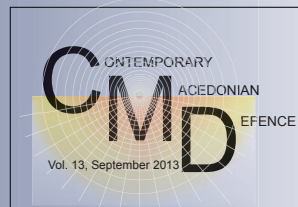ВОНРЕДНО ИЗДАНИЕ НА
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МИНИСТЕРСТВО ЗА ОДБРАНА
РЕПУБЛИКА МАКЕДОНИЈА

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РОДОВА РАМНОПРАВНОСТ И РОДОВА ПЕРСПЕКТИВА ВО ОДБРАНАТА И ВО БЕЗБЕДНОСТА

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СЕПТЕМВРИ 2013

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Skopje
September 2013

СОВРЕМЕНА МАКЕДОНСКА ОДБРАНА

CONTEMPORARY MACEDONIAN DEFENCE

CONTEMPORARY MACEDONIAN DEFENCE

UN WOMEN

United Nations Entity for Gender Equality
and the Empowerment of Women

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THE ROLE AND PARTICIPATION OF WOMEN IN PREVENTION AND PEACE BUILDING

Mr. Talat Xhaferi
Minister of Defence of the Republic of Macedonia

I have the honour to open the conference entitled Gender Equality and Gender Perspective in the Defence and Security, thus once again confirming that the Ministry of Defence and the Army of Republic of Macedonia always fulfil their obligations and standards in time and have understand every new imperative, as the case in question, i.e. the implementation of gender equality and gender perspective in the defence and security.

The role of women in all spheres of the Macedonian society is significant and important. Their active role in the creation and implementation of the peace and security policy of the Republic of Macedonia is one of the important aspects enabling the creation of gender awareness and improving the gender inequality in the area of peace and security.

The establishment of gender-conscious peace and security policy stems from the need to respond to the challenges and risks that hinder the position of women and marginalize their role in a state of crisis and conflict, post-conflict situations in conditions of building peace.

The Ministry of Defence and the Army of the Republic of Macedonia will develop measures and activities, in accordance with the strategic defence purposes and respecting the obligations arising from the provisions of the Law on Equal Opportunities for Women and Men, that will promote the principle of establishing equal opportunities for women and men in all organizational units and forms in the Ministry of Defence and the Army of Republic of Macedonia. The Ministry of Defence and the Army of Republic of Macedonia also undertake to carry out all the necessary measures and activities for the successful development of the principle of equal opportunities for women and men, measures that ensure equal treatment in employment, promotion, insurance, working conditions, working hours and the termination of the employment that will completely enable the privileging of certain groups or their members.

The establishment of equal opportunities for women and men is the responsibility of the entire society, and therefore these planned activities in the Ministry of Defence and the Army of Republic of Macedonia are to be performed in coordination and in accordance with the Constitution, domestic and international legislation and the appropriate specific strategies and other documents.

The implementation of the policy of equal opportunities for women and men in the Ministry of Defence and the Army of Republic of Macedonia will be realized by promoting the principle of introducing equal participation of women and men in all structures of personnel and decision making. This means that women and men have equal status and treatment while performing official duties, equal rights for all and equal access to all. In this

context we are bound to apply the relevant criteria for qualitative selection and training of staff that will ensure maximum applicability and operational efficiency in order hire, retain and promote the most capable individuals in the structures of the Ministry of Defence and the Army of the Republic Macedonia.

The Ministry of Defence as a key actor in the security and defence system of the Republic of Macedonia is in charge of the strategic area of women, peace and security in the Gender Equality National Action Plan of the Republic of Macedonia, which was adopted in January 2013.

In this regard, the Ministry of Defence in the course of the past year has undertaken more activities and commitments on gender equality and gender perspective in the defence, including the gender perspective in the defence policy, in order to create conditions for equal opportunities for women and men in carrying out their responsibilities and implement the guidelines of Resolution 1325 of the UN Security Council. During 2012, the Ministry of Defence established a Committees for gender equality and gender perspective in defence which included representatives from the Army of the Republic of Macedonia and the Ministry of Defence. This Committee was tasked to update the 2009 ARM and MoD Programme on equal opportunities for women and men , to prepare an analysis of the representation of women in the defence and many other tasks and responsibilities.

In fact, these are obligations arising from our partnership with NATO, resulting in the preparation of the Action Plan for the implementation of Resolution 1325 by supporting the plans and activities of the partner countries.

In this regard, today we have signed the Memorandum of Cooperation between the Ministry of Defence and UN WOMEN, responsible for the Regional Project for implementation of Resolution 1325 in the Western Balkans, and supporters of the decision for adopting the National Action Plan for Implementation Resolution 1325 and the subsequent relevant documents of the United Nations in the Republic of Macedonia.

One of the commitments arising from the Committee on gender equality and gender perspective in the defence was to organize, on behalf of the Ministry of Defence, an international scientific conference on gender equality and gender perspective in the defence. This scientific conference is part of the successfully implemented activities of the Committee on gender equality and gender perspective in the defence, which together with the Faculty of Security and Philosophy Faculty invited the most distinguished individuals from the scientific and expert profession to participate in their presentations at the Conference.

General major Gorancho Koteski
ARM CHOD

It is my great pleasure and honour to address you at the opening of this important event, a Conference dedicated to the gender equality and perspective and its application in the defence and security.

The great Victor Hugo said: 'without women, diamonds would be mere pebbles'. In the modern and urban living, women are increasingly becoming a critical success factor and drive of society. Therefore, women enter the new millennium with lesser doubt in their ability, and greater challenges to reach the heights in the professions in which they work and create. We live in a time when the differences between the sexes are exceeded, therefore the responsibility of every democratic state is to enable equal access for building a professional career to every woman. The potential of women is huge and visible, not only through their contribution to social and economic progress, but also in the sphere of defence and democratic values.

In recent years, the Ministry of Defence and the ARM as institutions which constitute the most vital part of the defence and security system of the country have established themselves as fully open with respect to the access of women. The careful building of modern standards and equality between the sexes, speaks in favour of the opportunity for the women to build a professional military career in the ARM, and become not only part of the logistics and services segment of the ARM, but also part of the army combat units.

On this occasion, I would like to underline that we, the members of the ARM are proud of our colleagues, especially their successes, both at home and internationally. The data on the representation of the members of women in the ARM show that we fall in the European average, suggesting that the Republic of Macedonia, as a relatively young democracy, manages to implement the international standards in terms of gender equality in its institutions.

I expect this conference to give a strong impetus to the process of integrating women in the defence and security system, both in Macedonia and the region. I believe that the experiences and views that will result from this forum, along with those from the academic community, would be of great importance to us and as such serve as a benchmark in the application of high standards in the implementation of legislation and standards for gender equality in the defence. This is and will continue to be the main imperative in the

Euro-Atlantic integrations of the Republic of Macedonia, and its path towards achieving full-fledged membership in NATO.

Finally, I will conclude with the words of a wise man who said: 'A woman can say more with a single sigh than a man can say in an entire speech'.

Prof. Dr. Arta Musaraj
Deputy Minister of Defense of the Republic of Albania

GENDER EQUALITY AND THE ALBANIAN ARMED FORCES AS A COMMITMENT ON A UN AND NATO PERSPECTIVE

The Albanian Armed Forces have undergone through continuous, deep and substantial changes and transformations in the last 20years as part of their NATO membership, as well as part of our mission, always in re- dimensioning. Part of this continuous progress is the great awareness of the importance to match and reflect the greater challenges of our societies in the third millennium, Gender equality is one of the most important.

We established the Gender Official structure, which operates under the framework of the National Mechanism for Gender Equality and Domestic violence. To apply its strategy, it has been incented and structured the interaction of different institutions at different level: the central institutions, local institutions and at the Parliamentary level institutions in which the gender issues are represented by the sub commission for Minors and Equal Opportunities.

At the same time we approved the nomination of Gender Officer as part of the organic structure at the Directory for Policy and Strategic Planning.

The first years, 2011-2012, has been focused on the formation and training in this relatively new field while trying to pursue our obligation on the NATO and UN framework.

The application of the National Strategy for Gender Equality and Domestic Violence 2011-2015, as well as the resolution of the Security Council of the United Nations 1325 "Women, Peace and Security", there are some important achievements which we consider with a strong influence in the wide strategy and resolutions application:

- *Gender Equality and equal opportunities are now part of the most important documents of the Ministry of Defense, its politics and procedures such as the Defense Directive, the Human Resource Management Strategy, Enrollment Policies for professional soldiers, education and qualification strategies which brought the number of the female staff in the Armed Forces at 15% of the total.*
- *We established the Contact Points Network for Gender Equality in the AF which is still enlarging and bringing the number of its members at 13, having one representative for each structure of the AF.*

- *The Sector for Equal Opportunities, which has been inserted at the Staff Recruitment Center, is trying to achieve greater gender integration at the armed forces with no exclusion based in race, ethnicity, religion and political conviction. The staff of this sector has been trained by the UN Women for Gender issues.*

Inclusion in peace keeping operations has been a strong focus point and objective of the operation of the above mentioned structures. On this purpose, a strong collaboration in the field of training has been developed with MOD and UN Women.

In collaboration with the Institute of the Public Administration, it has been developed and provided the training in the field of the Institutional Gender Budget as an aid to fulfill the governmental policies for capacities strength and enlargement and gender equality.

During 2013, supported by UN Woman during February a group of 6 military staff, males and females have been trained as trainers on the gender issued during peacekeeping missions.

Aiming the enlargement of good practices and policies in gender issues, supported by UN Woman, military female participated in the first round of training: "Women in Decision Making" focused on Public Communication. The second round will be focused in Conflict resolution issues.

Topics like Gender Based Violence, Sexual harassment at the work place, Institutional Gender Budgeting.

At the same time, following up this strategy and commitment, the AF started an internal self evaluation process regarding gender issues on the human rights point of view by gathering the necessary documentary inputs, elaborating and analyzing the data and tailoring the action plan. The last one will reflect the expertise of the Democratic Control of the Armed Forces and UN Women and reflect the resolution 1352 of the UN.

At the same time, fulfilling our NATO commitment, we introduce each year at the NATO committee the Gender Prospective regarding the application of the 1352 resolution for gender equality.

The results of this engagement made possible the inclusion of women at 2% of the total contingent taking part in the peacekeeping operation.

Reassuming, in the second half of the year 2012, the Albanian Armed Forces counted 21% officer women, 17% under officer, 10% professional soldiers and 26% women as civil staff. As a total, women in the AF represent 15,8% compared with 15% established as an objective in the Human Resources Strategy of the MOD. The representation of women in decision making is still low, there are 9% military staff and 6% civil staff women covering decision making functions.

Gender issues, legal framework, capacity building and extended women participation in the Albanian AF remains still one of our major challenges in the effective management of our human resources. Training on such topics will still remain a strong concern and collaboration field with UN Women and other international organizations trying to face these challenges.

QUOTAS IN THE DEFENCE AND IN THE ARMY IN MACEDONIA: CONSTRAINTS OR INCENTIVES FOR WOMEN

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Vesna Tasevska, MA

Abstract: *When it comes to quotas in the defense and the army, one can observe that the restriction is one of its basic characteristics. In fact, anywhere in the world the defense and military are traditionally dominated by men. Macedonia, in this respect, is no different from other countries. The analysis suggests that the trend has been changing in the recent years, due to several reasons, one of which is the quota system. Namely, quotas represent a temporary measure which determines the minimum number of women who need to be included in the defense and the army. Therefore it seems necessary to raise the question: do quotas represent a positive measure to solve the problem associated with the inequality between women and men, and whether the application of quotas in the defense and the Army of the Republic of Macedonia shall limit or empower women in their application for work. Hence, the starting point of the paper analysis will be finding answers regarding these two questions.*

Key words: *defense, army, quotas, measure*

Introduction

In all spheres of the society the role of women is important and significant. In that sense, their active role in the creation and implementation of the security and defense policy is one of the important aspects of participation of women as well. This should contribute for adoption and implementation of gender-aware policy and improvement of gender inequality in the area of security and defense. In that context, one should stress that the establishment of gender-aware security and defense policy springs out from the necessity to respond to the challenges that marginalize the position and role of women. The analyses have shown that traditionally in the security and defense sector men dominate everywhere in the world. However, this trend has been changing gradually in the last couple of years due to a number of reasons. One such reason is the use of the quota system, an important measure that has brought forward a positive novelty. Namely, the quota system" as a temporary measure has an affirmative action, determining a minimum number of women who need to be represented both in the security and defense sector as well as the army. Furthermore, the quota system is being accepted and applied due to suspension of unequal representation of men and women. As an example, the global statistical data indicate the disproportionate number of small

representation of women in the total number of employed women both at operative positions and especially at executive positions in the traditional security institutions, in the defense and the army. The study of the activities so far has shown that to this day there has not been noticed a single case of application of the quota system for men. This actually means that the quota system should only be used as a temporary measure up until the moment the obstacles for introduction of women in the security and defense sector as well as the army are overcome. It signifies that the application of the quota system should not be time constricted but moreover ensure the critical percentage of women representation with 30% to 40%, since this percentage is sufficient to influence the decision-making process. (Dahnerup 2006:15).

Hence, this general position of women raises a specific issue: whether the introduction of the quota system in the defense and the army in Macedonia would denote incentive for women. Therefore, through analysis of the situation the paper will tackle this issue striving at providing appropriate response to it.

Four Lessons for Successful Application of the Quota System

Starting point for study of the quota system are the four lesions that single out in literature. This, actually, indicates that their implementation is a key condition, which is necessary for the success in the application of the quota system. In line with the most important characteristics that the four lessons comprise, we will mention the following:

First, quotas should represent only temporary measure.

According to the analysts' assessment regarding the quota system, quotas should exclusively represent only a "temporary measure" that should suspend the unequal position between men and women in the security institutions, institutions in the area of defense, in the army and so on. It implies that the moment an adequate percentage of representation of women is achieved the quota system will not be required any longer.

Second, the quota system is necessary to be adjusted to the context.

In other words, the quota system is necessary to be introduced merely in those areas, sectors, executive – formational position where women are least represented. According to this criterion a typology should be performed aiming at division of quotas, for example quotas for education (in the Military Academy, for training, for professional advancement) and so on.

Third, depending on the system of their application, quotas could suggest application of different percentage.

The analysis has shown that in regard to the representation of women at executive operative positions the quota system in the police and the army is determined by different standards. Specifically, the desired percentage of women in the police is 30% and this percentage is being established according to international standards, that is the Beijing Declaration from 1995 and the OSCE recommendations. While NATO standards are valid in the army and the percentage ranges from 10% to 20% for women, professional officers. (Bjeloš M., 2012: 3-4)

Fourth, quotas on their own do not solve the problem of gender equality.

It is considered that creating the possibility for adequate representation of women and men is an issue that implies undertaking other measures as well, such as:

- legal measures;
- institutional measures;
- political will to change things;
- change of traditional politics and security culture;
- raising awareness of the citizens regarding the importance of such temporary and positive measure. (Bjeloš M., 2012: 4)

The analysts assume that the importance of the quota system should not be underestimated, due to the possibility for quotas to be efficient together with other measures, and thus contributing to increasing the percentage of women at executive formational positions where decisions are made regarding important issues.

Positive and Adverse Effects from the Application of Quotas

The application of the quota system could at the same time give quantitative and qualitative positive effects, but nevertheless there are also possibilities for emergence of adverse effects.

The study of the application of the quota system hitherto has shown that for a relatively short period of time it could provide the desired results and contribute to increasing the number of women in certain activities, that is: education, training, seminars, or however, at certain executive formational positions (e.g. in the army and the special forces particularly).

Furthermore, it should be taken into consideration that the application of the quota system can give adverse effects as well. It occurs when the application of quotas primarily refers to establishing an upper limit that is, determining the maximum number of posts that women can occupy. An example is the application of the quota system upon registration of female candidates for education at a Police Academy or a Military Academy. Thus, a long-term application of the quota system could contribute for a limited number of women to take executive, command posts and furthermore the prejudices to be enhanced that women are chosen due to their gender, rather than their qualifications. Consequently, the researchers of the quota system argue that this measure should be implemented only temporary.

Application of the Quota System in the Ministry of Defense and the Army of the Republic of Macedonia

In general, achievement of true gender equality and dealing with inequalities that emerge from gender, very often implies a need for different approach when working with women and men. Namely, both genders have different needs and priorities, deal with different obstacles, have different aspirations and contribute to the development of defense in different manners. Therefore, a need arises for promotion of possibilities and manners for establishing general and specific measures and activities that will contribute for creation of equal opportunities for women and men employed at the Ministry of Defense and women employed in the Services in the Army of the Republic of Macedonia, and creation of condi-

tions for a working environment where representatives of both genders would, in continuity, be incorporated and where all posts will be available under equal conditions enabling them equal circumstances in all segments of the professional engagement and career prospects. (Equal Opportunities Programme, 2013: 2)

Specifically, the policy of equal opportunities of women and men in the Ministry of Defense and the Army of the Republic of Macedonia suggests promotion of the principle for introduction of equal participation of women and men, and that is:

- in all structures of the personnel and the decision-making process;
- equal status and treatment upon execution of work obligations;
- equal rights for everybody; and
- equal approach towards everybody.

It seems that this policy for equal opportunities of women and men represents a good foundation for establishment of criteria that will assist to administer quality selection, as well as training of the personnel, which, in turn, will directly ensure maximum applicability and operative efficiency. Moreover, it should be taken into consideration that this policy aims at engaging, keeping and promoting the best and the most capable individuals in all sectors in the Ministry of Defense and the Army of the Republic of Macedonia. Perceived from that context, when it comes to implementation of this policy, we will make an attempt through analysis of the factual situation, to address the issue: Is there a need for introduction of the quota system at the Ministry of Defense and the Army of the Republic of Macedonia? The analysis of the situation has shown that there are no formal obstacles for engaging women at any post. Indeed, the acts for systematization and formation do not prescribe as a condition being member of one gender.

Nevertheless, the analysis of the situation regarding this issue has shown that the specificity of the military profession, as well as specific psychological and physical conditions that are required for successful execution of certain missions, as well as historical prejudices and stereotypes regarding this profession, the number of representation of women in the specific arm of service and services is not particularly high. However, this situation has a tendency of minor increase, which obviously occurs slowly.

Moreover, in support of the above stated are the percentage indicators of women working in the profession of civil servants and assuming executive duties, which leads to a conclusion that we have a situation of decrease of percentage depending on the degree of the position. This situation can be seen from the following table:

Table 1. Factual situation of gender representation according to positions of the employed civil servants in the Ministry of Defense (October 2012)

Position	Total	MEN		WOMEN	
		no.	%	no.	%
State Secretary	1	1	100%		
State Counselor	7	6	86%	1	14%
Head of Sector	8	8	100%	/	/
Assistant Head of Sector	14	7	50%	7	50%
Head of Department	33	16	48.50%	17	51.50%
Counselor	177	116	66%	61	34%
Senior Counselor	8	6	75%	2	25%
Associate	34	15	44.00%	19	56.00%
Junior Associate	74	46	62.00%	28	38.00%
Independent Officer	128	70	54.7	58	45.3
Senior Officer	25	9	36%	16	64%
Officer	25	8	32%	17	68%
Junior Officer	48	34	70.80%	14	29.20%
T O T A L	582	342	59%	240	41%

Non-civil Servants

		MEN	%	WOMEN	%
Total	189	141	75%	48	25%

Source: Programme on Equal Opportunities for Men and Women in the Ministry of Defense and the Army of the Republic of Macedonia

In addition to the above stated we offer the Table 2 review of the situation with rep-resentation of women according to categories of the Army of the Republic of Macedonia.

Table 2.

Number	Category	Women	Men	Percent
Review of the representation of women according to categories in the Army of the Republic of Macedonia				
1	Officers	85	988	8.6 %
2	Non-commissioned Officers	197	1772	11.1%
3	Professional Soldiers	112	3712	3%
4	Civilians	217	627	34.6%
Total		611	7099	8.6%

Source: Programme on Equal Opportunities for Men and Women in the Ministry of Defense and the Army of the Republic of Macedonia

The analysis of the situation shows that in the Army of the Republic of Macedonia women participate in greater percent (34.6%) only as civilians in service of ARM. As officers women represent 8.6% that is below NATO standards, which ranges from 10% to 20% representation of women. While as professional soldiers the percent is 3% which is also below NATO standards. Thus, this condition implies the need for enhancing the endeavors for attracting and engaging women in the Army of the Republic of Macedonia.

Based on this specific situation, we could argue that the application of the quota system can help this situation to live up to a tendency of increase.

Furthermore, from the analysis of percentage indicators of the registered female candidates for education at the Military Academy, one can conclude that the number of admitted women is rather small. Specifically at the Advertisement for first year students, in the academic year 2012/2013, 42 women enrolled out of which only 5 were admitted. (Programme on Equal Opportunities for Men and Women in the Ministry of Defense and the Army of the Republic of Macedonia, pp. 6-7)

From the analysis of the data, we can conclude that one of the reasons for the small percentage of admitted female candidates are the specific physical and psychological conditions that they are required to posses. Thus, we think that the quota system should be

introduced upon enrolment of the female candidates, in order to overcome this situation. In that regard, we will indicate the example of the Republic of Serbia. Namely, the Ministry of Defense, that is, the General Staff of the Army of Serbia and the Ministry of Interior have established quotas for admission of women for education and training for military and police positions. Concretely, the quota system in the police is implemented upon admission of women at the Academy for Criminalistic and Police Studies and upon admission for training at the Center for Basic Police Training in Sremska Kamenica. Furthermore, when it comes to higher education institutions, the first such institution that in continuity enables women to gain necessary knowledge for conducting police work is the Higher School for Internal Affairs at the Ministry of Interior. Since its establishment in 1972, up until 2002, a quota of 10% for women had been determined in this higher education institution. Furthermore, since 2002 the Police Academy has introduced application of the quota system for women. (Bjeloš M., 2012: 6) Today in Serbia these two higher education institutions are joined together and represent the Academy for Criminalistic and Police Studies that educates personnel for the needs of the Ministry of Interior. According to the data this higher education institution applies the quota system in the advertisements and that is: out of totally 70 places prescribed, 15 places (21%) are guaranteed for women. (Bjeloš M., 2012: 6)

In Serbia, upon admission to the Military Academy the quota system for women is established, and that is 17%. Of significant importance is to indicate that the quota system is not the same for every admission, but the percentage is rather adjusted every year based on the assessed needs carried out by the General Staff of Serbia for filling the vacant positions. (Bjeloš M., 2012: 7). This is only one example that could serve as a positive measure. Hence, the Ministry of Defense and the Army of the Republic of Macedonia could analyze this example and implement it according to their own needs.

Conclusion

In accordance to the analysis we can conclude that with the application of the quota system women get a possibility to be represented in all the categories in the defense and the army. Therefore, the Ministry of Defense and the Army of the Republic of Macedonia should analyze the possibility for implementation of the quota system in the following situations:

- introduction of the quota system upon choice of training, education, and professional advancement necessary for promotion;
- introduction of the quota system upon admission of women at the Military Academy;
- introduction of the quota system upon admission of women for professional soldiers; and
- to restrict the application of the quota system in time, until a certain percentage for equal representation of women in the army, especially at operational level is not achieved.

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WOMEN IN CONFLICT AND PEACE: CONTEMPORARY GENDER PERSPECTIVES

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Abstract:*Gender equality, and gender mainstreaming as its means, was initially made a long-term goal of the United Nations and its work with the Beijing Platform for Action from the Fourth United Nations World Conference on Women in Beijing in 1995. Gender mainstreaming was further defined as a priority for all United Nations bodies, programs, and policies through ECOSOC resolution 2001/41. UN Security Council Resolution 1325 (SRC 1325) on "Women, Peace and Security" was adopted in October 2000. Its passing marked a milestone in the struggle for greater gender equality in all aspects, and at all levels of peacemaking, peacekeeping, peace-building and post-conflict reconstruction. Gender discourse has been submerged by the dominant UN position of hegemonic masculinity, militarism and war.*

It was the first time that the UN had fully identified women as equal and constructive agents of peace, security, conflict resolution and post-conflict reconstruction. SCR 1325 calls upon the UN and its member states to address abuses against women and girls during conflict, including sexual and gender – based violence (SGBV); to provide protection to displaced women; to train peacekeepers and local security forces in gender awareness; to provide greater funding for measures to protect women during armed conflict; to rebuild institutions that provide essential services to women; and to support women's organizational efforts in conflict prevention and peacemaking.

But, while the last decade has seen an increasing emphasis put on the benefits and advantages women bring to peacekeeping and peace-building operations, their equal participation in this area, globally, continues to be hindered by multiple factors. Despite serious obstacles, women today are fighting their way to the peace roundtables of the world, including within political parties and through civil society.

This paper will begin by examining the meaning of the terms/concepts: gender, peacekeeping, peace-building and gender mainstreaming. In particular, it will further examine SCR 1325 and subsequent Security Council resolutions 1820/2009; 1888/2009; 1889/2010 and 1960/2011 and their implementation in order to identify current issues and obstacles. Finally, the paper will attempt to assess the state of the discourse, highlighting strengths and weaknesses, as well as future trends. The overall goal must remain the full implementation of Resolution 1325 primarily, and of other significant acts of international law, throughout the United Nations system, member states, and NGOs in order to achieve women's rights and , and to adequately address current existing gaps in conflict prevention and building lasting peace.

Key words*: women, security, feminist theory, gender, UNSCR 1325, gender mainstreaming, peacemaking, peacekeeping, peace-building, post-conflict reconstruction.*

Introduction

Women individually and collectively contribute to peace-building in many ways. Yet, their contributions are often overlooked because they take unconventional forms, occur outside formal peace processes, or are considered extensions of women's existing gender roles. Conflict and its aftermath affect women's lives and men's lives in different ways. Therefore, addressing gender norms is critical since they so strongly influence women's options for action. While the temporary loosening of gender roles that often accompanies conflict can bring opportunities for innovative efforts by women to build peace, sustainable peace also requires a more permanent transformation of social norms around violence, gender, and power.

While women represent a population that is severely and distinctly victimized by conflict, the tendency to disproportionately portray women as victims perpetuates inaccurate assumptions about their contributions to war and peace. Women are not solely passive victims; they are often powerful agents. The portrayal of women as victims not only neglects the significant roles women have played in conflict and post-conflict, but also undermines their future potential as key participants in formal peace processes. Thus, the ability of international peace-building policy to incorporate a gender perspective takes on greater significance.

Gender equality, and gender mainstreaming as its means, was initially made a long-term goal of the United Nations and its work with the Beijing Platform for Action from the Fourth United Nations World Conference on Women in Beijing in 1995.[1] Gender mainstreaming was further defined as a priority for all United Nations bodies, programs, and policies through ECOSOC resolution 2001/41. UN Security Council Resolution 1325[2] on "Women, Peace and Security" (WPS) was adopted in October 2000. Its passing marked a milestone in the struggle for greater gender equality in all aspects, and at all levels of peacemaking, peacekeeping, peace-building and post-conflict reconstruction. Gender discourse has been submerged by the dominant UN epistemology of hegemonic masculinity, militarism and war.

It was the first time that the UN had fully identified women as equal and constructive agents of peace, security, conflict resolution and post-conflict reconstruction. SCR 1325 calls upon the UN and its member states to address abuses against women and girls during conflict, including sexual and gender – based violence (SGBV); to provide protection to displaced women; to train peacekeepers and local security forces in gender awareness; to provide greater funding for measures to protect women during armed conflict; to rebuild institutions that provide essential services to women; and to support women's organizational efforts in conflict prevention and peacemaking.

But, while the last decade has seen an increasing emphasis put on the benefits and advantages women bring to peacekeeping and peace-building operations, their equal participation in this area, globally, continues to be hindered by multiple factors. Despite serious obstacles, women today are fighting their way to the peace roundtables of the world, including within political parties and through civil society.

The meaning of the terms/concepts

The Concept of Gender as a social Construct

To understand the gender aspects of conflict, peace-building, and reconstruction, there is need for clarity about terms. First is the concept of gender, which all too frequently

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[1] Beijing Declaration and Platform for Action (1995). Available at: http/www.un.org/womanwatch/daw/Beijing/platform/declar.htm

[2] United Nations Security Council Resolution 1325.S/RES/1325 (2000)

is used as a synonym for one's biological sex or a shorthand reference to women and women's concerns. There is now abundant literature on gender as a concept and the elements inherent in gender analysis. Gender is culturally and psychologically formulated through internalized forms of identity. It is fluid and changeable and so there is a degree of fluidity in sexual identity. Gender is biologically based but not biological and refers to "the social and cultural differences between the sexes".[3]

Here, gender refers to a social and cultural construct differentiating women and men and defining the ways in which women and men interact with each other. Gender is determined by the composite of shared expectations and norms within a society concerning appropriate female and male behaviours, characteristics, and roles. Gender and gender roles are culturally specific, learned, changeable over time, and influenced by variables such as age, race, class, and ethnicity. The literature on women and peace-building confirms that the concept of gender refers to social relationships produced by cultural, social, economic and historical processes and the various roles played by men and women.[4]

Power is a fundamental component of gender. In fact, gender has been conceived as the sexual division of power, and any major shift in power is likely to include corresponding changes in gender relations.[5] Despite cultural variations, there is a consistent difference between women's and men's gender roles based in power, e.g., access to productive resources and ability to exercise decision-making authority. The power imbalance that defines gender relations influences women's access to and control over resources, their visibility and participation in social and political affairs, and their ability to realize their fundamental human rights. These are all factors that contribute to women's agency and empowerment.[6]

In his examination of war and gender, Goldstein[7] identifies three overarching concepts:

- Gender is about men as much as women, especially when it comes to war
- War is an extremely complex system in which state-level interactions depend on dynamics at lower levels of analysis, including gender
- War casts a shadow on everyday life – especially on gender roles – in profound ways.

[3] Reardon, B. (2001). *Education for a culture of peace in a gender perspective*. Paris: UNESCO Publishing.p.37.

[4] Corrin, C .(200)1. "Post-Conflict Reconstruction and Gender Analysis in Kosova." *International Feminist Journal of Politics*, 3(1): 78-98;

United Nations.(2000). "Gender Audit of Reconstruction Programmes in South Eastern Europe." Urgent Action Fund, California, and the Women's Commission for Refugee Women and Children, New York.

[5] Miller, E. (2001)."Gender, Power and Politics: An Alternative Perspective." In Inger Skjelsbæk and Dan Smith, eds. *Gender, Peace and Conflict*. London: Sage.

[6] See: Mazurana, D. E. and Susan R. McKay. (1999). *Women and Peacebuilding*. Essays on Human Rights and Democratic Development #8. Montréal: International Centre for Human Rights and Democratic Development; United Nations Economic Commission for Africa (ECA). 1999.

"Profiles of African NGOs in Peace and Conflict Resolution: Selected Country Cases." Addis Ababa: Economic Commission for Africa. .

[7] Goldstein, J. S. (200)1. *War and Gender: How Gender Shapes the War System and Vice Versa.* Cambridge: Cambridge University Press.

Definition of Peace, Peacekeeping and Peace-building

It is also important to define some of the terms and concepts associated with peace, peacekeeping and peace-building. Two current terms used are "negative peace" and "positive peace"[8]. Negative peace refers to the mere absence of violence, while positive peace represents a stable social equilibrium in which new disputes are resolved without resort to violence and war. The concept of positive peace is comparable to the holistic definition found in the Nairobi Forward- Looking Strategies that peace "includes not only the absence of war, violence and hostilities…but also the enjoyment of economic and social justice, equality and the entire range of human rights and fundamental freedoms within society"[9]. That definition of peace was derived through women's perceptions about their lives and gender roles as affected by conditions of war and peace.

Since its inception in 1948, the UN has been called upon to prevent disputes from escalating into war, to persuade opposing parties to use dialogue rather than violence, to bring about a peaceful solution to conflicts, and to build sustainable peace. Although never envisioned in the UN Charter, both peacekeeping and peace-building have become integral and high profile components of UN operations.

The UN defines peacekeeping as "the deployment of international military and civilian personnel to a conflict area with the consent of the parties to the conflict in order to: stop or contain hostilities or supervise the carrying out of a peace agreement." While this definition serves as a useful reference point, no single definition of peacekeeping exists. Peacekeeping continues to evolve as new conflicts arise and demands to resolve them are increasingly placed on the UN. Peacekeeping was initially developed to deal with conflicts between two countries. Demands on peacekeepers included maintenance of ceasefires and separation of forces; preventive deployment; protection of humanitarian operations; and implementation of a comprehensive peace settlement. Contemporary conflicts, however, are much more complex. As a result, peacekeepers today are asked to do much more than what they did in previous missions, particularly with respect to peace building activities.

There has been widespread adoption of the term "peace-building" since it was introduced by the United Nations Secretary-General in An Agenda for Peace.[10] Peace-building is generally associated with the promotion of positive peace, though the precise definition remains unclear. Initially, peace-building was defined as a process consisting of sustained, cooperative work dealing with underlying economic, social, cultural, and humanitarian concerns toward a durable peace. However, the measures cited as components of peace-building often focus on the short and medium term. These include disarmament, weapons destruction, refugee repatriation, security force training, elections monitoring, and institutional reform.

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[8] Galtung, J. (1996). *Peace by Peaceful Means: Peace and Conflict, Development and Civilisation.* London: Sage.

[9] United nations (1993). *The Nairobi Forward-looking Strategies for the Advancement of Women.* DPI/926-41761, September 1993. New York: United Nations.

[10] United Nations 1992 *An Agenda for Peace: Preventive Diplomacy, Peacemaking and Peacekeeping.* Report of the Secretary- General, United Nations GA and SC, A/47/277, S/24111. New York: United Nations.

Thus, there are two separate concepts of peace-building. One is associated with the short-term involvement of the international community and revolves around political measures and actions largely by external agents. The other relates to long-term efforts by indigenous actors promoting political and economic development and sustainable conflict resolution. By this latter definition, peace-building requires actions across political, economic, humanitarian, and social spheres that rely on diverse actors and the emergence of local NGOs and a civil society.[11]

The international context of peace-building policies and, to a lesser extent, programs, has evolved markedly since the mid-1990s. This evolution reflects the changing nature of conflict situations and complex emergencies, as well as the way in which nation states and international organizations continue to redefine the roles of various actors engaged in or affected by the conflict. It also coincides with two important and interacting shifts in thinking directly related to international development. The first is a growing understanding of the meaning and role of gender and gender relations in development, reflected in a widely accepted change of focus from "women in development" (WID) to "gender and development" (GAD) and the complementary notion of empowerment. This gives greater attention to the power relations between men and women in all spheres, from development projects to the workplace and home. It also recognizes that institutions themselves often inadequately represent women's interests, obstructing progress toward gender equality. [12]

The second important shift in thinking concerns global understanding of human rights and their practical relevance to development. The 1993 World Conference on Human Rights was a turning point in the articulation of actions by state and non-state actors that contribute to the realization of all human rights.

Special attention to violence against women as a violation of human rights, reinforced by debates at subsequent world conferences in Cairo (on population and development) and Beijing (on women), contributed to a better understanding of the relationship among gender, power, human rights, security, and development. Understanding this multifaceted relationship and defining a normative framework for the formulation of national and international policies continues to be the focus of efforts to establish a rights-based approach to development. This bears particular relevance to the pursuit of gender equity in post-conflict settings.

However, it was not until 2000 with SCR 1325 that a commitment was made to mainstream gender perspectives into issues of peace and security, including peacekeeping operations. Up to this point, UN peacekeeping activities were criticised for being gender-blind, failing to take into account the different impact of conflict and post-conflict environments on women and men, along with those who take part in the post-conflict

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[11] Haugerudbraaten, H. (1998). "Peacebuilding: Six Dimensions and Two Concepts." *African Security Review,* 7(6). See http://www.iss.co.za/Pubs/ASR/7No6/Peacebuilding.html.

[12] See: Goetz, A. M., ed. (1997). *Getting Institutions Right for Women in Development*. London: Zed Books. World Bank. (2001). *Engendering Development: Enhancing Development Through Attention to Gender*. New York: Oxford University Press.

peace-building.[13] Men dominated during the conflict in military peacekeeping roles but also post-conflict during the reconciliation process.[14]

The Strategy of Gender mainstreaming

Gender mainstreaming is a term which first emerged as a concept at the Fourth Women's World Forum held in Beijing in 1995. The Beijing forum was held in order to address women's inequality and called for women's empowerment. Gender mainstreaming was recognized as the primary mechanism to achieve these goals.[15]

While the concept is broad, gender mainstreaming generally seeks the incorporation of a gender perspective into governmental or organisational policies. Gender mainstreaming is an ongoing process with a goal of gender equality, rather than being the goal itself.[16] The concept derives from and is influenced by feminist theories and it was developed in order to support the theoretical analysis of a variety of concepts but especially gender equality. [17] For example Jacqui True[18] sees gender mainstreaming as a combination of liberal feminism, difference feminism and post-structural feminism. Just like liberal feminism, it accepts the demands for the equal representation of both women and men; like difference feminism, it accepts the differences between men and women and that these differences should be taken into account in all policy making stages, from designing a policy until its implementations with women's empowerment as the ultimate goal; and like post-structural feminism, some of the approaches of gender mainstreaming understand the diversity of some policies and try to include this diversity in the policy making process.

The United Nations officially incorporated gender mainstreaming into its policies at the substantive session of the Economic and Social Council in 1997, which gave emphasis to the need to include gender perspectives in all areas of the United Nations from economic policies to security issues. Gender mainstreaming was defined as "… the process of assessing the implications in all areas and at all levels. It is a strategy for making the concerns and experiences of women and men an integral dimension of design, implementation, monitoring, and evaluation of policies and programs in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality".[19]

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[13] Ramsbotham, O., T. Woodhouse & H. Miall (2005), Contemporary Conflict Resolution. The Prevention, Management and Transformation of Deadly Conflicts (Cambridge: Polity Press)

[14] *Ibid.*

[15] Moser. C. & A. Moser (2005), "Gender Mainstreaming Since Beijing: A Review of Success and Limitations in International Institutions", Gender and Development, Vol. 13(2), pp.11-22; Hafner-Burton, E. & M. Pollack (2002), "Mainstreaming Gender in Global Governance", European Journal of International Relations, Vol.8 (3), pp. 339-373

[16] See: Stratigaki, M. (2005), "Gender Mainstreaming vs Positive Action: An Ongoing Conflict in the EU Gender Equality Policy", European Journal of Women's Studies, Vol.12 (2), pp. 165-186; Daly, M.E. (2005), "Gender Mainstreaming in Theory and Practice", Social Politics, Vol. 12 (3);

[17] *Ibid.*

[18] True, J. (2009), "Mainstreaming Gender in International Institutions" in L. Shepherd ed. *Gender Matters in Global Politics: A Feminist Introduction to International Relations*, (Oxon: Routledge), pp. 191-205

[19] Economic and Social Council of the United Nations 1997/2. Available at: http://www.un.org/documents/ga/docs/52/plenary/a52-3.htm

In the context of conflict and post-conflict situations, gender mainstreaming depends upon recognizing and working in response to the different experiences of women and men related to conflict and peace-building. Gender mainstreaming thus relates directly to principles associated with the elimination of gender-based discrimination. However, many of the institutional frameworks and operations of peace-building and reconstruction fail to address underlying gender roles and associated power dynamics that lay the basis for institutionalized gender discrimination. In many cases, "gender" and "gender perspectives" have become shorthand terms for women and women specific interventions. While gender mainstreaming does not replace the need for targeted, women-focused policies and programs, these should be seen as adjuncts, not a substitute.

Unated Nations Resolution on Women, Peace and Security

Security Council Resolution 1325

The first resolution on Women, Peace and Security, Security Council Resolution 1325 (SCR1325), was unanimously adopted by United Nations Security Council on 31 October 2000. SCR1325 marked the first time the Security Council addressed the disproportionate and unique impact of armed conflict on women; recognized the under-valued and under-utilized contributions women make to conflict prevention, peacekeeping, conflict resolution and peace-building. It also stressed the importance of women's equal and full participation as active agents in peace and security.

The provisions of SCR 1325 can be categorised into three pillars ("3 Ps" -- protection, prevention and participation): first, the participation of women at all levels of decision-making; second, gender mainstreaming in decision making processes; and third, the protection of women from violence during and post-conflict.

Resolution 1325 stresses the fact that women play an important role in peace-building. Furthermore, it highlights the necessity to strengthen women's roles in conflict prevention and conflict resolution. The resolution calls for the implementation of women's human rights and admits the need for mainstreaming a gender perspective in peacekeeping operations. The resolution underlines that guaranteeing women's protection and participation promotes peace and security. The goal to gain a better representation of women on all levels is repeated. The resolution calls on the United Nations to provide training material on the protection, rights and particular needs of women. The resolution also urges all conflict parties to protect women and girls from gender-based violence. It points out that for the DDR process (Disarmament, Demobilization and Reintegration) it is important to take the different needs of male and female ex-combatants into account.

The UNSC Resolution 1325 was late but a very welcomed resolution in pursuit for peace. The Resolution 1325 is a comprehensive set of measures to enhance the role of women in peacemaking and peace building, and to ensure that gender issues receive full consideration in all UN programs in societies in conflict.

Security Council Resolutions 1820, 1888, 1889

The provisions of SCR 1325 were subsequently reinforced by 3 further resolutions which should be read as an extension of the umbrella of resolutions on women, peace and security stemming from SCR 1325. In 2008 and 2009 the UN Security Council passed Resolution 1820, 1888 and 1889. In 2008, the UN Security Council adopted the second resolution, Resolution 1820 (SCR 1820), on sexual violence as a weapon of war. It requires from countries to take special measures to protect women of any age from sexual violence in armed conflicts, to allow them access to institutions of justice, and to assist them as victims of violence. The SRC 1820 emphasizes the urgent need to increase the number of women members of peacekeeping missions.

The third and fourth resolutions, SCR 1888 and SCR 1889, were adopted in 2009 to strengthen elements of the previously adopted resolutions all focusing on the issue of sexual violence in war. SCR 1888 reinforces the provisions of SRC 1820 and urged the development of specific measures for responding to and preventing wartime sexual violence. This resolution established the office of the Secretary General's Special Representative on Sexual Violence in Armed Conflict (SGSR-SV), which oversees the unified efforts of UN agencies on the issue of sexual violence in war under the new umbrella group, UN Action (Against Sexual Violence in Conflict).

The SCR 1889 reinforces the provisions of SCR 1325 calling for women's leadership in peacemaking and conflict prevention and for development of indicators to measure the implementation of SCR 1325 both within the UN system, and by Member States. SCR 1889 is focused on post-conflict peace-building and emphasized as an urgent need: the inclusion of gender issues in all processes of recovery in post- conflict period; funding and creating programs for the implementation of activities that empower the women; establishing specific strategies in law enforcement and justice system which will meet the security needs and priorities of women or girls.

Security Council Resolution 960

In December 2010, noting that sexual violence during armed conflict remains systematic, rampant, and widespread, the Security Council unanimously adopted a new resolution - SRC1960. This new resolution creates institutional tools and teeth to combat impunity and outlines specific steps needed for both the prevention of and protection from sexual violence in conflict. The Resolution is a step forward in bringing justice for victims and a recognition that sexual violence is a serious violation of human rights and international law.

Under SCR 1960, the UN established a Working Group on 'conflict-related sexual violence' for monitoring and verifying 'rape as a weapon of war.' The primary task of this group is to list armed groups who are suspected of using sexual violence as a weapon. The criteria for making it on this list are that the sexual violence perpetrated by members of the group are part of a 'methodical plan,' 'a system' and committed against an identifiable group

of victims.[20] The assumptions behind this approach to sexual violence in armed conflict are that: rape is primarily committed by armed groups; and that it is used strategically toward rational ends.

These resolutions on women, peace and security stress the need for better and more efficient reaction of the security sector by which women would be protected from violence in situations of armed conflict, in post-conflict peace-building, and through all stages of peace processes.

None of these resolutions is legally binding on UN member states. However, as a non-binding policy framework, they provide a normative plan that is supported on the international level and which promotes protection of women human rights in conflict and post-conflict situations, active women participation and gender perspective integration in peace processes.

The problematic evolution of UN Resolutions on WPS

The adoption of UN Security Council Resolution 1325 on Women, Peace and Security on October the 31st 2000 was ground-breaking. This was the first time the Security Council had acknowledged the important role women should play in peace and security which was result of the leading role the NGO Working Group on Women, Peace and Security played in both drafting and lobbying for the Resolution.

Despite important steps since SRC 1325 passage, governments, international organizations, NGOs, and the UN itself have failed to fully implement its provisions. On August 16 2006, the International Crisis Group presented a report at Inter Action that examines the role of women in peace building in Africa's three deadliest conflicts.[21] The report found that involving women in peace processes brings a more inclusive view of security and enhances the likelihood that agreements will hold. Demobilization and reintegration of women and child ex-combatants, accountability for wartime abuses against women, demining sites where women collect firewood and water, disarming civilian populations, and ensuring reproductive health care for refugees and internally displaced persons typically fall by the wayside when women are excluded from peace talks and post conflict governments.

Many of the findings in Sudan, the Democratic Republic of the Congo and Uganda were discouraging.[22] Resolution 1325 is virtually unknown and unused by populations and governments, and to some extent even by women activists and UN officials in these countries. Women are largely excluded from peace processes, governments, and the formal economy. Peace negotiations often look first at granting amnesties for warring parties – men with guns forgive other men with guns for crimes against women.

Despite SCR 1325 groundbreaking nature, the transformative potential of the Resolution, has been called into question. The primary critique has been the weaknesses

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[20] Office of the SRSG-SV (2011). "Provisional Guidance Note: Implementation of Security Council Resolution 1960 (2010) on Women, Peace and Security (Conflict-Related Sexual Violence)." June 2011.

[21] http://www.crisisgroup.org/home/

[22] http://www.huntalternatives.org/pages/84_inclusive_security_in_the_field.cfm

embodied in the language of the Resolution. For example when gender is mentioned it refers to women in particular and not to both genders. [23] This is problematic because it can be inferred that women are naturally born peacemakers and this is why they should be included in peacekeeping and peace-building activities.[24] However, characterising women as a homogenous group of natural born peacemakers eradicates the differences among them. Furthermore SCR 1325 targets women specifically and not both genders, yet calls for gender mainstreaming. As a result the gender mainstreaming advocated by the Resolution is in danger of becoming 'women mainstreaming'.

In spite of the historical importance of SCR 1325, gender mainstreaming within peacekeeping and peace-building activities has not been an overarching success. This is because of the lack of clear understanding of the concept not only by the United Nations as an institution but also by the local governments that have tried to implement gender mainstreaming under the UN mandates.

Despite the problematic rhetoric of UN SCR 1325, gender mainstreaming surrounding UN Peacekeeping operations has not been a complete failure. Not only has women's participation in governmental positions grown in post-conflict societies but they have played important roles in decision making processes.[25] Post-conflict statistical evidence provided by the UN, shows a rise in parliamentary seats taken by women in areas where peacekeeping and peace-building activities have taken place.[26]

In the 13 years since it was adopted, SCR 1325 has highlighted the limitations and contradictions of the international system and raised just as many questions about the role of women and gender in conflict as it sought to address. The current Women Peace and Security Agenda, represented by SCR 1325 and the subsequent resolutions passed under the banner of 'Women, Peace and Security,' provides a problematic framework for addressing violence against women.

The current UN agenda on women focuses almost exclusively on the issue of sexual violence in conflict. The use of mass rape and other forms of sexual violence by armed groups in the wars of the former Yugoslavia and Rwanda brought international attention to the issue of 'rape as a weapon of war'. The adoption of the second UN Security Council resolution on WPS, SCR 1820, was celebrated as a major achievement of feminist advocacy and the campaign of women's groups to include women's experiences of war on the international agenda. SCR 1820, adopted unanimously in 2008, explicitly recognised sexual violence as a tactic of war and a threat to international peace and security. This recognition opened up the possibility of an international response, including a military intervention,

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[23] Shepherd, L. (2011), "Sex, Security and Superheo(in)es: From 1325 to 1820 and Beyond", International Feminist Journal of Politics, Vol. 13(4), pp. 504-521

[24] Cohn, C. (2004), "Mainstreaming gender in UN Security Policy: A Path to political Transformation?" Working Paper No. 204, Boston Consortium on Gender, Security and Human Rights

[25] Zuckerman, E. & M. Greenberg (2005), "The Gender Dimensions of Post-Conflict Reconstruction. An Analytical Framework for Policymakers" in C. Sweetman, *Gender, Peacebuilding and Reconstruction* (Oxford: Oxfam GB); Anderlini, S. N. (2007), *Women Building Peace. What They Do. Why It Matters* (USA Lynne Rienner)

[26] For more information see: United Nations Statistics Division. Available at: http://unstats.un.org/unsd/demographic/products/indwm/

under Chapter VII of the United Nations Charter for a situation in which sexual violence is used as a weapon of war and which poses a threat to international peace and security.

As a result of the attention paid to sexual violence in these wars and, more recently, the conflict in eastern Congo, we are now accustomed to hearing about "rape as a weapon of war." This paradigm has been adopted enthusiastically by UN agencies under the WPS agenda, and by a number of advocacy and aid groups helping to respond to and combat sexual violence in conflict.

