second generation of action plans, except for Albania, which was the last in the region to adopt the first action plan in 2018. The Albanian action plan expired in 2020 and there seems to be no political will to draft a new one. The Ministry of Defence however states that it complies with other gender-related documents, such as the newly adopted National Strategy on Gender Equality 2021-2030. The Ministry is focused on fulfilling three strategic goals: promoting and enhancing women's leadership in the military, increasing women's participation in missions and operations, and increasing the number of women in the Albanian military representations in NATO command structures and the number of women in diplomatic missions.



Participation of women in the MoDs and the Armed Forces: There was a 14.01% representation of female military personnel in the Armed Forces in 2020, which was an increase of 0.27% compared to December 2019. The total number of employees in the Ministry of Defence and the Armed Forces is 7,413, of which 18.6% are women. Albania will therefore soon meet the NATO standard of 15% of female uniformed personnel in the armed forces. However, Albania is the only country in the region with the quota for women in the army (15%) that can affect their further admission. The increase of representation of women in the armed forces is slow, given that the percentage of women military personnel in the armed forces in 2011 was 12.3%, in 2012 - 13.42%, while in 2013 it decreased to 11.2%. Still, Albania had the highest percentage of women officers and non-commissioned officers (NCOs) in 2020 - 19.51% of officers (341 out of the total of 1,747) and 14.89% of non-commissioned officers (348 out of the total of 2,337). The percentage of women among the civil employees in the MoD is 35.55%. In other words, out of 1,578 civil servants, 561 are women.



Representation of women in command and leadership positions: There are no precise data on the representation of women in command and leadership positions. The highest rank held by women in the Albanian Armed Forces is that of Major General. This rank is held by Manushaqe Shehu, who became the first female Deputy Chief of General Staff of the Albanian Armed Forces in 2018. Until recently, Albania had two women defence ministers, who headed the Ministry from 2013 to 2020. Mrs. Olta Xhaçka was the second woman to be appointed Minister of Defence (2017-2020) after Mrs. Mimi Kodheli, who led the defence sector for four consecutive years. There are also other decision-making positions held by women, such as that of Deputy Defence Minister.



Participation of women in peacekeeping operations: Albania has been a member of NATO for almost 15 years. However, it is only in the last three that the percentage of women in NATO operations has increased. Albania has increased the representation of women in NATO operations by 75%, from 4% in 2018 to 7% in 2019. Lieutenant Aurela Bala and Sergeant Esmeralda Murati were the first two women from the Albanian Armed Forces to take part in an international naval operation in 2017, i.e. the NATO operation "Sea Guardian" in the Aegean Sea to monitor and prevent illegal immigration into the EU. Apart from NATO operations, two women peacekeepers from Albania were also engaged in UN operations in 2020.



National Action Plan 1325: Bosnia and Herzegovina was the first country in the region to adopt the local action plan on 1325, which made it one of the pioneers in translating the UN women, peace and security agenda to the local level. The country has taken a proactive approach in developing action plans and is the only one that already has the third action plan for the period 2018-2022. The BiH local action plan has a strong human security dimension and attaches great importance to regional and international networking.



Participation of women in the MoDs and the Armed Forces: The number of women among the **civil servants and employees in the MoD is currently 111, out of 235 (47.23%)**, while the number of women among the **professional military personnel is 601, out of 8,639 (6.96%)**. Although the percentage of women civilians has increased, the share of women in the armed forces has remained almost unchanged in the last five years.¹ When it comes to the share of uniformed women among officers, non-commissioned officers (NCOs), and soldiers, Bosnia and Herzegovina has 98 female officers, 121 NCOs and 328 soldiers. Progress is difficult to track because the available data are inconsistent. For example, NATO Headquarters Sarajevo reported in 2020 that the percentage of women serving in the MoD and the AF BiH is 8.1%.² However, using a different methodology, UNDP/SEESAC reported that the percentage of women in uniform in the MoD in 2019 was in fact 5.2%, and in Armed Forces BiH - 6.5%, whereas the share of uniformed women among the officers was 4.5%, the NCOs - 4.2%, and soldiers - 8.6 %.³



Representation of women in command and leadership positions: There are currently 96 women in commanding positions, which is **1% of the total number of employees in the MoD and AF (9,425)**. The highest rank held by women in the Armed Forces BiH is still that of Colonel, while a woman headed the Ministry of Defence from 2015 to 2019.