However, 'rape as a weapon of war' is problematic. As a way of characterising sexual violence that occurs during times of conflict or instability, this term has served to conflate all forms of sexual violence under this singular banner. It has enabled a disproportionate amount of attention on forms of sexual violence and little distinction has been made between the different perpetrators, or between the different types of victims. The new international attention is focused on the physical extent of abuse, the number of perpetrators per victims, and the social stigma faced by victims of sexual violence.

In outlining the evolution of the WPS agenda it is clear that the disproportionate concern for 'rape as a weapon of war' as a distinct issue strays from the original intention of SCR 1325 and provides a problematic framework for addressing issues of women, peace and security. Instead of broadening the scope of security to all individuals, the new UN WPS agenda does not concern itself with sexual violence as a threat to women's security. Instead, it frames sexual violence as a security issue for states.

The UN is not concerned with sexual violence as part of the continuum of violence that women and girls experience in times of insecurity – whether pre-conflict, during conflict, or post-conflict. The UN WPS agenda is only concerned with those acts of sexual violence that can be considered comparable in intent, extent and impact to any classical method of warfare. If the sexual violence perpetrated cannot be directly and causally linked to the objective of the armed group or purpose of the conflict, it falls outside of the scope of UN consideration and response.

The overreliance on this blanket term 'rape as a weapon of war' obscures the social relations behind this type of violence. It also reinforces the idea that war, and the different types of violence used therein, is senseless and chaotic. Sexual violence is accepted as something armed men do, without questioning how it is that this particular form of violence comes to be an available weapon of war in those instances that it does actually reflect a strategic and systematic tool.

But perhaps a bigger problem is the way in which the new WPS paradigm completely separates forms of sexual violence committed in this particular way from all the other forms of violence (sexual and otherwise) that women experience as a result of conflict and political/social/economic insecurity. The UN framework on 'conflict related sexual violence' divorces this type of abuse from the wider, gendered social relations that produce gender-based violence and violence against women more generally. Sexual violence is made into an object of conflicting armed groups, rather than a subject of human relations.

A 2011 study by Peterman, Palermo and Bredenkamp found that a very high percentage of the sexual violence in eastern Congo, considered to be the "most dangerous place

in the world to be a woman", was perpetrated by civilians and within marriages.[27] But the UN WPS framework assumes that this type of sexual violence is not threatening, risky, or socially destabilising because it does not fit into the 'weapon of war' paradigm.

Conclusion

Gender equality, and gender mainstreaming as its means, was made a long-term goal of the United Nations. The milestone UN Security Council Resolution 1325 on "Women, Peace and Security" , that was adopted in October 2000, was the first time that the United Nations fully recognized women as equal, and constructive agents in all matters relating to conflict resolution and peace-building. Gender mainstreaming was further defined as a priority for all United Nations bodies, programs, and policies in 2001, with resolution 41 of the Economic and Social Council.

Despite many subsequent United Nations resolutions and all efforts, and significant progress that has been made globally, women are still underrepresented in national and international security, conflict resolution and management processes, and especially at the highest decision-making levels. While women and girls tend to suffer more during armed conflict, they still face many obstacles to success in all related fields and professions.

It wasn't until so long ago that women's equal representation at the highest political, social and economic decision-making levels was a discourse largely confined to the academic writings and auditoriums of the world's universities, far removed from the actual power-centres. This is especially true for women's equal involvement at the highest instances in the defence and security sectors, and even more so for the gender issues debate in conflict and peace-building matters. In many ways, this field is a final frontier for gender equality.

In an attempt to understand the ongoing gender gap, despite significant measures that have been put in place, contemporary scholarship often explores gender equality in decision-making through the prism of a large body of feminist studies, particularly through a so-called 'third-wave feminism' that is prominent primarily in the United States, but also in other countries, as well.

When it comes to gender equality in the defence, security and peace-building areas, the state of the discourse spans various schools of thought; and many different questions are being raised. Gender, as a social construct, is being reviewed in order to explain and bridge the seeming dichotomy between militarism, which is traditionally seen as expressive of masculinities, and women's upbringing and life experiences, conditioned by society.

Nevertheless, one thing is clear: as women make up some 50% of the populations in all countries of the world, they need equal representation and say in all matters that affect them, and at all decision-making levels, including in the critical security and peace-building arenas. The obstacles that hinder women's progress need to be addressed with wide-ranging, and effective measures. More gender diversity means more diverse opinions brought to

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[27] Peterman, A., T. Palermo, and C. Bredenkamp (2011). "Estimates and Determinants of Sexual Violence Against Women in the Democratic Republic of Congo." *American Journal of Public Health* 101(6): 1060-1067.

the world's roundtables, which will serve to form more-balanced and better policies in the maintenance of international peace and security, ensuring a better future for all.

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REFORMS IN MILITARY EDUCATION - GENDER ISSUES IN REPUBLIC OF MACEDONIA

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Abstract: *In this paper, we evaluated latest reforms in the system for military education in the Republic of Macedonia, and in line with that, we considered development and enhancement of gender integration in military education and training. Based on the determination for NATO and EU membership a need for transformation of military education and training system has emerged, and in line with that redefinition of the role and responsibilities of the Military Academy. Starting from the summary of the requirements for military education and conditions in which this system is developing, together with the influences of modern warfare on this system are considered. Evaluation of the curricula of military education, following with the need for permanent continuous education during the carrier is given.*

In the paper we stress the importance of having a gender perspective as an integral part of military activities, and that all military personnel should be gender aware. We evaluated some of the priority challenges involved in integrating gender issues into military education and training, and considered social barriers to greater employment of women in defence. In addition, we considered representation of women in different levels and programs of military education. These figures indicate that not all levels of military education are equally accessible to female and male candidates, despite the principle of equal opportunities in place. Unfortunately, topics related to gender equality and gender-based violence are only partially integrated in the curricula of Military Academy. There is still no in-depth curriculum that specifically addresses gender-based and sexual violence, and provides security sector personnel with appropriate training to properly address these issues.

Key words: *education, reforms, modern warfare, gender, curricula, integration, admission, equality, representation, leaders, information technology*

Preface

Providing security in a rapidly changing and unpredictable world is a foremost task of every government - a task shaped by political, cultural, and technological characteristics of a nation and the potential of its people. Maintaining national security still depends to a large extent on the military, their morale, motivation, and specialized skills which are influenced by their academic background, professional education, and training.

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Reforms in military education system can be considered as a part of Security sector reform (SSR). This is generally defined as a process of transforming the security sector to strengthen accountability, effectiveness and respect for human rights and the rule of law. The security sector is a broad term used to describe the structures, institutions and personnel responsible for the management, provision and oversight of security in a country.

The social justification for the subsistence of the Military Academy comes out of the needs of the Republic of Macedonia to generate its own officer core that will fulfil certain duties within the defence and security system of the state. Education and training of officers and civilian personnel that carry out certain duties and tasks within the defence system and the Army entails acquisition of theory and practice of complex military and other sciences at different educational levels within the system of military education and training throughout professional carrier. In line with that, quality of education and preparedness of the personnel within the defence system is in high correlation with the development of theory and practice in the area of military sciences.

The current requirements for military education are shaped by the new world political order, economic, technological, and legal factors, and the development of democratic institutions in the Republic of Macedonia. Some of these are general for military educators worldwide, while others are specific for the present situation in the region in which the Republic of Macedonia belongs. Of a particular importance is the role of the military education for the development of democratic civil-military relations in the Republic of Macedonia. The most important single factor demanding change, however, is the Information Revolution and the corresponding Revolution in Military Affairs. More than ever, military must be educated to anticipate change, cope with ambiguity, question traditional boundaries, and lead organizational transformation.

Based on the Republic of Macedonia determination for NATO and EU membership a need for transformation of officer education and training system, and in line with that redefinition of the role and responsibilities of the Military Academy has emerged. The transformation of the system is conveyed in accordance with the standards of NATO and EU member countries and includes establishing a high level of compatibility with the educational systems of NATO member countries. The transformation was required in order to build a new officer development system. Success in conducting defence missions, personnel training, teamwork, high personnel motivation and efficient command and control will be enabled with the construction of this system. In other words, it would provide efficient professional and highly qualitative personnel working in the Army of the Republic of Macedonia (ARM), and other institutions within the defence and security system of the country. The goal is to have well educated and trained officer's core that should successfully accomplish the mission in the country and abroad, respecting the basic standards, values and regulations.

The transformation of the Military academy was connected with the requirements for the Republic of Macedonia to develop education and training in the crisis management area, which includes disaster relief and integral border control, in accordance with the standards and procedures adopted in the NATO countries and EU members, where crisis management is one of the basic security related tasks. The efficient conflict management and the active participation during the crisis management is an integral part in the NATO approach and represents significant contribution from our country in maintaining peace and reinforcement of stability and security in the region and all around Europe. The education and training of the personnel within this important area presents key for their development, and for their appointment on positions and duties within this system.

Constitutional and legal provisions that seek to ensure the equality of all citizens prohibit discrimination and envisage measures for the attainment of full equality (so-called positive discrimination) guarantee the equal representation of women and men in the security sector, and this is the case with the military education. Constitution of the Republic of Macedonia stipulates that

the state guarantees the equality of women and men and develops a policy of equal opportunities, enshrines the principle of equality for all in the Constitution and the law, and prohibits all forms of direct or indirect discrimination, especially on the basis of race, gender, national affiliation, social origins, birth, religion, political or other opinion, property status, culture, and language. It safeguards citizen's rights to assume public service positions and offices under equal conditions. In addition, it affirms the rights of all citizens to work and to choose their professional occupation freely, to access all workplaces under equal conditions, and to benefit from other labour rights, notably the right of women. Development and enhancement of gender integration in military education and training was one of the focuses of the r**eforms in military education system.**

For many militaries, gender is still a new topic, educators face on one hand the challenges of developing new curricula and teaching materials on gender, and on the other, the broader call to integrate gender dimensions across all military education and training.

New requirements for military education

The Military Academy educates and trains the future military personnel to become leaders in the 21st century in order to be able to command with modern general and military knowledge, skills, and techniques. They are also educated and trained to be honourable people who will serve their country. *Science, honour, duty* and *country* are the motto of the Military Academy. In the future we will need military who are critical thinkers, officers who can anticipate the change and deal with ambiguity and uncertainty, leaders who can promote organizational change in the face of traditional attitudes and adverse economic situation.

These new missions demand from the officers, often even on a platoon level, deeper knowledge of psychology and social behaviour, languages, history of the conflict, cultural and religious peculiarities of the fighting factions. Communication skills on every level become critical[1]. A proper attitude of an educated officer can speed up the solving of the conflict and lower the casualties among the soldiers, as well as among the civilian population.

So far, another dimension of the use of military force - the ecological impact has been largely unaddressed by the Macedonian military. However, the ecological dimension of a military operation could affect both the circumstances under which the Army is used and the way it is used[2]. The area of ecology is still to receive attention from our military educators.

Educating the military on gender issues has over the last ten years emerged as a new and important priority for NATO states and partners. Gender, as a security concern, remains at the forefront of defence institutions and military operations. Yet how to integrate this concern in a meaningful way throughout security and defence constituencies continues to surface as a critical concern. Bringing together gender and instructional specialists, resulted in incorporating best educational and instructional practices into this important topic of gender in defence education initiatives.[3]

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[1] See more in Gray and Tagarev, 1995.
[2] See more in Rokke, 1995.
[3] See more in Gender and military issues - A categorized research bibliography, The Norwegian Defence University

Gender is not strictly focusing on women in the militaries, as many may initially think. When discussing gender and security sector reform, the topic cuts across a myriad of gender topics and includes gender relations among many cultures between men, women, boys and girls. It considers cultural development, individual socialization, education within communities, and development and existence of the acceptable gender roles in various societies, among others.[4]

Perhaps no single factor has as much potential as the information explosion for changing the way in which military organizations function during peace and war. Breakthroughs in sensors, information processing, communications, and visualization will make huge amounts of information available to the individual soldier. Time will shrink, and space will expand. Furthermore, emerging technologies will allow knowledge-level information to become largely the responsibility of computers rather than responsibility of individuals. To effectively implement these technological developments, military needs unprecedented delegation of decision-making authority, decentralization, and flatter organizational structures.

The emphasis of the education and training of military personnel should be put on critical thinking; value orientation towards professionalism, ethics, and cooperation; good academic background in the field of Operation Research, System Analysis, Artificial Intelligence, Networking, Organization of Life Cycle Support; Foreign Languages, Law and Economics Competence, as well as development of research experience and strive for quality.

Challenges such as new warfare forms, combined with the technical environment, will mean that officers have to be more comprehensively trained, less specialized and will have to cycle back through school often during their careers. They will need a broader range of skills in order to be more flexible[5]. Secondly, from a point of view of career, retirement from the military is not really a retirement but merely a change of careers. Therefore, to respond to personnel challenges, to contribute to the recruiting and retention of the best-qualified personnel, professional military education must tailor its education to individual needs.

One of the main features of democracies is the civilian control over the Armed Forces. Even countries with long-standing democratic traditions pay significant attention to maintaining such control. Main objective of the education, and the military education in particular, in societies where the military is subordinate to political power is "to harmonize professional efficiency and democratic values which are determining factor in the civil-military interrelationship"[6]. Traditionally, professional men and women tend to stress their special technical expertise which in many cases may lead to alienation from society. To provide professional efficiency without such an alienation, the education of officers (and future officers) should never be confined purely to the technical aspects.

College, Norwegian School of Sport Sciences/Defence Institute, Oslo, 2010, http://observatorio-mujer.resdal.org/Moving-soldier_Gender_and_Military_issues_web.pdf

[4] See more in Lorber, J., 1994.
[5] See more in Spacecast, 1995.
[6] See more in Gilman and Herold, 1993.

The general academic aspects are equally as vital. In the rapidly changing values and motivations of the society, understanding and accepting the principle of civilian control require constant attention.

The Military Academy aims to develop and improve the teaching staff as the foundation of the educational process and the bearers of scientific and research work. It also aims to modernise the curriculum according to above mentioned principles, develop military science and technology, and to fulfil the needs of the Army. Another aim is to develop the instructional material base by introducing the computer technology, and new teaching aids and equipment in the teaching process required by up-to-date teaching methods.

Why is gender important to military education system reforms

Since the 1970s sociologists have used the term 'sex' to refer to the anatomical and physiological differences that define male and female bodies. 'Gender,' by contrast, concerns the psychological, social and cultural differences between males and females. Gender is therefore linked to socially constructed notions of masculinity and femininity, which boys and girls learn very early. Boys are, for example, often taught the importance of appearing hard and dominant – whether they like it or not.[7]

Gender refers to the socially constructed roles, identities and relationships of men and women. While "sex" refers to biological differences between females and males, "gender" is not determined by biology, but learned. Men and women are taught different roles and behaviours depending on their sex. For example, in many cultures, men are traditionally responsible for car repairs and women for food preparation. However, men are not biologically predestined to be mechanics, nor are women predestined to be cooks; rather, those roles are taught to them by society.[8] Gender refers to cultural meanings and connections associated with one's biological sex. It refers to what is appropriate behaviour for women and men and thereby to what is masculine and what is feminine. It differs within and between cultures. Biology is always socially transformed, but culture is also always influenced by biology, and bodily differences are constructed as gender signs.[9]

Gender roles are not static, but change over time and vary widely within and across cultures. Moreover, they are influenced by many different factors in addition to culture, such as socio-economic realities, class, nationality, ethnicity, sexual orientation and age. As a result of their gender roles, men, women, girls and boys face different insecurities.[10]

To have a 'gender perspective' means that gender as a social construction is discussed or taken into account in descriptions, explanations and interpretations of the world. One can therefore say that a gender perspective refers to an attitude with which one recognizes that sexual discrimination, stereotyped division of roles between

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[7] See more in Lorber, J., 1994.
[8] See more in DCAF Backgrounder, Gender and Security Sector Reform, 10.2009.
[9] See more in Lorber, J., 1994.
[10] See more in DCAF Gender and SSR Project, http://www.dcaf.ch/gender-security-sector-reform/

men and women, and prejudice have their origin in gender and that they are socially constructed.[11]

Since the armed forces are dominated by men and masculinities it is especially important to recognize that knowledge about men in the military with a 'gender perspective' may be very important in understanding the recruitment and experiences of women in the military. It is interesting to note that The Committee on Women in the NATO Forces (CWINF) recently (May 2009) changed its name to The NATO Committee on Gender Perspectives (NCGP). It promotes gender mainstreaming as a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies, programmes and military operations. The committee states that mainstreaming a gender perspective is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. This is important as long as one also takes into account the 'gender order', and the 'gendering' of the armed forces themselves, which can and probably will change when the implications for both women and men of any planned action are taken into account.[12]

There are several international and regional laws, instruments and norms concerning security and gender that require a gender responsive approach to the security sector. Prominent among such instruments are UN Security Council Resolutions 1325 (adopted in 2000) and 1820 (adopted in 2008) on women, peace and security, which stress the importance of women's "equal participation and full involvement in all efforts for the maintenance and promotion of peace and security" (1325) and demand "the immediate and complete cessation by all parties to armed conflict of all acts of sexual violence against civilians" (1820). Security Council Resolutions 1888 and 1889 of 2009 complement and strengthen Resolutions 1325 and 1820. Resolution 1888 calls for new measures to address sexual violence in situations of armed conflict, such as the inclusion of sexual violence issues into security sector reform arrangements, vetting of armed and security forces and justice processes. Resolution 1889 re-emphasises the importance of women's participation in peace processes and of developing concrete strategies to address women's needs in post-conflict situations.[13]

These Resolutions also call for:[14]

– Member States to ensure the increased representation of women at all decision-making levels in national, regional and international institutions, and in mechanisms for the prevention, management and resolution of conflict (1325);

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[11]   See more in Gender and military issues - A categorized research bibliography, The Norwegian Defence University College, Norwegian School of Sport Sciences/Defence Institute, Oslo, 2010, http://observatorio-mujer.resdal.org/Movingsoldier_Gender_and_Military_issues_web.pdf

[12]   See more in Gender and military issues - A categorized research bibliography, The Norwegian Defence University College, Norwegian School of Sport Sciences/Defence Institute, Oslo, 2010, http://observatorio-mujer.resdal.org/Movingsoldier_Gender_and_Military_issues_web.pdf

[13]   See the Annex to the DCAF, OSCE/ODIHR and UNINSTRAW Gender and Security Sector Reform Toolkit: http://www.dcaf.ch/gssrtoolkit

[14]   See more in United Nations Security Council Resolutions on women, peace and security, http://www.unifem.org/attachments/products/Analytical_Inventory_of_Peacekeeping_Practice_online.pdf)

– All actors involved in peace agreements to include the protection of and respect for the human rights of women and girls, particularly as they relate to the constitution, the electoral system, the police and the judiciary (1325);

– Those involved in planning programmes to consider the different needs of female and male excombatants (1325);

– UN-assisted efforts to consult with women and women-led organisations to develop effective mechanisms to protect women and girls from violence, in particular sexual violence (1820);

– Investigation and punishment of sexual violence committed by civilians or by military personnel (1888);

– Legal and judicial reform to ensure justice for survivors of sexual violence (1888);

– The inclusion of sexual violence issues into all stages of peace processes (1888);

– Member States to enhance women's engagement in political and economic decision-making in recovery processes (1889)

The United Nations Security Council Resolution 1325 (UNSCR 1325) recognises the urgent need to mainstream a gender perspective into peacekeeping operations as it will contribute to the maintenance and promotion of international peace and security. This resolution also calls for increased involvement of women at all levels, from early conflict prevention to post-conflict reconstruction.

Policymakers and practitioners increasingly recognise that the integration of gender issues into security sector reform programmes contributes to the operational effectiveness of security sector institutions.[15] Integrating gender in defence institutions is a means to:[16] *Respond to different security needs within society.* Defence reform must effectively respond to the needs of all in society. Individuals' security needs vary depending on factors such as sex, ethnicity, age, physical ability, sexual orientation, economic status, citizenship status and religion. Gender-based violence remains a significant threat to human security worldwide - including for men, who can be threatened by sex-selective massacres, sexual violence and gang-related violence. Ensuring the protection of women, men, girls and boys both during and after a conflict should be a priority within any defence reform agenda.

Respond to the changing needs of the defence sector. Defence forces are increasingly involved in complex peacekeeping and reconstruction missions which require skills such as communication, facilitation and cooperation with civilians. Diversity in force composition and gender mainstreaming in operations enables the defence sector to better perform the tasks associated with its evolving mandate. In particular, through gender training, the enforcement of codes of conduct and targeted operations, armed forces have the potential to strengthen prevention, response and accountability in regard to sexual violence in conflict.[17]

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[15] See more in Gender and military issues - A categorized research bibliography, The Norwegian Defence University College, Norwegian School of Sport Sciences/Defence Institute, Oslo, 2010, http://observatorio-mujer.resdal.org/Movingsoldier_Gender_and_Military_issues_web.pdf

[16] See more in Defence Reform and Gender, Practice Note, can be found online at www.dcaf.ch/gssrtoolkit.

[17] See more in UNIFEM & DPKO, Addressing Conflict Related Sexual Violence - An Analytical Inventory of Peacekeeping Practice, 2010. http://www.unifem.org/attachments/products/Analytical_Inventory_of_Peacekeeping_Prac-

Create representative defence forces and security organizations. Women are under-represented in militaries, defence ministries and defence oversight bodies around the world. Even where there are not formal barriers, there are often ceilings to women's career advancement. The full integration of women into the armed forces maximises the military's ability to fulfil its roles, including in defence and peacekeeping operations. For instance, female personnel are often more trusted by host communities and able to access a broader range of intelligence.

Strengthen democratic, civil oversight of the defence forces. A key aspect of defence reform is improved civilian oversight. Including women and gender experts in defence oversight bodies can help to ensure that defence policies and programmes respond to the particular needs of men, women, boys and girls. Women's civil society organisations can bring a holistic understanding of security to civilian oversight processes.

Changes in military education system in the Republic of Macedonia

Basis for new education and training system for officers in the Republic of Macedonia are connected with the promotion of quality, competitive spirit, training and younger officer corps, promotion of new sources and methods for promotion of officers, selection and education of quality and competent candidates for officers. It should also, insure that the roles, duties and responsibilities of officers match future force structure by rank and level of responsibility, and insure that education requirements are linked to the needs for new missions and responsibilities of the Army.

Revolutionary changes place information and knowledge at the core of national influence and military power. Budget cuts and technological developments are pushing for smaller and more flexible forces. The growing complexity of forces and missions requires a new level of weapon systems integration and organizational change. **The Information Age not only places requirements, but also provides opportunities to meet them. We conclude that the organization of military education has the chance to lead the changing military in the twenty-first century. It either becomes an agent for change or anachronism.** To cope within such environment, we need military who anticipate change, who can deal with ambiguity and uncertainty, who can break traditional boundaries and lead organizational change even with the risk of questioning authority. There is no better place to prepare such people than in the system of military education.

The environment in which the Republic of Macedonia system of military education functions can be characterized by several main factors. Some of them are general for any modern society, and others are specific for the Republic of Macedonia. The first group encompasses the changing international political situation, corresponding changes in doctrine and mission, and the impact of the Information Revolution. The second group incorporates the specifics of the Republic of Macedonia transition towards democracy, obligations from the Ohrid Framework Agreement, the financial constraints, and the changes of the legal framework.

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The changes in the international politics brought the end of the 'simple and stable' opposition of the Cold War. Answers to questions concerning players, capabilities, intentions, and perceptions, are not readily available anymore. Military students may nor presume who their opponent or coalition partner would be and how they would act. New threats appeared and threat perception is changing. Terrorism, and especially international terrorism, international drug trafficking and organized crime are becoming targets of the military worldwide.

Respective doctrinal changes are taking places. New missions appear, i.e., international peacekeeping missions under the United Nations or the Organization for Security and Cooperation in Europe, and the emphasis is shifting towards participation in international missions, coalition warfare, peacekeeping and peacemaking missions, thus requiring from the military student a qualitatively new level of ethnic, religious, cultural, ecological, and human rights awareness.

Since the end of World War II, women's access to civilian jobs in the security sector has never been challenged, in contrast to their access to operational posts in traditional security institutions, which have remained largely beyond their reach. Military experimented with the introduction of women in operational posts during the socialist era. However, the real change occurred only in this century, when military institutions introduced basic training opportunities for women to acquire the expertise required for such posts. But there is still needed to develop a suitable environment for greater numbers of women to study and accede to positions in the military. As a result this will support the military commander and increases operational effectiveness. To ensure all military personnel from the highest commander to the soldiers in the field apply a gender perspective, appropriate and realistic training and education is crucial. [18]

The influence of technology, and the information technology in particular, is overwhelming. It impacts the process of planning and conducting military operations, organization, communication, command and control, intelligence, procurement, education and training. A new kind of warfare emerged - Information Warfare.

The domestic political situation influences the military in two main directions: orientation of the Republic of Macedonia toward integration in European and Euro Atlantic security structures and building democratic institutions. The first requires education and training of the military for cooperation with new partners through participation in the Partnership for Peace program, leading the way to future interoperability of military forces. The latter is primarily concerned with building of democratic civil-military relations in the Republic of Macedonia. Both demand a stronger emphasis on leadership and cultural awareness of the military.

The preparation for such missions is taking place in a declining economic situation, financial limitations, force reduction and professionalization of the Amy. Furthermore, democratic transformations are paralleled by changes in attitudes of the population. Armed forces are faced by changing patterns of behaviour and changing motivations of society at large. Changes in the value system of the Republic of Macedonia society reflect in an

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[18] See more in Defence Reform and Gender, *Practice Note,* can be found online at www.dcaf.ch/gssrtoolkit.

emphasis on the 'occupational' versus the 'institutional' trend in the attitudes toward the military profession[19].

Finally, part of the process of changes in the military educational system are the corresponding changes in the legal basis. Military academy is founded by the Law for Military Academy and functions in accordance to the Law for High education and the Law for scientific-research activities in the Republic of Macedonia. It is accredited by the Ministry of education and science according to the European Credit Transfer System, as a high educational and scientific institution.

Military Academy become part of the higher education system in Republic of Macedonia with a status of associate member to the state university **"Goce Delcev" – Stip**. Military Academy offers studies in three cycles (the first cycle - bachelor degree, the second cycle - master studies and specializations, and the third cycle - PhD). The university diploma of completed undergraduate studies at the Military Academy is verified in the country, which provides cadets and students with relevant positions for further education within the educational system of the Republic of Macedonia and other countries members of the Bologna's process.

Military Academy, as the only military higher education and research Institution in the Republic of Macedonia, has a basic role to conduct research work and to educate, train and qualify personnel for the needs of: Ministry of Defence, Army of Republic of Macedonia, System of Crisis Management and System of Protection and Rescue.

One of the key functions of the Military Academy, beside the education, is to carry out scientific and research work and development of special studies according to the guidelines from the Ministry of defence and General Staff of the ARM, as an support of activities in defence sector and accomplishes other tasks in the area of higher education which are in line with the law for higher education. Military Academy also has the lead in introducing the modern computer technology in the field of education and training and enables the use of these technologies to the other subjects in defence sector.

Curricula of military education

The new military needs soldiers who use their brains, can deal with a diversity of cultures, who can tolerate ambiguity, take initiative, and ask questions, even to the point of questioning authority[20]. The military of the twenty-first century, more than ever, will need leaders able to anticipate change, to deal with uncertainty, to present ideas, to communicate vision, and to lead organizational change. There are no ready solutions. Some changes in the emphasis of the curriculum of military academies and colleges, however, cannot be postponed.

In the Information Age security environment, the first requirement for the curricula is to ensure that military students do not presume to know who their future opponents or coalition partners will be. This appreciation for uncertainty is the beginning of wisdom in

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[19] See more in Williams, 1995.
[20] See more in Toffler 1993.

the post-Cold War era[21]. Students must understand more than their predecessors about economics, technologies, and diverse cultures to make sound judgments. The emphasis of military curricula is shifting from preparing managers to preparing leaders.

In this context we can examine the cognitive difference in the 'Managers vs. Leaders' dilemma. Managers function in the lower cognitive domain of knowledge, comprehension, and application. Leaders function in the higher cognitive domain of analysis, synthesis, and evaluation. Managers are people who do things right and leaders are people who do the right thing. The difference may be summarized as activities of vision and judgment – *effectiveness* versus activities of mastering routines – *efficiency*. Capozzoli (1995) provides the following definitions[22]:

Knowledge is the ability to remember facts, terms, concepts, theories, and structures.

Comprehension is the ability to translate communication and the ability to interpret facts, terms, concepts, theories, and structures.

Application is the ability to apply facts, concepts, theories, and structures.

Analysis is the ability to recognize unstated assumptions; the ability to recognize which facts or assumptions are essential to a situation; the ability to distinguish relevant and irrelevant statements in a situation; the ability to identify complex relationships.

Synthesis is the ability to put together elements and parts from different sources to form a whole; the ability to identify patterns or relationships in information and events; the ability to convey meaning by developing a concept, model, or theme; the ability to develop creative solutions and new insights into problems; the ability to tap relevant knowledge and experience without much conscious awareness.

Evaluation is the ability to identify and appraise judgments and values that are involved in a course of action; the ability to apply sophisticated criteria (the highest known standards) to the judging of actions taken.

The dilemma in the military education how to provide balance between the academic and the specialized education, as well as between the humanitarian and the technical education, is not new. In the Information Age, however, the initial educational phase of preparation of a specialist is quickly rendered obsolete by the rate of progress. It is not only special skills and knowledge we should be seeking but a higher level of abstract thinking which can be acquired from a higher academic education and a system of life-long learning[23].

The educational process in the Military Academy are accomplished through three cycles of university studies, and it will encompass continuous professional education for the officer core of the Army, mainly for the needs of the Defence System, but also for the System for Crisis Management and System for Protection and Rescue.

The three cycles of university studies are according to the Bologna Convention and European Credit Transfer System (ECTS) - university studies in duration of 4+1+3 years. The University diploma of graduate studies of Military Academy will be verified in the country, which provides cadets and students with relevant positions for further

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[21] See more in Rokke, 1995.
[22] See more in Capozzoli, 1995.
[23] See more in Gilman and Herold, 1993

education within the education system of Republic of Macedonia and other foreign countries members of Bologna's process.

The curriculum for the I cycle (undergraduate study in duration of 4 years) will provide theoretical and practical (hand on) education: fundamental knowledge in the social, natural, technical an military sciences (security and defence systems, security and defence policy, world affairs, civil defence, strategy, operations, tactics, war fighting techniques, military equipment and technology), broader general and technical culture for further education, computer literacy for the service, good foreign language training (English + other optional language), high military knowledge and skills, higher level of military expertise at tactical level, physical fitness and mental readiness, and professional training for basic leadership responsibilities. The curriculum for undergraduate studies includes: academic disciplines, modules of military training, and physical education. First two years of education are general, and last two years will be branch specific (infantry, artillery, armour, signals, engineer, air defence, pilots, NBC, and also for specific duties in crisis management, disaster relief, and protection and rescue). This will provide all necessary preparation for the first commanding duty - platoon commander, and other duties. Military Academy will educates highly motivated, physically and military prepared cadets and students that will be challenged with all the dangers of asymmetrical and other threats, as well as organized crime, terrorism, WMD, etc.

Topics related to gender equality and gender based violence are only partially integrated in the curricula of Military academy. There is still no in-depth curriculum that specifically addresses gender-based and sexual violence and provides military personnel with appropriate training to properly address these issues. The main shortcomings remain weak preventive culture and policies, and inadequate inter-agency cooperation as well as analytical and planning capacity.

While legislation is in place to punish gender based violence, security institutions have insufficiently and only on an ad hoc basis developed institutional policies and mechanisms to prevent it. New policies were frequently introduced without consideration of previous experience gained in pilot courses or lessons learnt from the long-term engagement of civil society in addressing these issues. Most gender-sensitive policies focus on the role of women or children as victims of domestic violence or human trafficking or young delinquents.

Integration of the gender perspectives into recruitment process in Military Academy

The key question is: what are the main challenges for the integration of gender issues in military education, which is the first step of the career of Army officers. The following are some of the priority challenges connected with this question in the recruitment process in Military Academy:[24]

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[24] See more in Lorber, J., 1994 and Paradoxes of Gender, New Haven, CT: Yale University Press. Defence Reform and Gender, Practice Note, can be found online at www.dcaf.ch/gssrtoolkit.

– Discrimination and stereotypes. Often women are prevented from joining security sector institutions or making a career in these institutions. The cultural stereotyping of security and justice provision as a job for men means that female security sector personnel can face disapproval by their family and community, and discrimination by their colleagues.

– Gender-based violence (GBV) not seen as a security threat. Despite the high prevalence and devastating effects of GBV, security policies and institutions rarely take adequate measures in response.

– Lack of understanding. Lack of understanding of the importance of gender issues may result in their being deprioritised on the security and justice agendas.

– Shortcomings in the civilian educational system. Due to discrimination against girls at schools and at universities in many countries, women may lack the educational requirements to join security sector institutions.

– Weak oversight and accountability mechanisms. This can lead to impunity for perpetrators of human rights violations and discrimination among security sector personnel, and to inadequate disincentives to discourage further abuse.

There are also social barriers to greater employment of women in defence, and connected with that, their application for the Military Academy. The position of women in the security sector is very much a reflection of the status of women in the Republic of Macedonia society in general. The perception of the security sector as a "male business" is dominant, but is changing, although slowly and mainly due to the reform of the sector as a whole. The international community and the media have played an important role in this respect, although additional support and assistance is needed to bring about real change more rapidly.

There are certain steps and measures taken for integration of the gender perspective into recruitment process in Military Academy, and military service in general. The most important are the following:

1. *The physical fitness criteria for the selection of female applicants are regulated.* During fitness testing, the same tests are administered; however standards and scores are adjusted to recognize biological differences between women and men. All remaining selection tests are the same. The physical selection test measures the physical potential of the applicant taking into account biological differences between men and women. The score on this test is included in the overall score of the applicant. A ranking, of the applicants, based on this overall score is made up. Standards for physical tests related to certain functions (e.g. pilot, combat diver) are the same for men and women. **Advantage of this is that: the test measuring the physical potential of men and women is no longer gender neutral; women are no longer put at a disadvantage, so their chances to be recruited increase; increase of the number of women recruited; and recruitment is seen to be fair and unbiased as the best candidates are recruited, regardless of their gender. Of course, the certain challenge is perception of unfairness and a double standard.**

2. *Legal equality, what means that male and female personnel have the same rights and duties.* They receive equal pay to their male counterparts. Women can join the military

forces both as civilian employees or military personnel, and the majority of posts in Army of the Republic of Macedonia (ARM) are open to women. The equality and diversity policy is to treat all people fairly, irrespective of gender. Officers are appointed to a service position according to the necessary qualifications; however measures may be adapted to promote equality of women and men.

Advantage of this is that: it helps to convince women to choose a career in the Army; fairness perception; increasing numbers of military female personnel in all areas proves that the military profession is an attractive option for those women who have the necessary skills and the right personal attitude to take up the challenge. Of course, the certain challenge are: equal rights are a necessary condition but not sufficient to obtain equal chances; the contribution of women to the combat effectiveness of the Army may not be valued as highly as that of men; physical strength of women may be a barrier for female soldiers to apply for specific functions, and some artificial barriers and prejudices regarding women in military may still exist.

3. *Promote equal opportunities between women and men*. Women enter the Army on a voluntary basis. Women can enter the Military Academy equally after passing competitive examinations such as medical, psychological, physical fitness, grades from high school, as well as a personal interview. In recruitment, attention is drawn to the fact that applications from women are welcomed.

4. *No influence on the carrier due to pregnancy or childbirth*. This is applicable after military education and training, when they will start with the military carrier. The assignment will remain open and conditional upon successful completion of the other tests. It does not hinder motherhood. Thus, motherhood does not become an obstacle for those women who want to have military carrier.

5. *Restricted duty during the time of pregnancy or breastfeeding*. After medical assessment, duties are modified without risk of losing their assignment. Civilian Laws with regard to protection of female personnel during pregnancy, maternity leave and post maternity rights are applicable to all members.

6. *Balanced composition between men and women in the Recruitment and selection boards*. Incorporating women to these bodies or, at least, integrating some feminine presence in them. It provides the female point of view and perspective and gives a positive perception that the boards are fair and representative. It is still difficult to find enough women to sit on the boards, so it is very time consuming for serving women because of the small numbers of women from which to choose.

7. *Information campaigns*. These campaigns have the goal to outlining possibilities to develop military careers for women and to combine professional and family life by men and women.

Representation of women in the Military Academy

The great progress in institutionalizing women's recruitment into the Military Academy was made in 1997, when we started with education of female officers for the needs of the Army. In that year, the Education of the officer candidates that has finished higher education (faculty level) for the officers of logistic specialties and other services in the ARM, in a form of Course, was open for women. The results were clear: in the period 1997 – 2010 out of the 240 candidates, who finish this form of Course at the Military Academy and were promoted in officers rank, 99 were women or 41 % (Table 1).

Table 1 – Women's recruitment into the Military Academy for the Course for the officers of logistic specialties and other services in the ARM

Course (School years)	Total	Male	Female	%
1997-1998	31	14	17	55 %
2000-2001	27	11	16	59 %
2001-2002	32	21	11	34 %
2002-2003	32	13	19	59 %
2003-2004	49	23	26	53 %
2005-2006	25	24	1	4 %
2007-2008	23	19	4	17 %
2009-2010	21	16	5	24 %
TOTAL	**240**	**141**	**99**	**41 %**

Government of the Republic of Macedonia in 2008 made decision to begin process to restart the work of Military Academy, and in 2009 new Law for Military Academy was endorsed in the Parliament. According to this Law women were authorised to enrol in the Military Academy as a students/cadets. That year, for the first time in the history of military education institutions in the Republic of Macedonia, the Ministry of Defence invited women to apply for admission to the Military Academy, as a regular students/cadets at the I cycle of study (undergraduate study in duration of 4 years). The numbers of women represented in all four generations of students/cadets at the Military Academy are given in Table 2. Although such efforts represent some progress, gender equality in the officer core of the Army of the Republic of Macedonia has yet to reach a satisfactory level.

Table 2 – Women's recruitment into the Military Academy as a regular students/ cadets at I cycle of study

Generation (School years)	Total	Male	Female	%
IV year (209-2013)	34	27	7	20 %
III year (2010-2014)	34	26	10	29 %
II year (2011-2015)	34	25	9	26 %
I year (2012-2016)	35	29	6	17 %
TOTAL	**137**	**105**	**32**	**23 %**

The total quota for admission of students/cadets for Military Academy is set each year 'based on a job needs assessment' prepared by the General Staff of the Army. No quota is set for the women's enrolment in the Military Academy. During the 2009/2010 academic year, when the women were for the first time allowed to enrol, 7 women entered the Military Academy, as a regular students/cadets at the I cycle of study (undergraduate study in duration of 4 years), out of 34 total number or 20%. In the 2010/2011 academic year 10 women were admitted, out of 34 total number or 29%, the next 2011/2012 academic year 9 women were admitted, out of 34 total number or 26%, and the last 2012/2013 academic year 6 women were admitted, out of 35 total number or 17 % (Table 2). Based on this data, it may be concluded that number of women cadets in the Military Academy is approximately 23%.

These figures indicate that not all levels of military education are equally accessible to female and male candidates, despite the principle of equal opportunities in place. It is interesting to see national structure of women who were admitted in Military Academy (Table 3). Based on this data we can conclude that not all nationalities are equally represented, according to the number of respected national representation in population in the Republic of Macedonia, despite the principle of equal opportunities in place and the need of equal representation of all nationalities according to Ohrid Framework Agreement. This is especially case of women with Albanian nationality. Reasons for this can be elaborated separately.

Table 3 – National structure of women's recruited into the Military Academy at I cycle of study

Generation (School years)	Total number of women students/ cadets	Nationalities							
		Macedonian	Albanian	Roma	Serbian	Vlach	Turk	Montenegrin	Bosnian
IV year (209-2013)	7	6	-	-	-	-	-	-	1
III year (2010-2014)	10	7	-	-	1	-	-	2	
II year (2011-2015)	9	6	1	-	-	-	-	1	1
I year (2012-2016)	6	4	1	-	-	-	-	1	
TOTAL	**32**	**23**	**2**	**-**	**1**	**-**	**-**	**4**	**2**

In order to remedy the unequal representation of women in the military, the active promotion of women's recruitment should continue. However, this statistical data should not be regarded as a quota for affirmative action, but rather as a target against which the level of recruitment of both male and female candidates, and members of national minorities would be measured. For this to be effective, the human resources departments of the Ministry of Defence would need to systematically monitor data on the gender composition of the military forces in order to measure increases or decreases in women's representation. Special emphasis should be placed on aiming for equal representation in operational and managerial positions.

In addition, these statistics should be reviewed periodically by carrying out in-depth studies into the motives of women and members of national minorities for joining or leaving the military. The studies' findings should be presented on a regular basis to the public, alongside campaigns to promote a greater representation of women in security professions.

The practice from other countries indicated that the military either resort to formal channels for recruitment campaigns such as official websites, mainstream newspapers and television appearances, or expect female candidates to find information themselves. Therefore, it is recommended that special campaigns for women's enrolment in the military should be developed. These campaigns should be more visible publicly in order to target greater numbers of women, and renewed every year until a critical mass of women is employed in

military institutions. Special attention should also be paid to the placement of promotional materials in the media, as well as in public places most likely to be frequented by women. Training could be provided to leading media to increase their understanding of the need to promote gender equality and to draw increased public attention to gender issues, and to offer media professional guidance in this regard.

Permanent continuous education during the carrier

In the Information Age, formal schooling provides only the first step in a lifelong process of learning and utilizing technology. Learning is truly becoming a life-long endeavour rather than an activity that ends with formal schooling. Thus, students must learn 'how to learn' which means being able to collect, organize, analyze, evaluate, and communicate all types of information. Military students (male and female) must become active problem solvers and collaborative learners. They must also learn to become effective users of information technology[25].

Their education must be continuous, combined with training, coherent with the whole process of professional development and career planning. A long educational process or training apart from a real practice is not the remedy. The Information Age technology provides means for everyone to learn what they need, at a time they find convenient, from the place they are, in the way they prefer. Furthermore, the new technologies will greatly facilitate comparison shopping for education and will contribute to the emergence of a reliable education assessment system[26].

A prerequisite is the openness of military academies and colleges to each other, toward civilian universities, as well as toward foreign and international military and civilian colleges.

In addition to the primary level of education, Military Academy is responsible for continuous professional military education of officers, which represents the system of gradual increase of knowledge, skills and perspective trough out their career. The goal is to produce a quality officer core for the ARM with talent, courage, self-esteem, understanding and vision for future military tasks and ability to make right decisions at critical moments. Bearing in mind that ARM always has to be prepared to forefeel its duties and responsibilities stated in the Constitution, the officer core has to go trough permanent training for functional roles as well as adaptation to newly developed situations and changes in accordance with high demanding tasks. This type of educational system has to be dynamic, progressive and integrated trough out officer career.

Within the framework of continuous professional education for the officer core of the ARM, Military Academy will develop set of courses at intermediate level (for the duties of company commanders and staff duties for battalion level). At this level Military Academy offers Company commander course (with duration of 1 month) and

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[25] See more in Houston, 1995.
[26] See more in Jacobsen, 1993

Battalion staff officer course S-1 trough S-7 (with duration of 1,5 months). The aim of the Company commander course is to produce officers for the appropriate positions while the second one is aimed to prepare the officers for battalion staff positions. The courses are organized and conducted by Military Academy in cooperation with Training command. Intermediate level of education is not branch specific and its aim is to provide the officers that are promoted to O-3 (captain rank) with all the leader skills, tactics and techniques necessary for command position on company level as well as battalion staff positions. Also one should be able to understand all the principles of joint military operations that includes oversight of resources, restrains and use of doctrine at this level of operations. At this level of education there is a shift from officer skills focused on training and missions on lower tactical level to development of analytical skills pointed to planning and evaluation of more complex military missions.

The next level of continuous professional education for the officer is advanced level. In this level Military Academy is organizing university studies for the II and III cycle (master and doctor of science studies) in the field of military science, defence and security. The aim is to further improve the officer knowledge in military science, and to prepare the officers for command and staff positions at higher levels. Selected officers will be developing values and standards to professionally carry out military and non-military operations during peacetime, conflicts and war. Throughout the studies officers will develop greater intellectual and analytical knowledge and skills.

At this level the officer studies procedures, tactics, scenarios and doctrines for joint tactical units at a battalion level and higher, and at the same time they are trained for staff positions at a brigade level and above, and command positions at a battalion level. Further at this level the officer develops skills to analyze and solve different military problems, to work as a part of a team at the unit staff, which includes full understanding of complex military operations, organization and procedures for the mission. This form of education is organized within the II cycle of university studies, as a Specialization for command and staff duties. Specialization will be organized and for the need of the employees in the system for crisis management and disaster relief.

All levels of professional military education in Military Academy are open equally for men and women, and opportunities are equal.

Conclusion

Based on the Republic of Macedonia determination for NATO and EU membership a need for transformation of officer education and training system, and in line with that redefinition of the role and responsibilities of the Military Academy has emerged. Macedonian Military academy is determined to be top military educational and scientific institution comparable to similar institutions in the world.

The perception of the security sector as a "male business" is dominant, but is changing, although slowly and mainly due to the reform of the sector as a whole. The equal representation of women and men in the military is guaranteed by constitutional and

legal provisions that seek to ensure the equality of all citizens, prohibit discrimination and envisage measures for the attainment of full equality, or so-called positive discrimination.

Educating the military on gender issues has over the last ten years emerged as a new and important priority for NATO states and partners. Gender, as a security concern, remains at the forefront of defence institutions and military operations. Yet how to integrate this concern in a meaningful way throughout security and defence constituencies continues to surface as a critical concern.

The emphasis of the education and training of military personnel should be put on critical thinking, value orientation towards professionalism, ethics, and cooperation, good academic background and their preparation for participation in international missions, co-alition warfare, peacekeeping and peacemaking missions. Thus requiring from the military student a qualitatively new level of ethnic, religious, cultural, ecological, and human rights awareness.

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PEACE SUPPORT OPERATIONS AND WOMEN
-Case Study R. Macedonia-

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Abstract: *The main goal of this paper is to analyse the participation of the women in international peace support missions. Concretely, through the Case Study Republic of Macedonia we will evaluate the present situation and point on some challenges and perspectives on this field in Republic of Macedonia. The conclusion is that Republic of Macedonia is on the right track to meet not only the obligations arising from the UN Resolution 1325, and at the same time it goes a step further as a leader in certain peacekeeping operations, such as the example in ALTHEA, where most rotations are managed by female personnel. This would not be possible if we do not work on achieving these goals, and on having the will and desire of the men appointed on most senior position in the Republic of Macedonia and in the institutions involved in the issue of inclusion of women in the armed forces.*

Key words: *women, peace operation, Republic of Macedonia, International Organization etc.*

Introduction

Since the first peace, support operation was established in a conflict and crisis area around the world, the inclusion of women was a serious problem. The first and essential problem was the lack of participation of the women in the security sector or in the armies. The perception that women's participation in the uniform was only as part of medical personnel or in some duties where the use of arms and force was unthinkable. However, as time went by this perception was under strong criticism by many NGOs and other international organizations for human rights.

If we take into consideration the tradition and experience of the most developed countries from the aspect of engagement in peace operations, we will see that the participation of women has always had the tendency to develop from symbolic participation to the most important part of the success of one peace operation.

Since its first engagement in a peace operation, the Republic of Macedonia has taken into consideration the participation of women as military personnel. In this context, we must be aware of the nature of the peace operations in which we take part. ISAF, ALTHEA, UNIFIL, KFOR and IRAQI FREEDOM were the peace operations where we were or still are part of the broad coalition

under the UN, NATO, EU or some other organizations. For us, this aspect of including female personnel in peace operations in various duties and missions is very important as it promises a stronger implementation of the UNSC Resolution 1325.

Case study Republic of Macedonia

Republic of Macedonia from consumer of peace operation in the past we transform our society to provider of peace from aspect of engagement and involving of female military or other security sector's personnel directly in missions abroad is very important fact and made as more stronger and committed to implement Resolution 1325.

If we only make one analysis of peace operations with regard to when they were established, in which regions and world hotbeds, with what type of personnel and what kind of mission, we will find different data, analysis and conclusions.

Without expanding much on the issue (from the statistical and historical aspect) of peace operations, I will touch one problem or issue which maybe was neither commented nor at all analyzed a longer time ago.

The aspect of the involvement of women in the Armed Forces and their participation in peace operations is a topic that will take up a large portion of this writing, combining it at the same time with the perspective of the Republic of Macedonia and its experience with this issue. I will try to present one picture how it was before, how the situation is currently now and what steps need to be taken in the future with the goal of satisfying the provisions that arise from Resolution 1325 of the UN SC.

It is correct that until very recently this aspect was a taboo even in the most developed countries (economically, politically and socially), for the woman to be part of the Armed Forces, and even less for her to be part of peace operations that are being established throughout the hotbeds in the world. In trying to give one more basic and good analysis, we will set out several questions and I will try to answer them guiding from the principles of being non-biased, experienced and starch.

The question why to wait for the adoption of the UN Resolution (1325) for the nations to begin changing their legislation and laws is a question that is really worth analyzing. Only if we take into consideration the fact that the Scandinavian countries are far ahead in this process as a result of the more and more equality of women in all social spheres, this cannot be said by the other countries that began much later to implement quotas for "women" or again considers some positions to be exclusively for men.

From the official side of the UN we can see that since the establishment of the first international peace missions, we can state with assurances that it was unimaginable for women to participate in such peace operations as armed personnel, as a result of the fact that very little were involved. From 1957 to 1989, the number of women in peace operations was 20, and in 1993, women constituted 1% of the total number of deployed uniformed forces in the peace operations. Today this number is over 13%, but it is far from satisfactory for projections.

In this direction the Republic of Macedonia moved one step and adopted a National Programme in its Parliament in relation to Resolution 1325, but also greater involvement

of women (amendment of the electoral statute so that every third candidate in the electoral lists be from the female gender and an amendment to the Law on Service which allows the participation of women in special forces), is enough evidence what has been done on this issue, but after the adoption of the Resolution.

Another question that is also worth analyzing is – the perception that the "women in the composition of the armed forces represents only an obstacle". I refute this perception from one concrete example of experience (I will clarify it further on when I will describe concretely about the participation of the Republic of Macedonia in all peace operations), but before I return to this I wish to give some several other remarks and comments.

We can really state that the same perception is still present today that women may be used in the composition of the armed forces, but in duties and tasks that are not directly connected with command and combat tasks. Maybe this opinion is a softening of the traditional perception they, i.e. women, can only serve as medical civilian personnel in the armed forces.

A third interesting question that can also take its own important place is the approach of women to vis-à-vis conflict as an appearance. Science has proven this question several times through concrete examples, because of the sole fact that women as entities have a much more different approach to conflict regardless whether they are on the side that is suffering from the conflict or if they are on the side that is more superior and is the provoker of the conflict, even if it is a participant in the peace operations of the "stronger type" such as the operations for enforcing peace, where the use of power is a connected everyday element in the conduct of operations. After the analysis of these set questions, we can conclude that we have set the basic principles towards which we will follow in the concrete case of the Republic of Macedonia. Since its independence our country has chosen to have a small, light, mobile army, i.e. armed forces which in the beginning were on the basis of serving military service from 1993 to 2005, when this model was changed in line with the requests by NATO, but in the time when more and more all NATO member states or NATO aspiring states are slowly introducing the principle of professionalism.

Despite the fact that there is no general obstacle for involvement of women in armed forces, yet the number of women until recently was only two, one officer and one NCO, who with their professional qualifications, served in the former system in another form. The Army of the Republic of Macedonia organized for the first time education for the involvement of women in its armed forces in 1998. These data are only facts for the involvement of women in the armed forces without returning to the participation in peace operations.

The Republic of Macedonia participated in Afghanistan for the first time in one peace operation from August 2002, where beginning with one symbolic number of only two signals officers, this number in 2010 now exceeds the number of 240 members (with a one-time participation in the PHOENIX mission – joint mission with the Vermont National Guard) and a current number of about 150 members.

However, what is interesting in this mission is the fact that the first woman in the ARM that participated in one mission outside the country, she was in the composition of one mission during the second half of 2005. What is worth mentioning here, as a fact is that

this moment represented a beginning of a new era. This mission was expanded in shape and in the type of mission, where it is worthy to state the participation in the medical teams, but also the first participation in a combat mission of a woman from the armed forces of the Republic of Macedonia.

Today in each rotation the Republic of Macedonia contributes with troops only for force protection of the NATO HQ in Kabul and also with one squad in Mazar i Sharif us a OMLT, had a 3 - 7% of women personal. This fact is very important for many reasons. Firstly, because our country remains committed to the full implementation of UNSC 1325 Resolution and secondly the aspect of respecting the traditions and culture of Afghanistan and the Afghan people.

The second mission of the Republic of Macedonia that many characterize as a mission without a mandate is the UN SC Resolution and which according to the critics, was a peace mission of strong character, "hard power" and the use of force in one coalition composed of strategic partners such as the USA and Great Britain and most NATO member states, but also a wide spectrum of nations from all continents that participated under the motto "fight against international terrorism", was characterized by the fact that this mission was participated by special forces of the Republic of Macedonia, and because of the specificity and nature of the mission there was no presence by female personnel from June 2003 to December 2008, when this mission was completed.

It is precisely the experience and specificity of this mission that we will use to show several facts and deficiencies in the presence of women from the armed forces in one such mission. The reason why I took this mission for point of reference to underline the role of the women in peace operation is the nature of duties and specific of mission in Iraqi fields. As we all know Iraq is a Muslim country and they have a different approach to the West on many issues as the operations, different missions and especially the inclusion of women in armed forces make this issue more interesting. However, the way of conducting the missions and operations was one very important issue. Always special operations had height dose of dangerous, adrenalines, costs and responsibilities and their successful conducting depends from many factors and reasons. The missions such as raids, searches, check points ect., are directly part of the issues as women participation and their including in those kind of duties and the religious and ethnic circumstances of the using a women military personal for execute the obligations and duties for successful peace operation.

Precisely in this regard, we want to emphasize again that in the Iraqi Freedom Mission the Republic of Macedonia participated with its Special Operations Forces (SOF), which at that time did not have any female officers in their composition, however in the performance of tasks in the field, they depended on the female military personnel from the U.S. Armed Forces.

Thus, we can conclude that the inclusion of female personnel is necessary in the performance of even the most complex tasks and combat assignments in theatre.

The ALTHEA Mission in Bosnia and Herzegovina is characteristic in its nature and composition. This mission was established in July 2006, primarily composed of medical personnel, which was later enhanced by the helicopter detachment in the helicopter crash

in 2008. An interesting fact is that this mission is composed primarily of female personnel and in certain previous rotations, it was even led by female military medical personnel from the ARM. Therefore, we can conclude that this mission regarding the inclusion and participation of female personnel is the leading mission from the Republic of Macedonia in terms of peacekeeping and women. This statement gives us the right to say that despite all the difficulties in many respects this mission is still recognized by the large number of female personnel involved in all mission duties.

Unlike ALTHEA and ISAF where the share of female officers is significant, our contribution in the UNIFIL mission which was established in May 2007 with a marginal share (only one staff officer), had no female personnel in the rotations in the past. We hope you will continue to include women from the ARM that can contribute with a different perception, i.e. a women's perception to the peace operations conducted by the UN.

The Ministry of Defence and ARM of the Republic of Macedonia and other state institutions are actively involved both in the full implementation of Resolution 1325 and the active participation in all activities conducted by the international organizations and institutions involved in this issue.

On 22 March 2012, in Belgrade, the Republic of Serbia, under the auspices of the UNDP/SEESAC, Montenegro, Bosnia and Herzegovina, Macedonia and Serbia signed the joint initiative for the inclusion of women in the armed forces. This initiative, which is still topical, encompasses a range of activities, seminars, studies, conferences and research in the field of rights and inclusion of women in the armed forces in these countries. Currently, all countries have filled in a questionnaire on the extensive research regarding the position, the approach, the role and involvement of women in the armed forces.

These initiatives, in addition to their regional and multilateral nature, are a good indicator to compare the countries in the region and the achievements in this field. On 23 April 2013, in Skopje, the Ministry of Defence signed a Memorandum of Understanding with UN Women, followed by a two-day International Conference in our capital, with the participation of more than 100 guests from the region, the international organizations, such as the UN and NATO and other organizations. Numerous experts on these issues, representatives of the academic field from different universities of the country and abroad, representatives from the ministries of defence of the region, representatives of NATO and UN Woman held presentations at this conference.

Naturally, all these activities would not be complete, if they had not been formally supported all state institutions. As a reminder, the Government of the Republic of Macedonia has adopted a National Action Plan (NAP) on the implementation of the UN Resolution 1325 dated 01.09.2013. This was previously initiated by the amendments and adoptions of the anti-discrimination law passed by the Parliament of the Republic of Macedonia in 2010.

Conclusion

The peacekeeping operations are an inevitable tool for the international organizations in dealing with conflict situations, and naturally for other forms, such as prevention and post-conflict peace building. If the aspect of inclusion of women, both qualitative and quantitative is added to this, based on the statistical indicators and data from the UN, we can conclude that the inclusion of women in all security areas in the international peacekeeping operations is more than necessary.

On the basis of what we said, we can conclude that the Republic of Macedonia is on the right track to meet not only the obligations arising from the UN Resolution 1325, and at the same time it goes a step further as a leader in certain peacekeeping operations, such as the example in ALTHEA, where most rotations are managed by female personnel. All this would not be possible if we do not work on achieving these goals, and on having the will and desire of the men appointed on most senior position in the Republic of Macedonia and in the institutions involved in the issue of inclusion of women in the armed forces. We need to change the approach of the "male" in conducting specific tasks and thereby eliminate the "feminine" aspect.

It is true that we need time, but we remain optimistic that if we work together with dedication success will eventually be achieved.

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VIEWS FROM INSIDE AND OUTSIDE:
PERCEPTIONS ABOUT WOMEN AND MEN SOLDIERS

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Surely a 'real woman' doesn't want to carry a weapon, sleep in a foxhole or go for a weeks without a shower.
An excerpt from an interview with a woman soldier
(Herbert, 1998:2)

Abstract: *To a large extent, the difficulties encountered in integrating women into a male-dominated working environment, stem from culturally determined gender stereotypes held by both men and women. The aim of this study is to examine how women soldiers are perceived in comparison with men soldiers and women and men in general.*

The samples consist of 347 participants purposefully selected individuals from the general population and 90 conveniently selected army members, employees at the Ministry of Defense ant the Army of the Republic of Macedonia, who participated in the research on a voluntary base.

The same instrument based on Osgood's semantic differential, designed specifically for this study was administered to all participants. They were asked to describe the investigated concepts (women, men, women soldiers and men soldiers) by rating them on a seven point scale regarding each of the 10 offered bipolar adjectives (e.g. strong-weak, good-bad, feminine-masculine).

The results are presented as mean values for each of the ten bipolar adjectives ascribed to the four different concepts by the comparison samples, accompanied with the statistical differences in means. The findings show that the stereotypical views based on gender shape the perceptions with varying degrees depending on the respondents' sex and background as an "insider" or "outsider".

Key words: *women soldiers, men soldiers, perceptions, semantic differential, gender stereotypes.*

Introduction

Gender stereotypes at workplace

Even though the open discrimination on the basis of gender has decreased in many cultures (Nadler and Stocdale, 2012), women still face different forms of inequities that create barriers for advancement opportunities at the workplace. The body of evidence that indicates the impact of gender stereotypes in creating such disadvantages for women at the workplace is indeed huge (Eagly and Koeng, 2008). To mention only a few, the findings from classic experiments that have shown that the same performance is estimated lower when it is believed that the assessed person is female as opposed to male (Pheterson, G.T., Keisler, S. and Goldberg, 1971; Foschi et al., 1994). These results have been reaffirmed in many different ways, indicating that the role of gender stereotypes in creating biases for women in hiring, promotion, and career opportunities is salient (Eagly & Carli, 2007). For instance, it has been confirmed (Porter & Geis, 1981; Rudman and Kilianski 2000) that men are associated with high authority roles and women with low authority roles regardless of the gender of the perceiver. This congruity between masculinity and authority is constant in many cultures and across different organizations (Schein, Mueller, Lituchy, & Liu, 1996; Schein, 2007). On the other hand, when women are endeavoring to succeed in masculine work roles, they face many obstacles based on the preconceived beliefs conflicting with the idea that they could successfully perform what is meant to be 'a men's job'. That is why women are rated lower than men in the same working roles (Eagly and Karau, 2002). Gender stereotypes that stem from gender roles significantly contribute to creating and maintaining the 'glass ceiling' in many occupations, but typically in a case of masculine dominated ones where in comparison to men, women face harsher standards in performance evaluation, and a reduced possibility to advance (Nadler and Stocdale, 2012). Research has shown that when men are in decision-making positions, and in reality that happens quite often, they prefer employing and awarding men rather than women even when the latter have higher qualifications and better performance (Foschi et al., 1994).

Gender stereotypes in the Military

Acker proposed the term *'gendered institutions'* to refer to social contexts where "gender is present in the processes, practice, images, ideologies and distribution of power in the various sectors of social life" (1992:567). In that sense, the military could be classified as a paradigm of a gendered institution where gender norms and stereotypes are construed and reproduced. One can hardly imagine another institution where gender identity has such an important role as it is in the military. It has always been perceived as a place where young males could attain, practice and prove their masculinity by exercising courage, physical strength and even aggressiveness in fighting. Being a brave soldier actually captures the quintessential meaning of the traditional image of hegemonic masculinity. The association between 'masculinity' and military is nearly unavoidable, because in the vast majority of cultures, being a 'proper man' is also defined by the competence to manipulate with a weapon (Jacobs et al. 2000).

In a sharp contrast with the above given depiction of masculinity is the image of femininity that contains exactly the opposite attributes: tenderness, fearfulness, passivity and weakness. These wide spread beliefs about the "representative" female traits and behaviors are in an unambiguous opposition to the characteristics required for a successful performance of a soldier. Research has shown that this is not only a common sense claim – the psychological attributes that are typically ascribed to women are very explicitly discarded as qualities of a soldier who could do the job

requirements well (Francke, 1997). It has also been documented that due to this gender-based division of the likelihood of success in the military profession, women who join the armed forces are faced both with external forms of antagonism (like lower evaluation for the same performance or sexual harassment etc.) and at the same time, suffer from serious inner identity conflict between, on the one hand, an identity as a woman and on the other hand, an identity as a member of the army profession (Herbert, 1998; Franklin et al., 2004). Moreover, the in-depth interviews with women in the army revealed that they were confronted with numerous predetermined expectations about their capacities and the underlying motives for choosing this traditional male employment (Davis, 2000).

Taking into account how unusual the choice of women to be soldiers (professionals or voluntaries) might seem in a patriarchal culture such this one is, along with the quite clear notion that possessing feminine traits is something that is not favorable in the military context, it is challenging to examine how women soldiers are perceived both by those who are outsiders and by their colleagues in the workplace environment. The purpose of this study is to tackle the issue of sex as a distinguishing criterion in creating images about women who are professionals in male dominated occupations. In other words, it is trying to shed some light on the question well articulated by Herbert (Herbert, 1998:202) fifteen years ago: *"Can one truly be a soldier and a woman and not be viewed as deviating either from what it means to be a soldier or from what it means to be a woman?"* Furthermore, *are women soldiers primarily soldiers or first and foremost women in the eyes of their male colleagues?*

Method

Participants

In order to assess the views about women in the military, two groups of participants were selected – one from the *general population* (in the further text referred also as "outgroups") and one from the *professionals* within the Army and the Ministry of Defense of the R. Macedonia (in the further text referred also as "in-groups). The sample derived from the general population was purposefully selected to be nearly representative along several relevant criteria (sex, place of living and education). It consists of **347** participants (48.7% male and 51.3% male) from 17 different urban areas in the country (48%) and the city of Skopje (52%). The age range of this sample is 20 to 60 (M=37.9; SD=12.03) and the distribution of the educational level is: 2.9% with elementary school, 65.1% with secondary and 31% with completed higher education. The sample of military professionals was composed of **90** participants (44.9% male and 55.6% female) with an age range from 22 to 58 (M=38.0; SD=7.5).Nearly half of these subjects (44.9%) have secondary education and the rest hold bachelor's degree.

The research was conducted in February 2013. All respondents participated voluntarily in the research after being informed about the goals of the investigation and the confidentiality of the individual results. The refusal rate was lower than 5%, but on the other hand, a considerable number of protocols from the group of professionals were filled in a manner that shows an obvious response set. The latter were not included in the analysis.

Instrument

There are many instruments that are used in measuring gender stereotypes, however, only few are resistant to responding in a socially desirable manner. Out of this reason, it was decided that the most suitable way of assessing the images of the measured concepts would be the Osgood's semantic differential which is considered to be an unobtrusive technique for assessing stereotypical views of others (Osgood, Suci and Tanenbaum, 1967).

Based on Osgood's semantic differential, the instrument was custom-designed for the purposes of this study. It is a list of 10 pairs of adjectives presented in their positive and negative extremes: *active-passive, good-bad, tender-cruel, masculine-feminine, beautiful-ugly, intelligent-dull, calm-impulsive, aggressive-nonaggressive, weak-strong* and *brave-cowardly*. Respondent are asked to choose one of the three grades at both ends of the continuum, indicating different levels of the adjective (or a zero if the answer is neutral or uncertain) in order to describe each presented concept. The concepts to be assessed were four groups: *women, men, men soldiers* and *women soldiers*.

In order to provide a simplified statistical analysis of the data, the response format was rearranged as a scale ranging from 1 (the most positive end of the continuum) to 7 (the most negative end of the continuum) in reference to the left –side pole of the adjectives. In accordance with that, lower means for the adjective would mean that it is perceived as being possessed in a higher degree, the degree between 1-1,75 is a very high degree (*extremely-*), from 1. 76 to 2.75 is high (*very-*), from 2.76 to 3.75 is moderate (*moderately-*) and from 3.76 to 4.25 is a neutral position (*neither-nor-*). The values above 4.25 should be interpreted as respective degrees of the opposite pole of the adjective.

Statistical analysis

The statistical analysis applied in this study is based mainly on two procedures, both comparing the difference between the obtainted mean values: t-test for independent and t-test for dependent samples. Differences with $p<0.05$ are considered statistically significant. The analysis was done by using SPSS 16.

Results

Taking into account the space limitation, only the most relevant results are presented. The first section of the study is focused on analyzing the image that the general population has for women soldiers. The structure of this image will be examined not only by describing the degrees of ascribed traits (adjectives), but also by contrasting it with the images for the other included constructs – women, men soldiers and men. The data from the in-groups will undergo the similar process, yet in more details that should reflect the expected differences in views stemming from perceivers' gender. This is considered as being important since in working environments where men dominate in numbers considerably, their perceptions about female colleagues are not only a reflection of the level of gender sensitivity of the working environment, but also its determining factor.

Results on perception of out-groups

The results based on data gathered from the general population, they see women soldiers as very *brave, intelligent, active* and *good,* moderately *beautiful, calm, strong* and *masculine, neither tender nor cruel* and *neither aggressive nor nonaggressive* (Table 1-3).

The comparison of the images of women and women soldiers hold by the out-groups (Table 1) shows clearly that in the eyes of the out-groups, **women soldiers are very dissimilar to women.** More precisely, they are assessed as same only in terms of *intelligence* (t=-0.32(362); p>0.05) and *goodness* (t=-1.86(362); p>0.05) where differences in the degrees of the ascribed characteristics do not exist. Otherwise, women soldiers are seen as more *active, masculine, aggressive, brave, strong* and *calmer* than women in general, but less *beautiful* and *tender*. The dissimilarity of these two concepts is especially stressed on *masculinity- femininity* (more than two degrees on the continuum), *tenderness* and *weakness* (more than one degree). In other words, female soldiers are described as being less feminine than women in general and as possessing typically 'female' traits in a lesser amount.

Table 1. Comparison between the images of women and women soldiers – out-groups (t-test)

adjective †	Women are... M (SD)	Women soldiers are… M (SD)	t (df)	p
active	2,11 (1,32)	2,42 (1,61)	-3,01 (362)	0,00**
good	2,58 (1,48)	2,74 (1,51)	-1,86 (362)	0,06
tender	2,14 (1,28)	3,88 (1,70)	-16,84 (361)	0,00**
masculine	5,88 (1,38)	3,67 (1,86)	18,88 (362)	0,00**
beautiful	1,86 (1,09)	2,75 (1,39)	-11,6 (362)	0,00**
intelligent	2,23 (1,22)	2,25 (1,26)	-0,32 (362)	0,72
calm	4,55 (1,82)	3,57 (1,86)	8,03 (362)	0,00**
aggressive	4,53 (1,67)	3,95 (1,81)	2,15 (362)	0,00**
weak	4,51 (1,53)	5,56 (1,55)	-8,70 (362)	0,00**
brave	3,02 (1,73)	2,05 (1,29)	10,46 (362)	0,00**

†lower M means higher degree; values over 4.25 indicate presence of the opposite pole of the adjective where higher M means higher degree

*p<0.05, ** p<0.01

However, women soldiers are perceived as possessing feminine features to much higher extent than their male colleagues. Table 2 reveals that although the profiles are similar in the pattern, women soldiers are considered as being different in comparison with male soldiers across all adjectives except for the *goodness* (t=-1,24(346); p>0,05). Especially

high gaps are visible in regards to *activity*, *tenderness* and as expected, in the *femininity-masculinity* dimension. In the eyes of the out-groups, **women soldiers are also quite dissimilar to men soldiers.** Compared to men soldiers, they are more *tender, feminine*, even more *intelligent, beautiful* and *calmer*. As expected, traits associated with masculinity are also lower – the male soldiers are described as more *aggressive, active, braver* and *stronger* than women soldiers.

Table 2. Comparison between the images of men soldiers and women soldiers– out-groups (t-test)

adjective †	Men soldiers are… M (SD)	Women soldiers are… M (SD)	t (df)	p
active	1,51 (1,05)	2,42 (1,61)	9,53 (346)	0,00**
good	2,63 (1,50)	2,74 (1,51)	1,24 (346)	0,21
tender	4,81(1,57)	3,88 (1,70)	-9,69 (346)	0,00**
masculine	1,54 (0,97)	3,67 (1,86)	20,12 (346)	0,00**
beautiful	3,04 (1,37)	2,75 (1,39)	-3,12 (346)	0,00**
intelligent	2,61(2,47)	2,25 (1,26)	-4,53 (346)	0,00**
calm	4,16 (1,98)	3,57 (1,86)	-5,35 (346)	0,00**
aggressive	3,20 (1,84)	3,95 (1,81)	7,07 (346)	0,00**
weak	6,06 (1,48)	5,56 (1,55)	5,72 (346)	0,00**
brave	1,69 (1,98)	2,05 (1,29)	4,84 (346)	0,00**

†lower M means higher degree; values over 4.25 indicate presence of the opposite pole of the adjective where higher M means higher degree
        *$p<0.05$, ** $p<0.01$

Finally, as it is obvious from Table 3, **women soldiers are perceived by out-groups as being very similar to men in general.** Women soldiers, compared to men are *more feminine, calmer, braver* and *less aggressive*. Compared along all other adjectives, these two groups are seen as being the same with 'ordinary' men.

Table 3. Comparison between the images of men and women soldiers– out-groups (t-test)

adjective †	Men are… M (SD)	Women soldiers are… M (SD)	t (df)	p
active	2,45 (1,69)	2,42 (1,61)	0,34 (362)	0,72
good	2,90 (1,47)	2,74 (1,51)	1,44 (361)	0,21
tender	3,94 (1,50)	3,88 (1,70)	0,67 (362)	0,50
masculine	1,92 (1,27)	3,67 (1,86)	-15, 33 (361)	0,00**
beautiful	2,67 (1,27)	2,75 (1,39)	-0,94 (362)	0,34
intelligent	2,57 (1,26)	2,25 (1,26)	1,25 (362)	0,42
calm	4,55 (1,82)	3,57 (1,86)	7,54 (362)	0,00**
aggressive	3,44 (1,66)	3,95 (1,81)	-4,02 (362)	0,00**
weak	5,55 (1,53)	5,56 (1,55)	0,26 (362)	0,79
brave	2,50 (1,61)	2,05 (1,29)	4,69 (362)	0,00**

†lower M means higher degree; values over 4.25 indicate presence of the opposite pole of the adjective where higher M means higher degree

*p<0.05, ** p<0.01

Results on perception of in-groups

Table 4 and 5 display findings from statistical tests on differences in images of men soldiers and women soldiers of the in-groups of different gender. It is particularly interesting that **both men and women professionals see men soldiers in the same manner.** To be more precise, there is no statistically significant difference in the degree of the traits ascribed to men soldiers by the professionals of both sexes (Table 4). Women and men in-groups agree that men soldiers in general are very *active, masculine, brave and intelligent, good,* moderately *beautiful* and *calm and neither aggressive nor non-aggressive, neither weak nor strong and neither tender nor cruel.*

Table 4. Comparison between the images of men soldiers hold by male vs. female in-groups (t-test)

adjective †	Perceived by WOMEN	Perceived by MEN	t (df)	p
	Men soldiers are… M (SD)			
active	1,89 (1,27)	1,95 (1,29)	0,54 (83)	0,58
good	2,37 (1,17)	2,38 (1,45)	-0,02 (86)	0,76
tender	4,04 (1,31)	4,41 (1,74)	-1,14 (86)	0,26
masculine	2,35 (1,15)	1,95 (1,28)	1,59 (86)	0,11
beautiful	3,02 (1,11)	2,77 (1,11)	1,05 (87)	0,29
intelligent	2,57 (1,15)	2,23 (1,10)	1,44 (85)	0,15
calm	3,54 (1,54)	3,00 (1,54)	1,49 (86)	0,14
aggressive	3,68 (1,72)	3,39 (1,67)	0,49 (88)	0,62
weak	4,96 (1,72)	5,18 (1,77)	-0,52 (87)	0,60
brave	2,65 (1,56)	2,65 (1,54)	0,36 (86)	0,71

†lower M means higher degree; values over 4.25 indicate presence of the opposite pole of the adjective where higher M means higher degree

*p<0.05, ** p<0.01

Much more intriguing findings could be seen when the images of women soldiers that male versus female in-groups have are placed side by side. Table 5 shows that male and female professionals agree only in the extent to which women soldiers are *aggressive* (t=0.05(82), p>0.05), *masculine-feminine* (t=-0.13(85), p>0.05) and *beautiful* (t=0.18(86), p>0.05). All other characteristics are ascribed in significantly different degree. It is important that the differences tend to be in a direction that suggests more negative work-related image of women soldiers hold by the male in-group participants. They see female soldiers as being *less active, intelligent, brave, strong* and *good* than their female colleagues do. In these terms, women military professionals tend to observe women soldiers only as being to a higher extent *tender* than their male colleagues do. In a fewer words, while the image about men soldiers is pretty much coherent, in the case of **the image about women soldiers, there is an incongruity across gender lines of the perceivers** – male and female in-groups do not perceive women soldiers in the same way.

Table 5. Comparison between the images of women soldiers hold by male vs. female in-groups (t-test)

adjective †	Perceived by WOMEN	Perceived by MEN		
	Women soldiers are… M (SD)		t (df)	p
active	2,02 (1,55)	3,55 (2,06)	-3,90 (83)	0,00**
good	2,20 (2,02)	3,25 (1,34)	-2,98 (87)	0,00*
tender	2,76 (1,64)	3,03 (1,60)	-1,78 (85)	0,04*
masculine	4,56 (1,70)	4,51 (1,85)	-0,13 (85)	0,89
beautiful	2,69 (1,68)	2,75 (1,50)	0,18 (86)	0,70
intelligent	2,12 (1,30)	2,88 (1,59)	2,46 (87)	0,02*
calm	3,14 (1,65)	3,63 (1,81)	1,33 (88)	0,18
aggressive	4,36 (1,55)	4,34 (1,75)	0,05 (82)	0,95
weak	5,12 (1,84)	4,00 (1,84)	-2,98 (87)	0,00**
brave	2,26 (1,52)	3,71 (2,65)	-3,93 (85)	0,00**

†lower M means higher degree; values over 4.25 indicate presence of the opposite pole of the adjective where higher M means higher degree

*p<0.05, ** p<0.01

The status that women soldiers have in comparison to their male colleagues among male professionals can be indirectly assessed by comparing the images of the male in-groups for women soldiers and men soldiers. Findings regarding this question are presented in Table 6. Taking into account the salience of gender in forming images of groups, it is not surprising that majority of tested differences (except two) are significant. The largest differences appear exactly on features that are strongly associated with gender roles – women soldiers are seen as less *brave*, much less *active*, *weaker* and more *tender* than men soldiers. Male soldiers are perceived even as more *intelligent* and possessing the feature *good* in higher extent than women soldiers, albeit in these differences that are not very much gender relevant, the differences are visibly smaller. Briefly, **male in-groups consider women soldiers as being very different from male soldiers primarily along the lines of the gender stereotype**.

Table 6. Differences in images of women soldiers and men soldiers hold by MALE in-groups (t –test)

adjective †	Men soldiers are… M (SD)	Women soldiers are… M (SD)	t (df)	p
active	1,95 (1,28)	3,55 (2,06)	4,05 (37)	0,00**
good	2,38 (1,44)	3,25 (1,96)	2,31 (39)	0,03*
tender	4,41 (1,72)	3,00 (1,62)	-4,91 (36)	00**
masculine	1,95 (1,19)	4,51 (1,85)	6,68 (37)	00**
beautiful	2,77 (1,11)	2,75 (1,50)	-0,19 (38)	0,85
intelligent	2,23 (1,10)	2,88 (1,59)	2,78 (39)	0,01*
calm	3,00 (1,54)	3,63 (1,81)	1,62 (38)	0,11
aggressive	3,39 (1,67)	4,34 (1,55)	2,83 (37)	0,00**
weak	5,18 (1,77)	4,00 (1,86)	2,90 (37)	0,00**
brave	2,56 (1,54)	3,71 (2,65)	4,72 (38)	0,00**

†lower M means higher degree; values over 4.25 indicate presence of the opposite pole of the adjective where higher M means higher degree
    *p<0.05, ** p<0.01

Table 7 reveals whether the same conclusion could be drawn for the perceptions of female professionals. Apart from seeing women soldiers as moderately *feminine* (contrary to the male soldiers who in their eyes are very masculine), they also think that women soldiers are *tenderer* and *more intelligent* than male soldiers. This clearly suggests that **for the female in-groups, the discrepancy in the images under consideration is slighter.**

Table 7. Differences in images of women soldiers and men soldiers hold by FE-MALE in-groups (t –test)

adjective †	Men soldiers are… M (SD)	Women soldiers are… M (SD)	t (df)	p
active	1,89 (1,54)	2,02 (1,55)	1,69 (43)	0,09
good	2,37 (1,17)	2,20 (2,02)	1,65 (48)	0,49
tender	4,04 (1,31)	2,76 (1,64)	-5,19 (47)	0,00**
masculine	2,35 (1,15)	4,56 (1,70)	7,26 (48)	0,00**
beautiful	2,57 (1,15)	2,69 (1,68)	-1,25 (47)	0,21
intelligent	2,57 (1,15)	2,12 (1,30)	-3,06 (48)	0,00**
calm	3,53 (1,54)	3,14 (1,65)	-1,78 (49)	0,08
aggressive	3,68 (1,72)	4,36 (1,55)	1,67 (46)	0,10
weak	4,96 (1,73)	5,12 (1,84)	0,65 (49)	0,51
brave	2,65 (1,56)	2,26 (1,52)	1,43 (47)	0,15

†lower M means higher degree; values over 4.25 indicate presence of the opposite pole of the adjective where higher M means higher degree

*p<0.05, ** p<0.01

Finally, as it was done with the out-group participants, we will evaluate the image about women soldiers hold by male in-groups against their image of women in general. The rationale behind this comparison is to examine to what extent women soldiers are seen as being different from 'an average woman' by their male colleagues. As Table 8 shows, they see women soldiers only as *more masculine* (t=2.27(34), p<0.05) and less tender (t=2.36(36), p<0.00) than women in general. Said in simple words, **in the eyes of male in-group participants, women soldiers have much more similar profile with other women than with male soldiers.**

Table 8. Differences in images of women soldiers and women hold by MALE in-groups (t –test)

adjective †	Women are… M (SD)	Women soldiers are… M (SD)	t (df)	p
active	2,85 (1,66)	3,55 (2,06)	-2,03 (32)	0,06
good	2,63 (1,46)	3,25 (1,96)	-2,00 (35)	0,06
tender	2,24 (1,26)	3,00 (1,62)	-2,36 (36)	0,00**
masculine	5,23 (1,65)	4,51 (1,85)	2,27 (34)	0,03*
beautiful	2,54 (1,69)	2,75 (1,50)	-0,78 (37)	0,44
intelligent	2,58 (1,48)	2,88 (1,59)	-1,32 (37)	0,19
calm	3,68 (1,90)	3,63 (1,81)	0,23 (37)	0,82
aggressive	4,14 (1,67)	4,34 (1,55)	-0,80 (37)	0,42
weak	3,82 (1,67)	4,00 (1,86)	-0,61 (38)	0,54
brave	4,00 (1,84)	3,71 (2,65)	-0,52 (39)	0,60

†lower M means higher degree; values over 4.25 indicate presence of the opposite pole of the adjective where higher M means higher degree

*p<0.05, ** p<0.01

Conclusions

The findings of this exploratory research strongly suggest that the way in which women soldiers are perceived is associated with the group membership of the viewer. For the out-group members (in this case, general population) *women soldiers deviate both from the normative femininity and what it means to be a real soldier.* That is obvious from contrasting the four images – those of women soldiers, men soldiers, women and men – that out-groups have. The fact that women soldiers are seen as being very dissimilar both from other women and from men soldiers makes the representation of them closest to what is believed to be an 'average man'. Briefly, from the perspective of out-group viewers, women soldiers have more masculine traits to be viewed as average women and at the same time, lack them in a sufficient degree to be viewed as similar to 'average male soldiers'.

Due to greater importance, the perceptions of the in-group viewers have been analyzed in more details, by taking into account perceivers' gender too. Results show that there are differences in how women soldiers are seen by their male and female colleagues, which strongly indicates that mere female representation in-male dominated professions is not enough to erase gender stereotypes. The discrepancy in the images that male versus

female in-groups have, appear *only* for women soldiers and not for men soldiers. One can hypothesize that the less congruent image of female soldiers is connected to the fact that this image is still 'under construction' and might undergo changes over time. However, this can also imply that *male in-group perceivers feminize, or better say "other-ize" the representations of women soldiers in order to make clear distinction between them and male soldiers* by stressing that masculine traits, much desired for the professional performance, are considerably higher among male soldiers. The fact that these differences appear on less and on different traits when female in-groups are perceivers, indicate that women soldiers might be facing preconceived impressions of their ability and motivation, informed by masculine cultural norms about what it means to be a women, or even a defensive attitudes and behaviors of men who feel that the status of the profession is endangered by the entrance of female employees (Wilson, 2003).

It has been well documented that gender-based stereotypes in workplace are not just a reflection of the male-centered environment. Being the very root of the discriminatory behaviors against women, they also serve as justification for such practices (Heilman, 1983; Boldry, Wood and Kashy, 2001; Bobbitt-Zeher, 2011). Mere representation of women in typical-male professions without working intensively on deconstructing the andocentric values on which they are based (Abrams, 1993) and without building a culture where vast majority of employees believe that gender diversity is intrinsically advantageous, might easily turn female employee into victims of gender based inequality or violence. This is especially important, because in a longer run, regardless of the real capacities of women who chose to work in a male dominated occupation like the army is, their performance may objectively become lower in quality as a consequence of the internalized feelings of inadequacy imposed by the gender biased estimations from their male colleagues.

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THE LABOR MARKET AND THE POSITION OF WOMEN IN DEFENCE SYSTEM

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Abstract: *In this world of so called man society and a world with long strengthening of the position of social power for males, the creation and implementation of policies (in which the members of the female sex are fully excluded) also means that female are not gender sensitized and are therefore aimed at strengthening of the dominant position of men in the world. According to world researches if we try to evaluate homework (which biological division of labor conventionally prescribed woman) and related household needs about raising, education of kids, cooking, keeping hygiene etc., then the value of world GDP would increase by over 1/3. In this paper will be analyzed the position of women in this man world with a special key note on women's position in the Ministry of Defense in Macedonia. The starting point of view will be the analysis conducted by the Ministry of Defense which revealed that on 31.01.2008, a total of 710 employees, 448 or 63.1% were men and 262 women or 36.9% while the same survey conducted in October 2012 showed that the condition is relatively unchanged, from total of 654 employees, the number of men employed is 426 or 65, 1% and the number of female employees is 228 or 34.9%.*

Key words: *women, gender perspective, employment, equality*

Introduction

Living in a male-century society also means strengthening the position of social power to men, like the creation and implementation of policies (in which the female members are not fully included) are not gender sensitized which generates increasing the function of the dominant position of men in the world (Sklar's, 2006).

Achieving an inclusive society is not only a moral imperative, but also a fundamental principle of equal gender participation in community development. The introduction of the gender concept in mainstream society is possible only if the key actors in community work raise

awareness and foster respect for gender equality and engaging for its implementation, both on national and local level.

Essential prerequisites for ensuring equality between women and men and accepting it as a fundamental value of modern democratic society are incorporation of different priorities and interests in national and local policies, compliance with the legislation and the smooth functioning of mechanisms for equal opportunities.

This paper is divided into four parts, without the introduction and conclusion, analyzing the role and position of women in modern society, emphasizing the role of women in the defense structures.

The first part analyzes the labor market in terms of different theories as a key link to economic inequalities. The second part talks about the position of women in society, and in the third it shows a clear picture about the position of women in Macedonia. The last part explains the role of women in the structures of defense, presenting that as an individual it is and should be an equal partner of men in all spheres of social life.

The labour market

The labor market is one of the areas where the socio-economic inequalities are highly exposed. There are different views about the analysis of labor market in the economic science, but the dominant position is reserved for the *neoclassical theory* of the labor market or the so-called approach driven by performance. This approach arises from the orthodox-classical postulate for a perfectly competitive market in which economic agents have perfect information, maximize the usefulness of earnings, and are not able to influence the price of labor, individually. Starting from the classical view, the representatives of the *neoclassical theory,* note that perfect competition in the labor market ensures proper allocation of resources, i.e. labor, i.e. each worker receives wages equal to the marginal productivity of labor that they perform and the productivity of labor is determined by the nature of the work and skills of the employee, which entails the conclusion that workers will always be able to find work if they are willing to accept earnings and working conditions that suit their ability. Cahuc and Zylbeberg talk about *obstacles of perfection* on the labor market and they explain them as barriers for entering the labor market, barriers due to norms and values and imperfect information.

Barriers related to entrance in the labor market may arise from the strong associations of workers, trade unions, monopolistic position of the employer, discrimination etc. According to the socio-economic researches, the discrimination is one of the most important barriers for entering the labor market. It is a situation in which members of a particular group are treated differently when applying the job market or the compensation for work engagement and not because of the difference in productivity and/or qualifications, but because of certain characteristics such as gender, race, ethnicity etc. According to the Beker researches, in cases where employers are reluctant to hire certain representatives of marginalized social groups, workers belonging to these groups are willing to accept lower earnings than other workers in order to compensate the employer's unwillingness to employ. Thus, employers pay discriminated workers

lower wages, which violates the principles of perfect competition in the labor market (in which by definition, every worker is paid according to the marginal productivity of labor, that there is no discrimination). This conclusion implies that discrimination is associated with imperfect competition and inefficient allocation of labor in the labor market.

The imperfect information of the employer would mean that in terms of recruiting new employees, the employer, not having enough information on applicants for a particular job, will strive to select older and more experienced workers and according to Cahuc, although marginal productivity of older and younger workers would be the same, in practice often occur that older workers are paid more than young employees.

Hedonistic theory of earnings defines that the perfect mechanism of competition secures a choice for the workers to ask different working conditions, and therefore the difference in earnings will be offset by the difference in weight of different working placements.

According to the *theory of human capital,* which founder is Beker, the differences in earnings are due to the individual productivity arising from the differences in education, skills, experience, and training of the worker. To the study of inequality in the labor market, especially important theory is the *theory of duality in the labor market*. This theory starts from the assumption that within the labor market are two different sectors: primary sector, where the jobs produce relatively high incomes, good working conditions, providing consistent and respect towards the duties and the secondary sector, which includes low-paid jobs with unfavorable working conditions, poor opportunities for advancement, insecure jobs, etc. In this theory, specific thing is that the key difference in earnings is the difference amongst good and bad jobs and not in the difference amongst the skilled and unskilled workers. Individual authors and critics believe that this theory is applied in the developing countries but cannot be implemented in developed countries.

Criticisms of neoclassical approaches to the labor market are numerous and coming from a position of so-called access on heterodox, or in terms of sociology, anthropology, etc. The basis of the criticism is not taking into account the social determination of supply and demand of labor, the impact of norms and values in shaping preferences of employers and workers, the biological division of labor and specification of certain professions classified as typically "male", and typically, "females" professions, (Marija, 2010) the impact of social capital and social networks and relationships, the presence of stigmatization, stereotyping, prejudice and discrimination against marginalized social groups etc. Working relations don't arise from the Individual effort of individuals who respond to market needs but from social relations between workers, employers and consumers (Tilly, 1998). Therefore, to overcome inequality in the labor market is not sufficient only interventions as additional investments in technical skills but a comprehensive social change is needed.   Not tolerating the discrimination and in this context, achieving an inclusive society is not only a moral imperative, but also a fundamental principle of equal gender participation in community development.

The introduction of gender concept in mainstream society is possible only if the key actors in community work to raise awareness and foster respect for gender equality and engaging for its implementation, both on national and local level. Essential prerequisites for ensuring equality between women and men and accepting it as a fundamental value of modern democratic society are incorporation of different priorities and interests in national and local policies, compliance with the legislation and the smooth functioning of mechanisms for equal opportunities.

The position of women in society

The world research confirmed that if the household work would be paid (which by the biological division of labor conventionally is attributed to women) and all related needs of the household about raising, education and child-caring, cooking, etc., then the value of world GDP would increase for over 1/3. According to the national statistic of the Russia, men-doctors in Russia who have the same education, specialties, and qualifications as their counterparts' females are paid more than doctors of females in the same professional commitment (S.YU. ROSCHIN, 2005). Moreover, statistics show that only 40% to 70% of murders in the world (if wars and armed riot are excluded) are as a result of domestic violence, while trafficking is the third, right after arms trade which is on the first level globally and drug trade, second (Bank, n.d.). In both cases of incriminating cases, female victims dominated. This confirms that the Republic of Macedonia has the status of a gender problem. The fact that women earn 1/10 of the total income in the world and work 2/3 of the total working hours is striking.

Given the fact that within the military and armed conflict, women and children are the dominant victims of sexual violence and rape, the more it will be understood and apparent the trend of the past few decades to underline and justify the need for systemic and active inclusion of women on all levels of decision-making and management of social change processes, to create opportunities for equal access to economic resources, in to the preparation and implementation of all strategic and development documents, in building peace and nonviolent conflict resolution, as in security policy worldwide. In this context and focused on the gender perspective in the peace and security policies is adoption of the Resolution 1325 of the Security Council of the United Nations and subsequent resolutions 1820, 1888 and 1889 (Anon., n.d.)

The position of women in Republic of Macedonia

The position of women in Macedonia is still based on the traditional and patriarchal norms and values. The policy of gender equality and empowerment of women is one of the fundamental principles of democracy and social order. Working towards the goal of achieving true gender equality and tackling existing inequalities, often means different things to men and women; to recognize that they have different needs, priorities and aspirations is faced with different obstacles and it contributes to the development of various ways and it

sometimes allows for the application of so-called positive discrimination.

One of the important issues and priorities for the development of democratic processes, social justice and sustainable peace in our country and globally, is the process of creation and strengthening the equal opportunities for women and men, including gender equality mainstreaming in policies and practices, while having regard to the promotion and advancement of equality between women and men; an assessment of how policies affect women and men and taking responsibility to ensure a place for everyone, from the ground level – family to the level of general community, to contribute to the process of building a common vision for achieving sustainable development, and transferring those policies into reality. To achieve this, it takes a high level of political will, commitment and multi sartorial social action (Anon., n.d.). To illustrate the actual situation of women in Macedonia the following facts will be noted: every fourth women is a victim of domestic violence and 60% of domestic violence victims are women aged 30 to 64 years; 80% of them are unemployed with elementary or high school education (UNDP, n.d); 2/3 of illiterate people in the country are women and despite the changes in legislation for compulsory high school education a large number of them are girls and women who do not have access to all levels of education. The statistics shows that in 2009 the employment rate for women in Macedonia amounted to 29.4% and 47.5% in men (office, 2013)

Only 4% of working women are business owners and only 11% of employed women receive salaries above the average. Only 2% of rural women in the country are land owners, 4% own the financial savings and 5% house owners. There is marked gender discrimination in employment and in the description of the open calls for jobs (required seamstress, waitress, etc.). Of the 22 members in the Government only three are women while in the Macedonian Parliament of 123 MPs - 38 or 30.9% are females. The mandates holders of local government in 2009-2013 states that there was no female mayor and only 27% of the elected councilors were women (office, 2013)

The above mentioned statistics are a striking example of how, in R. Macedonia despite the existing legislation, ratified international conventions and national strategic action plans and programs, there is a serious discrepancy between guaranteed rights and the rights that women really have.

As part of the positive legislation and policy documents aimed at equal opportunities for both genders, overcoming gender discrimination and achieving gender equality (except the Constitution of the Republic of Macedonia) are:

the Electoral Code, the Law on Equal Opportunities for Men and Women; Act on prevention and protection from discrimination; Labor law; Family law; Criminal law.

International documents: Beijing Declaration and Platform for Action; the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW); the European Convention for the Protection of Human Rights and Fundamental Freedoms of the Council of Europe (ECHR-1950); Protocol No. 12 to the European Convention for the Protection of Human Rights and Fundamental Freedoms; the Millennium Development Goals adopted by the United Nations Strategy for implementation of gender responsive budgeting in Macedonia; National Action Plan for Gender Equality

(NAPGE) along with all operational programs; the National Strategy for Protection against Domestic Violence (2008-2011); National Strategy for Combating Human Trafficking and Illegal Migration; National Employment Strategy (2015); National strategy to reduce poverty and social exclusion; Gender Community Strategy; Action Plan for the implementation of Resolution 1325 of the Security Council of the United Nations together with separate sartorial programs; National strategy and operational plan for equality and non-discrimination on grounds of ethnicity, age, disability and gender.

The role of women as peace promoters in Macedonia

Regarding the participation of women in peace building and integrating the gender dimension in the peace and security policy of the Republic of Macedonia it is noted that implies expectation of increased participation of women in the formulation, implementation and monitoring of these policies on operational level it means promotion and implementing educational campaigns for UN Resolution 1325; promoting a culture of peace, promoting the principle of equal opportunities and women's human rights (with particular reference to members of peacekeeping and security services), enhanced inter-sartorial, inter-institutional and international cooperation for effective and consistent implementation of UN Resolution 1325; increasing the number of women in peacekeeping missions, increasing the number of women in diplomatic and military missions, increased participation of women in the process of planning the defense policy; increased participation of women in peacekeeping missions led by NATO and civilian missions led by the EU and UN; increasing the number of women employed in the Ministry of Defense and the Army etc. All the above, if implemented, will resulted with improved and increased level of consistent respect for women's rights and prevention of all forms of discrimination (especially gender discrimination) (Anon., 2007)

The proactive role of the woman as a promoter of a culture of peace and non-violence, tolerance, equality, human before, social justice, intercultural learning and acceptance of diversity, the values of democracy, improving the interpersonal and interethnic relations, promotion of safety of the individual in all its dimensions: physical security, socio-economic security, respect for human integrity and dignity and the right to identity and involvement, initiation and support of civil society peace initiatives and activities in the community, etc. is of enormous social importance.

Woman as an individual is and should be an equal partner of man in all spheres of social life, this further with additional features and virtues that characterize her and if they are genetically infiltrated: pacifism, cosmopolitanism, the power of unity, tolerance, sensitivity, flexibility, solidarity, humanity, communication, commitment, responsibility, organization, prudence, altruism, philanthropy and certainly the economic context: inventiveness, creativity, rationality, economy.

After all, is not in vain that in the world in economic terms (and starting from the fact that the economy is upgrade on everything else) as new and often used term is womenomic – a term which means woman-economy as a condition but as a paradigm for successful survival during the processing of global, socio-economic trends and relationships. (Vrateovska, 2007)

The place of women in the Ministry in the Ministry of Defence in Republic of

A conducted research in the Republic of Macedonia at the Ministry of Defence revealed that on 31.01.2008, from the total of 710 employees, 448 or 63.1% were men and 262 or 36.9% were women; while the same survey conducted in October 2012 showed that the is relatively unchanged, i.e. a total of 654 employees, the number of men employed is 426 or 65, 1% and the number of female employees is 228 or 34.9%.

Position	Total	MEN		WOMEN	
		no.	%	no.	%
State Secretary	1	1	100%		
State Counselor	7	6	86%	1	14%
Head of Sector	8	8	100%	/	/
Assistant Head of Sector	14	7	50%	7	50%
Head of Department	33	16	48.50%	17	51.50%
Counselor	177	116	66%	61	34%
Senior Counselor	8	6	75%	2	25%
Associate	34	15	44.00%	19	56.00%
Junior Associate	74	46	62.00%	28	38.00%
Independent Officer	128	70	54.7	58	45.3
Senior Officer	25	9	36%	16	64%
Officer	25	8	32%	17	68%
Junior Officer	48	34	70.80%	14	29.20%
T O T A L	582	342	59%	240	41%
Non-civil Servants					
		MEN	%	WOMEN	%
Total	189	141	75%	48	25%

Table No. 1: *Facts of gender representation by ranks of government employees in the Ministry of Defense (as of October 2012.)*

Source: Programme on Equal Opportunities for Men and Women in the Ministry of Defense and the Army of the Republic of Macedonia

The analytical approach to the facts by hierarchical positions gives a realistic view of the subordination of women within the MoD and ARM. The following table gives an overview of the actual situation of gender representation by ranks of government employees in the Ministry of Defense (as of October 2012.)