Participation of women in peacekeeping operations: In 2019, Bosnia and Herzegovina had **8.6% of women among its military personnel engaged in peacekeeping missions**.⁴ Data from other reports show that 8 female police officers from Bosnia and Herzegovina took part in the UN police, and that 24% of the female personnel took part in the OSCE field operations.⁵ According to the latest data of the MoD, from 2022, a total of 8 officers are currently engaged in three missions: MINUSMA (2 officers), MONUSCO (3) and EUTM RCA (3). However, the share of women in peacekeeping missions is not known because the Ministry failed to present gender-segregated data.

-
- 1 See 3.1.2 Participation of women in the army, police and peacekeeping missions in the UNSCR 1325 Implementation Action Plan "Women, Peace and Security" in Bosnia and Herzegovina for the period 2018-2022, October 2017, https://arsbih.gov.ba/wp-content/uploads/2018/08/180718_Prijedlog-AP-UNSCR-1325_2018-2022-u-BiH.pdf
 - 2 <https://jfcnaples.nato.int/hqsarajevo/jezici-bosne-i-hercegovine/vijesti-iz-nato-staba-sarajevo/2020/11092020>
 - 3 United Nations in Serbia, The Position of Women in the Armed Forces in the Western Balkans. UNDP SEESAC, 23 December 2021, <https://serbia.un.org/en/166414-position-women-armed-forces-western-balkans>
 - 4 Ibid, p. 29
 - 5 SIRPI, Women in Multinational Peace Operations in 2021: What is the State of Play? https://www.sipri.org/sites/default/files/2021-10/women_in_multilateral_peace_operations_in_2021-what_is_the_state_of_play.pdf



National Action Plan 1325: Croatia is currently in the phase of implementing the second Action Plan 1325 on women, peace and security for the period 2019–2023. In November 2021, Ministry of Foreign and European Affairs published its first report on the implementation of the National Action Plan 1325 for 2019 and 2020.



Participation of women in the MoDs and the Armed Forces: According to the statement of Deputy Chief of General Staff, Major General Siniša Jurković,¹ **women currently make up 14.6% of employees in the Croatian Army.** This is an increase compared to 2020, when they made up 13% of the active military personnel.² Given the statistics, Croatia will soon meet the NATO standard of 15% of female uniformed personnel in the armed forces. In addition, **Croatia is one of the countries in the region with the highest percentage of women in the ranks of officers**, as well as non-commissioned officers (NCOs) and professional soldiers. According to the available data from 2020, the share of female officers is 19.19%, of non-commissioned officers - 10.84%, and of female soldiers - 11.49%.³ In 2020, the share of women among civil servants and employees in the MoD was 50.2%.⁴



Representation of women in command and leadership positions: In 2021, Croatian Deputy Chief of the General Staff, Major General Siniša Jurković, said that the number of women in command and leadership positions was unsatisfactory.⁵ In 2020, **36.4% of women held leading positions in the MoD, while 10.4% held command positions in the Croatian Army.**⁶ According to MFA's progress report on NAP 1325 implementation, the share of women exercising command and managerial posts in the MoD and in the CAF in 2020 was 11.59%, which was an increase compared to 2019 (10.95%).⁷ The number of women with the rank of general has stagnated since 2017, with one woman Brigadier General⁸ among the total of 30, which is a share of 3.33%. Among the senior officers with the rank of brigadier, women comprise 6.73% (there are 23 of them). A total of 13.7% of women were promoted to a higher rank in 2020.⁹



Participation of women in peacekeeping operations: **Despite being a member of NATO and the EU, Croatia has the lowest participation of women in international operations.** Representation of women from the Croatian Armed Forces in the international (UN, NATO and EU-led) missions and operations was **5.83% in 2020 (54 women)**, showing a slight decrease compared to 2019.¹⁰ Regardless, in December 2020 the Croatian Ministry of Defence informed NATO that it had achieved the required gender balance target in its peacekeeping operations.¹¹