Table No. 2: Review of women representation in categories in the Macedonian Army

Review of women representation in categories in the Army of Republic of Macedonia				
No.	**Category**	**Women**	**Men**	**Percentage**
1	**Officers**	85	988	8.6 %
2	**Lieutenants**	197	1772	11.1%
3	**Professional soldiers**	112	3712	3%
4	**Civilians**	217	627	34.6%
Total		611	7099	8.6%

Source: Programme on Equal Opportunities for Men and Women in the Ministry of Defense and the Army

The shared percentage of the number of employed women in the Army (611 out of 7710) is 7.9% compared to the number of 7099 or 82.1% men employed, indicates an extremely unsatisfactory representation of women in the Army - a situation that is also alarmed by the fact that out of 370 managerial and command duties in the Army, only 20 women hold such positions. (Anon., 2009) (Anon., 2012)

This is a consequence and display of the stereotypical and traditional biological division of labor as well as the division of professions of male and female occupations. Historically and starting from the special psycho-physical fitness and readiness of the Army staff, the previous analysis confirms that the engagement in the Army is still treated as an exclusively male profession.

Conclusion

As a closing consideration it is stated that a very important component in achieving increased participation of women in all spheres of social life (and thus in peace building through professional engagement at the Ministry of Defense and the Army of the Republic of Macedonia) would be underpinned by:

- Harmonization of legislation with the Law on Equal Opportunities for Men and Women (particularly with the laws on elementary schools, high schools and higher education in order to ensure required development and implementation of gender programs in kindergartens, primary and secondary schools and higher education institutions (adapted to the age group of students as a target group), where except the thematic areas of gender equality, domestic violence, human trafficking, prevention and peace building, sexually transmitted diseases and reproductive health, will also cover the area of specific measures, instruments and activities for reduction and complete elimination of prejudices and stereotypes about the biological division of labor and the division of professions on male and female (which would provide long-term, radical and timely response to those who most needed and can be affected: children and youth);

- Establishing Career Centers and Future Profession in elementary, high schools and higher education institutions, where among others, would have a positive role regarding the promotion of choice for future education and training, especially in those occupations and professions which emphases the division of education, occupation and/or profession;

-Setting coordinators for equal opportunities in all institutions and enterprises in the public sector at local, regional and national level, providing their interactive cooperation with the Department for Equal Opportunities at MLSP (in order to ensure continuous infiltration of the gender perspective politics of human resources in the organization/institution, and measuring the results in the same organization/institution);

-Strengthening the capacity and role; regional and national networking of coordinators with the Commission of Equal Opportunities on level of local governments and municipal councils; their proactive and intensified cooperation with the Department for Equal Opportunities at MLSP and Equal Opportunity Commission within the Assembly of Macedonia and civil society, Ombudsman, public prosecutors and other official concerned institutions (which would ensure greater inter-institutional liaison, coordination and joint action in establishing and channeling new situation and needs in the area of gender politics in the country; also monitoring the creation and implementation process of gender programs in kindergartens, elementary and high schools) etc.

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WOMEN INVOLVEMENT IN CREATING AND CONDUCTING DEFENCE AND SECURITY POLICY IN THE WORLD AND IN THE REPUBLIC OF MACEDONIA

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Abstract: *Gender equality is a constitutionally protected right of all modern societies. It implies equal status, equal rights and opportunities for men and women in all areas of public and private life. Such an approach implies existence of criteria for equal gender perspective in all spheres. Equal representation should mean greater involvement of women in the creation of defensive and security policy, in other words, their equal participation in the defensive- security institutions of the state.*

Declarative efforts for gender equality are often contrary to the traditional, social, cultural and ethnic factors, which condition dimensioning of gender representation in the defensive- security sector in different regions of the world. However, in parallel with the globalization processes, on the international scene it is noticed a change in the approach to gender equality in this yet almost "exclusively male" sector. Macedonia has its own characteristics on this issue as well, which determine the involvement of women in the creation and implementation of defensive and security policy. The aim of this paper is to give a short review of the involvement of women in this segment of public life of the Republic of Macedonia, or rather to redesign the image of the daughter, wife and mother in an active creator and implementer of defensive and security policy of the state.

Keywords: *gender equality, defensive-security systems, armed forces, equal representation, security challenges.*

Instead of introduction

Starting from the principle that gender equality implies enabling equal rights and opportunities and having in mind the security threats and challenges of the modern world, it is necessary to reconsider and transform the ration between the genders in the defence and security sector. The current security environment where the human factor is closely related with technology needs to revise the embedded stereotypes and imposed standards related to the male and female capabilities and their contribution to the defence and security of the country.

In addition, due to the globalization there have been radical changes in the security environment on the world scene which have significantly accelerated the development and transformation of the defence and security systems. Since, the traditional approach for dealing with security issues has been questioned a need to create a redefined defence and security policy and modeling a way for its realization has emerged. Among the other things, creating a strategy successfully to face the factors which threat the security has opened the issue for greater women participation at all levels in the defence and security structures.

Early initiatives in this field have emerged with the end of the block division, resulting with introducing strategies and programs for human resources management where the need for equal opportunities for men and women have been emphasized. The final outcome of such initiatives has been the adoption of the UN Resolution 1325 which reaffirms the important role of the women in prevention and conflict resolution, in peace building and peacekeeping as well as their participation in peace negotiations(http://www.un.org/womenwatch/osagi/wps/ on 05.02.2013) Implementing the provisions of this resolution has become a challenge for many democratic societies which have started to recognize the importance of gender equality in the defence and security sector. Some statistics show that seen from today's perspective, the Nordic countries have the greatest progress in the consistent implementation of the aforementioned UN resolution. Actually, women involvement in the army and police security structures is a practice even in countries where the traditional and cultural values are not in favour of the females. Hence, UN resolution 1325 as a basis for equitable gender integration in defence and security structures is of various intensity and representation depending on the part of the world where it is applied.

In addition, the European Union (EU) advocating for the implementation of Resolution 1325 through the Council of Europe (CoE) emphasizes the importance of promoting gender equality and gender equality in the context of the implementation of the European Security and Defence Policy (ESDP). Therefore, CoE expresses a strong commitment to practical implementation to the decisions taken for gender equality in the implementation of its security and defense policy which are based on the aforementioned resolution. According to the CoE, this implementation involves creating conditions for equal gender representation in resolving crises both within the EU and internationally, from the early planning stage, through its conduct until evaluation of the missions and operations within ESDP ("Mainstreaming Human Rights and Gender into European Security and Defence Policy"; European Communities; 2008).

Republic of Macedonia is actively involved in the process of implementation of Resolution 1325 and the emerging resolutions (Resolution 1820, Resolution 1888 and Resolution 1889). In fact, to implement such activities as a National Plan of Action for Gender Equality, which is considered a document of strategic importance for the Government of Republic of Macedonia has been adopted. The plan defines the objectives, measures, indicators and key policymakers to promote gender equality in different areas of life, as well as the responsible stakeholders and all other stakeholders in the establishment of gender equality and equal opportunities for women and men in the Republic of Macedonia("National plan for gender equality 2007-2012"; 2007; p. 5). Current National Plan created for the period of 2007-2012, is evaluated for its improvement and further implementation of the declared efforts.

Serious approach for implementation of the resolutions to even the gender representation in the defense and security sector of the Republic of Macedonia will consequently allow adequate representation of women in the planning, creation and implementation of national security and defense policy.

As an assumption, such approach will in a way open space for balanced ratio of the genders in one of the vital institutional segments by introducing fresh and innovative approach to deal with

threats and challenges upon security. In addition, this process should change the passive role of the women when talking about their direct participation in designing and carrying out activities of defence and security interest.

Macedonian tradition and culture presents the woman as the guardian of family values while her status has been defined with the obligation to be a link that unites the spiritual, cultural and traditional heritage. Important to note is that this cult of women in the country is mainly due to the tragic historical moments which are specific for this region, in which the woman (rightly) was considered a pillar of survival and vital guardian of the collective national spirit. It should be noted that these clichés could be recognized in states that are considered democratic societies and which are committed to respect the rights of equality. When talking about our country, individual examples of equal women participation in the key historical events are rare. Even, the active Macedonian women participation in the National Liberation War or their inclusion in the ranks of DAG (Documents for the Macedonian people fight for independence and national state- Volume 2; 1981; pp. p. 737-738), have not significantly changed the equal women representation in the creation and implementation of defense and security policy of the Republic of Macedonia.

The rapid development of the situation in the world and the trend of globalization requires evaluation of the declarative efforts for equal participation of women in all spheres of social life, and thus in the so-called male sector such as the armed and police structures.

Brief historical overview

Gender equality or the inclusion and the role of women in the creation and implementation of defense and security policy are a priority not only in the Republic of Macedonia, but this trend is noticeable even in countries whose culture is characterized by almost complete marginalization of women. One of the most striking examples today is Afghanistan whereas approximately 1,000 women are being trained as part of the Special Forces of their Army (http://www.military.com/daily-news/2013/02/14/afghan-army-trains-women-for-special-forces.html?ESRC=sm_todayinmil.nl; 2013). If the ultraconservative nature of the Afghan society is taken into consideration, the necessity of women's participation in the defense and security system of states becomes clear. However, it is useful to make a brief retrospective on the role and impact women have had throughout history in the creation and implementation of the overall security policy of the state.

If we exclude the narratives or the written explanations that have a mythological dimension, the chronology of the relevant historical role of women in governance of the states, and thus to peace and war in a certain region, begins as early as 2400 BC. Namely, according to the available and reliable historical data, a woman named Ku-Bau was the first woman ruler who ruled Mesopotamia (Smith B.G.; 2008; xxviii). Among the powerful rulers the history remembers, the names that should be mentioned are Nefertiti, wife of the Egyptian pharaoh Akhenaton, who was sitting on the royal throne of the most powerful state in the ancient world from 1353 to 1336 BC and Cleopatra, as the most famous ruler of Egypt, which influenced the creation of world history in 31 BC.

Although, in the history of the mankind, men are the ones most often mentioned as warriors and heroes, history also remembers women who stood out in the battlefield with unusual courage and determination, providing a significant contribution to the decisive

battles. One of the most remarkable such characters, is certainly Joan of Arc, who lived in the period from 1412 to 1941. The woman left a strong impression that both women and men can fight and govern the battlefield.

However, perhaps the greatest tribute deserves the woman who has a significant contribution in guiding the direction of the recent history of mankind. Namely, it is Queen Elizabeth I who ruled from her coming to the throne in 1558 until her death in 1603. The period of her reign is considered the "golden years" of English history. The respect that this woman has in the country she ruled has been deserved and by her personal sacrifice. In fact, despite her feminine nature, Elizabeth I never became neither wife nor a mother, but her life was dedicated to provide stable and powerful state. That primarily meant planning and implementation of adequate internal security policy by resolving conflicts between the Protestants, Anglicans and Catholics in the kingdom. Also, she completely reformed and reorganized the army structures, which allowed England to successfully fend off invasive tendencies of rival kingdoms of France and Spain. In addition, an interesting detail to be mentioned is the establishment of modern intelligence-security apparatus that is the basis for good planning and successful implementation of the policy of a state. Namely, during the reign of Queen Elizabeth, the intelligence process begins with the introduction of codes and ciphers that secured full confidentiality of information (Gill P.; M.Phythian; 2006, p. 9). Such intelligence activities have began thanks to her State Secretary and head of intelligence, Sir Francis Volshingam who in order to provide the necessary data about the intentions of the Spanish King Philip II to gain the dominance over the seas by strengthening its fleet, had developed a multiple network of agents, informants and analysts, in which besides ambassadors, generals and admirals, substantial number of women were included. It helped the English side to encounter the clash with the so-called Spanish Armada prepared and win a victory which ensured further English dominance in world seas that lasted until the first half of the twentieth century(Walton.T.; 2010, pp. 49-53).

Definitively, it is also worth to mention Maria Theresa, ruler of Hapsburg Empire, which in parallel with implementing radical judicial, economic and administrative reforms in the monarchy, modernized the army and the old-fashioned army system. From security and defense aspects the most important is implementation of systematic mobilization, i.e. the introduction of compulsory military service for all men age 16 to 60 years, which enabled continuous availability of fresh military forces (Haythornhthwaite P.; 2003, pp. 4-5).

Among women with significant influence in the creation of the security conditions during their lifetime, a place is deserved for the Russian Empress Catherine the Great (1729-1796). This woman not only significantly expanded the borders of Russia, but also established a high level of security within the territories. At the same time, she was providing military aid to other European empires in opposing the Napoleonic troops (Roider K.A.; 1987, p. 223). It is important to mention that by declining the request from King George III for military assistance to deal with the rebellious colonies of today's U.S. she directly helped them fight for their independence.

The contribution of women in the defense and security sector during the XIX and XX century is unavoidable, but it is rather reduced to individual participation, than their active influence in decisions that defined the defense and security policy.

From this perspective, we should also mention the women who throughout the historical period participated in defense and security events on the territory of the Republic of Macedonia such as the participation in the revolutionary movement during the Ottoman rule, and their active involvement in the National Liberation War during the period of 1941 to 1945.

Involvement of women in coping with modern-defense security challenges: examples of some democratic countries

Participation of the above mentioned female rulers throughout the history does not mean that there was equal representation or opportunity for greater representation of women in the creation and implementation of defense and security policy on national or international level. Mainly, their participation in the defense was with limited numbers in sanitation, logistics and personnel/administration army units or defense sectors. Despite the small number of administrators in the police-security system, women were included with extremely low percentage in the composition of uniformed police personnel. But at the end of XX century and the emergence of migrations caused by the globalization phenomenon, it has become an unavoidable necessity to include more women in defense and security sphere. Hence, their participation in the defense and security institutions grows, especially in the army. Modernity is characterized by creation and implementation of national and international policy which should ensure the defense of the country and the feeling of positive safety of its citizens. For these reasons, before presenting data on representation of women in the armed forces in some countries, we shall mention two examples of women who have created i.e. create the defense and security policy.

It could be said that the change of perception about the active role of women in the process of domestic and international security and defense policy began in 1979, when Margaret Thatcher becomes the first woman prime minister in the history of the United Kingdom. The importance is even greater if one considers that this woman created and ran a successful policy in a country that has a strong global influence in shaping the overall economic, trade, political, industrial and security spheres in the international arena. At the same time, her reign coincided with the period of the "Cold War", further complicated by the outbreak of the Falklands War with Argentina in 1982. It is the understanding of the importance of military power and military decision rather than a peaceful solution to the Falklands crisis, which marked the period that indicated significant changes in the world scene and end of the block division.

In a time when humanity is facing the phenomenon of globalization, a successful manager with the global challenges in the areas of economics, defense and security is also the chancellor (prime minister) of Germany, Angela Merkel. Since her appointment in 2005 until now, A.Merkel is the most exposed female leader of a country that is considered economically the most powerful within the EU and by it a woman who influences or participates in the creation of the world security policy. Germany participates with 8% of its members in the EU battle groups for rapid deployment and operations. Additionally, it is one of the

EU member states with the largest share in the joint budget provided for this purpose. According to the conclusions of the summit in Lejken, an action plan for the European defense capabilities has been adopted. This plan defines the procedures for coordination of military planning (www.consilium.europa.eu). Germany is one of the beneficiaries of the exchange of intelligence-security data between security systems of the EU member states. Such co-operation established by the Treaty of Amsterdam in 1997 runs under the commitment for relevant strategic planning and is crucial for the Union operational capabilities, representing one of the foundations for the success of the EU (www.worldsecuritynetwork.com). Mentioning of the intelligence-security systems and managing them is emphasized in terms of their direct connection with the creation of security policies, monitoring, prevention and removal of a wide variety of forms of defence and security threats in the modern world. Namely, without collecting the required intelligence, their proper evaluation, analysis and timely submission to political and military authorities, there is no adequate basis neither to create nor implement appropriate defense and security policy. Hence, Germany as a country that has one of the most powerful intelligence-security systems in the world (BND) occupies a significant place in creating not only a national but also the defense and security policy of the EU and the world. In addition to her personal involvement, it is worth to mention that the current German Chancellor is actively advocating for the implementation of UN Resolution 1325 in the armed forces and police forces of Germany. Confirmation of such efforts is the current statistics on the percentage of participation of women in the Bundeswehr.

The officially available data on gender equality in the defense forces of Germany, Sweden and Denmark, is a good example of the practical implementation of the UN resolution. As additional data, it can be noted that in the combat component of the Russian Army, approximately 50,000 women are in the service, which represents 5% of the total available military forces of this country.

Example: SR Germany

According to official data (http://www.bundeswehr.de), and in contrast to the previously established military standards and norms, in 2001, German government has decided that all types of units, branches and offices of the Bundeswehr are open to women. From that time until now, 18,000 female army members joined the armed forces in the aviation, naval and ground forces of the German army by which the female population accounts for 9.65% of the total armed forces. The representation of women in gender and services is approximately 15%, while in the sanitation military service the number of females is approximately 50% of the total staff.

If the total numbers are compared the ratio of gender representation among the professional and regular soldiers in the Bundeswehr, according to official data which are publicly available is as follows:

Gender representation in certain areas of the Bundeswehr		
Female total	**18.000**	**From of the 185,000 professional and regular soldiers**
Land Forces	**3.400**	**64.000**
Air Forces	**2.100**	**33.000**
Navy	**1.100**	**14.400**
Medical Service	**7.000**	**19.100**
Logistic	**4.350**	**53.900**

Table displaying the ratio of gender representation in Bundeswehr
source:http://www.bundeswehr.de

Under the long-term plan of the German Army, it is assessed that the number of female soldiers should reach 15% of the total composition. Parallel to it, the military and political authorities in Germany send an appropriate percentage of female soldiers in the troops sent to missions outside the borders of the country (the percentage depends on the nature of the mission). This practice is well accepted in the army and the society itself. The integration of women in the army of Germany provides positive experiences confirmed by the study "Portrait of a female soldier". The results of the study show substantial progress in implementing the policy of gender equality in the army (Ibid). These results provide impetus for further implementation of the noted determination. Particularly important aspect of the study is the data which indicates that when compared to men, significantly higher percentage of women ponder well before they decide about their engagement in the army.

The criteria for acceptance of women in the Bundeswehr are different from those applicable to male candidates, and the same goes for career advancement which is in accordance to the needs of the Army. In the history of the Bundeswehr there has not been a woman who commanded the army nor with a general rank in any of the branches. However within the ranks there are two members promoted to the rank of a general and it is in the sanitation service (one active and one retired army member).

Example: Denmark

Gender equality as part of the corpus of human rights is specifically expressed in the army of the Kingdom of Denmark, where almost every fifth soldier is female. This is a positive example to change the traditional approach to the participation of women in the military. An interesting fact is that every year there is continuity of percentage of women

who put on a military uniform. Namely, in 2012 women participated with approximately 18% of the total army composition. This is confirmed by publicly available government statistics which shows a steady influx of female members in the army of the Kingdom in the period of 2010 to 2013 (http://forsvaret.dk).

01 January 2010				
Female	**Land Forces**	**Air forces**	**Navy**	**MoD**
Officers and clerks	114	46	57	217
NCO	95	38	93	226
Soldiers	252	142	164	558
Total	461	226	314	1001
In percent	**5.5%**	**7.1%**	**8.8%**	**6.5%**

Table 1

01 January 2011				
Female	**Land Forces**	**Air forces**	**Navy**	**MoD**
Officers and clerks	110	52	58	220
NCO	124	42	94	260
Soldiers	264	132	162	558
Total	498	226	314	1038
In percent	**5.3%**	**7.0%**	**8.6%**	**6.4%**

Table 2

01 January 2012				
Female	**Land Forces**	**Air forces**	**Navy**	**MoD**
Officers and clerks	109	59	64	232
NCO	117	35	96	248
Soldiers	231	128	160	519
Total	457	222	320	999
In percent	**5.0%**	**7.0%**	**8.8%**	**6.3%**

Table 3

01 January 2013				
Female	**Land Forces**	**Air forces**	**Navy**	**MoD**
Officers and clerks	**117**	**59**	**68**	**244**
NCO	**110**	**35**	**98**	**243**
Soldiers	**291**	**129**	**159**	**579**
Total	**518**	**223**	**325**	**1066**
In percent	**5.5%**	**7.1%**	**8.8%**	**6.5%**

Table 4

Tables 1 to 4, taken from the official site of the Danish Defence Ministry, clearly indicate the idea the civil authorities of this country have for gender equality as part of the corpus of human rights. Unlike other countries that send troops to war or peacekeeping missions, in the Kingdom of Denmark, the percentage of women who are members of the armed forces is much higher and it is 6.82% (Ibid). A typical example is the high percentage of women (approximately 25%) involved in the formation of approximately 60,000 persons who are carrying out voluntary security in the country. This further confirms the high degree of safety culture in the kingdom.

Example: Sweden

When it comes to the implementation of UN Resolution 1325, particularly interesting is the approach of Sweden which is also the first country that has incorporated the Resolution in the National Action Plan. The ultimate goal of the plan is to emphasize and enhance the participation and influence of women before, during and after certain crisis. Also the new doctrine of their defense is in direction to ensure active and sustainable development of the armed forces and in that line to create conditions for equal gender representation. The ultimate goal is to become a credible military factor in the defense of democratic values and human rights on national and international level (http://www.forsvarsmakten.se). What distinguishes Sweden from other countries is the fact that by virtue of the constitutional rights of equality, this kingdom even in 1980 adopted a law on gender equality in the military. At the beginning, the women had access only to certain military segments. Today it is a leading country in the world that actively practices gender equality in the defense and security institutions.

At the same time, the Swedish army was the first one to introduce equality for members of different sexual orientation, because the purpose of the Swedish legislation is to support each individual according to the individual characteristics and abilities to perform

the tasks (Försvarsmaktens styrdokument för Jämlikhet; 2009-2011; Stockholm 2009; pp.5-6). The fact that in January 2012, Nordic Center for Gender in Military Operations was inaugurated testifies about the serious approach in implementation of the resolution on Gender Equality (Nordic Centre for Gender in Military Operations- NCGM) based in Kungsangen. The Center serves as a center for exchange of information, knowledge and experiences on issues of gender equality in international military operations. The center works closely with the UN, NATO, EU, OSCE and other relevant organizations (http://www.forsvarsmakten.se). The new documents that provide guidelines for the development of the Swedish army "consider that the armed forces will achieve greater effect with recruitment based on respecting gender equality". Also, the General Staff of the armed forces commits to the efforts to improve the conditions so that women and men would have equal opportunities to combine professional careers with the family (HÖGKVARTERET; Försvarsmaktens - Styrdokument för jämställdhet och jämlikhet; 2012-2014; p.2).

In fact, gender equality policy in Sweden has the main objective to create conditions for gender equality when shaping the society and the lives of the citizens. At the same time, the main tendency is a practical implementation of the commitments on equitable gender distribution of power and influence in the society, as well as economic equality, and equality in the sharing of family responsibilities**.**

Gender equality in defence and security sector in the Republic of Macedonia

The above examples show that countries have indicated a serious approach in the implementation and enforcement of UN Resolution 1325, and such efforts are represented in R. Macedonia. The adoption of the National Plan for Implementation of UNSCR 1325 (in February 2013) and the Law on Equal Opportunities for Men and Women lead to such a conclusion. From the already given examples there is an impression that the representation of females in the creation and implementation of defense and security policy worldwide shows a tendency of growth. Hence, we can freely say that this positive trend also exists in Macedonia.

In addition to the constitutional provisions (Article 9, paragraph 1 and 2 of the Constitution of the Republic of Macedonia), the legislation of the Republic of Macedonia further regulates this area. The recommendations, experiences, standards and practices that treat gender equality worldwide, were followed and in a form of an agreement or liability were accepted and ratified by the Republic of Macedonia. According to the legislator, the goal is to "promote the principle of establishing equal opportunities for women and men in political, economic, social, educational, and other areas of social life"(Law on equal opportunities for man and women; article 2 paragraph 1). This Act further provides partaking basic and specific measures for establishing equal opportunities (Article 5 and 6 of the Act), at the same time prescribing and adopting specific (Article 7), positive (Article 8) and encouraging and programmatic measures (Article 9 of the law) by which it regulates the manner of accomplishing the principle of equal opportunities for women and men. As subjects responsible for the adoption and implementation of measures for the establish-

ment of equal opportunities, the law points the Macedonian Parliament, the government and state administration. But to realize the efforts for gender equitable representation at all levels of society, practical implementation of measures envisaged and proposed by legislators is necessary. The implementation directly depends on the political and security culture in the society.

Political culture is a socio-psychological dimension of politics. It is defined as a broad model of political orientations shared by a large group of people (nation, region, class or ethnic group) and is part of the general culture that speaks about people's orientation towards politics. Hence, the political culture is a set of values, beliefs and behavior pattern in the political sphere (B. Vankovska; 2007; pp.66). Since the security culture is closely dependent and proportional with the practice of political culture in the society, to analyze the political culture is essential in order to understand civilian, defense and security relations between the genders in Republic of Macedonia.

Until recently, the role of women in Macedonian society was determined by established traditional approach with a primary position to care for the family, and their service involvement in institutions was mainly in positions that had no direct connection with the creation or implementation of defense and security policy. However, the phenomenon of globalization has contributed to a change of the number of factors which influenced the change of the approach in the international arena, and thus the situation about this issue in the country. Changes in the security relations in the world called for changing the approach about the role of the women in the society. With this the prevailing traditional view of the role of women in the military i.e. security sector began to change (Šaranović J.; 2007; pp.30).

Taking all this into consideration, it is worth to mention that in the last decade there is some but significant change in the traditional beliefs in the country when it comes to equal gender representation at all levels, particularly in the defense and security sector. Objectively, it is also required by the ratio between male and female population in Macedonia. Namely, according to official population estimates made by the State Statistical Office for the period from 30.06.2011 to 31.12.2011, out of the 2,058,539 inhabitants as is the total number of population in the country, 1,027,136 or 49.9% are females. It should be noted that the numerical ratio by gender and specific age groups is in favor of the females, when it comes to age group 18 and above (State statistical office of Republic of Macedonia, 2012; p. 10-12). From the above said it is obvious that the female citizens of R.Macedonia would have equal participation in the creation and implementation of defense and security policy.

But if we take into account official available data on the representation of females in the defense and security sector, a conclusion is imposed that it is in these institutional segments, that women are disproportionately underrepresented when compared to males. The security sector in the country includes the armed forces / military, police and intelligence services and border management, monitoring bodies, such as the parliament and the government, judiciary and penal system, non-institutional security forces and civil society groups. In the published "Information from the research on the representation of gender and the domestic violence situation," issued by the office of the Ombudsman of the Republic of Macedonia, the disproportion of gender representation is clear. According

to the data of the research, the greatest disproportion in percentage of men and women is with the Ministry of Interior (MOI) where the ratio of staff is 84% men vs. 16% women. According to these data the proportion of employees in the Ministry of Defence (MoD) is 64.2% representation of men versus 35.8% of represented females. In the security agencies such as the Direction for Security of Confidential Information (DSCI) and the Crisis Management Center (CMC), the ratio between the genders is 64% in DSCI, or 80% in the CMC in favor of males (Ombudsman, p.p. 5-25)**.**

When mentioning the already indicated 16% representation of women in the MOI, there is a need to take into account that the majority of females are engaged in administrative and personal segments of the Ministry. As far as the most representative part of the Ministry is concerned the percentage of women is lower. The representation of women in the uniformed part and crime police is from 2 to 15%. According to the Interior Minister this percentage is far below the specified minimum in the best practices which are 30% representation of women in the police.

The situation is similar in the Ministry of Defense where in the actual Ministry the representation of women is 38%, while in the army women are represented by 8%. The leading positions in the MOD are approximately 60 versus 40% in favor of males (state councilors, heads of departments and heads of sections), while in the Army gender ratio is as follows: the representation of women as officers is 8.5%, in the NCO echelon women are represented with 11% and only 3% of women are serving as professional soldiers. Additionally, since 2005, women started to participate in missions abroad. So far the total number of women who participated in such military missions is 173, and the current participation in the missions of ARM is representation with 9 members (LTC Rindzova M.; 2013; p. 5)**.**

All of the above said shows that the percentage of women in the defense and security system of the Republic of Macedonia is close to the noted European standards. This means that investing efforts in the implementation of UN Resolution 1325 gives results. Hence, the inclusion of genders can improve the efficiency in the planning and implementation of defense and security policy of the country. At the same time, the implementation of this resolution goes along with redefining the safety and the tempo of changes in the security environment in the region and the world. For this purpose it is necessary to implement the guidelines and commitments made in the Action Plan of the Republic of Macedonia for implementing the aforementioned UN resolution. This plan aims to create conditions for the realization of the interests and priorities of the Republic of Macedonia effectively and fully to join the activities of the UN. EU, CoE, OSCE and NATO in this regard**.**

Conclusion

When considering data related to representation and positions women have in defence and security institutions, an impression is gained that the efforts to balance gender equality in those social segments are not giving the desired results. The number of men in managerial positions who plan and implement defense and security policy is significantly

higher than that of women. This practice is evident not only in Macedonia, but also within the EU, U.S. and wider.

It can be concluded that the low level of engagement of women in the defense and security sphere has its roots in traditional and cultural specifics of the international community. As in the past, today, women's participation in the creation and implementation of defense and security policy has been more symbolic than with a real dimension. Prejudices that the defense and security activities are predominantly intended for males, have roots reaching up even to today's civilizational moment.

However, globalist trend that strongly influences transformation of the security environment, emphasizes the need for wider women representation in the defense and security structures at all levels. For these reasons, the realization of commitments for practical implementation of UN Resolution 1325 should not be questioned. That would mean that if women are motivated and meet the requirements, then their equal involvement in the creation and implementation of defense and security policy in society is only a question of time.

Gender equality will not only have a positive impact on the environment when creating the institutional defense and security entities, but will also give effective results in addressing security threats and challenges of the modern times. The transformed nature of security threats and scientific and technological developments that are broadly used in military and police structures, require not only having physical strength, but rather an active engagement of individual intellectual capabilities. This increases the space for greater involvement of women in the defense and security sector at all levels**.**

Past experiences in the international arena show that the engagement of women in the defense and security area gives positive results. In this sense, the Republic of Macedonia strives for practical realization of commitments for implementation of gender equality in this important institutional segment. Also, it is necessary to point out that the activities and engagement of women in other social segments give them the right to equal their representation in the defense and security area as well. Achieving this goal requires not only promotion of gender equality and efforts to implement international documents with such focus, but first of all to change the traditional and cultural barriers that still have a limiting effect when working on the female representation in the defense and security sphere at all levels.

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WOMEN REPRESENTATION IN THE POLICE – PERSPECTIVE AND CHALLENGES

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Abstract:*Gender equality means righteousness when dealing with men and women in accordance to their specific needs. It concerns the promotion of the personal, social, cultural, political and economic equality for everyone and it is one of the benefits of the contemporary world, presenting warranty for availing of the potentials of all individuals.*
Real equality may be achieved only if women and men equally share positions, power and decision making, both in the police and all segments of social life.
However, there are prejudices for women in the area of defence and security, believing that it is exclusively male profession, i.e. there are stereotypes for the role of women, which are major obstacle that women face in their working and living environment.
Therefore, it is especially important to remove those obstacles, making it necessary to raise the awareness of the employees of gender equality in the areas of defence and security.

Key words: *women in the police, perspectives, challenges, prejudices, gender equality, positions, decision making.*

Introduction

According to the statistics at global level, 51% of the population in the world are women and 49% men. Women today are better educated than ever and in one third of the developing countries, in the schools there are more girls than boys. Women are now one quarter of the global world labour market. They live longer in all regions covering different religions[1].

However, in Parliaments, Governments, Ministries and institutions covering the security and the defence function within a country, in the judiciary, the private sector, the power still remains in the hands of men.

Women and their equal participation in higher, senior positions in the society, industry, policy, decision making positions, positions where authority and management are practiced – continues to be an exception.

All structures of the society where we live in are strongly differentiated and create identities relating to the perceived perception on the role of what (should) the man and what (should) the woman be. Because of this, the current situation is such that positions where governing and management

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[1] *„World Bank Report on gender equality and development in 2012"*   http://www.scribd.com

are practiced, remain dominantly male domain, and a thing which is even more evident is that they remain to be perceived as such.

Consequently, it seems that most of the women are reconciled with the belief that they are missing some necessary skills, self-confidence, training, knowledge and experience to enter and face challenges that the above mentioned position-+-*ing on. In this way, these positions remain in the "male clubs" the members of which, consciously or not, intentionally or not, keep their exclusivity.

One of the ways to overcome such state of affairs is the plan aimed at promoting more intensive approach in balancing male-female involvement in working positions which centres on gender equality.

Gender equality means righteousness when dealing with men and women in accordance to their specific needs. It concerns the promotion of the personal, social, cultural, political and economic equality for everyone and it is one of the benefits of the contemporary world, presenting warranty for availing of the potentials of all individuals[2]. Real equality may be achieved only if women and men equally share positions, power and decision making.

In the contemporary world, men and women enjoy equal rights as the international conventions and most legal documents state. Regardless of the fact that in the area of law enforcement, men are the dominant sex, women succeeded in establishing themselves in the segments where they work, not lagging behind in all parameters necessary for successful realization of their working tasks.

In the recent years, there is marked contribution of women in different dimensions of policing, i.e. there is increased number of women, both in the system of training and employed women at policing duties. To this end the women network of South-eastern Europe developed guidance on gender sensitive police practice, having special emphasis on attracting women in the police and their professional development.

These guidance relate to identification of challenges in the process of attraction, selection and professional development of women in police services, developing understanding for the problems that they face with, enabling exchange of information on existing practices in this area and defining measures to improve the existing practice.

These guidance's are composed on the grounds of data analysis from police services members of South-East European Police Chiefs Association (SEPCA)[3].

Even so, there are still prejudices on the police profession being exclusively male, which is an obstacle that women face in their surrounding, although data suggest that in the area of education and training for police duties, women are equally successful, often, more successful than men.

There have been researches suggesting that the presence of women in the police has many advantages since women are better than men in several are of the police profession. It has been established that they resort to force less frequently, they are better organized, they have better communication and they are inclined to calm tensions in potentially dangerous situations.

Their presence provides great results in the work with rape victims, victims of domestic violence, trafficking in human beings, juvenile delinquency, etc. Women in the police have greater communication capabilities which enable them to establish cooperation and gain trust with citizens that have become victims, or in some cases witnesses of some events, much easier. The women in such situations show greater patience, understanding and tolerance.

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[2] *„National Action Plan for gender equality 2007-2012",* Sector for equal opportunities, Ministry of Labour and Social Policy, Skopje, 2007, page 6

[3] *„Establishing network of women – police officers from South-Eastern Europe, Research results ",* SEPCA Executive Secretariat, Publicum, September, 2010

Starting from what is said above, one may conclude that the increase of number of women in the police contributes to the quality of police task realization, because values and skills of the woman come onto the scene[4].

In the past, presence of women in the police meant restriction of competences. The reception and the level of integration of women in the police was usually a result of adoption of an international document on human rights or gender equality. In time, women in the police receive greater responsibilities and possibilities to advance in their career at all levels, thus becoming entitled to be accepted as equal holders of function in policing. It is necessary to enable women in the police to have access in all areas and to be equally treated in view of receiving awards and getting promoted.

Position of women in the police

Women at managerial positions in the police

If we attempt to make reflection on the history of countries from Europe on the number of women having been assigned to high level positions in the police, we would come to the conclusion that women in police have been mainly assigned to lower positions, such as heads of section, more seldom heads of sectors, and even less at higher positions such as Chiefs, Directors or Ministers. It is only in small number of countries such as the Netherlands, Norway, Germany, United States and Israel that there are units where women of medium and senior managerial level who lead and are responsible for police actions conducted by male and female police officers[5]. Throughout the history, there is almost not a single case that a woman has reached high position in managing a police service of European country.

Unlike them, in the Republic of Macedonia, the Ministry of Interior up until January 2001, in times of complex security situation, was headed by Ms. Dosta Dimovska, and since 2006 until present the Ministry is headed by Ms. Gordana Jankuloska, period when the Ministry achieved top results both in the area of prevention and fight against organized crime.

These examples of positioning women at top managerial functions of the Ministry of Interior of the Republic of Macedonia, along with the results achieved, indicate that women do possess necessary skills and competencies in managing the security sector, showing greater responsibility in making decisions of social or national interest.

Most frequent tasks of women in the police

At international level, most frequent tasks performed by women in the police, are the tasks relating to work with children and minors, and the ones relating to the work with women perpetrators and victims of a crime or violence.

This is due to the fact that women have characteristics and skills that they hold by birth, capable of working with sensitive categories such as children, minors and women. An added value to this presents the position that the professional education and knowledge of psychology, sociology and pedagogy go in favour to the woman working with these categories of individuals.

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[4] Step Up to Law Enforcement: A Successful Strategy for Recruiting Women into the Law EnforcementProfession http://www.policechiefmagazine.org

[5] "Women in the Police", Frosina T. Remenski, Ph.D., Faculty of Security – Skopje http://www.fb.uklo.edu.mk

Along with the traditional tasks of women in the police, police services treat them in another manner. Such trends may be recognized in England, Israel and Germany and are consistently implemented in several cities in the United States. Namely, in Germany – along with the classic commissariats of women criminal police – there are interventions of women in the general criminal police regulated for specific areas (Missing Persons Service, Secretariat for Youth, Drugs, Frauds, Moral, Identification Service etc.)[6]. Worth mentioning is the example from the 90-ties when the Mexico City authorities tried to reduce corruption in the traffic police by changing the gender representation. They tried to deal with this problem, by assigning on duty only women – traffic police officers[7].

In this context, there is a question if it is necessary to determine tasks in the police the realization of which will require women, or women should be enabled to actively participate in realization of all tasks which fall within the competence of the police. There are still different positions in view of this issue, starting from the view that women in police should be involved in realization of all tasks and go even to the position that women should be exempted from tasks the realization of which requires greater physical efforts and exceptional physical strength, such as specific tasks in restoring public order and peace in disturbances of larger scope, some tasks of the special units, such as diving, alpinism, etc.

And again, the Ministry of Interior of the Republic of Macedonia may be proud of the representation of women in the special units. For the first time in 23 years of existence of the Special Task Unit "Tiger" in 2004 it became permitted for women to be part of the unit, showing exceptional courage and proving that they can perform given tasks with an added quality.

Women in the police of the Republic of Macedonia

According to the provisions of the Constitution of the Republic of Macedonia and the Ohrid Framework, in the process of employment in state administration bodies, the principle of equal and proportional representation of minority communities in the Republic of Macedonia. Thus, starting from 2003 when the percentage of Albanians in the uniformed police in the Republic of Macedonia was 9.1% and 5% of other communities, in 2010 it was increased to more than 17%[8].

The gender structure of the Ministry of Interior of the Republic of Macedonia indicates that today, 18% of the employees are women (this percentage is bellow the specified minimum determined with the best practices in the world which is 30%). They are dominant in the part of administrative affairs with 8%, in the unformed police 6% and in the criminal police 4%.

The women in the Ministry hold the traditional women police positions in working with minors, with women, in the international police cooperation, prevention, the organizational units for analysis, common issues, IT, etc.

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[6] Ibid, page7

[7] "Police Integrity Manual", Valeur, Republic of Slovakia, DCAF, 2012, Geneva, Switzerland, page 38 www.dcaf.ch

[8] "Women in Police", Frosina T. Remenski, Ph.D., Faculty of Security – Skopje, page 9 http://www.fb.uklo.edu.mk

The system of secondary occupational education for police officers in duration of four years was functioning in the Republic of Macedonia until 2001. For the first time the secondary police school introduced four years of education for female students in the school year 1993/94.

With the reforms in education of personnel for the needs of the Ministry of Interior, it continued to function periodically in a form of a course in duration of 9 months conducted by the Police Academy from 2003, which were also attended by women. For the Competition for reception of police officers announced by the Ministry of Interior last year for 300 position, there were 7000 applications received, and it was equally attractive for male and female candidates.

Representation of women at the Faculty of Security as legal successor of the Police Academy from 2004 is also significant, with around 1200 regular students attending the two study programs for criminalistics and security and financial control, 1/3 of whom are women.

Worth mentioning while we are at the topic of women in the police is the fact that the Police Academy in Skopje functioning as a high-education facility until 2008 for education of personnel for the needs of the MoI was also headed by a woman.

For the first time of its existence, in 2006 the Ministry of Interior sent a woman – police officer in the UN peace keeping mission in Liberia.

Perspectives and challenges

The UN Security Council at the meeting held on October 31st, 2000 adopted Resolution 1325 on women, peace and security and their role in the post-conflict societies and activities for restoring and maintaining peace and security. The adoption of the Resolution opened the issue of involvement of women in the security system state bodies .

The Resolution "recognizes the urgent need of equalizing gender perspectives in peace keeping operations, and this reference, recalling the Windhoek Declaration and the Namibian Plan of Action to involve gender perspectives in multidimensional peace support operations[9]"

In the same time, the Resolution underlines the importance of the role of women in conflict prevention and resolution, in peace building and security, as well as the need of increasing their role in making decisions relating in conflict prevention.

Significant step forward in promoting the role of women in the police did the Association of Chiefs of Police of South-east Europe (SEPCA) starting the initiative in 2008 for establishing "Network of women – police officers of Southeast Europe" having the aim of promoting and applying the principle of gender equality and democracy in performing police tasks within the service.

With the aim of objective consideration of the current status and role of women police officers in national police services of the countries from the region and the possibilities for their future cooperation within the Network, a research was conducted in 2009. Eight

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[9] „UN Security Council Resolution 1325 (2000)", www.peacewomen.org

Ministries took part in the research, specifically of the Republic of Albania, Bosnia and Herzegovina, Republic of Srpska, Republic of Bulgaria, Republic of Montenegro, Republic of Macedonia, Republic of Croatia and the Republic of Serbia. The research covered a total of 3.897 persons (women and men, management and non-management personnel) which was finalized with conclusions and recommendations, among which the following[10]:

1. Considering that there is no uniformed and systematized approach in recruiting and employing women in the police, it is necessary to encourage the development of strategic documents regulating the reception of women in the police, national strategies for women in the police and monitoring of best practices of EU and the United States.
2. Considering that within the reception of women in the police there is no organized way of promoting the role of women in the police, specific impetus is necessary to improve marketing campaigns, with the ministries being the stakeholders of these activities.
3. Considering the fact that the selection of personnel for employment in the police services of SEE Europe are not uniformed, which indicates the existence of inconsistencies of the human resources management services, there is a need to conduct an analysis of the current practices of selection of candidates for policing.
4. Education of personnel need to be integral part of police development, and in the educational process minimal number of working hours need to be introduced, along with specific content on gender equality.
5. One of the recommendations of the Network is the need to increase the number of women mentors who would be put in a position of raising the level of expertise and professionalism in policing.
6. It is also recommended to review the system of monitoring and promotion within service.
7. Considering the fact that the skills necessary to perform police tasks are not something you get by birth, it is necessary to involve women in the development of joint standards that would promote the work of all members of the police.

For successful promotion of women in the police and instigation of activities for promotion of gender equality, career advancement and education of personnel for the needs of the police, it is necessary for all factors in the police organization to make all efforts.

Conclusions:

The Law on equal opportunities for women and men provides for establishment of equal opportunities for men and women in political, economic, social, educational, cultural, health, civil and any other area of the social life. Setting up equal opportunities is a concern for the whole society, i.e. all subjects in the public and the private sector and presents removal

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[10] *„Establishing network of women-police officers from SEE, research findings"*, SEPCA Executive Secretariat, Publicum, September 2010, page 71-73

of obstacles for realisation of complete equality of men and women[11].

The stereotype that women at managerial functions in institutions achieve less results compared to functions held by men became obsolete. Quite the opposite, the practice shows significant results and achievements exactly from the performance of women. In future we should continue to follow the world trends of gender equality and to provide gender balance in the police at all working positions of policing.

In resorting to operationalization of mechanisms of integration of women in the system and in the decision making process, it is necessary to provide an opportunity for women to achieve the level of qualitative realization of tasks in a form of specializations and trainings, to improve their skills and decision making power in order to take up the appropriate place in the society.

It is recommended to conduct revision of working positions and the skills necessary to perform the necessary tasks and work, as well as to equally value their abilities, in this way preventing the disablement for someone to perform some work due to his/her sex.

It is also necessary to work on awareness rising with everyone, especially the management personnel making decisions on awarding positions to women, to respect gender equality, in this way giving possibility to women to take up the right place in the society.

Next step for the period to follow would be to develop strategic approach for accepting greater number of women in the police which would set the grounds for systematic integration of women in police services. This would make available for them all levels of management based on specific criteria. It is necessary to work on promotion of a system for recruitment of police officers, according to the merit system, i.e. according to knowledge, expertise and competence.

The efficiency of support in improving involvement of women in all spheres and segments of the police, along with their representation in higher managerial functions, will be only provided by provisioning comprehensive and complete system for equal representation of women. This, inter alia would lift the status of out police in wider frameworks, because the success, the credibility and the reputation of women in the police sector - as police officers, authorized personnel and public servants – speaks of the democracy in addressing this issue in our country, to a larger extent.

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[11] *"Law on equal opportunities for women and men",* Official Gazette of the Republic of Macedonia, No. 6, 2012, Art. 2

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GENDER PERSPECTIVE ON THE REPRESENTATION OF WOMEN IN THE PARLIAMENTARY CONTROL BODIES IN THE SECURITY SECTOR

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Abstract: *As a body that represents the people, parliament should supervise the policies of the government in fulfilling the needs of its citizens. The concept of democratic control of public authorities is to guarantee internal stability of the country and is a tool to keep the state and its agencies accountable to its citizens, the rule of law and human rights are protected, that the state institutions serve to the interests of the population.*

As parliamentarians, women can play a key role on requesting accountability and transparency of the various security services determining budgets and policies to ensure that military spending is not consuming resources from development issues such as education, environment, social services and health care, including the public in debate and dialogue on these issues and providing democratic representation of women in all security structures.

Analyzes for the time period from 1998 to 2011 show that women are still largely absent or underrepresented in parliament and thus in Parliamentary Committees (less than 10% of members are women) where women can play a significant role in creating security policy of the Republic of Macedonia, in particular through the Committee on Security and Defence. This shows that there were and still are a small number of women in parliament of the Republic of Macedonia and that the war and peace and security issues in general are work for men and not for women. This attitude is worrying because these issues affect the security, men as well as women, and often women are even more susceptible than men. It can be concluded that the inclusion of gender in parliamentary oversight of the security sector is essential for good governance and sustainable development.

The purpose of this paper is to define the problem of democratic control of the security structures and gender, through the activities of various parliamentary bodies such as the Committee for the Defense and Security, Committee for Finance and Budget and other agencies and institutes.

Keywords: *control, gender, democracy, parliament, women.*

Introduction

Establishing a system of accountability of the security services is also democratic and efficient, is one of the most difficult challenges facing states, especially transitional states.

Democratic control of armed forces is a precondition for ensuring that the political supremacy of the democratically elected civilian authorities is respected, the rule of law and human rights are

safeguarded, the armed forces serve the interests of the population and enjoy popular support and legitimacy, the policies and capabilities of the military are in line with the country's political objectives and commensurate with its resources and the military is not misused for political purposes (DCAF Backgrounder 2008).

An established definition of parliamentary oversight of the security sector holds: 'The Legislature exercises parliamentary oversight by passing laws that define and regulate the security services and their powers and by adopting the corresponding budgetary appropriations. Such control may also include establishing a parliamentary ombudsman or a commission that may launch investigations into complaints by the public.' (Parliamentary Oversight of the Security Sector 2003).

There is a widespread belief that security policy is a 'natural' task for the executive as they have the necessary knowledge and can act quickly. Parliament tends to be regarded as a less suitable institution for dealing with security issues, especially given its often time-consuming procedures and lack of full access to the necessary expertise and information. However, as with any other policy area, parliament is entrusted with reviewing and monitoring the executive. There are at least four reasons why such oversight in security matters is crucial: a cornerstone of democracy to prevent autocratic rule, no taxation without representation, creating legal parameters for security issues, a bridge to the public (Parliamentary oversight of the security sector: Principles, mechanisms and practices 2003).

Ultimately, parliaments must become gender-sensitive, and mainstreaming gender equality in committee work and parliamentary outputs because is essential for ensuring respect for women's rights. The existence and functioning of parliaments without a significant proportion of women is no longer acceptable. While raising numbers is a primary concern, it is equally important that once in parliament, women use their positions of influence to contribute substantively to policy making (The role of Parliamentary Committees in Mainstreaming Gender and Promoting the status of Women 2006). Parliaments who are dealing with security sector always benefit from integrating a gender perspective in their main activities.

The main question is why gender is important in parliamentary oversight of security sector? Answer to this question requires huge academic and practical respond. Generally the main reasons is that the parliament who is the only body who represents will of people have the responsibility to ensure that the security needs are represented into security policy making.

Some of answer to the question would be that men, women, girls and boys face different threats to their security. Women and men have different access to health care, education, decision-making power and other resources, affecting every aspect of their security. However, parliamentarians can use their legislative, budgetary and other oversight powers to ensure that security laws and policies meet the needs of all their constituents, and other aspects of men and women's differential access to security. The increased involvement of women in the security sector raises new questions for parliaments to consider, including issues of training, dress codes and housing. When parliaments include a broad range of civil society actors, including representatives from women's organizations, in law and policy-making processes, this increases the responsiveness and legitimacy of security policies, security institutions and the parliament itself (Ilija 2008). When women are excluded, there is a natural tendency to focus on men's experiences and their expectations, rather than to consider the needs of both men and women and their position in the social structure. Including of women enriches the process compared with men, women are more likely to put gender issues on the agenda, introduce other experiences, and in-place different priorities, and they can better resolve political differences.

Macedonian Assembly plays crucial role in reform of security sector and in oversight of it. Parliament is the only elected body in national level that can speak for all citizens to defend their security interests. When parliamentarians take into account gender issues, which include an understanding of the different needs of men and boys, girls, they strengthen oversight of the security sector.

Gender-responsive monitoring can provide inclusive security policies based on needs, to enhance the operational efficiency of the institutions in the security sector and make them accountable for equitable budget. Very importance on gender issues has parliamentary committees who through their powers can explore important questions from all areas.

Analysis of problem

An important part of the control of the security sector has parliamentary committees. The Assembly establishes permanent working bodies. The working bodies review draft laws, draft-regulations and other acts passed by the Assembly, as well as monitoring over the implementation of the acts of the Assembly as well as other duties and debates on issues of its competence. The Chairs, Deputy Chairs, members of the working bodies as well as their deputies are elected from among the Members of the Assembly. The Parliamentary oversight of the security sector involves not just one committee but also several committees, which may be found under different names in the Assembly of Republic of Macedonia. Parliamentary Committees for defense and security are special bodies of parliament providing advice and recommendations to the plenary session on laws or decisions relating to national defense and security of the citizens.

The most important committees for oversight of defence and security sector are (Working bodies 2013):

- Defence committee which generally deals with performing control in the filed of defence and security, defence of the country, maintenance of the public order, cooperation with the collective defence and security systems to which the country has acceded, integration of the country in the Euro-Atlantic organizations and the relations of the country with these organizations, protection of the life, personal security and property of the citizens guaranteed with the Constitution, production, sale, purchase, possession and carrying of weapons, parts of weapons and ammunition, protection of persons and property, citizenship, maintenance of the public order, other questions concerning the internal policy and defence.

- The Committee for Supervising the Work of the Security and Counter-Intelligence Directorate and the Intelligence Agency considers issues regarding the: respecting of the freedoms and rights of the citizens, companies and other legal entities, stipulated by Constitution and Law, by the Security and Counter - Intelligence Directorate and the Intelligence Agency; respecting the Law in exercising the authority of the Security and Counter - Intelligence Directorate and the Intelligence Agency in terms of encroaching their authority, unauthorized activities, abuse and other adverse trends in its work, contrary to their rights stipulated by law; methods and means used by the Security and Counter - Intelligence Directorate and the Intelligence Agency in terms of respecting the Law and respect of civil and the rights of other subjects; financial, personnel and technical facilities of the Security and Counter - Intelligence Directorate and the Intelligence Agency and other questions regarding the Security and Counter - Intelligence Directorate and the Intelligence Agency.

- Committee for Supervision of the Application of Communication Interception techniques by the Ministry of the Interior and the Ministry of Defence. The Committee considers questions regarding the: supervision of the application of the communication interception techniques by the Ministry of the Interior and the Ministry of Defense; lawfulness in the application of the communication interception techniques by the Ministry of the Interior and the Ministry of Defense in terms of their compliance with the Communication Interception Law; other issues pertinent to the Ministry of the Interior and Ministry of Defense related to the communication interception techniques.

- The Finance and Budget Committee considers questions regarding the: system of finance; budget of the Republic; taxes, duties, contributions and other public duties of the citizens and legal entities; customs system; monetary and credit, banking and exchange system; system of payment and auditing; loans and credits; public loans; insurance system; property and other property rights relations; commodity stocks; games of chance and other questions regarding the financing.

- The Standing Inquiry Committee for Protection of Civil Rights and Freedoms. The Committee considers issues regarding: general questions, proposals and opinions regarding the implementation of the provisions of the Constitution of the Republic of Macedonia, concerning the basic civil freedoms and rights; points to the need of adoption of laws, regulations and acts with a view to a more comprehensive protection of civil freedoms and rights; follows, reviews and analyses the implementation of the ratified international acts which regulate protection of civil freedoms and rights; reviews communications from citizens and takes a position upon them; cooperates with scientific and professional organizations in the filed of protection of civil freedoms and rights; cooperates with relevant foreign and international bodies in the filed of the protection of the civil freedoms and rights and carries out other activities within its competence.

The Committee cannot exercise investigative and other judicial functions. The Committee's findings are the basis for starting a procedure for accountability of public office-holders.

To strengthen the legitimacy and representativeness of parliamentary oversight of the security sector, and to perform authorities mention above we need to increase the number of female parliamentarians in Assembly of Republic of Macedonia because there is not enough the representations of women in parliamentary Committees. Formal gender parity in political decision-making, despite some improvement in women's representation in recent years, is still a distant goal.

Security sector institutions have been shown to be more operationally effective if they increase the participation of women and lower rates of discrimination, sexual harassment and violence. Women's participation in security services is also a key aspect of creating representative security sector institutions, which will enjoy broader public trust. Parliamen-

tarians can institute proactive accountability measures to increase women's participation and decrease discrimination and violence. For instance, it is parliaments' role to adopt laws that ensure that all positions in security sector institutions, including combat, are open to women (Ilija 2008).

The lack of a gender balance in the legislative and executive decision-making bodies is a structural impediment to making parliamentary security and defence decision-making more representative. In general, women hold only a small number of ministerial positions, an imbalance that is particularly prominent in the areas of defence and justice. Thus, one challenge is to include a greater number of female parliamentarians on security committees and have women appointed to the key security portfolios of defence, police and justice. A more equal participation of women and men in the democratic oversight process strengthens the legitimacy of parliamentary decision-making. Therefore, parliaments themselves stand to benefit from addressing the unequal power relations found in society and ensuring formal, legal equality between women and men (Ilija 2008).

Taking gender aspects fully into account when reforming the security sector makes future conflict less likely. Gender equity in decision-making, including in the security sector, is beneficial for all members of society. As has been asserted, 'the higher the rate of female representation in parliament, the lower a state's level of intrastate armed conflict will be' (Melander 2005).

What figures shows about presentation of women in Parliament of Republic of Macedonia we will see in the table below.

Parliamentary structure	1998-2002	2002-2006	2006-2008	2008-2011	2011-2015
Nr. of women parliamentarians	6	20	35	34	39

Table nr.1. Number of women presented in Parliamentarian structures

To have a clear picture of the situation of women's representation in parliament we analyzed data of 5 parliamentary structures from 1998 - 2002 until the current structure. Overall the data presented in table 1 shows that the number of women members of parliament from term 1998 - 2002 to the last term shows a trend of increasing the number of women members of parliaments both by number and percentage, where in the last parliamentary structure the percentage increased to 32%. But if you take into account that women constitute half of the population then Republic of Macedonia still has much to do to reach that percentage of women in the population.

Committee	1998 - 2002			2002 - 2006			2006 – 2008			2008 – 2011			2011 - 2015		
	Nr. of memb.	Nr. women	%	Nr. of memb	Nr. women	%	Nr of memb.	Nr women	%	Nr of memb.	Nr women	%	Nr of memb.	Nr women	%
Defence and Security	9	0	0	13	1	8	13	1	8	14	1	7	13	1	8
Supervising the Work of the Security and Counter-Intelligence Directorate and Intelligence Agency	7	0	0	10	1	10	10	0	0	10	1	10	10	1	10
Supervision of the application of Communication interception techniques by MI and MD	-	-	-	-	-	-	6	1	17	6	0	0	5	1	20
Finance and Budget	10	0	0	13	0	0	14	3	21	14	2	14	13	5	38
Standing Inquiry Committee for Protection of Civil Rights and Freedoms	9	0	0	10	1	10	10	6	60	10	5	50	10	4	40

Table nr. 2. Number of women presented in Parliamentarian structures

Figures in the table above shows the number of women in key parliamentary committees that have impact on the security and defense sector. According to the numbers in the table we see that in the last five mandates the number of women represented in the key committees is symbolic. In the term 1998 - 2002 there is no woman represented in the above-mentioned committees. Then in the in term 2002 - 2006 we have only a slight move from the place with one woman represented in the committee, while in the term 2006 - 2008 we have a slight difference in the Committee on Budget and Finance and the Standing Committee Inquiry Committee for Protection of Civil Rights and Freedoms where we have small move from none to one and from 1 to 6 women. While in the last two terms in the Inquiry Standing Committee for Protection of Civil Rights and Freedoms we have continuous decline in the number of women which is really concern because we need to increase numbers and not decline. In the other committees we have consistently representation of women in symbolic numbers by one if we take in consideration the number of members of several committees are 13 members. Figures do not leave space for talking about chairing these committees. This shows a very worrying situation because we do not have an increasing number of women MPs in committees addressing issues that have influence in the defense and security sector, and what is even worse no signs of improvement have been seen.

Conclusion and some recommendations

Gender issues cannot be realized thought the administration or government, but it has to realize within the parliament and it's bodies. I think we have to make this happen in the practice. A gender sensitive parliament has also to promote gender equality. Situation in the Parliament of Republic of Macedonia is far from democratic standards. Women are still largely absent, underrepresented in parliamentary committees. In the last parliamentary terms we have increasing number of women members but in other side we do not have increasing number of women in the committees who have influence in the defence and security sector which mean that defence and security problems are problems for men and not for women. Women in the committees never appointed as chairman. It is still small number of women parliamentarians in the Assembly of Republic of Macedonia and we should do something more. In conclusion, integrating gender into parliamentary oversight of the security sector is essential for good governance and sustainable development.

To change this situation we recommend some steps to be taken:

- Dividing committees in sub committees for gender issues;
- Consider creating gender quotas for all committee structures;
- Pass legislation calling for the increased participation of women in defence and security related committee's security decision-making;
- Parliament can take various types of action to increase the number of female parliamentarians, as well as increasing their participation on defence and security related committees;

- Request more women in high executive positions, i.e. in the cabinet and in the national Security Council;
- More gender issues to be integrated in the security and defence laws and policies;
- Encourage political parties to nominate women as members of committees;
- Efforts to increase the representation of women in all institutions, quotas or other affirmative action;

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RESOLUTION 1325: THE CITIZENS AND INSTITUTIONS IN RM AWARENESS FOR THE WOMEN AS ACTIVE STAKEHOLDERS IN THE PEACE AND SECURITY POLICY

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Abstract:	*This paper is a scientific analysis of the results of research conducted by the Organization of Women of Sveti Nikole in Struga, Kumanovo and Kicevo, in terms of awareness of citizens and institutions in the Republic of Macedonia to the UN Security Council Resolution 1325. Namely, the process of integrating the gender perspective in social and political life entails mobilizing all the general policies and measures by actively taking into account the possible effects of a particular policy on women and men still in the planning stage of the same. Consequently, the global debate in recent decades results, in terms of the role of women in all segments of society, with the adoption of five resolutions by the UN Security Council concerning the women, peace and security. Namely, the Resolutions 1325 (2000), 1820 (2008), 1888 and 1889 (2009) and 1960 (2010), include the impact of conflict on women and contain guidelines for states, regional organizations, UN and other socio-political actors regarding their action in the protection of life, dignity and rights of women, their needs during and after the armed conflict, and the strengthening of their position in peacetime. Also, these resolutions relate to the prevention of sexual violence against women during conflict as a separate instrument of warfare. Similarly, the increased participation of women in central and local government can positively affect and enhance their role in building and strengthening peace and creating a safe society. Accordingly, the paper pays special to the role of women as active participants in creating peace, women politicians and activists, or active participants in the country's peace and security policy.*

Key words: *women, peace and security, gender equality and integration, UNSC 1325.*

Introduction

Until the beginning of the new millennium, peace processes and the establishment of peace are treated as a gender - neutral processes and policies. The need for integration a gender perspective, in this area, occurs as a result of long-lasting commitment to identifying various

conditions, requirements and needs of men and women, not only in peacetime, but in wartime. The increased participation of women in decision-making processes, not only locally and nationally, but also regionally and internationally, allows the needs, problems and demands of the people, to see through gender lens and to make gender - sensitive solutions and decisions. Such policies in a society are primarily a result of the desire of fully establishment of gender equality in all spheres of social and political life. Gender equality, which is contrary to gender inequality, not of gender differences, incorporates the right to diversity by accepting and valuing differences between men and women. It means true partnership between the sexes and common responsibility to overcome the imbalance in public and private life. The most important attainment in the achievement of gender equality is a change in people's awareness of the need for gender equality, and willingness to promote it and fight for the establishment of the same one. The development of specific gender policies leads up to directing attention to the specific needs of women in peaceful or wartime.

The main goal of gender equality policy is creating a society where women and men have the same opportunities, rights and obligations in all spheres of life. This implies:

- Equal distribution of power and influence;
- Equal opportunities for financial independence;
- Equal conditions and opportunities for starting a business, equal working conditions and opportunities for development and advancement in the workplace;
- Equal access to education and the opportunity to develop personal ambitions, interests and talents;
- Sharing responsibilities for home and children;
- Freedom from gender-based violence (Ministry of Industry, Employment and Communications, Sweden: 1999).

In order to point out the importance of integrating gender perspectives in the peace processes, actualize the request to increase the number of women, participating in formal peace negotiations, mainly because of the unique contribution of women to the peace process and constructing the culture of peace. The Resolution 1325, adopted at the 4213th meeting of the Security Council of the United Nations held on 31 October 2000 (UN Security Council: 2000), gives normative framework, within which, institutions should incorporate a gender perspective in security sector.

Comprised of 18 points, this Resolution could be divided into 4 areas:

1.   Participation of women in the processes of making decisions and in the peace processes (The States UN members should guarantee for a greater number of women be involved in making decision at all levels);

2.   Integrating of a gender perspective in training for participation in peacekeeping missions (UN General-Secretary, should creates a training program, that will regards to specific rights and needs of women);

3.   Protecting women from violence, rape and sexual abuse, during the war (all warring parties to respect, completely, international law, which concerns the rights and protection of women and girls, violence prevention ,with special accent on rape and other forms of sexual abuse, especially on civilians);

4.   Integrating a gender perspective in UN reports and implementing of their programs (UN Security Council: 2000).

Women build a secure future in the Republic of Macedonia through the implementation of Resolution 1325.

The project, "Women build a secure future in the Republic of Macedonia through the implementation of Resolution 1325" in 2012 was realized by the Women's Association of Sveti Nikole. UN Women supported this project, within their regional project "Strengthening the implementation of the Resolution of the Security Council 1325 of women, peace and security in the West Balkans (2011-2013)". The aim of the project was raising the awareness of support and active participation of women in peace-building, security and inter-ethnic dialogue, through implementation of Resolution 1325 (Asenov: 2012). For this purpose, it was necessary primarily, to raise the awareness of women's rights and gender equality, by identifying different needs, challenges, problems and priorities of women from different ethnic communities. Identifying areas, on which needs to be work on, to further strengthen the capacity of government institutions, local governments and non-governmental, women's organizations, in order to include women in decision-making processes at local and national level, related to security issues, equal opportunities for men and women and peace building, by promoting dialogue between different ethnic and religious communities is based on a questionnaire. Through this questionnaire, which comprises 44 questions, was assessed the level of knowledge of Resolution 1325 in three municipalities in the Republic of Macedonia, Struga, Kumanovo and Kicevo. The questionnaire was divided into three parts viz: Part I - Basic data for respondent (gender, age, ethnicity, religious affiliation, education level, language skills, employment and membership in non-governmental organization); Part II - Questions related to the level of acquaintance with Resolution 1325 and the involvement of the respondents in this area (only relevant participants - representatives of institutions and non-governmental organizations); Part III - Issues related to the involvement of women in decision-making processes in local communities and their role in strengthening interethnic dialogue in the community (answer only respondents – general target group, women and men).

The poll survey included representatives from institutions such as: Ministry of Internal Affairs (MIA), regionally Ministry of Justice, regionally Ministry of Defence, representatives of local government sectors: Sector of Social and Legal Affairs, Sector of Economic Development, Sector of finance, budget and development. Also, the study included representatives from the committees which exist as part of the Councils of Local Government, as follows: The Commission of Public Affairs, Commission for Public Relations, Commission on equal opportunities between women and men, Finance Commission and LEP, Commission for European Integration, Commission for verification of elections and appointments, Commission for relations between communities. Besides representatives of the institutions in the survey were include representatives of local media, and representatives of non-governmental organizations, active in these communities. Also were surveyed and citizens at random choice.

Survey was realized during December 2011 - January 2012 and it included a total of 600 respondents, 200 from each municipality. In terms of the general picture of the respondents, 35.1% were men and 64.9% women. The largest percentage of respondents,

26%, belongs to the age group 26-35 years and 25.9% belong to the age group 36-45 years. In terms of ethnicity, 54.8% of the respondents belong to the Macedonian ethnic community, 35.6%, to Albanian community and in accordance with appropriate representation in municipalities, were included representatives from communities: Turkish, Serbian, Roma, etc. In terms of religious affiliation, 55.8% of respondents were with orthodox religion, and 41.7% were Muslims. In terms of education, 45.4% of respondents were with higher education, while 34.1% have secondary education. 31.7% of respondents were unemployed and 81% are members of the NGO. All participants who participated in this research completed the first part of the questionnaire.

The second part of the questionnaire includes 15 questions to which only can answer, participants - representatives of institutions and NGOs. The purpose of these questions is to identify the proximity of the institutions, especially those whose activities are connected with local security and decision-making processes, as well as NGOs (non government organizations) with Resolution 1325. The first question in this section, seeks to identify whether respondents think that the issue of peace and security is linked to women's rights. Although 61.4% of respondents recognize the link between peace and security to the women rights, unfortunately, a significant percentage of 22.2% fail to recognize this connection. What is worrying is that even 47.4% of respondents who deny the link between peace and security to the rights of women are with higher education, a significant percentage of 21.1% participate in the NGO sector, 94.7% are employed, and most work in the Ministry of Internal Affairs (MIA) and in education 18.4%. From stated above, can conclude, that even the representatives of local non-governmental organizations are not gender sensitive and do not have enough knowledge, about women's rights, and as a result of this, they do not recognize their role in the establishment and maintenance of peace and security. Also, concern, that a significant percentage of those, who do not see this relations, are working in an area, related to the establishment of peace and security (MIA) or where acquires knowledge and where should be tear down prejudices, stereotypes and taboos - in education. The crossed data, obtained from the question of the gender of the respondents and their ethnicity, gave the following results presented in Table 1.

Answer	Sex		Ethnicity				
	M	F	Mac.	Alb.	Tur.	Srb.	Other
yes%	56.6%	63.9%	57.8%	62.2%	76.9%	92.9%	33.3%
no%	13.9%	17.8%	18.2%	17.0%	0%	0%	33.3%
do not know %	29.5%	18.3%	24.1%	20.7%	23.1%	7.1%	33.3%

Table 1: The relationship of peace and security to the rights of women by sex and ethnicity

The question "Are you introduced with the content of Resolution 1325 (related to women, peace and security) of the Security Council of the UN?" Positively answered only 19.2%, of which 37.4% are women aged 26 to 35 years. 68.7% of respondents, who answered positively to this question, have higher education. Also a large percentage of those who answered affirmatively are members of NGO 47.8%. The data obtained with the answer to this question tells us how is small the percentage of people, who are acquainted with Resolution 1325. Profile of those people, which know about this Resolution, shows that they are people, who are members of non-governmental organizations, so they were acquainted with this resolution on some trainings, seminars, debates etc., people who have higher education, so we can assume, that in the educational process were informed of this resolution and of course young girls and women, who for their own interest, education or work are acquainted with Resolution 1325. These data, crossed, with the gender of the respondents and their ethnicity provided the following results presented in Table 2.

Answer	Sex		Ethnicity				
	M	F	Mac	Alb	Tur	Srb	other
yes %	27%	37.5%	28.7%	37%	61.5%	42.9%	33.3%
no%	73%	62.5%	71.3%	63%	38.5%	57.1%	66.7%

Table 2: Knowledge of respondents to the content of Resolution 1325 by sex and ethnicity

From the table above, can be noticed, that a larger proportion of male respondents (73%) who are not acquainted with Resolution 1325 and 71.3% of them are members of the Macedonian community. Of those respondents who answered negatively to this question, 33.5% are aged 36 to 45 years, many with higher education (52.4%) and a significant proportion of intermediate (30.7%), employees are only 95.1% and mostly in public administration, education, MIA, judiciary etc. On the other hand, the majority or 81.8% are members of the NGO. These data give us profile people who are not acquainted with this resolution and according to them it's mostly men of middle age, who have a higher education, not members of non-governmental organizations and public employees.

The question we need to identify the way, through which respondents, who said they were acquainted with Resolution 1325, were involved in activities related to it, 60.2% said they were involved in educational activities (seminars, workshops, conferences), while 18.6 % said they were part of the activities related to lobbying - campaigns for the implementation of Resolution 1325. The respondents are seeing, the contribution of implementation of the Resolution 1325, as follows: 37.4% believe that it can contribute through direct participation in the implementation of related activities, 25.3% believe that the implementation of this resolution may contribute training of employees in public administration, while 35.2% believe that the promotion of women's rights will contribute to the implementation of Reso-

lution 1325. These data indicate the importance of the three segments to better and more successful implementation of Resolution 1325. Namely, individuals to be direct involved in the implementation of certain activities associated with this resolution, they first need to be gender sensitive and to work to promote the rights of women. However, isolated would not have given the desired success, and if the public servants have undergone appropriate training, and for women's rights and to Resolution 1325. In this way, gender-sensitive and trained administration aided by gender sensitive and trained individuals can successfully run the promotion and implementation of this resolution.

To achieve progress on issues related to women, peace and security, 46.4% of respondents considered it necessary preparation of a national action plan (NAP) for the implementation of Resolution 1325, while 40.9% believe that is needed international cooperation between institutions, women and the NGO sector. Many of participants in research recognize the need for cooperation between institutions, NGO sector and international organizations in this field, while being aware that the Resolution would not be able to live in practice, unless is operationalized through the National Action Plan (NAP). While, 59.6% of respondents believe that institutions are taking steps to increase the participation of women in making decisions, but generally they are not acquainted with whether women are involved in training for mediation and peaceful resolution of conflicts at the local level, regardless of whether a conflict with or without inter-ethnic component. These data tell us that there is insufficient flow of information between the local population, they are not acquainted with it by now, if women were involved in some training on this topic, which indicates that, they lack this information, do not have the opportunity to engage in such training in the future.

The representatives of institutions that take part in this survey, 42% work, work-related with security issues, and 67.5% of them work in the local security. They generally believe that the issue of peace and security is linked to the rights of women (64.1%), but most are not acquainted with the key documents as Resolution 1325 (57.7%) or have visited training of the application of Resolution (73.1%). This indicates the need for organizing such trainings for representatives of institutions working on security issues in the state, the local security through national, until those officials who are involved in international security, that they will be met with key international documents related to security issues.

The last, or the third part of the questionnaire which were answered by the general population, contains a set of questions related to the involvement of women in decision-making processes in local communities and their role in strengthening interethnic dialogue in the community. The first question of this group refers to interethnic relations in the given community and it is trying to assess. The majority of respondents who answered these question, consider interethnic relations in the community are good (56.3%) but significant is percentage of those who consider themselves bad (26.7%). Of those who consider themselves bad, 33.4% are women and mostly belong to the age group of 26 to 35 years (29.8%). These crossed data with the gender of the respondents and their ethnicity, the results are presented in the following table

Answer	% form total num.	Sex		Ethnicity				
		M	F	Mac	Alb	Tur	Srb	other
Good	56.3%	71.3%	48.3%	57.4%	57.9%	56.5%	36.8%	25%
Bad	26.7%	14%	33.4%	24.6%	26.2%	26.1%	47.4%	75%
Very bad	6.9%	8.8%	5.9%	8.1%	4.9%	8.7%	5.3%	0%
Do not know	10.1%	5.8%	12.4%	9.9%	11.9%	8.7%	10.5%	0%

Table 3: Inter-ethnic relations in the municipality by sex and ethnicity

The question "Do you feel safe in your community?", 74.1 % answered positively, and 79.3% of them have no problem with coming out alone, during the day or the night. 85 % of the respondents believe that there are some cultural and traditional barriers, which restrict their movement. Detailed answers to questions related to the sense of personal security and freedom of movement, divided by sex and ethnicity are given in Table 4.

Answer	% from total num.	Sex		Ethnicity				
		M	F	Mac	Alb	Tur	Srb	Other
Question: Do you feel safe in your community?								
Yes	74.1%	75.9%	73.1%	68.3%	85.9%	82.6%	47.4%	75%
No	25.9%	24.1%	26.9%	31.7%	14.1%	17.4%	52.6%	25%
Question: Do you go out alone during the day or at night?								
Yes	78.9%	80%	78.3%	76.3%	82.8%	87%	73.7%	75%
No	21.1%	20%	21.7%	23.7%	17.2%	13%	26.3%	25%
Question: Do you have any cultural or traditional barriers that restrict your movement?								
Yes	15%	13.5%	15.8%	18.7%	9.1%	4.5%	21.1%	25%
No	85%	86.5%	84.2%	81.3%	90.9%	95.5%	78.9%	75%

Table 4: Answers to questions related to a sense of personal security and freedom of movement

This table shows us that it is not a small percentage of residents of these communities who fear for their safety, and consequently, avoid walking alone during the day or night. The percentage is relatively similar among male and female respondents, which may indicate that the issue of security for the residents of these communities knows no gender differences. A similar percentage of male and female respondents, a higher percentage, who believe that, there are some cultural and traditional barriers that limit their movement in the community. In terms of safety in municipalities 72.2% of the respondents consider that some questions, related to individual security, can be dealt with infrastructural interventions, such as lighting and an equal number of men and women, who participated in this research, consider so.

Still looking for answers to the following questions that relate to local government and their responsibilities unfortunately we can conclude, that people do not know where to turn for these local issues. Even 40.2% respondents are not acquainted with the work of the Local Commission for community relations and the Commission on equal opportunities for women and men. Of those who are acquainted with the work of these committees (32.5%), mostly are women 32.8%, and there is the large percentage of those, who believe that if women are responsible for any issues, related to inter-ethnic dialogue in the community, the same ones may be resolved easily (70.3%). Although the majority of respondents are not acquainted with any responsibilities of these commissions, however 53.2% believe that the two commissions, should work together, for certain questions.

Because, this set of questions were answered by the respondents, that belong to the general target group (men and women) couple of questions, were related to their rights (equality), also and the communication with representatives of other ethnic groups living in their community. So the question "Do you feel equal to men and women of other ethnicities?", although, the majority of respondents answered positively (44.6%), still there is a significant percentage of those who answered negatively (30.6%). Respondents who answered affirmatively to this question, highest percentage of these, have high (47.3%) and secondary education (30%). 77.7% of them, believe that the inter-ethnic relations in the community are good, a higher percentage, feel safe in the community in which they live, walk out alone, during the day or night and have no cultural or traditional barriers which are restricting their movement. The crossing the issue of equality in gender and ethnicity of respondents is shown in Table 5.

An-swer	% f r o m total num.	Sex		Ethnicity				
		M	F	Mac	Alb	Tur	Srb	Other
Yes	44.5%	45.9%	43.9%	52.1%	34.1%	52.2%	22.2%	0%
No	30.8%	25.6%	33.3%	26.1%	37.2%	34.8%	27.8%	75%
I have no an-swer	24.7%	28.5%	22.7%	21.8%	28.7%	13%	50%	25%

Table 5: Answer the question if you feel equal to men and women of other ethnic groups by sex and ethnicity

From the above table, it can be concluded, that a higher proportion of female respondents, did not feel equal to the men and women of other ethnic communities, unlike the male respondents. The question "Do you have communication and cooperation with women and men of other ethnicities?", 57.3% said they have daily communication, but a significant proportion 34.2% communicate only when they must, and 8.5% even avoided to collaborate and communicate. The crossing of the issue of communication and cooperation with women and men from other ethnic groups with gender and ethnicity is given in Table 6.

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Answer	%from total num	Sex		Ethnicity				
		M	F	Mac	Alb	Tur	Srb	Other
Daily communication	57.3%	59.3%	56.1%	51.1%	64%	78.3%	55.6%	100%
Avoid	8.5%	10.5%	7.5%	11.6%	4.3%	4.3%	5.6%	0%
Only when I must	34.2%	30.2%	36.4%	37.3%	31.7%	17.4%	38.9%	0%

Table 6: Answer the question do you have communication and cooperation with women and men from other ethnic groups by sex and ethnicity

From the above table, can be concluded that a great percentage of male respondents, who communicate daily or avoid communicating, with men and women from other ethnic groups, unlike the female respondents. On the other hand, there is a higher percentage of women respondents, who communicate with the men and women of other ethnic groups, only when they must, unlike the male respondents. The question that needs to detect is, whether, if women are responsible for any issues, related to inter-ethnic dialogue in the community, they would be resolved easily, 51.6% responded positively, 15.4% negatively and significant percentage or 32.9% answered, have no opinion. From this, we can conclude that although the majority of respondents have confidence in women and their involvement in the resolution of certain ethnic issues in the community, yet not so small number of respondents still cannot recognize the woman as builder of interethnic coexistence.

As was expected, a higher percentage of women (58.6%) believe that the inclusion of women in resolving ethnic issues would lead to solve them easier, while high 42.7% of male respondents had no opinion on the matter. Profile of respondents, who believe, that, if women were responsible for some issues, related to inter-ethnic dialogue in the community, the same would be resolved more easily, indicates that it is a question of women of different age groups, or from 25 to over 45 years, the orthodox religion, and employed with high education. In order to check the involvement of the general population in improving of inter-ethnic dialogue and knowledge of the participants, about this theme was asked the

question "Do women, from the community, ever have raised initiatives to improve inter-ethnic dialogue?". Unfortunately, even 63.8% of respondents answered to this questions with, 'do not know', and only 26% were aware of the existence of such initiatives by women, but even those who said, they were acquainted with these initiatives, failed to point , a specific example, of an initiative to improve inter-ethnic dialogue initiated by the woman.

The question "Do women participate in the making decision in order to resolve conflicts and improve inter-ethnic dialogue in the community?". The largest percentage of respondents said they did not know (46.4%), 36.8% answered positively and 16.8% negatively. The crossing of the issue of gender and ethnicity of respondents is given in Table 7.

A n - swer	% from total num.	Sex		Ethnicity				
		M	F	Mac	Alb	Tur	Srb	Other
Yes	36.8%	40.1%	34.9%	40.6%	27.4%	34.8%	52.6%	75%
No	16.8%	12.2%	19.3%	15.5%	18.3%	26.1%	15.8%	0%
Do not know	46.4%	47.7%	45.8%	43.8%	54.3%	39.1%	31.6%	25%

Table 7: Responses to the question 'Do women participate in making decision, in order to resolve conflicts and improve inter-ethnic dialogue in the community?' by sex and ethnicity.

From the table above, can be observed that a larger percentage of men who think that women participate in the processes of decision-making in order to resolve conflicts in the community and improving inter-ethnic dialogue. What is also noticeable is that nearly half of the respondents' men and women actually do not have any information on the participation of women in these processes.

This researching tried to answer the question 'Does the municipality have some methods and ways of communicating with people?', whereby came to the following results. The majority of respondents 54.3% were not acquainted with the methods and means of communication of the municipality, only 25.7% answered positively, while 20% the municipality in general has no ways of communicating with citizens. Subsequently, respondents were asked and whether have been invited to attend and take part in a public debate or forum to improve inter-ethnic dialogue in the community, and on this question, even 65.9% said that they were not invited to attend or participate on public debates or discussions. These data tell us that these, three municipalities, are not sufficiently transparent in communicating with citizens, nor have developed methods and ways of informing citizens about public discussions or debates in their organization.

Regarding the improvement of interethnic relations in the community, most of the respondents, 65.6%, believe that improving the living standards of citizens, would have the greatest impact on improving interethnic relations, and further comes employment 61.6% and education 56.9%. It must be noted, that a significant percentage of those, who believe

that, the reduced influence of political parties, will also contribute to improving inter-ethnic relations (51.3%). These data suggest that the poor standard, endangered habitats, lack of proper education and partitioned society, can be initiators of ethnic hatred and intolerance and in the same time seriously disrupt inter-ethnic relations in the country.

The question "Do you participate in political life in your community?" the most of the respondents, 69.8% answered negatively, and the main reason why they no take part in the local political life, is listed the following answers: because I do not think I could have benefit from that (43.4%), and not have enough information (26.6%). These data tell us that unfortunately the inclusion in local political life is increasingly seen as an opportunity for gaining some benefit. On the other hand, should not be neglected nor the percentage of those who said they do not have enough information about the possibility of involvement in political life, which indicates that local branches of political parties are not sufficiently open to citizens of municipalities. 30.2% of those who responded positively to this question, or have participated in political life in their community, 60% felt that the agenda of their party included issues related to gender equality, 47.7% recognize human rights issues in their agendas of political parties, and 35.5% believe that the agenda of their political party, covers issues, like recognizing differences among ethnic communities. The crossing of the issue of gender and ethnicity of respondents is given in Table 8.

A n - swer	% f r o m total num	Sex		Ethnicity				
		M	F	Mac	Alb	Tur	Srb	other
Yes	30.2%	33.3%	28.3%	33.2%	27.4%	30.4%	5.3%	50%
No	69.8%	66.7%	71.7%	66.8%	72.6%	69.6%	94.7%	50%

Table 8: Responses to the question: do you participate in political life, in your community, by sex and ethnicity

From the table above it can be observed that a larger percentage of women, do not participate in the political life of their community, unlike to men. Consequently, the answers to this question are and the following answers, which should investigate how the participants of this research are part of the decision-making bodies in the municipality. So even 92.4% of respondents gave a negative answer to the question "Do you participate in any authority in the community which make decisions?".

The last question of this research is trying to detect common needs of women from different ethnic and religious backgrounds in the community and in response to this question most respondents have indicated the following responses: equality based on gender, ethnic and religious background, education, employment, improving living standards, cooperation, tolerance and coexistence, employing more women in leadership positions and greater participation in decision making, promotion and protection of women's rights, better social and health protection, promotion of culture and interethnic dialogue and familiarity with traditions and religious customs, protection of women from domestic violence, freedom

of expression and democracy, joining to the European Union, peace and security, reduced influence of political parties and the media, inter-ethnic cooperation in the implementation of projects of common interest, promoting common positions entertainment and socializing.

Conclusion

This work, tried, through scientific analysis of the results of research conducted by the Organization of women of Sveti Nikole in Struga, Kumanovo and Kicevo, to display the information of citizens and institutions in the Republic of Macedonia, with Resolution 1325 of the UN Security Council. Research has shown, that a significant percentage of representatives of institutions and NGOs (no government organizations), consider that the issue of peace and security is linked to women's rights, but on the other hand, there is a small percentage of those, who are acquainted with Resolution 1325 (less than 19%). Generally, respondents, who are familiar with the key documents, involved in the implementation of related activities, events and training, greater percentage are women, belonging to the age group of 26 to 35, with higher education, employees and shows higher participation of respondents who are members of non-governmental organizations. The concern is the small percentage of respondents, who are acquainted with the key documents, involved in training and related activities at the local level, primarily because a large percentage of them, within their work activities are related with security issues or work in the area of local security. Generally, respondents who answered questions on the third part, consider inter-ethnic relations in the community are good, majority feel safe in the community, in which they live, go out alone during the day or night and not facing some cultural or traditional barriers. In the other hand, the total number of respondents believes that most issues related with individual security can be dealt with infrastructural interventions, such as lighting. Although, most respondents feel equal to men and women of other ethnicities, significant percentage responded negatively to this question. In addition, the majority percentage said they have daily communication with women and men from other ethnic groups, a significant proportion communicate only when must. Generally, a larger percentage of respondents believe that if women were responsible for some issues, related to inter-ethnic dialogue in the community, they would be solved easily. On the other hand, a small percentage of respondents are acquainted with the work of the Local Commission for community relations Commission for the equal opportunities between women and men, although most believe that these bodies should cooperate. In addition, most participants said, they did not know whether the municipality has some methods and ways of communicating with citizens or whether women have raised municipality initiatives to improve inter-ethnic dialogue so far. These results are related to the small number of respondents, who were invited to attend and participate in a public debate in order to improve inter-ethnic dialogue in the community and to those who are politically active in the community. Also, the majority of respondents did not participate in any authority for making decision in the municipality.

The general conclusion is that integrating gender perspective in social - political life, entails mobilizing all general policies and measures with the active consideration of

the possible effects of particular policies on women and men, still in the planning stage. Therefore, special attention should be paid to the protection of life, dignity and rights of women, their needs during and after armed conflict, and in order to strengthen their position in peacetime. The education of citizens and institutions can help them to begin to perceive women as active participants in peace, politicians and activists, significant determinants (stakeholders) in the peace and security policy of the country. The increased participation of women in central and local government can positively influence and enhance their role in building and strengthening peace and creating a safe and secure society.

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GENDER MAINSTREAMING AND PERSPECTIVES IN THE CONTEXT OF EUROPEAN SECURITY AND DEFENCE POLICY

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Abstract: *This paper discuss gender mainstreaming specific for planning frame of ESDP missions, practical aspects and the use of implementing gender sensitive politics.*

The EC Treaty in article 3 anticipates legal basis for gender mainstreaming, stipulating that "the Community shall aim to eliminate inequalities, and to promote equality, between men and women", while gender mainstreaming is defined by the Commission in 1996 as "not restricting efforts to promote equality to the implementation of specific measures to help women, but mobilizing all general policies and measures specifically for the purpose of achieving equality by actively and openly taking into account at the planning stage their possible effects on the respective situations of men and women (gender perspective). This means systematically examining measures and policies and taking into account such possible effects when defining and implementing them." Regarding Common Foreign and Security Policy and European Security and Defence Policy, the Council confirms that the "gender equality is a fundamental principle of the EU's foreign and security policy" and that "efforts should be made to integrate gender related issues in ESDP policy making."

Why gender mainstreaming in security area is needed? First, gender mainstreaming and equality are globally needed instruments in reaching the goals of several international documents. Second, it is important to use the entire basis of humanity, not only the half of it: when men and women equally participate in decision-making better results are achieved. Third and finally, from practical point of view, inclusion of gender perspectives and integration is operationally strategic for efficiency and secures bigger success for EU missions.

Genders in ESDP became matter of consideration several years ago. There are several reasons why the international community was poor over the years in transforming former conflict states into stable democracies and why is there only a limited success in post-conflict states. First is the failure to confront with the needs of the entire society; minorities, children, handicapped or women. Second is the failure to know the society, its culture, tradition and history; poor pre-mission training; too much time is spending on training for the understanding of EU and its goals. Third is the failure to connect with decision-makers, with politics on local level, with the civil society foundation and with people who are recipients of rules and regulations that needs to implement. There are two aspects of gender in the area of ESDP operations: first, the role of the professional women in ESDP missions, and second, the use of gender perspectives in order to achieve effectiveness in ESDP operations.

Following the historic UNSCR 1325, EU undertook various steps for implementation of gender mainstreaming in the security and defence area and the paper continues to examine several EU

documents on gender, as well as several ESDP missions and the introduction of gender units, with examples from the ground, thus concluding with certain recommendations which are of enormous importance learning for gender mainstreaming.

Key words: *gender, mainstreaming, European Union, security, missions, perspectives.*

One previous question: Why gender mainstreaming in the security area?

1. Before going into details, it is important to understand the concepts of gender and integration, especially in security area. Gender indicates to social constructed roles of men and women, addressing gender issues and understanding prejudices, experiences and perspectives that affect men, women, boys and girls. Gender mainstreaming aims to address inequalities among men and women and to face with political, social and cultural structures that create inequalities and gender prejudices.

Regarding gender perspectives in EU policies, article 3(2) of the EC Treaty anticipates legal basis for gender mainstreaming, stipulating that "the Community shall aim to eliminate inequalities, and to promote equality, between men and women", while article 2 refers that such promotion of equality of men and women is the task of the European Community.[1] Gender mainstreaming is defined by the Commission in 1996 as "not restricting efforts to promote equality to the implementation of specific measures to help women, but mobilising all general policies and measures specifically for the purpose of achieving equality by actively and openly taking into account at the planning stage their possible effects on the respective situations of men and women (gender perspective). This means systematically examining measures and policies and taking into account such possible effects when defining and implementing them."[2] Regarding Common Foreign and Security Policy (CFSP) and European Security and Defence Policy (ESDP), the Council confirms that "gender equality is a fundamental principle of the EU's foreign and security policy" and that "efforts should be made to integrate gender related issues in ESDP policy making."[3]

Although this definition concentrates on equality as an end, gender mainstreaming should include bigger complexities and awareness on differences and what mainstreaming really is. This is in a better manner spoken by the UN definition on gender mainstreaming: "…the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in any area and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evalua-

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[1] Consolidated Version of the **Treaty establishing the European Community,** *Official Journal C 325/33, 24 December 2002.*

[2] European Commission, Incorporating equal opportunities for women and men into all Community policies and activities, COM(96)67 final, Brussels, February 1996.

[3] Council of the European Union, Implementation of UNSCR 1325 in the context of ESDP, 11932/2/05, Brussels, 29 September 2005.

tion of policies and programmes in all political, economic, and social spheres so that women and men benefit equally, and inequality is not perpetuated. The ultimate goal is to achieve gender equality".[4]

In the past several years, genders in armed conflicts were one of the most important issues addressed by the UN. UN Security Council Resolution 1325 (UNSCR 1325) from October 2000 on peace, women and security, the most important UN Resolution regarding women position in peace activities, confirms the need of integrating the gender perspectives in peace operations in order to secure effectiveness of the missions. The resolution insists to increase the involvement and the contribution of women on all levels in operations and the decision-making process regarding the prevention and resolution of conflicts, also in disarmament, demobilization and reintegration, thus promoting women as peace supporters. Also, the resolution confirms the need of respecting the different needs of men and women, as well as undertaking special measures for protection of women and girls in conflict zones.

In 2005 the EU member-states ministers responsible for gender equality confirmed its efforts for implementing the policies and programme following the UNSCR 1325,[5] while in May 2005 the General Affairs and External Relations Council (GAERC) encouraged its bodies for undertaking further work in the areas related with the implementation of the UNSCR 1325.[6] In September 2006, the EU Council prepared a strategy for the implementation of the UNSCR 1325, recommending measures for its implementation in the ESDP framework.[7] In the Council's conclusions for the implementation of the EU human rights policies and democratization in third countries from December 2006, the Council reaffirmed its efforts for promotion of gender equality and gender mainstreaming in crisis management.[8]

2. Three examples that illustrate why gender mainstreaming is needed in the security area:

Example 1 – Afghanistan: In rebuilding houses in Afghanistan the international community decided to place running water inside the houses so that the women did not have to walk to the well to get water every day, several times a day. This is not what women in Afghanistan want, as going to the well to get water is sometimes their only opportunity to meet other people, other women, to find out what is happening in the village and the surrounding area. By not knowing and respecting the cultural and social norms of the Afghan society we further limited the women's possibilities to access important information that would only be transmitted to them while visiting the well."[9]

Example 2 – Pakistan: They had only had very limited exposure to westerners in

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[4]   United Nations Security Council Resolution 1325 (2000), S/RES/1325 (2000), Adopted by the Security Council at its 4213th meeting, on 31 October 2000.

[5]   Ministerial Declaration of the Conference of Ministers of Gender Equality, Luxemburg, 4 February 2005.

[6]   Council of the European Union, Council Conclusion on ESDP, Brussels, May 2005.

[7]   European Parliament Resolution, The participation of women in peaceful conflict resolution, 2000/2025(INI, A5-0308/2000, 20 October 2000, and European Parliament Report, Women in armed conflict and their role in the reconstruction and democratic process in post-conflict countries, 2005/2215(INI), A6-0159/2006, 3 May 2006.

[8]   Council of the European Union, Council Conclusions on the implementation of the EU Policy on human rights and democratization in third countries, 16719/06, Brussels 13 December 2006.

[9]   Larsson Lena, Gender Perspective in ESDP Operations, EU Training on gender and ESDPs, Budapest, Hungary, April 2007.

the remote areas of the northern Pakistan, the area hardest hit by the earthquake in 2005. The area was in great need of help as the people were without shelter, medical aid and food. Winter was coming and the children would freeze to death if they didn't accept help. This meant an unwanted and difficult to deal with situation and a balance between the need for help from the international community and the Muslim Imams and Clan leaders trying to keep the population to traditional life. Among the population, it was the mainly the women who spoke English, as understood later, a result of increased internet and television access even in the remote areas, and therefore it was agreed among the Imams and clan leaders, that they should go and work for the IC, on the condition that they were closely followed by a man a brother or a cousin. This worked out quite well as the women of course also were the once that could guarantee access to the whole population, both women and men. The international women played a crucial role as the only one who could speak to and hold meetings with the Pakistani women (and actually sometimes even without the presence of their Pakistani male followers). In other words without the Pakistani women and the international women the humanitarian assistance would have been almost impossible. As soon as the worst part of the winter was over, and despite the fact that there was no reconstruction happening what so ever, the Imams forced the villagers to move back to the remote villages and start their lives again, because they wanted the IC out of Pakistan. By using the daily prayers he told his community that all the women who had worked for the IC had been infected by HIV/AIDS and condemned them from a normal life in the future. The international community left, and nobody knows what happened to the women.[10]

Example 3 – Sri Lanka: A Story for the real situation from Swedish Agency sent to build a bridge in Sri Lanka clearly demonstrates how to achieve gender mainstreaming. During one of the …pre-operations briefings, gender equality was on the agenda. However, the operation officer didn't think that was necessary: "Our task is to build a bridge, we don't need to worry about gender issues", he claimed. The instructor then started to ask questions: "Who is going to use this bridge?" Well, the locals," the officer answered. "You mean men, women and children?" the instructor asked. "Well, yes." "OK, how do they travel?" "By car mostly," the officer answered. "The women too?" the instructor asked. "No, they'll probably walk," the officer answered. "Then maybe you want to consider building a pedestrian zone on the bridge?" the instructor asked. The operation officer could only agree. "Now, gentlemen, we have just used a gender perspective on building a bridge," the instructor added."[11]

Integration is not only adding the women's component or the gender equality component or the assumption of improvement for women in the existing activities. It means bearing the experience, knowledge and interests of women and men. Therefore, gender mainstreaming is not only including women in the decision-making, but also in conceptualizing politics, process of implementation and evaluation.

Why "gender" sometimes seems limited only on women's issues? Because women represent half of the world's population, still they are excluded from several processes and

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[10] Ibid.

[11] Swedish Rescue Services Agency anecdote as reported in "From words to action", Genderforce Sweden, partnership brochure, www.genderforce.se

are, with no exception, strongly affected from war and conflict situations and consequences, which EU missions needs to address. Further, as the women are mostly responsible for the support of everyday life in most of the development countries, violence against women is used as a tool to disturb the society. Therefore, for addressing this problem, strong attention in gender framework needs to concentrate on complementing such imbalances.

Unless there is no focused effort, such as appointment of gender advisor (EUFOR DR Congo), there are difficulties in operationalization of gender mainstreaming in security policy frame. This problem is deteriorated by the fact that the "gender" is mostly considered in the light of "gender equality". European Security strategy form 2003 does not refer to gender perspectives, although it is written according the UNSCR 1325. Seems that the tendency towards gender mainstreaming have stagnated several years after 2000. At least, there was an increased effort for the inclusion of genders in documents, planning and operationalization. Justifications, such as: not enough time, already integrated, painful, culturally difficult or inappropriate are unacceptable and contra productive for efficient and effective politics.

Every frame for analyzing genders and security has the need of facing with challenges, not only by the increased access of women, participation, visibility and giving equal value, but also confronting with men's dominance in security and military area. General aspect of gender mainstreaming in security and conflict areas include: gender equality and promotion of integration; facing with gender violence and sexual exploitation; gender balance in decision-making; human rights; training; gender perspective for the internally displaced persons; disarmament, demobilization and reintegration; security sector reforms; and gender perspectives in the rule of law and judiciary.

All these areas are connected with gender in development, rule of law and human rights. Why gender mainstreaming in security area is needed? First, gender mainstreaming and equality are globally needed instruments in reaching the goals of several international documents. Second, it is important to use the entire basis of humanity, not only the half of it: when men and women equally participate in decision-making better results are achieved. Third and finally, from practical point of view, inclusion of gender perspectives and integration is operationally strategic for efficiency and secures bigger success for EU missions.[12]

The European Institute for Security Studies in many occasions emphasized the need of gender mainstreaming, as well as the inclusion of men and women in its implementation. It arguments that the gender mainstreaming is widely outspread in establishing more effective missions and that men are also important, as they are the leaders in creating dominant majority of personnel in security missions.[13] Therefore, men should understand gender mainstreaming on equal basis.