-
- 1 "VIDEO: Final conference of the project "Women's Empowerment and Support in the Military Forces and Peacekeeping Missions of the Republic of Croatia", Ministry of the Interior, 25 October 2021, <https://www.zeneimediji.hr/zene-u-vojnim-snagama-i-mirovnim-misijama-rh-analiza-polozaja-zena-u-sustavu-oruzanih-snaga/>
 - 2 Ministry of the Interior, Analysis of the position of women in the military forces and peacekeeping missions of the Republic of Croatia, 2021, <https://mup.gov.hr/UserDocsImages/2021/10/Projekt%20Osnovna%20C5%BEivanja%20C5%BEena-%202510.2021/BrosuraFinal.pdf>
 - 3 Ibid, p. 8
 - 4 Ibid, p. 8
 - 5 "VIDEO: Final conference of the project "Women's Empowerment and Support in the Military Forces and Peacekeeping Missions of the Republic of Croatia", Ministry of the Interior, 25 October 2021
 - 6 Analysis of the position of women in the military forces and peacekeeping missions of the Republic of Croatia, 2021, p. 8
 - 7 Ministry of Foreign and European Affairs, Report on the implementation of the National Action Plan for the implementation of the Resolution of the United Nations Security Council 1325 (2000) on Women, Peace and Security, and related resolutions for the period 2019–2023, for 2019 and 2020
 - 8 "Women in the Croatian Armed Forces - pride and prejudice", Women and the media, <https://www.zeneimediji.hr/zene-u-oruzanim-snagama-rh-ponos-i-predrasude/>
 - 9 Ibid, page 8
 - 10 Analysis of the position of women in the military forces and peacekeeping missions of the Republic of Croatia, 2021.
 - 11 NATO statistics, <https://www.globalwps.org/details/HRV>



National Action Plan 1325: Montenegro is currently in the phase of implementing the second action plan 1325 on women, peace and security for the period 2019–2022.¹ According to the plan, there are three strategic goals for the implementation of Resolution 1325: increasing women's participation in decision-making and peace processes; protection of women and girls in conflict zones, and integrating the gender perspective and gender education into peacekeeping operations. In 2017, NATO membership prompted Montenegro to adopt its first plan, which remained in effect until 2018.² As a NATO member state, Montenegro has adjusted its normative framework in line with NATO policies and guidelines on women, peace and security, such as the NATO Directive 40-1 on integrating UNSC Resolution 1325.³ **The Government of Montenegro is the most transparent in the region, and has so far published three reports on the implementation of NAP 1325.**



Participation of women in the MoDs and the Armed Forces: Montenegro is the country with the highest share of women among the civil servants and employees in the MoD. Two thirds of the civil servants employed in the MoD are women (65.33%). **Representation of women among professional military personnel has increased by 60%, from 6.2% in 2019⁴ to 10.35% in 2022.** When it comes to the share of women among officers, non-commissioned officers (NCOs), and soldiers, their number in the ranks of officers and professional soldiers is relatively high - 16.49% of the officers and 13.78% of the soldiers. The representation of women among non-commissioned officers (NCOs) is 5.1%. In the past three years, a share of women has been recorded in all the categories.



Representation of women in command and leadership positions: Montenegro can serve as an example of good practice, as one of the three countries in the region that have appointed women to the position of defence minister. According to the available data from 2022, **the share of women in leadership positions in the MoD, including military personnel, is 46.78%.** There are **26 women in command positions** in the Armed Forces of Montenegro.



Participation of women in peacekeeping operations: Currently, **11.76% of women are engaged in peacekeeping operations outside of Montenegro.** This constitutes a significant increase, as three years ago only two percent of women were engaged in NATO operations.⁵ However, it should be borne in mind that the presented share of women in military missions is based only on a one-year situation overview, and that annual fluctuations can be significant. In 2020, the share of women in the position of defence advisor in the Permanent Mission of Montenegro to NATO was 67%.⁶

-
- 1 Government of Montenegro, Report on the implementation of activities from the Programme of Implementation of the Action Plan for the Implementation of United Nations Security Council Resolution 1325 - Women, Peace and Security (2019-2022) for the second period, <https://www.gov.me/dokumenta/7f4ecc0a-e96e-49fe-8090-7b44d45ecdd5>
 - 2 Government of Montenegro, Report on the implementation of the Action Plan for the implementation of United Nations Security Council Resolution 1325 - Women, Peace and Security in Montenegro (2017-2018), <https://www.gov.me/dokumenta/e73cb264-31d3-488a-849a-d3d00766c664>
 - 3 United Nations in Serbia, The Position of Women in the Armed Forces in the Western Balkans, UNDP SEESAC, 23 December 2021, p. 19, <https://serbia.un.org/en/166414-position-women-armed-forces-western-balkans>
 - 4 UNDP SEESAC, 2021, p. 24
 - 5 2019 NATO Summary of the National Reports, p. 397, https://www.nato.int/nato_static_fl2014/assets/pdf/2021/9/pdf/NCGP_Full_Report_2019.pdf
 - 6 Government of Montenegro, Report on the implementation of activities from the Programme of Implementation of the Action Plan for the Implementation of United Nations Security Council Resolution 1325 - Women, Peace and Security (2019-2022) for the second period