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[12] Jacobsson Krister, Tipping the gender scale at the highest levels – Swedish county police prove it can be done, OSCE Magazine, April 2007, pp. 28-29.

[13] Valenius Johanna, Gender mainstreaming in ESDP Missions, Chaillot Paper, no. 101, EU-ISS, May 2007.

Gender mainstreaming in the European security and defence policy

1. Following the historic UNSCR 1325, EU continued with various steps for implementation of gender mainstreaming in the security and defence area, starting with the European Parliament Resolution on gender aspects of conflict resolution and peace building from November 2008.[14] Although EU is still behind with gender mainstreaming in its missions, mainly because of fresh security strategies and initial involvement in missions – compared with the first UN gender office in UNMIK Kosovo and UNTAET Timor – it starts to integrate genders in the security dimension.

There are lot of examples:

- The Council drafted a List for gender mainstreaming in ESDP missions;
- The Council authorized the Institute for Security Studies to analyze mission in BiH as case studies for implementation of gender mainstreaming in ESDP,[15] presented in front of the Political-Security Committee in July 2006;
- General Affairs and External Relations Council (GAERC) conclusions from November 2006 for promotion of gender equality and gender mainstreaming in crisis management, recognizing that gender awareness and sensitivity contribute for the operational effectiveness and stipulates that the gender advisor or focal point needs to be appointed for all EU missions and operations. As such, the Council stipulates that the gender sensitivity must be secured through the chain of command and the training should be undertaken at all levels and to confront with stereotypes for complementing the gender equality. Particularly, it points out the policy of zero tolerance towards sexual exploitation and abuse, gender based violence and prostitution and calls on punishment for any violence (although this is a responsibility of the EU's member-states)[16]; and
- The Report from 2006 on genders in the EUFOR mission in DR Congo, as the first mission with gender advisor appointed in the EU's operational command;[17]
- GAERC conclusions from May 2007 point out on the expansion of gender equality extent for inclusion of vulnerable states, peace building, reconstruction and underlining that gender issues begin to be systematically included in planning and conducting of all future ESDP operations.[18]

Moreover, gender mainstreaming is evaluated in the process of lessons learned. The Political Unit of General Directorate 9 (GD9 – Crisis management) undertook training for ESDP mission's chiefs in 2006 regarding which gender perspectives are integrated. The first EU training on genders and ESDP was organized by Hungary in April 2007 with support of

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[14] Aline Dewaele, Gender and Security, European Security Review, No. 30, September 2006.

[15] Batt Judy, Valenius Johanna, Gender Mainstreaming: Implementing UNSCR 1325 in ESDP Missions, EU Institute for Security Studies, 2006.

[16] Council of the European Union, Council Conclusions on promoting gender equality and gender mainstreaming in crisis management, 2760th General Affairs Council Meeting, Brussels, 13 November 2006.

[17] Final Report on Gender Work inside EUFOR RD Congo, EU Operation Headquarters Potsdam, 15 December 2006.

[18] Press release 2799 and 2800th Council meeting of Council of the European Union, General Affairs and External Relations, www.consilium.europa.eu/ueDocs/cms_Data/docs/spressdata/en/gena/94115.pdf.

the German Presidency and represents a mechanism operational on annually basis.[19] The Commission concentrated on gender from development perspectives, but at the moment is involved in creating joint document with the Council about gender guidelines which can included the security aspect. In the European Parliament, the Sub-committee on Security and Defence (SEDE) approved a working document "Action Plan on Gender Mainstreaming" in March 2007.[20] The document aims to bring forward the Parliament towards the dynamic of the Council in the ESDP gender mainstreaming area, through gender mainstreaming in the SEDE. Also, it wishes to scrutinise gender issues in ESDP missions, as well as the initiate a report for the "Influence of genders in ESDP operations" by the end of the parliamentary term in 2009. Although the UNSCR 1325 establishes security legitimacy of gender issues in a wider international context, operational paragraphs indicates specifically on UN Security Council and peace operations. As such, adaptation in the EU context is based on the document, but developed for a special context in most of the ESDP missions, which are civilly focused.

The delay of mainstreaming integration seems that is holding mainly on normative contradiction of the equal value of women, as research shows several aspects that demonstrates the use of the inclusion of genders. For example, female peace-keepers are considered to be more accessible than males. Some European military commanders pointed out the need of gender perspectives as a key for success of peace operations, as operationally strategic and important for addressing the weaknesses in communication.[21] Consequently, to be effective in the civilian crisis management, it is extremely important that the gender sensitivity is also integrated at the highest level of authority and the chain of command.[22]

2. Council's Checklist on gander mainstreaming in ESDP from 2006 secures clear view on when and where to integrate gender. However, the document contains weaknesses by using most of the recommendations with "should" without securing "how" to "analyze specific situations between men and women" or "creating gender overview" or "contacting with local female groups." Also, it needs to confront with taboo issues in manly military sector and how this influence on women in missions, as well as to secure bigger understanding of gender perspectives and gender prejudices in operations on the ground. Such problems are articulated through the EU's Security Studies Institute:

„While the top-level officers in both missions demonstrated a positive disposition towards women in the missions, one could not avoid the impression that they had very little knowledge of what gender mainstreaming actually is and what purposes it serves".[23]

Also, the study regrets that operationally, consultations with women's groups are not systematically incorporated in the ESDP frame. Part of the problem is that the EU can secure

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[19] www.honvedelem.hu/miniszterium/gender

[20] www.honvedelem.hu/files/9/8008/sede_action_plan_on_gender_mainstreamingfinal_version.pdf

[21] Karlhienz Viereck, Operational Commander of EUFOR DRC, Speech to the Women in International Security, Berlin 27 April 2007.

[22] UN Special Bulletin on Special Measures for Protection from Sexual Exploitation and Sexual Abuse, 9 October 2003.

[23] Batt Judy, Valenius Johanna, op. cit. p. 7

only guidelines for gender training and awareness, but the responsibility for conducting the training essentially remains to the member-states. However, if the Checklist is used in connection with the gender advisor and with appropriate training (starting from the initial phase of the mission), then it will secure a solid frame for addressing the gender mainstreaming.

ESDP mission in Aceh (AMM) widely accepted as one of the most successful EU missions, completely failed to integrate gender perspectives. Former Chief of the mission, Justin Davis, expressed regrets that human rights, also including women rights, were not completely incorporated in the Memorandum of Understanding arising as a result of the peace negotiations.[24] Indeed, women invited by the Free Aceh Movement on the negotiation table were requested by both sides to leave the talks before parties agree to negotiate. Critics towards the EUPM and problem with the EUBAM Rafah on gender sensitivity also led towards greater gender awareness in ESDP.

As such, EUFOR DR Congo established successful precedent by conducting more training and bigger gender awareness than previous missions – including an explanation on gender perspectives and articulating zero tolerance for gender based violence, sexual exploitation, abuse and prostitution. Former EUFOR DR Congo mission Chief pointed out the strategic importance and value of including gender aspects in all phases of planning and implementation of EU missions. The gender adviser of EUFOR DR Congo recommends that in order to fully integrate gender into operations, gender mainstreaming should commence with the initial fact finding mission. Lack of resources or understanding of gender is not a legitimate excuse to ignore gender mainstreaming. For example, the EUPOL Afghanistan mission anticipated a pre-deployment gender training [25] but with no gender adviser until fully deployed at the end of 2007. On the other side, the EULEX Kosovo mission has a full-time Gender Unit and Adviser, as well as gender pre-training for former UNMIK personnel on the ground.

With quite different character are the so-called gender units in the civilian missions frame. Their task is promoting gender equality and gender mainstreaming in the ESDP context.[26] Among other aspects, gender units are a way of implementing the Convention to Eliminate All Forms of Discrimination against Women, guaranteeing the participation of women in the political life in their respective states. Article 7 of the Convention obligates the State-Parties to take "all appropriate measures to eliminate discrimination against women in the political and public life of the country and, in particular, shall ensure to women, on equal terms with men". The commitment from Article 7 is extended on all areas of public and political life, thus representing a very wide concept. At the same time, Article 3 of the Convention implies general commitment for undertaking "all appropriate measures, including legislation, to ensure the full development and advancement of women, for the purpose of guaranteeing them the exercise and enjoyment of human rights and fundamental freedoms on a basis of equality with men". As the most gender units have the gender mainstreaming as their purpose in all levels of the missions, they often do not execute special tasks that

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[24] ICCO and EEPA, Lasting Peace in Aceh: Strengthening civil society as an active mediator for peace, February 2007.
[25] Giji Gya, EUPOL Afghanistan: An opportunity for whom?, European Security Review, no. 33, May 2007.
[26] Council of the European Union, Brussels, 13 November 2006.

fall under monitoring or institution building, but are designated to ensure that these activities and others, less related with human rights, are performed on the way in which gender perspectives are adequately integrated in all aspects of the mission.[27]

Gender perspectives in the European security and defence policy

1. ESDP operations are not different than any other operations in the frame of UN, AU, OSCE or other organization in the crisis management. The same documents apply and are valid in any other situation in which EU is engaged. EU might have even bigger responsibility because is considered to be a part of the world where gender equality is mostly developed comparatively with other areas in the world. That should bear bigger respect and responsibility by EU. Therefore, it is interesting to notice that genders in ESDP became matter of consideration several years ago. Regarding the above mentioned about the steps EU undertook for implementation of gender mainstreaming in the security and defence area, especially the adopting a Checklist on Gender mainstreaming, the implementation of UNSCR 1325 and the Council's conclusions on promoting gender equality in crisis management it seems, that in certain extent that EU and member-states shifted from the constant question of "why" towards "how". Even if the EU is now actively confronting with the development of the understanding on why is this crucial for the effectiveness of ESDP operations, then we have long road in front before awareness and possibilities are visible on the ground.

There are several reasons why the international community was poor over the years in transforming former conflict states into stable democracies and why is there only a limited success in post-conflict states. First is the failure to confront with the needs of the entire society; minorities, children, handicapped or women. The situation is observed as it is explained by the people with authority or power, those who most likely plan and conduct war and therefore their reasons differ from the needs of other groups in the society. And mostly, they are men. Often the situation in the state before the conflict lacks of basic design of civil society.

Second is the failure to know the society, its culture, tradition and history; poor pre-mission training; too much time is spending on training for the understanding of EU and its goals.

Third is the failure to connect with decision-makers, with politics on local level, with the civil society foundation and with people who are recipients of rules and regulations that needs to implement. Interaction with and the distribution of information towards and from the local population is poor. This might create gap in information which also limits the influence of international activities. There is a clear connection between these points and further need is to define and work with improved gender balance and better representation between the international community and the recipient state. If not, it will continue only confronting with issues as they are presented by groups that do not correspond to all aspect

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[27] UN Department of Peace-Keeping Operations, Mainstreaming a Gender Perspective in Multidimensional Peace Operations, 2000, www.un.org/Depts/dpko/lessons/Gender%20Mainstreaming.pdf.

of the society as their needs have changed during the conflict.

Using the above argument, it might be said that there are two aspects of gender in the area of ESDP operations: first, the role of the professional women in ESDP missions, and second, the use of gender perspectives in order to achieve effectiveness in ESDP operations.

2. ESDP operation success depends very on the effectiveness of the mission. As it is familiar, all missions are limited regarding time and money and therefore effectiveness is crucial for the entire operation. In order to be effective and to reach the expected end, the mission needs the possibility to confront with every problem at all levels in a prioritized and well defined manner. Every democratic society depends on the functioning of the rule of law in a secure environment, economic development and with the respect of human rights. All these aspects need to be mutually developed.

When the needs are addressed and problems identified, there is a need to see how these requirements diverge and change regarding who we ask. In time of crisis, traditional men and women roles rapidly change and therefore they are a factor in an attempt for re-cover and re-build once the crisis is over.

As the crises occur women become the only income, food and security provider for their families, as men become fighters. Her role, not only in the family, but also in the society require proactive role in case when her husband is absent. Contrary may happen, after disasters like tsunami, where many men lost their wives. Now, men in traditional societies found themselves as sole providers for the entire family.

Women are traditionally carers in societies and as such not very visible. It is an unpaid concern for the family and in the society. Without this care communities may not survive, and as circumstances, during a conflict, change for those who provide care, so does the possibilities for communities to survive also changes. These changes in roles and responsibilities must be acknowledged, both for the men and women in order to help in rebuilding societies.

Women are critical to economic development, active civil society and good governance, particularly in developing states. Focusing on women often is the best way to reduce child birth and mortality rate, health improvement, food and education, HIV/AIDS; creating large and sustainable organizations in the community; and encouraging democracy. When women have access to health and education, they automatically have fewer children and therefore are in a position for securing better life for the entire family. This is in best way proven by the Nobel Prize winner, Mohammed Yunus from Bangladesh, who supported the poorest women with means to take care of themselves. In most of these communities, the stability and economic development, not only for women and their family, but for the entire community, has increased as women had means for self support.

Until recently, not much attention was given to the gender specific aspects of negative influence from violent conflicts. From this reason constant communication and research is needed in order to notice such moments in EU's crisis management and to help in re-building societies. Armed conflicts have indirect negative influence over agriculture, infrastructure, public health, peace and order. They, also influence on women, and by that on men.

For example, in Sri Lanka, women were given low paid jobs, such as gardening, pottery and knitting, but men were responsible for the medicine and business support. Literacy rate is 95% and schooling for boys and girls is taken very seriously, thus making the imbalance in power even worse and main error in building a society.

There are lot of these situations that have cultural and gender aspects and this is highly visible in Kosovo and Iraq. As a result of parallel structures, in Kosovo before the conflict women had important role in the society. As the international community failed to understand how the parallel system works and assumed that women are not visible enough, that they have no voice, so failed also to see their ways of work and their role in the society.

Or, in Iraq, USA supported in creating the Iraqi Council, mostly comprised of Islamic members declaring their intention of forbidding women's rights. Most of the members were creators of the Iraqi civil war. One of the first acts of the Council was replacing the International Women's Day on March 8 with a celebration of the birthday of the daughter of the Prophet Mohammed. Then on 29th of December 2003, the Council carry out secret voting for adopting the Family law, thus replacing the law from 1959 as one of the most progressed in the region. The law from 1959, among other things, stipulated that cases of divorce shall be conducted by civil courts, while polygamy is out of the law except if there is an agreement and divorced women have equal right for custody. Also, the law restricted juvenile marriages and gave equal right on inheritance. The Council planed changing the law with arbitrary interpretation by which women would be restricted of right to education, employment, freedom of movement and travel, custody and inheritance. Forced marriages, polygamy, compulsory religious dressing and wife beating could all be sanctioned according the new law. Iraqi women went protesting. Facing with huge pressure by the US Congress and women's organizations, USA decided not to support the change of the family law. Without the involvement of local women's organizations and the pressure from the international community, the law would be adopted, thus slowing down the democratic development that started since 1959.

3. The most horrifying aspect of gender challenges is the gender based violence and sexual exploitation and abuse, including trafficking. In numbers of conflict situations and post-conflict environments, ESDP missions encountered use of sexual exploitation and rape as a method of warfare, as well as trafficking and prostitution. It is crucial that these issues should not be tolerated, enforced with the EU Generic standards on behaviour. Particularly by the fact that the sole reference made to women in the European Security Strategy is dual – as victims of trafficking.

Since it became clear that the UN peace keepers committed sexual and gender based violence, UNSCR 1647 from 2006 provides international legal frame for punishing such acts; confronting with the impact of such acts; and implementation of zero tolerance for sexual exploitation and abuse. To reinforce this, EU Council conclusions on implementing genders in ESDP missions and operations,[28] also anticipates zero tolerance, not only on sexual exploitation, abuse and gender based violence, but also on prostitution. However,

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[28] Council of the European Union, Brussels, 13 November 2006.

these developments only refer to those included in operations, thus raising the question for the personnel that does not belong to the EU and the private security personnel.

Gender mainstreaming implementation in the security area, even in civil-military context, has not been easy. It was needed to throw down the wrong assumptions that women are not able to perform roles like men, or that the women personnel are not able to act along with men in a specific context. The increased role of women in ESDP missions also brings new challenges, such as addressing with the segregation of genders (to avoid the potential for sexual harassment). In any case, it is important to admit that in such conditions, women are not the problem – but rather what needs to be considered is the attitude and behaviour of men.

However, there is an increasing acknowledgement of the strategic and operational value of gender perspectives and sensitivity. For example, female military police generally is considered to be less threatening and more acceptable for the local population in conflict areas: mostly they secure better basis for confronting with the inter-cultural communication, especially interaction with women in Muslim societies.

Challenges confronting with the implementation of the mission in conflict or post-conflict arena include gender mainstreaming in fact-finding missions, planning and engaging with the local population. The solution is to think "inside the box" as how jobs might be done in different manner. Mostly men and women have different perspectives and priori-ties. Similarly for the different gender needs and support in the SSR, DDR or rule of law. In the frame of the EU context, the European Institute for Gender Equality[29] with over than 50 million euro budget for the 2007-2013 period, conducts research and secures the best implementation of Community policy on gender equality, as well as finding best practices for gender mainstreaming in ESDP missions.

Conclusion

Beyond the integration rhetoric, extended integration on genders in the security area and EU missions is necessary. It is not only a question of equality, sensitivity and gender neutrality, but also a question of improving the effectiveness in governing the conflicts and confronting with the perspectives of the local population, both men and women. This must be connected with the understanding that special programmes and politics facing with the improvement and empowerment of females and gender equality should be promoted in parallel with the implementation of gender mainstreaming.

The development of the gender mainstreaming policy in the ESDP frame is still comparatively young. Progress is needed for strengthening the gender mainstreaming, as well as the improvement of training and procedures in the ESDP missions. Gender main-streaming is now part of several ESDP documents, but in practice, as the missions show, gender mainstreaming is included in only limited manner.

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[29] http://ec.europa.eu/employment_social/gender_equality/gender_institute/index_en.html

How come women are still unrepresented in ESDP civilian missions? Or to be precise, why are women not represented at all? If we look at professions and backgrounds necessary for civilian ESDP missions, it is not the areas which are commonly dominated by men, but the contrary: human rights, democratization, public administration, rule of law, elections, etc. Only in the areas of police and army naturally there will be male dominance. When conflict and crisis operations started during the 90's, it was considered to be only military task, or even if it is a civilian, then it is better to send someone with military background to deal with. Here lies the reason that the mistake was made from the beginning.

Today EU operations are mainly civilian or civil-military and it is necessary to deal with civilian aspects of the society as the crisis occur or in the best scenario to prevent problems through early facing with issues and this must be done by the personnel with proper background. Research show how the presence of women and gender perspective integration in efforts to prevent crisis and conflicts had positive and constructive effect in the peace process. On the other side, reports for exchange of best practices by EU member-states show that most of the states actively work on recruiting more women, especially in the armed forces and police. This is a pre-condition for sending more women on the ground and that is difficult. From civilian side is easier and none of the EU member-states lacks of women with professional skills and abilities for work on the ground, still there are member-states that nominate majority of men and Brussels continues to accept that. As it is with some other organizations, such as OSCE that faced with same difficulties, EU depends on member-states willingness for active recruitment, training and nomination of women with proper skills.

These recommendations are of exclusive significance for gender mainstreaming in ESDP missions:

- Appointment of gender advisor along with the Chiefs of missions in the initial phase;
- All missions should implement EU gender mainstreaming guidelines;
- EU member-states in cooperation with the Council should integrate gender mainstreaming in all education courses by the European Security and Defence College and to secure training for the mission's personnel;
- EU should secure consultations and dialogues with international, national and NGO's regarding gender mainstreaming during the entire period of missions.
- Overview of job descriptions. Today there are still jobs having male characteristics.
- Training for the recruited officers within the governments that will enhance the possibilities for having more women on the ground;
- Deployment conditions needs to be more attractive; and
- Finally, adequate training in the initial phase for the entire personnel and member-states needs to be forced in nominating more women.

Still, there is an increase in efforts for strengthening the gender mainstreaming in ESDP missions. Gender advisors are already part of several missions, while many experts started discussions for inclusion of gender advisor in all future ESDP missions, as well as

the training of personnel. On the other side, it is difficult to identify explicit and systematic approach towards gender mainstreaming as a part of the ESDP goals.

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SIGNIFICANCE OF GENDER EQALITY   IN VARIOUS SEGMENTS OF SOCIAL LIFE

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Abstract: *Women are still not paid adequate attention to the overall social life. In it particularly stands out the need for equal participation in all courses of defense and security.*
Constitution of the Republic of Macedonia, the Law on Equal Opportunities for Women and Men and the Law on Prevention of Discrimination, the starting point for the appropriate inclusion of women in the defense-security structures.
In this regard, reforms are inevitable and the laws governing the matter in more detail for professional engagement of women in them, such as: the Law on Service in the Army of Republic of Macedonia, Law on Police and all other bylaws relating to gender equality in this sphere.

Keywords: *woman, equality, defense, security, conflict, peace, resolution, law, regulation, law, representation, decision-making, structures, conditions, perspectives.*

Introduction

Women's rights is a term that describes the legal, ideological, philosophical and political concept, according to which every human being from the female, by the act of birth, regardless of origin or nationality, acquired a number inalienable rights, and that the its contents differ from the wider concept of human rights.

The most common reason that women's rights are different from the common notion of human rights is that women throughout history, and partly today, have been or are still being deprived of certain rights enjoyed by men, or by legal acts or practices are given only men. As reasons commonly mentioned biological differences between the sexes, but many modern feminist social theories seek for reasons to show artificially imposed so-called "Gender differences".

As an example of women's rights which is exclusively associated with sex, mentions the right to decide about pregnancy or abortion. On the other hand, as an example of women's rights, in terms of gender equality, is the right to participate in various areas of social life, or participation in security bodies. Such is the law of social equality: equality in pay for the work, equal representation of men and women in boards of business entities, i.e. legislative, executive and judicial authorities.

Legal framework for the implementation of the rights of women in international and national plan

Historically speaking, the first significant movement for gender equality in society, occurred in the early XX century in Europe, led by Clara Zetkin and Rosa Luxemburg. From 1911 dating and celebrating 8 March as International Women's Day.

In this context, the organization of Skopje, as the main sponsor of the event and the Office of the United Nations body for gender equality and empowerment of women, in Skopje, in cooperation with the Institute for Gender Studies and the Faculty of Philosophy University of audiovisual arts from 08th to 10. March 2013, the Cinematheque of Macedonia, for the fourth time organized "Evenings women's rights." This event is organized in order to offer a cultural alternative in celebration of 8 March as International Women's Day on the progress of women's rights and gender equality. The theme of the fourth edition of "evenings of women's rights" was the presentation of the image of woman in media and projecting three documentaries of recent world production, followed by topical discussions and poetry performance. Macedonian Center for Women's Rights is the leading institution in the region that comprehensively examines the protection of the rights of women in Macedonian society.

1. Universal Declaration of Human Rights of the United Nations 10/12/1948 in Article 2 says: "Everyone is entitled to all the rights set forth in this Declaration, without distinction of any kind, such as race, color, sex, language, religion, political or other opinion, national or social origin, economic status, birth or other status. "

2. Second Convention on the Elimination of All Forms of Discrimination against Women, adopted by the General Assembly of the United Nations on 18.12.1978 has come into force on 09.03.1981, the twentieth ratification by a member, and in 1989, 100 countries have ratified same. The Organization of the United Nations, even with its founding in 1946, set up a special committee, which was responsible for the status of women and promote the development of women's rights in all areas in which women are denied equality with men.

Later, it adopted several declarations and conventions, yet the Convention on the Elimination of All Forms of Discrimination against Women, remained a central and comprehensive document against women discrimination.

This Convention occupies an important place in many international agreements on human rights and the interest has focused on the problems of women who constitute half of humanity. Convention promotes faith in fundamental human rights, in the dignity of the human person and the equal and how their progress, for which a separate account to manage all countries through its programs and actions translated into their national legislations.

Since the Preamble states significant discrimination against women, the violation of the principles of equality and all human values. The first article defines discrimination as "an exception or restriction on the basis of sex in the political, economic, cultural, civil or any other field." States are required reform of the legal system. Particular attention should be paid to the development of civil rights and the impact on cultural events. The participation of women

in political life, with the adoption of the Convention should be intensified to maximum. The women are guaranteed the right to elect and to be elected to all governments at all levels.

Convention special provisions given to the institutions: citizenship, marriage and family. Significant attention is given to existing discrimination in education, employment and economic and social life, and women living in rural undeveloped areas. It requires a nullity for all legal documents that generate inequality of women in any area of life. Motherhood, family planning, care for children and their education, health and the creation of institutions for social care, in particular significant rights for women. Caring for cultural progress of society, the environment and the safety of citizens and the state, are not less important areas of women's participation in political and economic development. This will require radical changes in traditional understanding of the role of women in the family. Alteration of the stereotype of men as "head of the family." States - Parties to the Convention are obliged every year to submit reports on the situation of women's rights in their territories.

3. European Convention for the Protection of Human Rights and Fundamental Freedoms in 11.04.1950, confirming previously established human rights internationally, implies the unconditional obligation to respect human rights, especially the right to life, prohibition of torture, prohibition of slavery and forced labor, the right to liberty and security, right to a fair trial, the legality of the punishment, the right to respect for private and family life, freedom of thought, conscience and religion, freedom of expression, freedom of assembly and association, the right to marriage the right to an effective remedy, prohibition of discrimination, derogation during a state of emergency, restrictions on political activity of aliens and the prohibition of abuse of rights. For the purpose of this paper is especially important Article 14, which refers to the prohibition of discrimination and said: "The enjoyment of the rights and freedoms set forth in this Convention shall be secured without discrimination, regardless of gender, race, color skin, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth or other status."

4. Constitution of the Republic of Macedonia in 1991, Article 9 states: "Citizens of the Republic of Macedonia are equal in their freedoms and rights, regardless of sex, race, color, national or social origin, political and religious beliefs, property and social status. Citizens before the Constitution and the laws are equal. "

5. Law on Prevention of Discrimination and Protection in 2010, Article 3 says: "It prohibits any direct or indirect discrimination, calling and encouraging discrimination and helping discriminatory treatment on the basis of sex, race, color, gender, membership of marginalized group, ethnicity, language, nationality, social origin, religion or belief, other beliefs, education, political affiliation, personal or social status, mental or physical disability, age, familial or marital status, economic status, health or any other basis provided by law or by international agreement. "

6. Law on Equal Opportunities for Women and Men in 2012, is fully committed to the establishment of equal opportunities for women and men in political, economic, social, educational, cultural, health, civil or any other field of public life. The words "any other district" include defense and security area, which is the subject of our interest. This is supplemented with article 3, paragraph 3 of the Law: "It prohibits discrimination, harassment and sexual harassment based on sex in public and private sector in the areas of employment and labor, education, science and sport, social security, including the area of social security, pension and disability insurance, health insurance and health care, justice and administration, housing, public information and media, information and telecommunication technologies, defense and security, membership and activities in trade unions, political parties, associations and foundations, other organizations membership-based, culture and other areas designated by this or other law. "

The term "Equal Opportunities for Women and Men" is meant to promote the principle of introducing equal participation of women and men in all areas of public and private sector, equal status and treatment in the exercise of all rights and develop their individual potential through which they contribute to the social development and equal benefits from the results of this development. "Discrimination on grounds of sex" means any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise of human rights and fundamental freedoms on a basis of equality of men and women in political, economic, social, cultural, civil or any other field, regardless of their race, color, gender, membership of marginalized group, ethnicity, language, nationality, social origin, religion or belief, education, political affiliation , personal or social status, mental or physical disability, age, familial or marital status, economic status, health status or any other basis.

The establishment, operation and adjustment process of equal opportunities for women and men applied and basic separate measures:

Basic measures for implementing the principle of equal opportunities for women and men are normative measures of health care and health insurance, social security, access to goods and services, the economy, labor and employment, education and vocational training, economic and property relations the use of public goods and services (consumer rights), culture and sports, ICT, defense and security, justice and administration, housing, public information and media, public administration and other areas that prohibit discrimination based on of sex. Basic measures to achieve equal opportunities and measures to achieve full equality between women and men, set out in the policies and programs systematically promoting the principle of equal opportunities for women and men and respect for diversity, to change the social and cultural practices in view of the behavior of women and men to remove prejudices, like any other practice based on the inferiority or superiority of either of the sexes or on traditional social roles of men and women. Basic measures are measures that introduce systematic inclusion of equal opportunities for women and men in decision-making, implementation and monitoring of policies and budgets in specific social areas, including the execution of the functions and responsibilities within the public and private sector. The basic measures to ensure equal opportunities for

women and men and measures in the field of education and vocational training. Education for the establishment of equal opportunities is an integral part of the system of education and professional training, which ensures readiness of men and women for active and equal participation in all areas of social life. During the preparation, adoption and implementation of programs for education and professional training, preparation of textbooks and school aids and the introduction of organizational innovations and modifications of pedagogical methods, it is necessary to provide mechanisms to eliminate prejudices and stereotypes about establishing equal opportunities. The state administration in charge of the affairs of education and labor, as well as institutions that conduct education and professional training are required to perform regular analysis of the content of curricula and textbook analysis, in terms of improvement equal opportunities for women and men.

Special measures are temporary measures to be taken in order to overcome the existing unfavorable social position of women and men, which is the result of systematic discrimination or structural gender inequality arising from historical and socio-cultural circumstances. Specific measures aimed at removing barriers or providing special incentives for contribution and achieving equal starting positions of men and women, equal treatment, equal balanced participation or social status, develop their individual potential through which they contribute to the social development and equal use the benefits of that development. Special measures are divided into positive, encouraging and programming. Positive measures are those that the same conditions are given priority to people from under-represented sex until they reach equal representation or achieve the purpose for which it is taken. Positive measures will especially apply to all agencies and at all levels in the legislative, executive and judicial authorities and other bodies and organizations, local government, and in all other public services, political parties in the exercise of political functions, committees and boards, including participation in bodies that represent the country at international level, until you reach equal representation. Encouraging measures that provide special incentives or introducing special incentives in order to eliminate the circumstances that lead to unequal participation of women and men or inequality of status against one another gender or unequal distribution of social goods and resources. Lastly, the program measures are aimed at raising awareness, organizing activities and development and implementation of Action plans to encourage and promote equal opportunities.

Special measures shall be adopted by the legislative, executive and judiciary, local government and other agencies and organizations in the public and private sector, public corporations, political parties, media and civil society in the field of health care and health insurance, social security, access to goods and services, the economy, labor and employment, education and vocational training, economic and property relations, the use of public goods and services (consumer rights), culture and sports, ICT, defense and security, justice and administration, housing, public information and media, public administration and other areas of social life. Special measures shall be adopted on the basis of analysis and description of the situation in which women and men live, and the factors and conditions that contribute to inequality with a justification for the use of such measures, including the impact that these measures will achieve on their lives and opportunities. Subjects who adopt special measures,

plans for implementation of special measures after receiving a favorable opinion from the Ministry of Labour and Social Policy. By this ministry they submit an annual report on the implementation of such measures by March 31 of the current year for the previous year.

Key stakeholders who are responsible for the adoption and implementation of measures for the establishment of equal opportunities for women and men: the Macedonian Parliament and its Committee on Equal Opportunities for Women and Men as a permanent body, the Government and its coordinator, deputy coordinator and Inter-ministerial consultative and advisory group on equal opportunities for women and men, all state bodies that defines coordinator and deputy coordinator for equal opportunities for women and men, especially the Ministry of Labor and Social Affairs; the Ombudsman; local governments and their Committee on Equal Opportunities for Women and Men as a permanent body and coordinator for equal opportunities for women and men from the ranks of civil servants in the local government; political parties and the media, especially the Broadcasting Council the Republic of Macedonia.

Strategy for gender equality is made for a period of eight years and include: situation analysis, guidelines and measures to achieve the objectives in specific areas of social life, especially in the area of employment, social security and health care, education, defense and safety, family relations and the representation of women and men in public life, responsibility for implementation of measures to achieve the objectives, content, authorities and persons responsible for the preparation and implementation of the national action plan on gender equality for the period of four years and annual operating plans in order to implement the strategy, data are collected and processed and linked, stored, analyzed and presented separately by gender structure within the activities of the State Statistical Office; method of tracking and reporting on the implementation of the strategy and means for the measures of strategy, resources and methods for providing these funds.

7. Electoral Code of 2006, respecting the principle of adequate and equitable gender representation in elective bodies, Article 21, paragraph 3 states: "In the election authorities each sex shall be represented by at least 30%." This legal decision means practically guaranteed participation of the members of the female gender in the electoral process at all levels. It is really a great achievement civilization, which is commendable.

8. Defense Law of 2001, amended Article 3 of the 2011, which reads: "Military service can perform all citizens of the country from 18 to 60 years of age, if they fulfill the requirements of this law." This was deleted above, that "the people of males aged 17 to 55 years of age, imposed military service, women may undergo military service, only if voluntarily enlist in the Army until the end of the calendar year in which they turn 27 years of age." New legal decision wiped gender discrimination and military service builds on voluntary basis to all citizens. Only age and no sex, has become a touchstone for military service of citizens, which is a great progress when it comes to gender equality, gender equality and gender mainstreaming in defense and security.

9. Law on Service in the Army of Republic of Macedonia in 2010, regulates the status, rights, obligations, duties and responsibilities of personnel serving in the Army of the Republic of Macedonia, and the system of salaries and benefits paid and other matters relating to the service in Army. The subject of his interest: the rights and obligations of

military and civilian personnel; receiving the active military and civilian personnel serving in the Army; Army hierarchy; active reserve personnel; production of officers and NCOs in the initial act; official appraisal; promotion of military personnel serving in the army; setting of military and civilian personnel and other relationships in the performance of duty in the Army; working hours, holidays and absences; responsibility of military and civilian personnel; system of pay and remuneration; other income; housing provision; Army participation outside the country; the health and fitness of military personnel serving in the Army; specific specialties of particular importance for the Army, schooling, vocational training and development and specialization for the service and the obligation to perform service in their completion; preparation for return to civilian life and termination of employment.

The general impression from analyzing the content of the provisions that make up this law is that it is quite modern and can be worn with the needs of modern times. But anyway, I noticed some inconsistencies of the legal solutions with other regulations. The commitment of persons engaged in the Army should be aimed at improving the quality and the performance of official duties and creating an atmosphere of harmonious relationship opportunities created in response to needs facing the functioning of defense and security system in terms of the real personnel, technical and functional filling the available mechanisms and capacities.

10. Law of the Interior in 2009 provides for: the realization of the public and state security; combating the violent overthrow of the democratic institutions established by the Constitution of the Republic of Macedonia; the protection of life, personal safety and property of the citizens; prevention of ethnic, racial or religious hatred and intolerance; prevent committing crimes and misdemeanors, detection and apprehension of the perpetrators and take other measures stipulated by law for the prosecution of offenders and other civic activities determined by this particular law. In addition, no place is questionable gender equality in the security authorities in the area of internal affairs. Female members of females equally participate in the execution of all business and professional tasks and taking various measures, actions and activities of the Ministry of Interior, which is a very significant achievement in contemporary living.

11. Police Law of 2006 deals with: police work, police organization, police powers, labor relations, reserve police powers and adopt bylaws. Article 96, paragraph 2 says: "The job of the police to respect the principle of equality of the sexes." This is a great benefit for constantly upgrading and continuous improvement of the system of gender equality and gender perspective in the security organs of the Macedonian society.

12. Law on private security in 2012 is a modern example of regulation that the highest level was raised to gender equality and gender mainstreaming in the security organs, where virtually no discrimination for members of private security on the basis of sex. In addition, women completely reach the maximum level of involvement in the security services, the state authorities, and the various entities that are involved in providing services for the protection of persons and property on the basis of contract between service provider that owns permission for private security and customer service.

13. Criminal Code of 1996 recognizes a particular crime whose perpetrator can only be a female. It is the crime of murder of a child during birth of Article 127, which reads: "(1) that the mother takes the life of her child during birth or shortly after birth in a state of disorder caused by birth, shall be punished with imprisonment from three months to three years. (2) The attempt is punishable. "

The question - how long after birth can be a disorder and if and when it can be caused by it, are dealt with by means of experts. Disorder is expressed as a narrow sense, reducing the ability of the mother to management judgment and their actions, which can be as significantly reduced mental. Work is intentional. Although the state of disorder during labor law presupposes, however, need to examine her existence as a circumstance that is relevant to sentencing. Actors can be a mother, and other accomplices and complicit in the crime, respond to usual, i.e. QUALIFICATION murder.

Second offense that can be committed only to a person of the female sex, a crime Unlawful termination of pregnancy under Article 129, which reads: "(1) A person who, contrary to the provisions for termination of pregnancy, the pregnant woman with the consent perform, start to perform or help perform pregnancy termination, shall be punished with imprisonment of three months to three years. (2) A person who deals with the performance of work under paragraph 1 shall be punished with imprisonment of one to five years. (3) A person on a pregnant woman without her consent to perform or begin to perform pregnancy termination shall be punished with imprisonment of one to five years. (4) If the crime from items 1, 2 and 3 performances severely impaired health or death of a pregnant woman, the offender shall be punished for the crime from item 1 with imprisonment from six months to five years, and for the crime from items 2 and 3 with at least one year. "

The work referred to in paragraph 1 shall be made without prejudice to the provisions for termination of pregnancy, and in accordance with a pregnant woman. Consent must be given knowingly, expressly or actions, without any coercion or fraud before starting actions. The approval should come from the pregnant woman. Paragraph 2 is punishable by performing occupation of termination of pregnancy, as a collective crime. Work involves performing multiple actions. Occupation includes unlimited individual acts and is treated as a stack of several pieces. Paragraph 3 punishes termination of pregnancy without the consent of the pregnant woman as violent termination of pregnancy, which can be either a master of physical resistance that it provides or the fraud that will perform another surgery which is important for her health.

Finally, the Criminal Code offense in particular Article 137 provides criminal justice provisions that prohibit discrimination of any kind, and in that context, discrimination on grounds of sex, which is contained in a series of international and national regulations under discussion in this paper. It is a crime Violation of equality of citizens, which reads: "(1) A person who, on the basis of difference of sex, race, color, national or social origin, political and religious beliefs, property and social status, language or other personal characteristics or circumstances, deprive or restrict the rights of man and citizen, established by the Constitution, law or ratified international agreement or on the basis of these differences gives citizens in contravention of the Constitution, law or ratified international agreement shall be punished with imprisonment of three months to three years. (2) If the crime from item 1 is committed

by an official in performing his duty, shall be punished with imprisonment from six months to five years. (3) If the crime from item 1 is committed by a legal person shall be fined."

The action of committing this crime consists in subtracting, limit certain rights or the provision of benefits to some citizens. Given that the discrimination based on belonging to a variety of human or social groups offender tightens existing differences or create new ones where they do not exist. Actors can be a person who is in a position to decide on the rights of another person.

14. Law on Execution of Sanctions of 2006 in Article 4, paragraph 2 says "prohibited discrimination based on race, color, sex, language, religion, political or other beliefs, national or social origin, kinship, wealth and social status, or any other status of the person against whom the sanction is enforced."Under Article 40, paragraph 2:" Inmates of different sex penitentiary sentence separately. "Under Article 134: (1) The convicted women during pregnancy, childbirth and maternity leave of absence from work in the general regulations. (2) The convicted pregnant women and nursing mothers are provided with professional medical care. (3) Defendants pregnant women on a proposal from the doctor referred to the maternity department of the institution, as a rule, four weeks before delivery. (4) Defendants pregnant women usually give birth in general health care, unless the institution provided the conditions necessary for the safe delivery of pregnant woman convicted. (5) In the maternity ward nursing mothers convicted rule remains to one year of a child's life, if not earlier released from their sentence. (6) The birth certificate can not be contained information that a child is born in a penal correctional institution." This ensures maximum gender equality in penitentiary institutions. This is true for convicted persons serving a prison sentence, and the employee's official personnel provided by correctional facilities and opportunities for its gender perspective in them, as a life profession.

15. Law on health care by 2012 in Article 9 says: "The principle of equality of care is accomplished by prohibiting discrimination in providing health care in terms of race, gender, age, nationality, social background, religion, political or other persuasion, property, culture, language, type of illness, mental or physical disability." This means that in the field of health and health care is not allowed any discrimination on grounds of sex, either in providing health services, whether in recruitment of health personnel, which basically is respected, and is another positive example of gender equality gender perspective and women in all spheres of social life.

*16. Law for scientific research i*n 2008, with the establishment and organization of scientific research, in Article 4, paragraph 1, item 9 promote "equality of women in science." It certainly is a huge benefit.

17. Labour Law of 2005, Article 6 promotes the principle of prohibition of discrimination, saying: "(1) An employer must not job applicant or employee in an unequal position because of racial or ethnic origin, color, sex, age, medical condition or disability, religion, political or other beliefs, trade union membership, national or social origin, family status, property status, sexual orientation or other personal circumstances. (2) Women and men must be provided with equal opportunities and equal treatment in relation to: 1) access to employment, including promotion, and technical and professional training in the work, 2) working

conditions, 3) equal pay for equal work, 4) occupational social security schemes, 5) absence from work, 6) and 7-time) cancellation of the employment contract. (3) The principle of equal treatment implies prohibition of direct and indirect discrimination, in terms of paragraphs 1 and 2 of this Article." Article 9-b regulates the protection of workers from discrimination based on pregnancy, birth and parenting and says: "(1) prohibited all forms of discrimination against workers because of pregnancy, childbirth and parenting, irrespective of the duration and type of employment based in law. (2) The prohibition of discrimination under paragraph (1) of this section applies to access to employment, working conditions and all employment rights and the cancellation of the contract of employment of workers who are in a state of pregnancy or use rights arising from birth and parenthood." According to Article 24: "(1) An employer must not vacancy announce-only men or only women, unless specified gender is a necessary condition for performing the work. (2) Publication of a vacancy must not suggest that the employer gives the advantage of employing a particular sex, unless the exception in paragraph 1 of this Article." And under Article 25: "(2) The employer at the conclusion of the contract of employment is not may require data on family or marital status, family planning or delivery of documents and other evidence that are not directly related to employment. (3) Prohibition on request submission of documents and other evidence under paragraph (2) of this article includes a ban request a pregnancy test or certificate of such a test and to conclude an employment contract with workers, regardless of job for which based employment. (4) If the operation causes significant health risk to the mother and child, and such risks is provided in accordance with regulations on safety and health at work relating to pregnant workers, workers who have recently given birth or are breastfeeding, the employer under paragraph (2) of this Article shall inform workers of the dangers arising from work at the conclusion of the employment contract. "

The cited statutory provisions show that labor relations are extremely important in the sphere of human life and an exclusive basis for gender equality and gender mainstreaming of women in defense and security.

18. Act of 2007 volunteering in Article 9 provides: "The organizer of volunteering should not volunteer to put in an unequal position because of race, color, sex, age, medical condition or disability, religion, political or other opinion, national or social origin, family status, property status, sexual orientation or other personal circumstances."

19. Law on Employment and Work of Aliens of 2007 in Article 4, paragraph 7 states: "In employment or work to a foreigner, the employer must not hiring the applicant, or to work in an unequal position because of race, color, sex, age, medical condition or disability, religion, political or other beliefs, trade union membership, national or social origin, family status, property status, sexual orientation or other personal circumstances." The prohibition of direct or indirect discrimination in these cases refers to discrimination against a job applicant and employee, in accordance with the Labour Law. "

Conclusion and proposal

The analysis of numerous international and domestic regulations, we can see that, in general, sufficient attention is paid to gender equality and gender mainstreaming in all spheres

of social life. But that does not mean always and in all situations from real life legal provisions automatically apply in practice. Experience shows that sometimes the existing regulations are not followed and what is written on paper and have legal force to oblige, not respected.

The state and its mechanisms, reinforced by the initiatives of non-governmental organizations and individuals to create conditions for respecting the legal decisions. That does not mean that the valid legal provisions are ideally good and should be changed or improved. In extremely serious approach to the problem of gender equality in all spheres of social life, you get to answer the question of improving gender equality and gender mainstreaming in defense and security.

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THE POSITION OF WOMEN IN THE MODERN ARMY

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Abstract : *Gender has always been a basis of social inequality. Gender division of labour is rooted down to the beginnings of human society, mainly due to the physical subordination of women. Along with changes in economic, natural, cultural, or political circumstances, there were changes in the gender roles. However, not one single society has yet succeeded in erasing the differences between the models of behaviour of men and women. According to the United Nations' Human Development Report of 1993, there is no nation in the world where men and women are treated in the same manner. Despite the fact that some barriers have been overcome, and men's and women's approach to the social division of labour is more or less equal, many social roles are still labelled as being male or female. Certain professions are still regarded as unsuitable for women, and even if they do succeed in gaining access to them, the social prestige and power they can acquire is lower than that of men working in the same field. Furthermore, women are oftentimes victims of violence in such work environments, which jeopardises their physical and psychical integrity and dignity, and hinders them from reaching their potential and opportunities for development. Undoubtedly, the participation of women in the armed forces causes the most comments and debates, followed by negative and discriminatory stereotypes about women. This strengthens the tendency of the military remaining a typically male environment in which men will keep their dominance in the profession. Gender division of labour in the armies is not overcome even in cases where there is formal equality between men and women, at least equality in regards to their approach to these certain professions. Roles awarded to women in the armies most often place them in a subordinate position relative to the men, whereby women face many problems, such as low prestige (mainly due to discriminatory stereotypes and attitudes), lesser chance of advancement, rigid restrictions, and in some cases even lower income than men working in the same profession. As a result, women often experience frustrations, which significantly lower their interest in the military professions. In order to respect consistently women's human rights, the society ought to detect such discriminatory behaviour, and to make an effort to deal with them. In this way, there would be more women in the modern armies, making them more socially representative and less discriminatory.*

Keywords: *gender roles, discrimination, violence, modern armies, military profession*

Introduction

Gender equality is an integral part of human rights, which acknowledge the dignity of all people, regardless of whatever differences may lay between them, and therefore, regardless of gender. However, gender has always been a root cause of social inequality, and the existence of

a gender-based discrimination is an impediment on the way towards a successful practice of the basic rights and liberties each and every person is entitled to enjoy merely for the merit of being a human being. Despite the legal equality of the sexes in almost every society, there are still invisible barriers: attitudes, traditional presumptions, stereotypical concepts, norms and values, all of which incite indirect discrimination and victims of which are mostly women as a more vulnerable category. In regards to the role of women in the society, significant advance has been made, and women are no longer only regarded as housewives and mothers, but rather have gained greater opportunities to follow their dreams by choosing the desired profession. However, traditional attitudes regarding gender roles differ in different societies, and are regularly manifested and substantiated by the traditional stereotypes about women.

Due to its specific demands (especially in view of physical force), and due to the nature of work tasks, the military profession has always been regarded as an exclusively male profession and hardly anyone believed that women are capable of working in the army. However, the fluctuating nature of modern warfare and the development of the military technology have provided women with an access into the army and an opportunity for them to display and prove their working, intellectual, physical and mental abilities. Hence, the strict discrimination of former times and the male chauvinistic bias has been cushioned, and the number of women in the army has been increased. However, we must not be satisfied merely by the fact that women are allowed to apply for this profession on an equal basis with men and to have equal access to it as they do. What is much more significant is to achieve an adequate quality of female participation in the military profession, which will enable women to employ all their knowledge, skills and abilities in their own advancement on an equal basis with men.

Traditional values and women's rights

In every country in the world there are traditional and cultural elements, and customs which, instead of improving, are discriminating against the social, political, cultural, economic and civil rights of women. Human Rights Watch has detected many such cases across the world, which is why in September 2012 the United Nations Human Rights Council (UNHRC) passed a resolution calling for 'the promotion of human rights and fundamental freedoms through a better understanding of the traditional values of humankind''. Furthermore, the resolution warns that traditions must not contravene rights, suggesting selection and promotion of such customs that enable greater respect of human rights and support of human dignity. If we further analyse the content from which the resolution stems, we will conclude that traditional values are too often invoked as an excuse for disrupting human (and women's) rights. Bearing in mind that 'all cultures and civilisations in their traditions, customs, religions and beliefs share a common set of values', the resolution calls for an unified set of values, accepted by all, such as to prioritise differences, but at the same time not underestimating or regressing the development of women's rights that has been achieved thus far. During his address on the New York Film Festival in June 2012, the Secretary General of the UN, Ban Ki-Moon, among other things, declared that 'no custom or tradition, no cultural values or religious beliefs, can justify depriving a human being of his or her rights.' Regarding women's rights, in almost every society and in every stage of their existence, there were and there are customs and traditions which justify the

violation of these rights. In Saudi Arabia, the authorities, invoking cultural and religious norms, prohibit women from participating in sports events (Steps of the Devil, 2012). In the United States of America in the early 1990s, evangelist Pat Robertson, in the name of traditional values, opposed the rights of homosexuals and women which, in his view, trample family values. In Kenya, the laws of some ethnic communities deprive women from their right to own property and gain inheritance. Some traditional leaders support the idea of applying these laws, but there are many others who defend them in the name of tradition. Traditions do not exist for African women, they are only an excuse, and all that exists are double standards (Double Standards, 2013). Tradition subjugates women's rights, as it is out of tune with international human rights norms and standards, which demand a transformation of traditional customs, thus eliminating those elements of them that point to or support discrimination and violation of women's rights. Certainly, there is progress in the adaptation or prohibition of those traditional customs that stand in opposition of women's rights, but the implementation of the amended laws is oftentimes poor and inconsistent. In view of preventing that traditional customs oppose national laws on adhering to women's rights, many states throughout the world leave space in their amended laws for negotiation and constant amending in the direction of improving women's rights, instead of placing them in an immobile framework of rigid traditional values (Reid Graeme, 2013:24). So, for example, the Constitutional Court of South Africa passed a ruling in favour of the daughter who inherited the post of chief after her father in accordance with the Constitution of the country despite the fact that tradition only allows men to be leaders, i.e. chieftains. During court proceedings, the court ascertained that tradition is not static and should adapt to human rights and standards stated in the Constitution. Certain countries are concordant that their custom laws are discriminatory against women, but admit that are unprepared to amend them. This, most often, is justified with the protection of moral and family values.