National Action Plan 1325: North Macedonia is currently in the phase of implementing its second action plan **1325 on women, peace and security for the period 2020-2025**.¹ The adoption of the second action plan coincided with the country's NATO membership and the 20th anniversary of the Resolution 1325. North Macedonia's new plan is forward-looking and focused on leadership in government institutions and the civil sector, unlike the first action plan for the period 2013-2015, which focused more on participation and contribution of women in international, civilian and military missions, including conflict prevention. In the previous period, key challenges for the implementation of NAP 1325 were related to the political context and the conservative forces in the government which obstructed the implementation of gender-related policies. On the structural level, the challenges were related to budgetary concerns and the weaknesses of the monitoring and reporting mechanisms, as well as to the relatively limited capacity of state institutions in terms of gender sensitivity, knowledge and resources.² Lack of disaggregated data and gender-based analyses posed an additional challenge for evaluation and monitoring.



Participation of women in the MoDs and the Armed Forces: Equality between women and men is guaranteed by different defence-related laws, and the gender equality principle is mainstreamed in the latest Defence Strategy (2021).³ Moreover, there are no restrictions for women in the military. According to the Ministry of Defence, **women currently (2022) make up 34% of its employees and 10% of the armed forces**, which is a slight increase compared to 2019.⁴ When it comes to the share of women among officers, non-commissioned officers (NCOs) and soldiers, North Macedonia has a relatively high percentage of females in the ranks of officers and NCOs - 14% of the officers, 11% of the NCOs and 5% of the soldiers.⁵ Although the percentage of women in operational jobs has increased, women generally still work in civilian posts in the defence system.



Representation of women in command and leadership positions: North Macedonia is an example of good practice because some of the senior leadership positions are held by women. North Macedonia is one of the three countries in the region that have appointed **women as defence ministers**. UNDP SEESAC data show that in 2019, the share of women in leadership positions held by uniformed personnel in the Armed Forces was 16%, while 47% of women among non-uniformed personnel held managerial positions in the MoD.⁶



Participation of women in peacekeeping operations: According to the 2021 UNDP SEESAC report, North Macedonia deployed **8% of uniformed women to peacekeeping operations** in 2019. Since the presented share of women in peacekeeping operations is based only on a one-year situation overview, it should be borne in mind that annual fluctuations can be significant.⁷

-
- 1 SECOND NATIONAL ACTION PLAN of the Republic of North Macedonia for the Implementation of United Nations Security Council Resolution 1325 – Women, Peace and Security 2020 – 2025, <https://www.globalwps.org/data/MKD/files/2020-2025.pdf>
 - 2 Gorana Odanović (ed.), Women, Peace and Security in the Western Balkans, Belgrade Centre for Security Policy, 2013, https://unescowomen.uom.gr/wp-content/uploads/2019/05/WOMEN-PEACE-AND-SECURITY_Independent-review-of-translation-of-UNSCR-1325.pdf
 - 3 Ministry of Defence, Defence Strategy of the Republic of North Macedonia, MoD, 2021, <https://www.mod.gov.mk/storage/2021/06/Defence-Strategy-of-the-Republic-of-North-Macedonia.pdf>
 - 4 United Nations in Serbia, The Position of Women in the Armed Forces in the Western Balkans, UNDP SEESAC, 23 December 2021, <https://serbia.un.org/en/166414-position-women-armed-forces-western-balkans>
 - 5 Ibid, p. 24
 - 6 Ibid, p. 28
 - 7 Ibid, page 27.



National Action Plan 1325: Serbia adopted its first five-year plan in 2010 and was among the pioneers in translating the UN women, peace and security agenda to the local level.¹ The second action plan for the implementation of Resolution 1325 in Serbia was adopted in 2017, but has expired two years ago.² In its Concluding Observations on the Fourth Periodic Report on Serbia, the CEDAW Committee recommended that Serbia allocate sufficient resources and enhance mechanisms to effectively implement, monitor and evaluate the impact of the second national action plan and undertake a mid-term evaluation of the plan without any further delay. However, despite the official announcements made in 2021,⁴ there seems to be no political will to start the process. The second action plan was ambitiously designed, but partially implemented.⁵ For example, in the second Serbian action plan, policymakers envisioned a greater focus on the localisation of NAP 1325 and conflict prevention, as well as on dealing with the past. However, this has yet to be met in the future. The Ministry of Defence reported that the lack of action plan did not stop the process of implementing the NAP 1325 guidelines in the defence system due to the existence of gender equality mechanisms and donor support, primarily UNDP/ SEESAC.



Participation of women in the MoDs and the Armed Forces: In principle, all positions are available to women and they are represented even in special forces' units such as the Military Police Special Operation Battalion "Cobras" or the Special Brigade of the Serbian Armed Forces. Girls and women prepare for military service by attending military high school, the Military Academy and the Military Medical academy (VMA). Statistics from the Ministry of Defence show that the share of women among **non-uniformed personnel (civilians) in the MoD and in the Serbian Armed Forces (SAF) is currently 53.72% (2022)**. Similar to many other countries in the region, the majority of women are engaged in civilian positions within the defence system. When it comes to the share of women among officers, non-commissioned officers (NCOs) and soldiers, **Serbia has the highest percentage of women who are professional soldiers – 16.31%**. However, a similar trend is not present in the higher ranks, as only 8.68% of women serve as officers and 3.04% of women are NCOs. Still, a slight increase has been noted in all the categories compared to 2019 (7% officers, 2% NCOs, 15.5 % soldiers).⁶



Representation of women in command and leadership positions: According to the available data from 2022, **14.68% of women hold leading positions in the MoD, while 5.21% of women hold command positions** in the Serbian Armed Forces. The highest rank held by women in the Serbian Armed Forces is still that of Colonel, while the highest position within the MoD to which a woman has been appointed is that of Secretary of State.



Participation of women in peacekeeping operations: According to the Ministry of Defence, 280 members of the Serbian Armed Forces are currently participating in five UN peacekeeping operations and three EU missions, and 11.43% of them are women. Women are engaged as military observers in the SAF unit and teams, as well as in the Level 2+ military hospital and in medical teams. The SIPRI report from 2021 shows that Serbia is **among the top ten contributors to UN peace operations based on the number of women members of military personnel (44 women, or 15%),⁷** which has been acknowledged and praised by the USG for Peace Operations Jean-Pierre Lacroix.⁸ Despite the increase in the number of SAF members deployed in multinational operations, the data show that the percentage of women has decreased.

1 Gorana Odanović (eds.), Women, Peace and Security in the Western Balkans, Belgrade Centre for Security Policy, 2013, https://unescowomen.uom.gr/wp-content/uploads/2019/05/WOMEN-PEACE-AND-SECURITY_Independent-review-of-translation-of-UNSCR-1325.pdf

2 <https://www.lse.ac.uk/women-peace-security/assets/documents/2019/NAP/Serbia-NAP-2-2017.pdf>

3 https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW/C/SRB/CO/4&La

4 www.mod.gov.rs/eng/18115/ministar-stefanovic-zelimo-da-se-zene-u-vojsci-zaista-osecaju-potpuno-ravnopravno-18115

5 <https://www.mod.gov.rs/cir/4352/akcioni-planovi-4352>

6 United Nations in Serbia, The Position of Women in the Armed Forces in the Western Balkans, UNDP SEESAC, 23 December 2021, <https://serbia.un.org/en/166414-position-women-armed-forces-western-balkans>

7 SIPRI, Women in Multinational Peace Operations in 2021: What is the State of Play? https://www.sipri.org/sites/default/files/2021-10/women_in_multilateral_peace_operations_in_2021-what_is_the_state_of_play.pdf

8 "United Nations thanks Serbia for its contribution to peacekeeping", UN Serbia, 12 July 2021, <https://serbia.un.org/en/135770-united-nations-thanks-serbia-its-contribution-peacekeeping>



Balkan Defence Monitor 2022

Publisher:

Belgrade Centre for Security Policy

Đure Jakšića 6/5, Belgrade

www.bezbednost.org

Editor:

Marija Ignjatijević

Authors:

Marija Ignjatijević

Maja Bjeloš

Luka Šterić

Proofreading:

Alisa Radić

Design and layout:

Srđan Ilić

March 2022



Balkan **2022** Defence Monitor



BCSP

Belgrade Centre
for Security Policy