Tradition and culture greatly influence gender roles. Cultural attitudes about the role of women in the society differ in different societies. Cultural expectations define the behaviour of women and form impressions and generalisations about them, using incomplete information and stereotypical explanations about gender differences. By placing etiquettes on certain professions and roles as being male or female, women are excluded from the positions of political and economic power in the society and from an equal and proportionate participation in the societal life and occurrences. Thus, women differ from men in their approach to privileges, in prestige and power, and the reason behind these differences is based mainly on traditional attitudes, prejudices and stereotypes on strict gender roles. Even in societies where women have achieved legal equality to men, such invisible barriers obstruct them in living up to their abilities and opportunities of full participation in the society. Professional segregation places women in 'service' roles which are in compliance with traditional gender roles standards (for instance, secretaries, accountants, nurses etc.), while the 'glass ceiling' impedes their advancement and excludes them from top positions. The defined provisions in laws that express a complete equality of sexes do not correspond to the real situation in the societies. In order to uproot traditional opinions which limit women's chances of exercising their rights, additional legislative and administrative efforts

in several segments of the legal systems are needed. Action must be taken in education, medical education, as well as in the overall cultural life, thereby developing consciousness on gender issues and the position of women in the society, in an effort to achieve a more open and democratic society (Тасковска, 2010:73). The battle for defining women's rights and their acknowledgement as human rights has been won. What is left to be won is the battle for a consistent implementation of the already established rights. It seems that this is a battle against custom and religious laws, against traditional norms, values and opinions on the role of women in the society, which serve as a smoke screen to cover prejudice and as an excuse for violation of non-discrimination provisions.

Position of women in modern armies

Gender differences are most prominent in the military. Warfare has historically always been under male jurisdiction, aggrandising men and displaying their masculinity. In many cultures and languages, the terms 'man' and 'warrior' are synonymous and if for any reason women take participation in war activities, the social prestige and significance of warfare as a magnificent activity decline in men's eyes. The role of women in the military has always been marginal: to cheer the warriors, to be sacrificed in case of defeat, to treat the wounds of soldiers, to provide food and water and care for the soldiers. In early modern Europe, women have traditionally participated in the frontlines in rebellions that preceded revolutions, but their participation was only up to the point when men got organised and armed, i.e. when they became a leading force of the action thanks to the arms. That means that both sexes were equal when none of them were organised, but at the point where an effective political structure was established that excludes women, the previous equilibrium disappears. Women were excluded from revolutionary structures and degraded as marginal. In the two world wars, due to extensive losses of manpower and a need of additional fighters, many countries engaged women in their armies, but they did not enjoy equal treatment to men at all times and in all armies. Although a large portion of them were deployed on the frontlines, they were primarily engaged in non-martial service and in service roles, or were the basis of the military (worked for the needs of military factories or in transport). After the war, most of these women were discharged or left the military by their own volition. Those women who stayed within the army faced the retarded discriminatory attitudes and had little or no possibilities of advancement. In some countries, these women were literally excluded from any significant position (Салтировска, 2011:105-110).

In the period ensuing World War II until today, women have been included in the armies of many countries, but their participation rate was highest during the Gulf War in the American army. They were mostly engaged in non-martial tasks, and only a small proportion of them had martial roles. In wars that are being fought today, those that Miriam Cooke (Cooke, 1993:181) called 'post-modern' (Lebanon, Somalia, former Yugoslavia, etc), in which the parties at war are most often within the same state, women have an active role. It is undoubtedly true that the inclusion of women in armed forces in national crisis, mainly due to the need for a mass mobilisation, is not uncommon, and the participa-

tion of women in martial tasks is enabled by the altered nature of modern warfare and the constant development of the military technology, which causes the differences in physical abilities between men and women to lose importance as an obstacle for female participation in combat activities alongside men (Салтировска, 2011, 112). According to this, the construction of the positions of women in the armed forces regarding the dichotomies martial- non-martial and frontline-background stems more from ideological constructions of femininity and masculinity in the society, than it is a reflection of objective problems in inclusion of women in martial roles (Yuval-Davis, 1997:166). This means that the reason is not martial, but cultural and societal. Warring as a masculine activity enjoys greater status, and the male role in that domain is more highly appraised. The entrance of women in the military sphere, and even more so undertaking martial roles, threatens male interests and degrades their role. The fact that women can be engaged in armies throughout the world on an equal basis with men does not mark the end of discriminatory attitudes and practices from the past, as negative stereotypes on women and their participation in the army continue to strengthen the tendency to keep the roles of 'soldier' and 'warrior' for men only. The leadership of men in the profession of soldier poses a barrier to female participation in it, since the military collective as a typically male environment has a rather hostile attitude towards women (Салтировска, 2011:116).

Despite the relatively formal equality of men and women in regards to the possibilities of joining the armed forces, the gender-based division of labour continues unabated. Roles awarded to women in the army most often place women in unequal position to men, because they mostly reflect the civil gender-based labour market, with only a handful of women performing tasks directly connected to combat and warring. The exclusion of women from martial roles prevents them from putting their abilities fully to use in the direction of equal advancement with men. The data showing a high percentage of female participation in martial roles in the armies of some countries are not always credible, as there are differences as to the classification of what is a civil and what is a martial role. These differences vary from one army to another, so the definition of what comprises armed forces varies as well (Chapkis, 1981:89).

What is very significant to mention is the issue of the treatment of women by their fellow soldiers and their seniors. It is certain that in a typically male environment, women will face many limitations due to their sexuality. In some countries' armies, men feel threatened by the presence of women, and even deem it necessary to control women and segregate them with their sexuality. Even in the Israeli army, which is known for promoting gender equality, female units were referred to as 'Chen', meaning 'charm' in Hebrew. This certainly points to the fact that men soldiers do not regard their female colleagues as equal partners, but only see women in them. If female soldiers have to choose between a situation where they would be only treated as sexual objects, and a situation where they, proving their abilities match those of the men, would be treated as their substitutes, then it is certainly normal that such a choice is a degradation for them, one they cannot accept and one against they must fight, demanding their right to full equality with men in the 21st century (Салтировска, 2011:129). Strict bonds, low prestige (resulting from traditional

norms and values, cultures and beliefs that form stereotypical concepts of women and their participation in armed forces), the lowered opportunities for advancement, and in some armies even lower incomes in comparison to male colleagues, are only a handful of the problems women face in modern armies, which is why some women often experience frustrations that lower their interest in the profession of soldier.

Position of women in the Army of the Republic of Macedonia

After its independence, the new Constitution and political system of the Republic of Macedonia has prohibited discrimination against citizens based on gender in all areas of society, including the military. However, in the 1991 Law on Defence there was manifold discrimination against women in the military: during peaceful times, women were robbed of the opportunity to do any military service, did not have the possibilities of participating in the military education, and in wartime their immediate engagement in the armed forces was not envisioned, but rather their activity was limited. With the 2006 Law on amending and complementing the Law on Defence, the military obligation was abolished and substituted with voluntary service in the military, the right of service being awarded to all citizens of both sexes, not older than 26. Thus, women were allowed to apply for voluntary military service, to become professional soldiers and cadets of the Military Academy. There are no formal obstacles to their engagement on any work position in the Macedonian army. However, given the specificity of the profession, the special mental and physical criteria the candidates must meet, traditional prejudice and stereotypes surrounding women in this profession, and some other elements that exist as an invisible hurdle for female participation in the military, their representation here is small, but has a tendency to rise. In 2008, women were represented with 2.3% as professional soldiers; 11.3% as lieutenants; 7.9% as officers; or 5.5% in the overall army (Programme..., 2009). In 2011, out of 7050 persons in the Macedonian army, 615 or 7.5% were women. In the total professional army composition, women participated with 8.61%; 11.1% of them as lieutenants; 2.77% as officers. In 2012, out of the total number of soldiers in the Army, only 3% are women; 11.1% of whom are lieutenants; and 8.6% are officers. The percentage of women in the civil service of the army is by far the highest- 34.6%. In total, the female participation in the Army in 2012 was 8.6% (Programme..., 2013).

It is clear that the Army has made a significant step forward in decreasing discrimination against women, and female legal equality is also to be witnessed in practice. Many women in the Macedonian army also have combat roles, and 133 women have taken active participation in missions led by the Army of Republic of Macedonia. However, the representation of genders is far from proportional, which is most obvious in the category of professional soldiers. One of the reasons for this is the weak interest of women in the profession of soldier. So, in 2007, out of a total number of applicants for voluntary military service, only 6.84% were women, while only 3.45% of the applicants for professional soldiers were women (Programme..., 2009). In 2010, out of a total of 652 candidates for voluntary service, 4.54% were women, while in June 2012, their percentage was 4.06%. In

August 2012, out of 164 candidates for professional soldiers, only 10 or 6% were women (Programme..., 2013). Monitoring trends in modern armies in the world shows that in military structures, much attention is paid to increasing the rates of women's participation (in NATO armies female participation is 10.24%), which is why in the following period, the female population should also be targeted for recruitment, and during staff selection expertise and competence of staff should be evaluated regardless of their gender.

This short quantitative analysis only allows us to make conclusions about the percentage of female participation in the Macedonian army. However, many questions remain as to the reality or quality of their participation, the roles women are given in it, the extent of their opportunities for advancement, the treatment of their male colleagues towards them, and whether traditional beliefs, prejudices and stereotypes still play a role in lowering the prestige of the female soldiers, whether the treatment of both sexes is equal, whether there are occurrences that hurt the dignity of the women and cause them fear, humiliation, mental torture, etc. In order to find answers for these and many other questions, a much more substantial research is needed, which is very difficult to perform in army environments due to the character of the military organisation. The advancement in increasing equality is evident, but not sufficient. There is room and motive for work in that direction, and there is also a good legal basis for future development programmes. What is needed is a greater awareness as to the need for laws to be adequately implemented in practice, following the goals and expected results.

Conclusion

The women's rights movement does not stand in opposition to the existence of custom and religious laws, nor to the tradition and its values and norms, but it does oppose certain aspects of these, which violate the rights of women. These should not be discarded, since there are societies in which they are the only guardians and protectors of women, but should rather be transformed, eliminating certain elements that lead to discrimination. Countries should alter their social and cultural behavioural habits towards both sexes, in order to eliminate prejudice and traditional concepts which are based on the notion of superiority of one and inferiority of the other sex, or have their roots in stereotypical concepts of their social role. Invoking traditional values in order to justify violation of the rights of women is in opposition to international human rights norms. Traditions not only fail to adapt to the changes in the modern societies, but also fossilise them, which might even cause retardation in women's rights movements. Cultural expectations define the role and behaviour of women in the society, thus forming generalisations and stereotypical explanations about gender differences. Branding a certain role as 'male' means exclusion of women from positions of power and equal and proportional participation in the overall social streams. The differences between sexes relative to approach to privileges, prestige and power are mainly the result of traditional attitudes and stereotypes about strict gender roles.

Gender differences are most obvious in the sphere of the military, since the participation of women in the armed forces causes many debates accompanied by negative and

discriminatory stereotypes. Despite the equal access in armies, women are awarded roles that place them in unequal position comparative to men. Their exclusion from martial roles decelerates or incapacitates their advancement on an equal basis with men, as they are not able to use and display they full potential and knowledge. However, women in armies face plenty more problems, due to which they experience frustrations, which in turn abates their interest in the profession of soldier. Consequently, what matters is not only the percentage of their participation in the military, and we cannot be satisfied merely by the fact that women are allowed entrance into the military. The quality of the female participation, their roles, their treatment, advancement opportunities are very important as well. Moreover, it is significant to learn the extent of their liberty of speech as to potential violence and discrimination against them in the army, and whether the authorities, and even the society, are ready to hear them and take measures to protect their basic human rights. Women are still not used to being fully equal to men in typically male environments, so all measures directed towards increasing their interest in the profession of soldier ought to be directed at encouraging their involvement into the armed forces, at the same time offering them opportunities to put their knowledge, skills and abilities to use, in an effort to advance and develop alongside with men. Culture and traditional standards alter in the course of time, but in order to alter those elements that put the rights of women in danger, we need to develop a collective awareness of the need to act in that direction and consistently implement all laws and other documents whose goal is to achieve gender equality in all segments of society.

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THE ROLE, PLACE AND SIGNIFICANCE OF WOMEN IN THE PRIVATE SECURITY SUBSYSTEM IN REPUBLIC OF MACEDONIA

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Abstract: *The participation of women in the private security subsystem in the Republic of Macedonia is quite a new development and surely attracts the attention of scholars and researches in the field of security. Their role, position and significance could be viewed from two aspects: first, as a new challenge for the women in this new subsystem of the security system in the Republic of Macedonia, and second, as a continuation of the working experience some of the women now working in the private security subsystem previously had in other similar jobs in other segments of the contemporary security system (mostly public and state). The authors of this paper try to scan and scientifically explain the current state with the role, position and significance the women have in the existing private security subsystem in the Republic of Macedonia, defining the volume of their representation, the positions they occupy, the authorizations they exert and other questions related to subtle gender questions in this sphere. The research findings will be based on the use of primary as well as secondary data, contents analysis and bivariate methodological analysis as techniques and methods for gathering and analyzing the data. The authors expect that this paper could give a scientific glimpse of this question in our contemporary security science which could be of use to both scholars and researches as well as practitioners and persons employed in the private security subsystem in designing, analyzing and conducting the policy considering the future role, position and significance of women in the private security in our country.*

Keywords: *private security subsystem, women, role, position, significance, representation, authorizations*

Introduction

Women's relation to security has always been understood through the men-women relations throughout humankind history. The nature vs. nurture debate was unquestionably resolved in favour of the nature. The oldest known division of labour between men's and women's work has been continuously determining the place, role and significance of women

in security matters. The man was to one who possessed physical natural advantages good enough to ensure the historical supremacy over women concerning security. Virtually, almost in all known societies and cultures up to now man was responsible for providing economic security as well as any other kind of security, including rudimentary physical security, in order to ensure the existence of family and other more complex forms of societal and cultural organizations. The physical, emotional, and even intellectual weakness of women, as was understood, sealed their societal position speaking of their relation to security at all. Women were the ones that needed protection from different kinds of risks, from natural to human and societal and men's relation to women was, and to some degree, is even nowadays seen through the capability of men to protect and care about their partners or female members of a group. That simply charters the very important difference between sex and gender, where the first one is defined by nature, and the second one by societal and cultural contexts[1]. What is of our interest in this paper is to see exactly the relationship between gender and security, private security especially, in contemporary societal, cultural and security conditions in which we are living and see what changes have occurred, what are the reasons for these changes and to give some scientific prognosis of trends of those changes and developments in near future. Speaking broadly, we can justifiably presume that the relationship of women towards security and private security is a reflection of the role, status and significance that women have in contemporary cultures and societies, and that it is some kind of constant throughout the world.

There's an evident rise of women's participation in all segments of contemporary security systems in scope, size and significance. Many of the prejudices and stereotypes towards women participation in security seems to have weakened or even lost in some cases. But, however, speaking of gender, it is still much contested among security experts and practitioners where is the line of gender equality between men and women considering security and are women really equal in literary sense of the word? Do women have equal opportunities guaranteed by law and state institutions? Are there any obstacles of moral nature arising from petrified moral norms, conservatism, traditionalism etc., and, Does society as a whole restrict, in any manner, the participation of women in private security? Of course, these are difficult and even ungrateful questions to answer, simply because they enter the very subtle men-women relationships. We'll try to give some reasonable answer in a try to be as much balanced as we can in this sensitive debate, mainly relying on the objective criteria for women's participation in security matters and what is of our special interest here, in relation to modern private security sector (subsystem) in Republic of Macedonia with some parallels to Europe and wider.

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[1] Светлана Станаревић и Филип Ејдус (2009), *Појмовник безбедносне културе*, Београд: Центар за цивилно-војне односе, cc: 110-111; "Gender refers to the particular roles and relationships, personality traits, attitudes, behaviours and values that society ascribes to men and women. 'Gender' therefore refers to *learned* differences between men and women, while 'sex' refers to the *biological* differences between males and females. Gender roles vary widely within and across cultures, and can change over time. Gender refers not simply to women or men but to the relationship between them". Cited after Sabrina Schulz & Christina Yeung (2008), *Private Military and Security Companies and Gender*, Geneva: DCAF, OSCE/ODIHR, UN-INSTRAW, p. 3.

In this paper we are particularly focused on the role and importance of women in the private security system. The scientific provocation of this issue emerged from the following:

- sex and gender (in)equality as a universal phenomenon in many areas of modern life (politics, business entrepreneurship etc.);

- specificity of cultural values, norms and customs and other cultural elements that shape the Macedonian cultural environment;

- specificity of professions related to security which have traditionally been viewed as male professions;

- legal, traditional and other norms regarding the participation and engagement of women in performing professional tasks and duties in the domain of the protection of private property and persons.

Women in contemporary private security

Women are inseparable part of the humankind security history. Over the millenniums, women had played sporadic, though not completely insignificant role in security matters. There were times recorded in the historical annals of women participating in security and defense, in peaceful and warfare times, even in carrying out combat tasks, usually, if not entirely considered as sovereign field of men[2]. The role of women in security was always considered as complementary and associate to the men. It was common for the women to perform logistic tasks such as providing food and health care for the wounded men during the wars, or to assist in various ways while executing security tasks done by men. Women were frequently used throughout the humankind history for gathering security information as intelligence workers, investigators, but significantly less for performing manned security, especially the tasks and authorizations that required use of physical force. That clearly shows that women participated in one or another way in security and that most of their participation was determined by their sex and gender, especially gender. Physical and to some extent psychological weaknesses of women compared to men were often deemed as decisive when considering the possibility, volume and range of engagement of women in security matters in general.

We cannot speak of private security and relation of women to private security independently of security since the private security had existed in non-institutionalized forms from the dawn of human history. That means that the notion of the private security is not entirely new, but it was known even to the most primitive cultures. What we have today

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[2] Just as an interesting fact, the history of participation of women in the armies dates back to 4000 ago. According to Зорица Салтировска (2012), „Ангажирањето и улогата на жените во современите конфликти и армии", *Годишник на Филозофскиот факултет*, сс: 411-423.

is private security as institutionalized form of security that has as such, a history of around two centuries. Even in this institutionalized form of private security, we see women participating from its very beginnings. Thus, for instance, we find women engaged in private security with the foundation of the first detective and private security agency, *The Pinkerton National Detective Agency*, formed by *Alan Pinkerton* in 1855[3]. In 1856 he hired the first women ever known to work in the private security, *Kate Warne*, well before the women's suffrage movement had realized its aims[4]. She worked as private detective, and, thanks to her successful work, Pinkerton encouraged himself to engage 60 more women as private detectives[5]. That shows that the need for women in the private security was recognized very early worldwide. Today, we can speak of situation where women perform numerous and different tasks and authorizations within private security, being almost equal in all aspects with men. This seems to be truer for the private security industry, more than for the private military industry. Nowadays, women are considered very compatible and indispensable in private security subsystem (sector) having in mind its primary preventive function. The fact that the private security operates mostly in peaceful times, also leaves enough room for the women to be engaged.

It is wrong and unscientific to see the question of women in security in general and private security specifically only through numbers. That is because the gender equality in private security does not imply equality in numbers, but quality of opportunities, or, what is known as "*equal chances*". That should provide and ensure that women will not be excluded from the security sphere, marginalized or put on a waiting list considering their employment in the private security industry. The very concept of gender equality should be considered as societal attitude and policy in the sphere of private security where women will be given equal chances (opportunities) to work by making their own free decisions, having in mind the professionalism needed to perform such specific security tasks also. Since the private security sector is primarily market oriented and secondary societal oriented, the gender policy issue in private security should be viewed through these two crucial variables: equal chance for work and professionalism. Only with these two criteria met we can talk about the right approach, concept and policy of gender quality within private security subsystem.

The sex and sex characteristics of women must not be overlooked as well when considering the factors that determine the concept of gender equality in security and private security specifically. It is best to see this factor as important, but not as crucial as the previously two mentioned. No matter how much social and cultural we'd like to sound, the nature and natural differences presented through women's natural characteristics are always inevitable and hard to overlook when speaking of women's role and position in security and private security. We could bet that even the most rigid and conservative feminist proponents would agree that the sex characteristics cannot be overlooked or marginalized when

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[3] Whitney D. Gunter & Christopher A. Hertig (2005), *An Introduction to Theory, Practice and Career Development For Public and Private Investigators*, New York: International Foundation for Protection Officers, p. 8.

[4] Robert J. Fischer, Edward Halibozek & Gion Green (2008), *Introduction to Security*, Burlington MA: Elsevier, p. 36; John D. Dempsey (2011), *Introduction to Private Security*, Belmont CA: Wadsworth Cengage Learning, p. 8.

[5] Гроздан Цветковски (2011), *Професија приватен детектив*, Скопје: Панили, с. 30.

discussing the theme and that every gender aspect of women in security must respect this unavoidable factor, but that does not necessarily mean that it should be overemphasized .

In feminist theories and views, negligence of sex and gender differences has become a common phenomenon. Very often, the arguments in favor of discrimination against women are supported by statistical data regarding the lower participation of women in a given social area on the basis of which conclusions are drawn regarding their discrimination, without considering the biological differences between the two sexes. The insistence on unconditional proportionate- statistical participation of women in specific professions and activities, without taking into consideration natural differences between sexes, may carry in itself many elements of dehumanization of relationships in the society.

The role, place and significance of women in the private security industry could not be observed out of the security system and general societal conditions and development trends. In these terms, women in private security share the destiny of other women who work in other segments of the security system (state/public/ and civilian). It is interesting to know that although, speaking in numbers, it seems like the place, role and women in the private security subsystem in less favorable that that of their colleagues in other parts of the security system, nevertheless, it is only superficial and confusing conclusion. At first, the private security industry saw its real growth and development only in the last few decades unlike the other parts of the security system that have been developing much longer[6]. Second, there's no internationally accepted legislation considering the private security industry which aggravates the question of legal status of women working in the private security industry. Third, the private security industry works primarily for the market, so the market (not state) determines the need for women participation in the private security. Fourth, the role of the private security industry is primarily preventive, so, it provides many opportunities for further improvement of women participation in the private security subsystem. All of this contributes towards more nuanced and realistic view of the present situation with the place, role and significance of women in the private security industry. That should be taken into consideration when analyzing data related to this issue, such as the data from *CoESS* given in the table below (table no. 1), showing the comparison of percentage of men and women active in the private security industry in Europe[7].

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[6] "The increasing engagement of PMSCs in conflict, post-conflict, and transition situations in the provision of security and other services has brought their activities and operations starkly to the fore—particularly as they relate to women specifically and gender-related issues more generally". See Ana Filipa Vrdoljak (2010), "Women and Private Military and Security Companies", *International Humanitarian Law*, p. 280.

[7] CoESS (2011), *Private security Services in Europe: Facts and figures*, Wemmel: CoESS.

Country	Percentage of men	Percentage of women
Austria	80	20
Belgium	85,2	14,8
Bosnia and Herzegovina	**98**	**2**
Bulgaria	87,7	12,3
Croatia	88	12
Czech Republic	-	-
Cyprus	75	25
Denmark	80	20
Estonia	80	20
Finland	75	25
France	84	16
Germany	80	20
Greece	80	20
Hungary	85	15
Ireland	98	2
Italy	91	9
Latvia	80	20
Lithuania	80	20
Luxembourg	80	20
Macedonia*	**98 (96-95)**	**2 (4-5)**
Malta	-	-
Norway	70	30
Poland	95	5
Portugal	80	20
Romania	85	15
Serbia	80	20
Slovakia	-	-
Slovenia	95	5
Spain	85	15
Sweden	70	30
Switzerland	81	19
The Netherlands	76	24
Turkey	80	20
United Kingdom	-	-
EU countries (average)	**83.4**	**16.6**

Table 1. Comparison of percentage of men and women active in the private security industry in Europe

The table above presents pretty interesting results when analyzed deeper. Although, as we've already mentioned statistics could be often misleading and could direct us to uncertain conclusions, nevertheless, it is instructive enough of providing significant data and trends of development. The bolded figures of the table show the most important data for comparison and here they've been used to give an account of the range of active presence and participation of women in private security across Europe. With the 83.4 % men and 16.6 % women average participation in the private security in Europe we can compare the countries with lowest and highest participation of women and then analyze these numbers with a set of other variables, such as market, legal, cultural and societal factors within which this phenomenon develops. The numbers are also interesting compared with the active presence of women in private security with that of presence of women in other security sectors (state/public/ and civilian)[8]. We can be sure that this kind of comparison would vary significantly and could be hardly explained only through numbers, since the participation of women in state (public) security services is mostly result of the administrative measures taken by the authorities while the participation of women in the private security entities is almost entirely regulated by market demands. The civilian sector could be expected to have maybe presence and participation of women in security close to the natural distribution of men and women in societies, which tends to be equal (50% to 50%) when looked as average in Europe and wider. Surely, we cannot say that 5, 10, 20, 30 or more percents of women participation is lesser or bigger than that of other security sectors, but first could be seen within the sector and its requirements for engaging women, and only then in comparison with other sectors. It means that concerning private security and other security sectors it is most importantly to assess and ensure that the optimal presence and active participation of women is being achieved.

However, close analysis of numbers from the table shows close relation of women participation in private security with some social, economic and cultural factors. Thus, for instance, the number of women's active participation (employment) in the private security sector in European countries is highest in Scandinavian countries such as Norway and Sweden, who have traditionally highest numbers of women participation and integration in almost all other societal areas, not only security. Ireland sticks out of the picture of economically developed countries that have unusually low active participation of women in private security, but that could be only at first glance, since we can explain this phenomenon with the influence of the strong religious factor in conumbers on a small space. Here, we would like to warn that not all data presented in the CoESS report are to be taken for granted, especially because they show the state with the active participation of women in private security in the end of 2011, which means before more than a year ago, and knowing the rapid pace of development of the sector, this data could sometimes look obsolete and ambiguous. Moreover, the data could be checked and compared with some other available sources to

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[8] The contemporary security systems are consisted of at least three sectors (state/public/, private and civilian). For more see Јордан Спасески, Пере Аслимоски, Сашо Герасимоски (2008), *Приватна безбедност*, Скопје-Охрид: Полициска академија и Факултет за туризам и угостителство, с. 33.

ensure their reliability as precisely as we can. In this sense, for example, when we compare Slovenia and Serbia, we find 20% participation of women in Serbia compared to only 5% of active participation of women in Slovenia, although Slovenia has the most developed private security sector in former Yugoslavian countries and among the best developed on the Balkans compared to Serbia who is the only country in South-Eastern Europe that has not regulated the private security sector with special legislation[9]. Speaking of Republic of Macedonia, the official numbers presented in this CoESS report claim only 2 percent of active participation of women in the private security sectors, which, by our information, is not a reliable number. Namely, our researches have shown that this number is at least twice bigger and that currently there are 4-5 percent of women who actively work in the private security sector with a tendency of further growth of participation. These trends would be positive only if they are accompanied with qualitative improvements of women in the private security sector not only in Republic of Macedonia, but all across the Europe as well.

Women's role, place and significance in Macedonian private security subsystem

Women in the private security subsystem (sector) in Republic of Macedonia are quite a new phenomenon and their active presence through employment has intensified in the last couple of years. Following the very rare attempts to study this interesting topic scientifically, not only domestically but abroad as well, we were intrigued by the very theme of finding out the real place, role and significance of women in Macedonian private security subsystem. Therefore, we have decided to make an initial empirical study in order to substantiate our theoretical assumptions related to this question. Though we've encountered with lack of empirical studies and theoretical background on this issue, it was a real and satisfying challenge to see this researching for the first time in our country, trying to clarify this often forgotten and unjustifiably marginalized question.

For the purpose of this paper, we've conducted an empirical research that consisted of interviewing 10 women that work for the largest private security agency in Republic of Macedonia. We have decided to conduct unstructured (informal, deep) interviews in order to get wider and deeper insight on this subtle issue. The questions for the interview consisted of ten questions that were formulated as themes for discussion, with the intention to give free, comprehensive and profound answers. The representativeness of the sample was ensured by the fact that we've interviewed about one sixth of the total employed women in the abovementioned private security agency, which is at the same time about 10% of the total number of women currently working in the private security subsystem (sector) in Republic of Macedonia[10]. According to our knowledge and official data, there are not women working

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[9] More about the status of women in the security system of Serbia see Bjeloš Maja, Odanović Gordana i Stojanović-Gajić Sonja (2012), *Uvek žena, nikad koleginica: Kvalitativna studija prepreka sa kojima se suočavaju žene zaposlene u policiji i vojsci Srbije*, Beograd: Beogradski centar za bezbednosnu politiku.

[10] The average age of the interviewed women working as private security officers in our research was 34 years, which is slightly above the average age of the total private security officers in Republic of Macedonia (men and women) that is 30 years. After CoESS & APROSER (2013), *The Socio-Economic Added Value of Private Security Services in Europe*, Wemmel and Madrid: CoESS & APROSER, p. 21.

as private detectives in Republic of Macedonia at the moment, so, the sample consisted only of the women private security officers. Also, the representativeness was enhanced with the very structure of the sample. Namely, we interviewed women employed in different work positions within the private security agency, from manned security, through employed in technical security (mostly monitoring), employed in the reception department within the agency up to the managerial positions, such as head of departments and sectors. Once the field work with interviews was done, we continued with data analysis using mainly the contextual method of classifying and analyzing the gathered data. In order to make the results of this empirical study easier to follow and see, we'll present the results in the following table (table no.2) and give a sublimation of the results after that.

Question	Answer
What was decisive when making decision to work in the private security?	For 60% of the interviewed it is their wish and challenge to work in the private security. The decision is personal.
According to your knowledge, what is the opinion and attitude of public towards the women employed in the private security in Republic of Macedonia?	For 50% of the interviewed it is positive, much positive than earlier and they are accepted by the public. For 20% the public reacts divided, some accept them, others are surprised. 10% think that they have not been adequately and positively accepted by the public. 20% do not have awareness of the public opinion.
Are you accepted by the rest of the colleagues in the entity (agency) where you work and in the private security subsystem in general?	All respondents declared that they are exceptionally accepted by the colleagues within the entity, they receive help and that the colleagues cooperate with them. 40% declared that they cooperate extraordinary with the women employed in other agencies.
According to your opinion and knowledge, whether there are stereotypes and prejudices in respect of the capability, readiness and professionalism of women working within the private security sector in the country?	50% think that there are no stereotypes and prejudices. 30% that there were in the beginning, but that there are less present nowadays. 20% think that there are stereotypes and prejudices.
Do you think that the women employed in the private security can fulfil their working tasks shoulder to shoulder with man and how do you substantiate such claim?	50% think that they can equally work with men. 20% think that they can work even more successfully than men. 30% think that it is individual and that it does not depend on the sex, but on the readiness.

Which natural, personal and professional features of women you think could represent advantage in carrying out the working tasks in the private security compared to the man employed in this sector?	- Sense of organization - Carefulness - Analyticity - Non aggressiveness - Calmness - Amiability - Communicability - Responsibility
Which natural, personal and professional features of women you think could represent weakness in carrying out the working tasks in the private security compared to the man employed in this sector?	- Physical inferiority - Emotionality - Tenderness - Indecisiveness
Which working tasks and working positions you think that the women in private security could carry out with greatest success, more successful even when compared to men employed in the same subsystem (sector)?	50% reception and communication with clients, monitoring security. 20% responded that technical security is the most suitable, especially the monitoring. 20% all positions except patrol physical security. 10% all positions except cash in transit.
According to your knowledge and perception, how much the women are present in the private security subsystem in Republic of Macedonia, what is their place and significance within it?	50% believe that it increases in the latest period and becomes more important. 40% believe that the presence is small and that it has to increase ant to be more important. 10% believe that the presence is very small and insignificant.
What do you think is necessary to be undertaken in the future with an aim of improving the presence, place, role and significance of women within the private security in Republic of Macedonia?	- Affirmation of positive personal examples and experiences. - Greater openness of the agencies to employ women. - Affirmation of the possibility for women to work in the private security through media.

Table 1. Overview of the questions and answers given during the interviews

The data presented in the table above have given first insight of the neglected issue of women in private security. As first attempt it surely has strong sides and possible weaknesses mainly arising from the lack of similar studies domestically and abroad. The research that we've conducted provided some interesting answers and opened new questions that will surely have to be researched in the future. It is especially interesting to know that, in general, women are welcomed in the subsystem and are recognized by other men colleagues as important and necessary part of their entities. There is clear awareness of some preventive capabilities of women that should be extensively used in the future preventive work within the sector. Also, we found that stereotypes and prejudices that existed in the

beginning are now almost faded away and gone, so women are not seen as inappropriate or surplus in this subsystem (sector). The fact that they are much respected with all their features that are convenient for doing of their job, shows somewhat different picture than the one that most of the lay people are prone to have about women in private security. The natural or sex aspects, although inevitable, are not found to be decisive and not to have decisive influence on gender policy and practice concerning women in the Macedonian private security. Yet, the fact that there is no registered woman private detective so far should serve as some kind of warning that the state with this issue is not as satisfying as it could be seen analyzing only the private security activity.

By joining the empirical with theoretical knowledge on this issue, we can sublimate the current state with women's place, role and significance in the contemporary Macedonian private security subsystem with the following:

- The presence and active participation (employment) of women in the Macedonian private security subsystem is generally unsatisfactory (there are 4-5% women who work in the private security activity at the moment, with no registered women private detectives yet);

- Basically, there are no typically gender stereotypes and prejudices toward women in the private security, but there is some reticence among the public;

- The positive Macedonian legislation on private security does not make any difference, let alone discrimination of the employees in the private security sector, meaning that the general and special criteria are both for men, as well as for women who work or want to work in the subsystem;

- For the most part of women the decision to work in private security is personal, is being motivated by pure professional reasons and is looked on it as a challenge;

- The principle of equal chances in relation with gender perspectives of women in private security is being respected;

- Women in private security are employed in various working positions, although they can be rarely and insufficiently found on managerial positions;

- There's awareness about the need and compatibility of women in the private security regarding the primarily preventive function of the private security.

Gender perspectives of women in Macedonian private security

Although there are very new development in the Macedonian private security, it seems like women have successfully passed the first test and came out with much better status than the one they had before a decade ago. It is good and encouraging to see that within the sector

women are much more respected and valued than in the public opinion in general, that fact that we think is conditioned by the lack of information and real picture about the presence of women in the private security and the need of the subsystem for women in terms of their compatibility for preventive work. In spite that the general public opinion and perception have not been the focus of our study, we can argumentatively presume that it is still much influenced by the picture of the private security as mainly men's job and related to use of physical force, or even violence. The last one, relation to violence is being build owing to some latest negative events in the sector that relate some private security agencies with criminal and violent activities. In this sense, it is sobering to know that women have not been part of these negative developments so far, and that for the co-workers in the entities and in the subsystem itself they have excellent security and preventive security reputation. That is the reason why the private security entities would like to see more women being employed in their entities and even prefer, for some working positions to employ women rather than men private security officers.

The prospects for improving of quantitative and qualitative presence and participation of women in private security seem to be better than in the other two segments of the contemporary security systems (state/public/ and civilian), irrespective of the fact that the starting position is worse for the women working in the private security sector in terms of the percent of their active participation in the sector. But, as the time goes on, it will be expected that the active participation of women in private security will grow with much higher rate compared to other security sectors. The very fact that the private security subsystem (sector) is almost entirely preventive oriented leaves enough space for high and significant presence and active participation of women within it, maybe in some segments of the private security activity and private detective activity even larger that the natural distribution within the population. The preventive and market character of the private security make these predictions well grounded and feasible in the time to come. Therefore, any administrative actions and measures undertaken in this sphere aimed at indirect fostering of women active participation in private security could prove anything but successful. That is surely a strategic advantage of the private security that is more flexible and adjustable to the security and market requirements compared to the slow and bureaucratic entities in the state and public security entities for example. In terms of flexibility and adjustability, the private security sector could be only compared to the civilian security sector, so, their cooperation in the future is expected to develop easily. Also, concerning the future relations of private security sector with state /public/ security sector and the role, place and significance of women within these relations, it is quite evident that it is necessary and inevitable, since many of the woman former police officers now work as private security officers considering the similarity of job. As the time passes, it is expected that the women that work in the private security entities will be fully recognized as partners with the ones working in the state /public/ security sector, which is also a goal that has to be achieved in the future considering the private-public relations and private-public partnership among the two sectors.

The gender perspectives of women in the Macedonian private security can be systematized in few considerations:

- Quantitative as well as qualitative improvement of the state of women in private security is needed;

- The presence and active participation of women in the private security fits with the secondary situational prevention which is the basis of private security;

- As for now, also in the future, the basic criteria for gender perspective of women in the private security should be the professionalism and equal chances;

- The public should look on women in the private security with greater trust and less reticence;

- The entities working in the private security and public (especially media) should encourage the work of women in the private security;

- Generally speaking, increase in informing and education of public about the private security and women as part of the private security is needed.

Conclusion

The gender questions have always attracted the attention of scientists, notably the scientists that study security. In this regard, the place, role and significance of women in private security, although very new phenomenon, starts to attract the interest of the scientists and it'll be expected that as the time passes the interest will increase. In this paper, we've elaborated the place, role and significance of women in the private security subsystem (sector) in Republic of Macedonia, both theoretically and empirically. The results of this research have given a picture of the state concerning this issue, confirming that there are problems with the presence and active participation of women in the private security, but that the things are moving to better rapidly. We've found out that the women are generally more accepted within the sector than among the public and that there are almost no gender stereotypes and prejudices considering the presence and active participation of women in this security subsystem. Considering the very character of the private security which is market and preventive oriented it is reasonable to expect that women will play much significant role and occupy much important place both in quantitative as well as in qualitative terms.

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STATE OF GENDER EQUALITY IN THE MANNING OF THE STATE FORCES FOR PROTECTION AND RESCUE

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Abstract: *The reforms in security, defence and protection, which began in 1992, regarding the issue of protection and rescue, and in this framework its training, marginalized the implementation of this function under "the excuse" that there are more prioritized organizational – functional activities. In addition there was also overlong "preparation" of the Directorate for Protection and Rescue into an organizational, personnel-based, material and general status form. Maybe the issue was insufficient political support for the realization of this activity, or, the new strategic and legal solutions did not treat this problematic sufficiently and appropriately – remains an open issue. Most probably in a number of circumstances the subjective factor influenced the delay in the realization of what was being planned, believing that other aspects of protection and rescue should be favoured.*
Keywords: *(protection and qualification, manning, training, women, gender equality)*

The term civil protection (Protection and Rescue)

For civil protection many definitions are given, whereby we point out the following:

In the Additional Protocol I of the Geneva Conventions in Article 61 we can find the following definition: "Civil Protection means performing some or all of the following humanitarian activities in order to protect the civilian population from the dangers of hostilities or disasters and to help to tackle their immediate action and to provide the conditions necessary for its survival."[1]

In the Defence Law of the Republic of Macedonia[2], Article 107 states that "civilian protection is organized and prepared as part of the defence of the Republic, in order to protect and rescue the population and material goods from war ruins, the consequences caused by these and other hazards in wartime, as well as natural disasters, epidemics, technical-technological and other disasters in peacetime.

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[1]   Red Cross of the Republic of Macedonia, 2002.
[2]   Official Gazette of RM" No.42/01

The Law on Protection and Rescue[3], Article 3 states that: "the protection and rescue in the country is organized as a single system for detecting and preventing the occurrence and elimination of consequences of natural disasters that have occurred, epidemics, epizootics, epiphytes and other accidents in peacetime and war and from military actions that endanger the lives of people, natural resources, flora and fauna, goods in common use and items and buildings of particular cultural and historical significance. "Article 4 states that "the protection and rescue is work of public interest for the Republic. Protection and rescue in the country is organized and conducted by public authorities, state bodies, bodies of local self-government, public enterprises, public institutions and services, companies, NGOs, citizens and the protection and rescue forces, in a manner regulated by this Law, the regulations adopted pursuant to this Law, as well as the norms, standards and rules of technical practice."

In the Macedonian scientific thought, after the independence of the Republic of Macedonia we found the following definitions of civil protection. So Gocevski T., says: "Civil protection is a most massive form of organization, preparation and participation of all stakeholders of the society in protecting and rescuing people and material goods from war ruins, natural disasters and other accidents of wider scale."[4]

Nacev Z. noted that "civil protection was defined as a strategic component of defence and protection, whose basic task was protection and rescue of the population, material, cultural and other goods from war ruins, natural disasters and large-scale disasters." ... it was an integral and inseparable part of the system of defence and protection as provided by the incorporation of civil protection in all environments, where people live and work, in order for the successful performance of all social surroundings in complex conditions."[5]

Stamenkovski A. points out that the term "civil protection involves performing some or all of the below listed humanitarian activities (protection and rescue measures, underlined Atanasov K..) in order to protect the civilian population from dangers, hostilities or disasters and to help to tackle its immediate action, and to create the conditions necessary for its survival. "[6]

Kotovchevski M. talk about civil protection as a subsystem designed to protect and rescue from natural and other disasters, a function that in our existing system is performed by units and headquarters of civil protection. "[7]

From what has already been said it arises that civil protection in the Republic of Macedonia, is seen as a form of organizing, preparing and participation of the citizens, the state authorities, companies, public enterprises, institutions and agencies and local government units in the protection and rescue of the population and material goods from the consequences of war ruins and other threats of military action, natural disasters,

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[3] Official Gazette of RM "No.36/04

[4] Gocevski T. "Defence and Protection" Prosvetno selo, Skopje, 1993, page 91

[5] Nace I.. "Educational defence projections" NOP "Gjurgja-1995 page 160

[6] Stamenkovski A. "Defence protection rescue" NIP "Gjurgja", Skopje, 1997, page 25

[7] Kotovchevski M."National Security of the Republic of Macedonia", "Macedonian Civilization"-Skopje-2000 page 105

epidemics and other disasters in peacetime. It is organized and prepared in all environments where people work and live.

In other words, civil protection is humane, technical and professional activities of the state administration, public enterprises, services and activities, whose main activity is protection and rescue. It is organized as a single system for detecting and preventing the occurrence and elimination of consequences of natural disasters that have occurred, epidemics, epizootics, epiphytics and other accidents in peacetime and wartime and military actions that endanger the lives of people, natural resources, animal and fauna, goods in common use and items and buildings of particular cultural and historical significance.

Civil protection is today humane, technical and professional activities of the public administration, public enterprises, services and activities, whose main work is protection and rescue, it is organized as a single system for detecting and preventing the occurrence and elimination of consequences of natural disasters that have occurred, epidemics, epizootics, epiphytics and other accidents in peacetime and wartime and military actions that endanger the lives of people, natural resources, flora and fauna, goods in common use and items and buildings of particular cultural and historical significance.

The starting point for the regulation of civil protection in the Republic of Macedonia is the Geneva Conventions and the additional first protocol of 1974, according to which civil defence is organized and prepared to carry out humanitarian measures and activities that protect and save people and property in a state of war.

On the issue of protection and rescue of people and material goods, today in all democratic countries, UN, EU, NATO, great attention is paid, as we have seen comprehensive preparations have been implemented for the protection of the population and material goods in peace and war, civilian protection covers the detection of hazards and protection of the population.

Also, today, in many countries, civil defence is used in peacetime for all major risks, starting from fires, traffic accidents, chemical pollution, floods, hurricanes, tornadoes, earthquakes. For the successful realization of the protection and rescue in these countries there are two types of normative structures that depend on the technique and approaches in managing risks, they are "funding risk, which means accepting the exposure and financial responsibility of the losses"[8], an appropriate example is the US, and this type of normative structure of protection and rescue, which refers to calling for assistance in case of occurring natural disasters, epidemics, epizootics, epiphytes and other accidents, and for the determination of forces and the necessary funds available for the government, and the second type "control of risks, emphasizing the measures that will minimize potential losses,"[9] a technique which is equivalent to humanitarian insurance,[10] here the word insurance is a metaphor which means insurance against the consequences of

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[8] D.r L.Georgieva Risk Management Jugoreklam, Skopje, 2006, page 92
[9] same
[10] Lawrence Dz.Vejl-Civil Defence, Belgrade, 1991, page 55

natural disasters, in this technique there are two analogies and they are life jacket,[11] where the main task is to save people and property during natural disasters (personal and mutual protection) and rescue boat[12], where civil protection tasks have a broader scope, and this type of normative structure of protection and rescue relates to its setting as a function of power.

This type of normative structure gives a legal status of protection and rescue, makes it an everyday work of the government and places it within the activities to cover costs from the budget, also provides a basis for cooperation between different ministries and different levels of government, nationally, regionally and locally. This normative determines the functional responsibilities and readiness of the ministries, the level of cooperation, planning and other responsibilities and standardizes who has the lead planning responsibility for action in case of an accident.

Competences in relation to protection and rescue are defined differently, for some it is the responsibility of the Ministry of Defence, in others it is part of the Ministry of the Interior, and in others it is also a service under the direct authority of the head of government or head of state, despite the different structure of competence, however, protection and rescue is emphasized that it has common principles which are identical for all countries:

➢ Legislation - protection and rescue as a function of government to be governed by the regulations,
➢ Defining protection and rescue - peacetime and wartime definition and legal regulation
➢ Scope of competence on matters of civil protection and rescue authority - authority that is responsible for taking care of obligations of the state in this area,
➢ Protective function - procedure works in conjunction with the exercise of executive protection and rescue activities,
➢ The objectives of protection and rescue
➢ Responsibility of ministries for planning protection and rescue.[13]

Despite these common things it is stressed that the legal regulation should ensure compliance with the following principles:

- Principle of legislative control - execution of works of protection and rescue should be under effective control and permanent parliamentary control
- The principle of action in accordance with law - the content of the work and conduct of training for protection and rescue forces to be in accordance with international law and internationally accepted standards,
- Principle of minimum non-engagement - protection and rescue forces to be very briefly out of action in case of accidents,
- Principle of minimum requirement of assistance from other countries - forces providing assistance to be called only in cases when personal forces are insufficient,
- Principle of justification - it is necessary to keep proper records of the use of force,

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[11] same
[12] same
[13] Dr A / Stamenkovski Defence Protection Rescue, Gurga, Skopje, 1997, page 61

rationality in the use and consumption of tangible assets,
- Protection Principle - effective protection against misuse of personal forces and the forces called for help from other countries,
- Principles of compensation - to provide compensation for losses that are caused by irrational use of protection and rescue forces
- The principle of priority - the protection and rescue forces and the process of their engagement must be precisely formulated, and provide action according to established priorities.[14]

Starting from the findings in the organization and functioning of protection and rescue in the Republic of Macedonia, which was divided into the Defence Law and the Law on Fire Protection, and knowledge of the principles on which it is organized and operates in other countries, as well as the obligations undertaken for deep reforms in the security sector, which emerged as a candidate for membership in NATO, and in order to achieve harmonization of their standards, the Assembly of the Republic of Macedonia adopted the National Security and Defence Concept (Official Gazette No.40/2003), which according to point 51, our country has an obligation to adopt a new Law and uniting fire protection which is in the Ministry of Interior and civil protection, which is in the Ministry of Defence, to unite in a service - Directorate with mandatory direction for maximum decentralization, which stems from the 2003-2004 Operational Programme for decentralization of power, in which as a segment of the institutional strengthening of municipalities and continuous, effective and sustainable implementation of decentralization is placed on the concept of transfer of fire protection at the local level.

In the proposal for adopting the Law on Protection and Rescue, it was planned to provide:
- Complete management of protection and rescue against natural and other disasters in peacetime and carrying out of appropriate changes in the organization of civil protection,
- Protection and rescue to be organized as a unique system of protection and rescue in peacetime and wartime. The bearer of the issues of protection and rescue to be the state, and also to determine the responsibilities of local governments, businesses, public institutions and services,
- The state to equip and enable protection and rescue forces who are trained for rescue from debris, floods, detection and destruction of unexploded ordnance, to extinguish fires, rescue in the mountains, major accidents, mining accidents and provision of medical and veterinary assistance,
- The spatial organization of protection and rescue to comply with the new territorial division of the state and the natural characteristics of the area, organizing peripheral protection and rescue forces, achieved in a regional principle, and to form firefighting forces, medical first aid, animal protection and rescue, utility needs, evacuation and shelter of victims and the affected in these regional forces

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[14] same p. 59

- Within protection and rescue, to organize as an integral part, monitoring and reporting with certain tasks that will perform the transformation, organization and training of the existing system for monitoring, reporting and alarming
- To delineate the responsibilities of the participants in the protection and rescue of the state, local governments, citizens, companies, firms, enterprises, institutions and agencies whose activities are aimed at the protection and rescue of other enterprises whose activity is also the purpose of protection and rescue and other legal entities, taking into account the maximum decentralization and the provisions of the law on local self-government that municipalities are responsible for conveying preparations and undertaking measures for protection and rescue to citizens and property from natural disasters and other accidents and war ruins and the consequences caused by them, as well as fire protection activities performed by local fire districts,
- protection and rescue units to be organized as a permanent and reserve component, a base for the permanent structure to be for regular services and activities and the reserve component represents additional strength and to be engaged in cases when the existing structure is not able to fully execute the set tasks.
- Closer determination of the responsibilities of the Directorate in accomplishing tasks in the field of protection and rescue as an independent state body, which in the future will organize protection and rescue, and the unification of civil protection and fire protection will ensure greater efficiency and further development of protection and rescue forces.

According to the Law on Protection and Rescue "entities that participate in the protection and rescue of the population and material goods in the Republic of Macedonia:

Assembly of the Republic of Macedonia,
- Government
Protection and Rescue Directorate
Bodies of state administration
- Municipalities
- Companies, enterprises, institutions and services,
- Citizens
- Associations of citizens, humanitarian and non-governmental organizations.

Protection and rescue measures in the Republic of Macedonia

Protection and rescue measures are one of the elements of protection and rescue and are grounds for preventive and operational protection over which other elements of civil protection are built. These are accomplished through organizing activities and procedures of preventive and operational character that prepare and implement the aforementioned entities in protection and rescue.

The latest amendments to the Law for Protection and Rescue[15], despite the changes that have been made in the area of unification with the European legislation, then the penalty provisions in the Criminal Law and arranging the inspection supervision,

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[15] Law on Protection and Rescue-ST of RM No.86/2008, Article 29,

changes were made in the field of protection and rescue measures and they are divided in two parts as urban-technical and humanitarian and other measures for the protection and rescue that would occur during and after natural disasters and other accidents, which are not foreseen with the Law for Protection and Rescue

Urban-technical measures are:

1- **sheltering**, "covers the planning, construction, maintenance and use of public shelters, maintenance and use of constructed shelters and other protective structures to protect the population, material assets and cultural heritage of Macedonia"[16]

2- **protection and rescue from floods**, "covers the regulation of waterflow, construction of protective structures, maintenance and repair of damaged parts of the protective facilities, surveillance and reconnaissance of the situation of the water flows and high dams, timely information and warning to the population in the affected area, implementing evacuation of the population and material goods from the endangered area "[17]

3-**protection and rescue from fires**, **explosions and hazardous substances**, "includes measures and activities of normative, operational, organizational, supervisory, technical, educational, instructional and propaganda character, protection and rescue from fires, explosions and hazardous substances"[18]

4 **protection from unexploded ordnance and other explosive materials**, "covers ground search and retrieval of unexploded ordnance devices, marking and securing the ground, disabling and destruction of all types of unexploded ordnance and other explosive devices as well as transportation to specified and arranged area for destruction and security measures during transport ",[19]

5 **Protection and Rescue from ruins**, "covers preventive and operational measures. Preventive measures for protection from demolition activities that are planned and implemented with the regional and urban planning and application of technical standards for design and construction of facilities. Operational measures for rescue from ruins are the activities for reconnaissance of ruins, finding covered up persons, strengthening the construction of damaged and dislocated parts of buildings to prevent further collapse, taking measures to protect against additional hazards, extracting trapped persons, giving first medical assistance and extraction of material goods "[20]

6 - **Protection and Rescue from technical and technological accidents**, "includes taking preventive and operational measures for industrial facilities, which in the manufacturing process, use substances or facilities that cause a high level of threat to people and property"[21]

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[16] Law on Protection and Rescue-ST of RM No.86/2008, Article 32,
[17] Law on Protection and Rescue-ST of RM No.86/2008, Article 39,
[18] Law on Protection and Rescue-ST of RM No.86/2008, Article 41,
[19] Law on Protection and Rescue-ST of RM No.86/2008, Article 59,
[20] Law on Protection and Rescue-ST of RM No.86/2008, Article 61,
[21] Law on Protection and Rescue-ST of RM No.86/2008, Article 63,

7-*rescue from traffic accidents* "includes measures and activities for rescue caused by major accidents in road, railway, air and water transport, where there are a great number of injured and dead persons and / or major damage has been caused."[22]

Humanitarian measures are:

1-*evacuation*, with evacuation there is "planned, organized and controlled movement of population, material assets and cultural heritage of the country, from endangered into safer areas,"[23]

2-*taking care of the affected population includes* "acceptance, accommodation and the provision of basic living conditions of affected and endangered population,"[24]

3-*radiological, chemical and biological protection*, covers "measures and activities for protection of humans, animals and plants, with early detection, monitoring and control of the dangers of the consequences of accidents with dangerous substances, as well as the consequences of radiological, chemical and biological agents and taking measures and actions to eliminate their consequences, "[25]

4-*first aid* covers "undertaking measures and activities for the provision of first aid with standard and utility assets on the location of the injury - illness, medical triage of the injured and ill and transport to the nearest health facilities"[26]

5-*protection and rescue of animals and products of animal origin*, covers "Preventive operational measures to protect the animals and products of animal origin from the effects of natural disasters, epizootics and other disasters"[27]

6-*protection and rescue of plants and products of plant origin*, covers "preventive and operative measures for the protection of plant diseases, pest epiphytic weeds, radiological, chemical and biological contamination and other threats" [28]and

7 – *Revival of the ground* covers "retrieval, collection, identification, transport and burial of dead persons, collection, transport and burial of dead animals, collection and destruction of all kinds of waste and other hazardous substances that endanger the lives and health of the people, disinfection, disinsection and deratization of the ground and buildings and revival of water supply facilities. "[29]

Protection and rescue forces in the Republic of Macedonia

One of the important elements in the system of civil protection is forces for protection and rescue. In the new concept for Protection and Rescue, which is reflected in the Law on Protection and Rescue, they are defined as organized forces for protection and rescue from natural disasters and other accidents. They are specially organized units or under units within

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[22] Law on Protection and Rescue-ST of RM No.86/2008, Article 65,
[23] Law on Protection and Rescue-ST of RM No.86/2008, Article 67,
[24] Law on Protection and Rescue-ST of RM No.86/2008, Article 70,
[25] Law on Protection and Rescue-ST of RM No.86/2008, Article 72,
[26] Law on Protection and Rescue-ST of RM No.86/2008, Article 74,
[27] Law on Protection and Rescue-ST of RM No.86/2008, Article 76,
[28] Law on Protection and Rescue-ST of RM No.86/2008, Article 78,
[29] Law on Protection and Rescue-ST of RM No.86/2008, Article 80,

state bodies, bodies of state administration, local government units, companies and other legal entities in order to quickly intervene in case of an emergency. With its activation as participants in the system of protection and rescue, they take planned actions and activities where they are organized and involved in the implementation of protection and rescue.

For the successful realization they possess assets for protection and rescue, consisting of protective and rescue equipment and machines (tools), facilities for temporary accommodation, facilities and equipment for training, warehouses, vehicles, telecommunications and alarm devices, as well as material for the purpose of protection or is foreseen for that purpose.

The territorial fire fighting units are within the protection and rescue forces. Through the fire fighting activity, which is a matter of professional and humanitarian character, and in the public interest, it is part of the only system of protection and rescue in the state for extinguishing fires, saving the lives of citizens and protection of property endangered by fires and explosions, providing technical assistance in accidents and dangerous situations, and performing other tasks during accidents and disasters.

Depending on what aspect we consider the separation of protection and rescue forces, whether who forms them, the manner of manning, territorial affiliation, type or size, depends on the particular separation of protection and rescue forces.

From the aspect that forms the protection and rescue forces, we have National protection and rescue forces and they are formed by the state. **The State** forces for protection and rescue are "formed for action in the areas of a number of municipalities, which according to their natural geographic features, represent a rounded whole."[30] Then, **regional** protection and rescue forces that are "formed for action in the area of the municipality, and establish local governments, trade associations, enterprises, institutions and services."[31] Regarding the manner of filling the protection and rescue forces we have **permanent** and **reserve forces**.[32] The permanent protection and rescue forces consist of employees in the Directorate, quick response teams and territorial professional fire fighting units. Reserve protection and rescue forces consist of military conscripts in the reserve from citizens who have a duty to participate in the protection and rescue forces and who are not engaged in the Macedonian Army or Police units. After the territorial belonging, protection and rescue forces are divided into **republican**, **regional** and **district forces**.[33] The distinction is significant in terms of hazard assessment, where they take the general characteristics of the region or area and processed for each natural and other disaster, and based on that plan, the required number of protection and rescue forces are engaged from the personal and material composition. With respect to the type of protection and rescue forces, they are divided into **specialized units** for protection and rescue that are formed as a republic and regional forces and **universal units** that are formed as regional forces in municipalities, companies, public enterprises, institutions

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[30] Law on Protection and Rescue-ST of RM 36/2004, Article 93,
[31] same
[32] Law on Protection and Rescue-ST of RM 36/2004, Article 95,
[33] Law on Protection and Rescue-ST of RM 36/2004, Article 94,

and services that do not have specialized units, which have a legal obligation and need for protection and rescue of the population and material goods.[34] According to the size, the protection and rescue forces are formed into a **team, section, platoon and company**.

The responsible entity under the Law on Protection and Rescue is the **Directorate for Protection and Rescue**, which in its operations and activities for the protection and rescue perform the following responsibilities:

"- Drafts the Strategy and Law on Protection and Rescue and submits to the Government for adopting and putting into parliamentary procedure;

- prepares the Plan for the protection and rescue against natural and other disasters and submits it to the Government for approval;

- Prepares the threat Assessment from natural disasters and other accidents in cooperation with the competent authorities of the state administration;

- Organizes and prepares the system for protection and rescue, proposes measures for equipping and development of the system of protection and rescue in the country;

- Provides the functionality of the system to prevent and detect the occurrence and elimination of consequences of natural disasters and other accidents;

- Provides timely deployment and efficient use of regional protection and rescue forces and quick response teams;

- Ensure full incorporation of measures for protection and rescue;

- Provides the realization of strategic and mid-term objectives for protection and rescue;

- Participates in completing and implementing the mobilization of state forces for protection and rescue and based on strategic solutions, considers the development needs and

- performs equipping of state forces for protection and rescue. "[35]

The Directorate for Protection and Rescue organization is regulated by the Rulebook on the organization of work and where there are six sectors with 11 sections, four independent sections and 35 regional sections.

Today gender equality is gaining impetus in the world, which should also be reflected here. But, unfortunately, from the results, we can conclude that this activity is still reserved for the stronger sex, which is wrong. The situation in the Directorate for Protection and Rescue on this issue is as follows:

On the department level from a total of 6 heads, 3 are women or 50%,

On the level units, from a total of 15 heads, 5 are women or 33%, while at the local level, from 35 Regional Departments, of the 35 managers who are also commanders of the regional protection and rescue forces, 7 are female, Shtip and Gostivar, Chair, Veles, Demir Hisar, Delchevo, Kisela Voda, or 20%, this data is shown in Graphs 1,2 and 3.

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[34] "Decree on the type, size and the organization of protection and rescue forces," Official Gazette of RM No.12/2006 Articles 3 and 6,

[35] Law on Protection and Rescue St. RM No.36/04, Article 17,
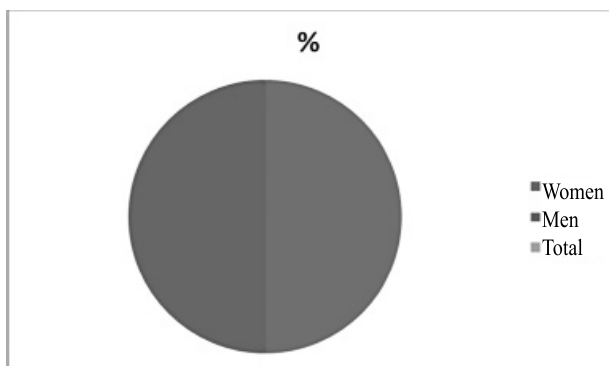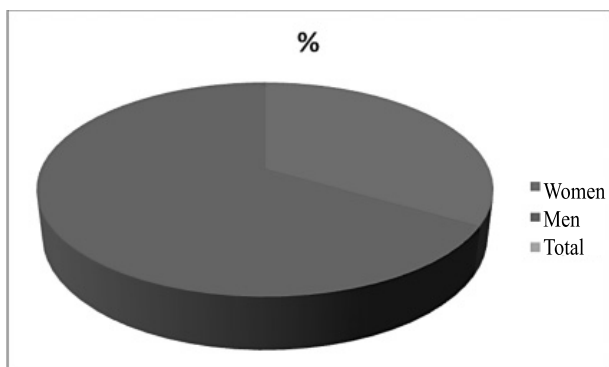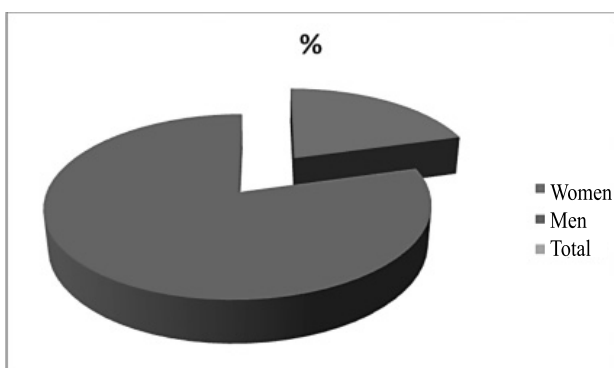
Graph 1

Graph 2

Graph 3

The situation is even more alarming in the manning for protection and rescue forces.

In the Table that follows we have the type and number of rapid response teams and the total number that is required for 100% manning and the current manning situation.

3.	Rapid response team:	Number of org. units	Allocated members	Total (3x4)	Manned
	- first medical aid	8	5	40	20
	- Fire protection and rescue	8	7	56	56
	- flood protection and rescue	8	10	80	80
	- protection and rescue under water	5	10	50	6
	- rescue from ruins	8	7	56	-
	- protection and rescue from chemical accidents	4	8	32	16
	- unexploded ordnance and explosive devices	5	7	35	20
	- rescue from tall buildings	3	10	30	10
	- mountain rescue	4	8	32	16
	- rescue from mining accidents	3	13	39	21
	- rescue from major accidents	3	8	24	8
	- care of endangered and affected population	5	7	35	28
	total of rapid response teams			**509**	**265**

From the data obtained by the Directorate for Protection and Rescue, within the quick response team, from female teams there are 16 members, and from the radiological

chemical biological protection, there are 8, or out of total of 265 members, only 24 were women or 9%, and we present this data in Graph 4.
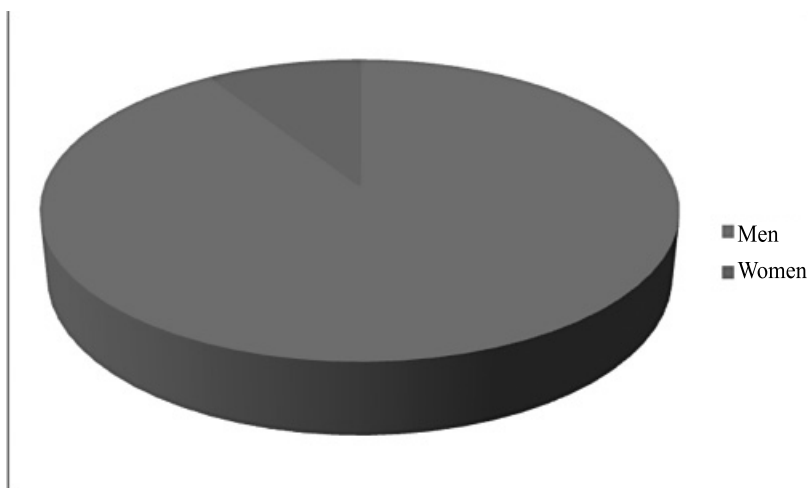
Graph 4

The results[36] of the conducted survey of members in the protection and rescue forces follow:

From members in the protection and rescue forces, 178 respondents or a big 90% are male while 18 respondents or 10% were female.

Graphical figure of the obtained results by gender structure in the state forces for protection and rescue are given in graph number 5.
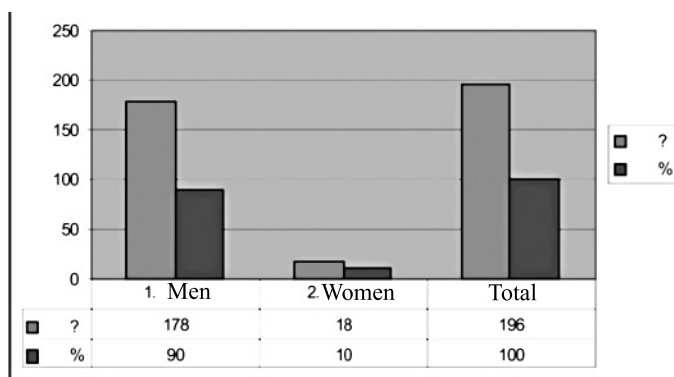
Graph 5

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[36] K.Atanasov, MA Faculty of Philosophy, Institute for Security, Defence, Peace, Master thesis "Condition and access to training of citizens and protection and rescue forces of the Republic of Macedonia", Skopje, 2012;

At the end we can see what the situation is in the formational manning of the Fire Brigade of the city of Skopje: According to the systematization, 304 fire-fighters are systematized, and the unit is manned with 241 fire-fighters or 79,2%.

Of the total number of 241 fire-fighters in the unit, only 1 (one) is female or 0,41%. No comment is needed for the abovementioned data.

Conclusion

Analysis in relation to the manning of members, the necessary material resources, their competence and capability to perform the tasks in the protection and rescue, points to the need for appropriate treatment that is required for effective protection and rescue of people and property, determined by the Law on Protection and Rescue and acts arising from it.

The deepened analysis of the data points to the conclusion that a number of the units that are not completely manned with members is from the reason that there are not enough specialties and types of education, which hinders the performance of duties in the protection and rescue.

Today, when gender equality is gaining impetus in the world, this should be reflected here. But, unfortunately, from the results we can conclude that this activity is still reserved for the stronger sex, which is wrong, and in the future it will be inevitable for it to be corrected by the Directorate for Protection and Rescue.

The qualitative – quantitative changes in the positive sense of the policy for equal opportunities, arises from the principles of civilization as well as the basic principles from the Constitution of the Republic of Macedonia, where, in the part of civilian and political freedoms and rights, it is determined that "the citizens of the Republic of Macedonia are equal in the freedoms and rights independently of their gender, race, colour of skin, national or social belonging, political and religious views, state of wealth and social standing".

Also, the "Law on Equal Opportunities for Women and Men", adopted in May 2006, states the establishment of equal opportunities for women and men in all fields of social life, whose legal norms, are required to be drawn into a Programme, which will promote opportunities and manners of establishing basic and special measures and activities that will contribute to creating equal opportunities for women and men employed in the Directorate for Protection and Rescue of the Republic of Macedonia and creating conditions for the working environment where the members of both genders, will in continuity, be incorporated and who, under equal conditions, will have available all the working positions and will be enabled equal opportunities in all segments of professional engagement and career development.

In order to achieve this, it is required that the Directorate for Protection and Rescue prepare a "Project" for determining measures and activities for improving the gender structure in the Directorate for Protection and Rescue of the Republic of Macedonia, where the goal is acquainting all employees in the institution of the provisions of the Constitution of the Republic of Macedonia, the International Documents and other provisions that are related

with equality and the status of women, with the Law on Equal Opportunities for Women and Men, the National Action Plan for Gender Equality and with the other provisions that are related with gender equality, as well as the procedure for determining non-equal treatment of men and women and with the legal protection of discriminated persons.

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STRENGTHENING THE GENDER CAPACITIES OF THE NATIONAL CRISIS MANAGEMENT CENTRE

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Abstract:*The floods, forest fires, as well as other emergencies of similar nature that are affecting the country, revealed a lack of coordinated emergency response by the authorities on a national and local level. In addition, there are certain gaps and overlaps of functions and responsibilities. Recognizing the aforestated, UNDP in partnership with the CMC developed and implemented a complex and multidisciplinary project for strengthening of the capacities of the crisis management system in the country. The project aimed to assist CMC to strengthen its capacity in anticipating potential natural and man-made disasters, implementing appropriate preventative measures, as well as providing effective and timely responses to disasters, while enabling the Centre to promote the human development approach among its partners to address varying needs of different sectors and demographic groups, particularly those who are likely to become vulnerable during a crisis, through the country's CMS. Its main objective was to promote a gender responsive and multifaceted human development approach and to support the Government in further strengthening of the crisis management system and ensuring effective and timely response to both natural and man-made disasters.*

This paper is presenting the projects results with an emphasis of the strengthened gender capacities of the CMC and the CMS through implementation of the principle of gender mainstreaming. It has been a first ever focus on gender in the area of crisis management and efforts were made for extension of the scope of the crisis management in the country in order to better address social aspects of a crisis so as to harness a more comprehensive and inclusive approach in managing both natural and man-made disasters. Gender mainstreaming was introduced within the CMC through the establishment of a gender thematic group as well as development of several tools for gender related analysis, monitoring and response. Finally, this project served as a best practice demonstrating how to move from standalone gender projects to comprehensive gender-sensitive crisis management projects.

Key words: Crisis Management, Crisis Management Centre/System, Gender, Gender Mainstreaming, Disaster Risk Management.

Background

During the first decade of the new millennium several major natural disasters happened seriously affecting the country's population and economy. Namely, the floods in 2004 affected almost 100,000 citizens and 400,000 ha of the most fertile agricultural land leaving important municipal infrastructure submerged under water. Furthermore, the fires in 2007 when a crisis situation on the territory of the country was declared for the first time and in 2008 affected almost half of the population and the territory.

The floods, forest fires, as well as other natural disasters that have affected the country, revealed a lack of a coordinated emergency response by the authorities on a national and local level. In addition, there were certain gaps and overlaps of functions and responsibilities. Namely, roles and responsibilities were duplicated and overlapped; there was lack of understanding of notions of prevention, gender, risk assessment as well as lack of proper resources and public awareness. Also, the varying and specific needs of different categories of population, as well as the most vulnerable one were not taken into consideration during the prevention, early warning, response and recovery from crisis and natural disasters.

It was clear that the country needed to put in place a better disaster management system in order to be able to respond effectively to natural disasters.

Overal objective/strategic aproach

Recognizing the aforestated, UNDP in partnership with the CMC developed and implemented complex and multidisciplinary project for strengthening of the capacities of the crisis management system in the country. The project aimed to assist CMC to strengthen its capacity in anticipating potential natural and man-made disasters, implementing appropriate preventative measures, as well as providing effective and timely responses to disasters, while enabling the Centre to promote the human development approach among its partners to address varying needs of different sectors and demographic groups, particularly those who are likely to become vulnerable during a crisis, through the country's CMS. Its main objective was to promote a gender responsive and multifaceted human development approach and to support the Government in further strengthening of the crisis management system and ensuring effective and timely response to both natural and man-made disasters.

The scope of the crisis management in the country has been extended to better address the social aspects of a crisis and to harness a more comprehensive and inclusive approach in managing both natural and man-made disasters. The issue of gender is of critical importance as gender is the fundamental division in all population groups such as children, elderly, disabled and ethnic minorities. This project is the initial one ever that has put a special focus on women's needs, their role and vulnerabilities before, during and after crisis period.

The Project can be coined as the first-ever focus on gender in the area of crisis management and the overall efforts for extension of the scope of the crisis management in the country in order to better address social aspects of a crisis so as to harness a more comprehensive and inclusive approach in managing both natural and man-made disasters.

In particular, the issue of gender is of critical importance since gender is the fundamental division in all population groups such as children, elderly, disabled and ethnic minorities. This project, first of its kind, gave special focus on women, their role and their vulnerabilities before, during and after crisis period using the 8 Point Agenda for Women's Empowerment and Gender Equality in Crisis Prevention and Recovery as a basis ground (its philosophy) during implementation of the project. In addition, this was the first project from the UNDP Macedonia portfolio that was mainstreaming gender and was applying the Gender Mainstreaming Principles Strategy. Also, it has been a good practice for other UNDPs project for application of the gender mainstreaming approach.

Project results summary

The initial activity of the project was the preparation of the **Desk-review on existing legislation and relevant planning documents for the crisis management system**. This is the first analytical and systematic document in the area of crisis management. It served as an excellent basis for future development of the system because it has identified applicability, gaps, overlaps, "blank spots" and contradictions of the system. It also contains recommendations for further improvement of the system. Detailed gender reviews and recommendations have been made for the specific needs of vulnerable groups. Especially, the desk review made gender analysis of the existing legislative framework for crisis management (Law on Crisis Management, Law on Protection and Rescue and Law on Fire Protection) and its coverage of the priorities of the "8 Point Agenda: Women and girls in crisis". The analysis showed that the mentioned laws do not cover the issues related to the needs of women and vulnerable groups. The latter are mentioned only once in article 42 of the Law on Protection and Rescue. In summary, the recommendations for the improvement of the crisis management system were varying from definition of strategies for participation of representatives of women and vulnerable groups in the decision making process and raising the level of awareness of broader public on gender issues to modification of laws, and establishment of programmes for joint activities for prevention, early warning, response and recovery from crisis.

The project aimed to strengthen the overall strategic planning capacities of key players of the Crisis Management System led by CMC and therefore in December 2008 the project facilitated **preparatory seminars/discussions** among key institutions within the crisis management system in order to set the necessary foundation for preparation of gender responsive planning documents. Three gender sensitization seminars in Tetovo, Kocani and Strumica covering the Polog, East and South East Planning regions. Participants were more than seventy representatives from the regional offices of CMC, DPR, local self-governments, as well as NGOs and others. Since previously there was no interaction between the areas of crisis management and gender, the objective was to explore the possibilities through which the inter-linkage between the gender and crisis management system should be made. Therefore the content of the seminars was to introduce the basic concept of gender to the participants and to sensitize them about that issue, as well as to present the

basic notions of crisis management, disaster risk reduction and strategic planning as a tool for implementation of policies and activities.

Discussion concerning following issues was initiated: are there any/ which are the problems the local women face with before, during and after crisis; the ways these problems could be resolved; the ways women could (more actively) get involved in the crisis management, etc. Main outputs from these seminars were following: identified lack of coordination and communication amongst the institutions on local level, increased awareness on the key stakeholders on the link between the crisis management and human development, strategic planning and gender, increased awareness of the participants on the status of the women as vulnerable groups, addressed needs for more active role of the women during the process of crisis management, identified needs for training for preparation of project proposals and finance search, etc. Accordingly, it was concluded that this could best be done through establishing a connection between crisis management and sustainable human development, including strategic planning and gender, as well as by ensuring that the needs of women and vulnerable groups are addressed.

Following this, in beginning of 2009 a **Gender Team** within the CMC was established nominating a **Gender Focal Point** at the same time. Since the concept of gender was new not only for the institutions from the national crisis management system, but also for the CMC itself, the idea was to establish a team that would be a "nucleus" for the introduction of the gender concept in the areas of crisis management and disaster risk reduction. The main goal of this team was to promote and secure gender equality during the processes of planning and decision making, as well as in the phases of prevention, early warning, response and recovery addressing the needs of the vulnerable groups (including women) before, during and after the crisis period. In addition, this group participated in strengthening of the awareness of other employees, coordination of activities related to gender, as well as supporting the development of projects and implementation of gender-related activities.

Consequently, the concept of Gender Mainstreaming into Crisis Management was introduced and implemented through development of "Questionnaire on Attitude towards Gender Equality", Training Curriculum on gender concepts, gender mainstreaming and crisis management, as well as delivery of two workshops with participation of representatives from CMC, DPR and the Macedonian Red Cross.

The **Questionnaire** consisted of questions related to gender (basic notions of gender) and gender equality (e.g. what is gender equality, how it can be achieved, is achieved locally or globally etc.). The **Training Curriculum** is first of that kind in the country and provided information on gender concepts, gender mainstreaming and crisis management accommodating at best the actual needs of participants to the trainings. Accordingly, the **two workshop trainings** were held in May 2009 with participation of ten representatives from the above mentioned institutions. The first training session was consisted of general gender concepts, human rights approach and gender equality helping the participants to understand basic gender concepts and steps, how to apply the newly gained knowledge to their works and how to develop concrete follow-up actions. The second workshop was on gender mainstreaming and strategic planning in the area of crisis management. This train-

ing targeted more specific gender issues in the field of crisis management, the role of the women before (decision-making), during (managerial skills and their role) and after crisis period (their needs and recovery). As an outcome, the participants afterwards were able to better address the potential problems that could be faced during the preparation of gender responsive planning documents. The ten participants were awarded with certificates for participation and had a pro-active role in the development of consequent gender activities in the crisis management system.

As a basis for strengthening the gender knowledge of the crisis management professionals, a **Guide for Raising Gender Awareness** has been developed. The Guide helped the CMC employees to understand gender concepts, gender equality, gender mainstreaming and connections between gender and crisis management. Also, it served as a gender mainstreaming tool. The content of the Guide consisted of following topics: sex and gender (e.g. defining sex and gender, gender identities and roles, stereotypes); gender equality (e.g. definition & meaning); global commitment to gender equality (e.g. UN, UNSCR 1325, 8 Point Agenda); gender equality in the country (National Action Plan, legal regulation, institutional framework); gender analysis (e.g. methodologies and components of gender analysis, application); gender equality during crisis situations (preconditions, approaches before, during and after crisis, gender equality during natural disasters). Especially, the conclusions part Gender perspectives in the Crisis Management is very valuable since it is presenting the DOs and DONTs of gender mainstreaming into crisis management. Inter alia, DOs are including following: identification of gender roles in prevention activities, assessment of gender needs, and collection of disaggregated data and inter – sector coordination, whether the DONTs are following: do not assume that gender perspective will be implemented by itself or do not forget to allocate resources (both human and material) to support gender integrated approach in interventions in the crisis management. Being a part of the concept of the introduction of the gender mainstreaming into crisis management, the Guide supported the strengthening of the essential knowledge for gender.

Further to this institutional building of gender knowledge in the crisis management system, two web applications and databases were developed in order to support this process. Namely, the **Web Based Gender Repository Database** and **Web Based System for Learning, Exam and Survey** were designed and developed. These software applications were developed not only to support the work of the CMC's Gender Team, but also to ensure the integration of gender equality considerations in crisis management work. The **Gender Repository Database** application provides a basis for accumulation and organization of all qualitative and quantitative data related to gender activities and is supporting cohesive gender based analysis, monitoring and evaluation of gender activities undertaken by the CMC. This cohesive approach resulted in getting better planning and decision making processes leading to professional approach to implementation. The **Web Based System for Learning, Exam and Survey** raises the awareness of the CMC's employees on gender issues in the crisis management. The aim was to ensure that gender issues are addressed, properly considered and effectively resolved. Its IT architecture has three modules: administrative, module for learning an exam with all components and module for survey. As a basis for

strengthening the employee's knowledge, a **Guide for Raising Gender Awareness** has been integrated with this web application. The Guide helped the employees to understand gender concepts, gender equality, gender mainstreaming and connections between gender and crisis management. After the successful passing of the exam, printed Certificates were awarded.

In addition to this information technology support of the gender mainstreaming in crisis management, the issue of gender has been taken into consideration while improving the risk and hazard monitoring capacities of the CMC. Namely, all the documents that were prepared under this pillar of the project have been "gender analyzed" in order to ensure that they are in line with the gender mainstreaming efforts of the CMC.

Consequently **Gender Analysis of the Guidelines for Preparation of the Unified Risk and Hazard Assessment and the National Crisis Management Plan** was made**.** The Gender Analysis ensures that both documents are gender and human rights responsive and are taking into consideration the gender perspective in their design, planning and implementation. It has provided suggestions for inclusion of gender aspects in each phases of the crisis management cycle in the country. Among the other suggestions and recommendations, following are most important: definition of gender related risk factors (health, economical, educational and community), collection of gender disaggregated data as a pillar for proper risk and hazard analysis and assessment, cooperation with all institutions on national and local level that are responsible for the issues of equal opportunities for men and women, inclusion of women NGOs and associations in various aspects of the crisis management, as well as communication and coordination with other entities from the crisis management system.

In line with the broader gender mainstreaming in the CMC, a **Strategic Follow up of the Gender Activities in CMC was made.** This document assesses the implemented gender activities in the CMC, the level of incorporation of the gender perspective in the CMC's strategies and plans. It also contains recommendations for further strengthening of gender capacities and policies in the institution.

For purposes of better preparedness and prevention to crisis and natural disasters, this methodological framework for institutional and regulative framework of gender mainstreaming in crisis management was increased with implementation of series of practical activities and trainings.

Therefore the **training for protection and self-protection of women and disabled persons** was included within the framework of the Local Level Risk Management project activities that were implemented in three micro regions during 2009 – Kicevo with municipalities of Kicevo, Zajas, Oslomej, Vranestica and Drugovo; Veles – Veles, Gradsko and Caska and Strumica – Strumica, Vasilevo, Bosilovo and Novo Selo. The following topics were discussed on the trainings: disasters and protection from disasters, minimum standards for disaster response, promotion of hygiene and hygiene conditions, protection from pandemic influenza. The general conclusion of the trainings was that women are insufficiently included in the system for disaster risk reduction and they need to be involved in the training exercises and need to be provided with education trainings on disasters.

Accordingly, a **Simulation and Coordination Event** was held on 27 May 2010 for prevention and early warning from forest fires. The main objective was to present the Guidelines for preparation of the National Crisis Management Plan, to review the existing activities of the institutions from the CMS, as well as to plan and implement measures for activation and coordination of the system in case of forest fires. Special attention was given to the vulnerable groups and preparation of gender responsive plans.

Several days later, a **Training Drill** for evacuation and rescue of factory workers in case of an earthquake was organized. The main objective was to test the functionality of the factory's evacuation plans and procedures, as well as coordination, cooperation and response of local level authorities. These kinds of activities are part of the gender responsive plans in crisis management. A total of 250 employees have taken part in the drill, 95% of which were women. This drill has initiated cooperation between the CMS institutions and the business sector on local level for increased awareness of the needs of vulnerable groups before, during and after crisis.

Furthermore, the first **Citizens Handbook on Crisis Management System** that is a tool that contributes to increased preparedness and general awareness related to the crisis management system in the country, contains a chapter on gender mainstreaming into crisis management. Women's unique needs must be incorporated in analyses of disaster risk and post disaster risk assessments. Steps must be taken to prevent the increased vulnerability of women and girls. Gender analysis should be envisaged in the disaster risk and danger assessment. It is necessary to pay attention to women's needs and women's experience and knowledge must be valued and incorporated in any plans or policies for disaster risk reduction. Women should be consulted when planning community rehabilitation interventions. It can be achieved by including women in decion-making teams for crisis management, which also contributes to a better understanding of the local customs.

Conclusions

The project was successful in achieving the main objective for assisting the Government to strengthen the crisis management system in the country through inclusive approach emphasizing the human development and gender aspects and further strengthened the national and local capacities for disaster risk reduction, in prevention, early warning, response and recovery from natural and man-made disasters.

The scope of the crisis management in the country has been extended to better address the social aspects of crisis through comprehensive & inclusive approach in disaster risk management. Gender capacities of the CMC were improved and the necessary tools for gender related analysis, monitoring and response were introduced. In addition, Gender Equality Strategy (GES) priority "*Enhancing conflict and disaster risk management capabilities*" has been supported through crisis-related gender analysis & incorporation of gender statistics into assessments of disaster risks, impacts and needs.

Furthermore, the results of the implementation of the gender component have positively influenced the establishment of the National Platform on Disaster Risk Reduction.

The Platform includes a thematic *Working Group on Gender Issues in Context of Disasters and Accidents,* chaired by the Ministry of Labor and Social Policy. Also, working groups for protection of children, elderly and people with physical and mental disabilities have been established.

On a global level, the project has been selected by the BCPR as a **reference project** for the UNDPs 8 Point Agenda - Point 5: Promote Gender Equality in Disaster Risk Reduction – Value women's knowledge and experience. In addition it has been selected as a case study to present the UNDPs role in gender and disasters.

Therefore his project serves as a best practice demonstrating how to move from stand-alone gender projects to comprehensive gender-sensitive disaster risk management projects.

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DISASTER MANAGEMENT AND GENDER BALANCE IN PROTECTION AND RESCUE SYSTEM - CURRENT SITUATION

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Abstract: *The future of natural disaster management lays in small, efficient and mobile teams for quick intervention. Although the state authorities play important role in dealing with catastrophes, the crucial one is played by the quick intervention teams in the Protection and Rescue Directorate. Lack of experience gained by implementation of the previous politics and measures for providing equal opportunities have shown the dedication, cooperation, partnership and application of the principle of participation of all the actors within the system of protection and rescue which is exceptionally important for the efforts to achieve gender equality. The aim of this paper is through the principles of participative democracy to show the real situation in female representation in the protection and rescue area i.e. the civil protection of the Republic of Macedonia.*

We hope this publication will help improve the current understanding of gender issues in disaster risk reduction and generate more interest in and commitment to gender-inclusive disaster risk reduction policies, strategies and programs in Macedonia.

It is important to understand that activities undertaken before, during and after a disaster are linked, and when undertaking actions in one area, we need to refer to and reflect upon our work in the other areas.

To be a team member is a challenge, honor and commitment. In line with that we consider this paper as a contribution to the whole process and part of our activities for mobilizing and moving ahead. Consequently, we refer to the legal framework by defining the approach in applying the real gender equality and focused way ahead for the right gender equality. In addition, this paper highlights the fact that disaster management provides good opportunities for women to play public roles. It also underlines the importance of working with both men and women to promote a gender-balanced approach to disaster risk reduction. This paper is intended to help Protection and Rescue Directorate incorporate effective gender-sensitive and inclusive approaches into their disaster management strategies when assisting communities prepare for, respond to, and recover from disasters.

Key words: *disaster management, gender balance, response teams*

Introduction

Industry, modern technological development, natural phenomena and climate changes cause natural and other accidents such as fire, floods, earthquakes, industrial hazards etc., while the economic and social status, awareness and preparedness of one country are the factors from which the response to possible consequences ensuing from these dangers ,i.e. catastrophes depends on.

Vulnerable categories especially the children, women, old and disabled people are more and more directly exposed to the negative impact of the catastrophes. Natural disasters have different influence on men and the women, especially if we have in mind the stereotypes and women discrimination including the unequal access to information, economic opportunities, poverty and social exclusion, personal protection and different familial responsibilities.

By promoting gender equality, the women perspective in enhancing the resistance of the community becomes stronger. Thus, it contributes in reducing the social vulnerability to catastrophes. The role of the women in catastrophes risks reduction is of vital interest and it is important to strengthen the women capacities in response to catastrophes and enhancing the gender equality in general. It is important to integrate the gender perspective in National policies, strategies and risks reduction, response and recovery plans when considering the various influences the natural disasters have on men and women.

It is necessary to provide equal opportunities and women participation in decision making process and to raise the awareness about gender sensitivity approach with special focus on pregnant women and nursing mothers, infants, single mothers and widows in the context of providing food, water, sanitation, housing, safety and security. These expands to providing medical examinations, psychological and health care by encouraging them to be involved as professionals and in providing gender balance between field workers.

Systematic data collection especially by gender indicators and gender differences analyses including the gender sensitivity assessment is especially important when implemented in managerial policies and programs.

Gender perspective, lessons learned, good practices, technological support in risks reduction should be widely spread at local, national, regional and international level.

Women volunteers' organizations to be detected and recognized as to be further promoted by their full participation in all the communal activities in order to build a community, which is more resistant to catastrophes.

It is important to promote women and female youngsters and to involve them in the strategies for prevention, mitigation and reconstruction, as well as for reconstruction, rehabilitation and revitalization. This paper intends to help Protection and rescue directorate to incorporate effective gender-sensitive and inclusive approaches into their disaster management strategies when assisting communities to prepare for, respond to, and recover from disasters.

The relationships between men and women are powerful forces in every culture. The way these relationships are defined creates differences in the roles and responsibilities of men and women. It also leads to inequalities in their access to, and control over and decision-making powers. The combined effect of these differences and inequalities means that women and girls, and men and boys face different types and levels of exposure and vulnerability to natural hazard risks and disaster impacts. Gender based behaviors and stereotypes about what men and women can and cannot do, or should and should not do, can further contribute to gender differences, sometimes with devastating consequences. Yet, attention to gender is consistently one of the weakest areas of humanitarian response (Active Learning Network for Accountability and Performance in Humanitarian Action, 2005).

Some researchers attributed this to societal concepts of masculinity that compelled men to

feel they had to take very high risks in order to protect family, community lives and property (Smyth in A Dimitrijevics, 2007)

A considerable is evidence that a lack of physical skills, such as the ability to climb trees or to swim, has been a major contributing factor to disaster fatalities among women. In India, up to three times as many women as men died in the 2004 tsunami, while in Indonesia this figure rose to up to four times the number of male casualties. While not all of this disparity is due to differences in physical skills, in cases where women had the ability to swim, the overall mortality rate was reduced by more than 60 per cent. Teaching women and girls to swim when it is not traditional to do so has saved lives in flood-prone areas.(*Guha-Sapir et al, 2004 and Smyth, 2005.*)

Basic concepts and terminology

Gender analysis is particularly important in crisis contexts. Gender roles will often change dramatically in times of emergencies. Women, girls, boys and men respond differently to resist violence, survive and support their families. A gender analysis helps us understand how gender roles have changed or are changing, so we can address the specific needs and concerns of female and male learners, teachers and other education personnel through the provision of quality, protective and relevant education.

Gender analysis: is a tool for examining the difference between the roles that women and men play; the different levels of power they hold; their differing needs, constraints and opportunities; and the impact of these differences on their lives. Evidence-based gender analysis is required to inform policy reforms, and design gender equality programs, strategies and actions.

Gender equality between women and men, refers to the equal enjoyment by women, girls, boys and men of rights, opportunities, resources and rewards. Equality does not mean that women and men are the same but that their enjoyment of rights, opportunities and life changes are not governed or limited by whether they were born female or male. Gender equality refers to women and men having equal: *rights*: social, economical, political and legal (e.g. right to own land, education, manage property, travel, work, etc) *resources*: control over productive resources including education, land, information and financial resources *voice and agency*: power to influence resource allocation and investment decisions in the home, in the community, and at the national level. (Inter-Agency Network for Education in Emergencies, 2010)

Integrating gender into the disaster management cycle

Women and minority groups frequently have less social, economic and political power and are not represented as well in formal leadership structures. However, these structures are often the first and main point of contact for relief personnel.

The need to act fast when providing disaster relief can sometimes obscure the equally important but less visible need for it to be administered with careful planning and a sound understanding of the local context in order to be appropriate and equitable.

Emergency response teams: Assessment and response teams should include equal

numbers of male and female members in order to facilitate accessing women and men separately during needs assessments. If these teams are kept in the same balance throughout the operation, they will also be better able to address the respective needs of women and men. The proportional representation of, and consultation with, male and female representatives of different groups in the affected communities (the elderly, youth and minorities), is also very important for the same reason.

Gender analysis is a systematic approach to identifying and understanding the relationships of women and men within the unit for rapid response in Protection and Rescue directorate (PRD) and how these relationships affect the distribution of resources, as well as the structures and rules that contribute to an unequal distribution of resources and power. It involves consulting with a range of men and women from the community, including those in positions of authority, to get their different perspectives. As with emergency assessments, ensuring gender balance on the team conducting the assessments is essential to achieving a reliable result.

Achieving gender equality and inclusiveness in the disaster management programming implemented by PRD requires work that ensures:

• *changes in the level of access to resources by women*
• *greater participation and leadership by women in decision making processes*
• *respect for and implementation of women's rights*
• *improved understanding of the impact of disasters on men's social roles and personal well-being*
• *an increased capacity to tackle these issues.*

It also means not automatically viewing women merely as victims, but as survivors with capacities, who can be vital first responders and rebuilders within their communities. Women (and men) should not be stereotyped, and need to be valued as active contributors to disaster management, contributors who provide valuable experiences, resources and perspectives.

Normative structure

Republic of Macedonia invests efforts and dedication to observe the current world norms and standards through the Protection and Rescue Directorate as a national civil protection authority responsible for continuous development of the protection and rescue system and its adaptation to the world trends.

Pursuant to the Protection and rescue law in case of natural and other disasters, Protection and Rescue Strategy and the Republics Plan for protection and rescue in case of natural and other disasters, numerous guidelines, norms, regulations and booklets, Protection and Rescue Directorate is a responsible authority to manage natural and other disasters. Prevention, planning, preparedness, response, recovery and rehabilitation as well as adaptation are segments within the system of protection and rescue adequately and normatively established.

REPRESENTATION OF WOMEN IN THE DECISION MAKING STRUCTURES

Thus, Article 41 of the Protection and Rescue Law, Chapter VI clearly defines the rights and responsibilities of the citizens in the protection and the right and the responsibilities to participate in the protection and rescue to carry out material commitment and to prepare and train for self-protection.

About participation in the protection and rescue, Article 42 of the aforementioned law, says that it is a duty of the working able citizens age 18 up till the age of 55 –men and 50 –women to participate in the protection and rescue. The citizens' duty to participate in protection and rescue is accomplished as part of the protection and rescue forces.

The Protection and Rescue Directorate has adopted the encouraging program measures for education, establishing equal opportunities as integral part of the protection and rescue system through the education and professional training, which should provide men and women preparedness and equal participation in all the areas of this system. The Training Center of the Protection and Rescue Directorate provides equal treatment for both men and women especially in the approach to the professional training, preparedness when introducing organizational innovations and modifications of the pedagogical and andragogical methods to provide mechanisms to eliminate prejudices and stereotypes related to establishing equal opportunities.

Since, Protection and Rescue Directorate is a state body, responsible to provide security in case of accidents complex measures are required (monitoring, protection, eliminating consequences) and response to the event by previously prepared plans in the protection and rescue system in peace, war, emergencies and in case of war. System unites all the forces and means in a unique protection and rescue system. Despite the dangers activities and measures for dealing with the same during and after the danger has passed are organized and carried out.

Pursuant to Article 9 of the Constitution of Republic of Macedonia, the citizens of the Republic of Macedonia have equal rights and freedoms regardless of sex, race, color, national or social origin political and religious beliefs, property and social status.

The *Law for Equal Opportunities of Men and Women* "Official Gazette of RM", Issue 66/06 imposes the need of types of measures to be taken to provide equal opportunities. Thus, Article 8 clearly defines positive measures which should be taken within the framework of the periodic plans to improve the gender equality and establishing equal opportunities based on analyses of the female and male status within there area of influence. This law aims to promote the principle of establishing equal opportunities for men and women in the politics, economy, social and educational sphere and other areas of the social life.

The National plan for gender equality in Republic of Macedonia, 2007 – 2012 is a strategic document of the Government of Republic of Macedonia developed in accordance with article 11 of the Equal Opportunities Law. The National Action Plan on gender equality is a strategic document of the Government of the Republic of Macedonia which defines the goals and measures as well as the key actors in the policy to promote gender equality in various areas. The National Action Plan for gender representation is a strategic document of the Government of Republic of Macedonia which defines the goals and measures as well as the key actors which created the policy for promoting gender equality in various

spheres of life and provide equal opportunities for the men and women in the Republic of Macedonia for the period of 2007 - 2012(*13*)". The National Action Plan for gender equality defines ten strategic spheres through strategic aims and activities to be conducted in the given period. The ten strategic areas of action are:

- Human rights and woman;
- *Woman in the decision making process*;
- Woman and the health;
- Woman and the social protection;
- Woman and the education;
- Woman and the employment;
- Woman and the violence;
- Woman and the media;
- Woman and peace- related activities*;*
- Woman and the environment.

Referring to the responsibilities from the Beijing declaration and the Platform for Action (A/52/231) as well as all the commitments inherent into the final document but also having in mind the purpose and principles of the Charter of the United Nations and the primary responsibility of Security Council related to the Charter for keeping International peace and security, the resolution also emphasizes the fact that it is important that more women are included in peacekeeping operations. Although the resolution focuses on conflict situations, it also applies of course to disaster management.[1]

Expressing concern that civilians, especially women and children, are among the majority of those adversely affected by the disaster, and the fact that they are in greater measure target of the parties in the conflict and the military elements, recognized in the consequences of the actions Macedonia has produced a national action plan in order to implement UN Resolution 1325. This plan highlights the importance of increasing women's participation in conflict prevention, peace promoting and humanitarian operations, as well as decision-making at all levels of society. The action plan also stresses the need for strengthening the protection of women's and girls' human rights and the integration of a gender perspective in international assistance.

Preparedness for efficient response

Preparedness for efficient response is seen in the planning of short, middle and long term timeframe in the system for protection and rescue by budgeting through the annual protection and rescue programs at national and local level. Developing and updating the National Protection and Rescue Plan in accordance with the methodology about the content and the risks assessment approach, planning and protection defined by the government

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[1] UN Security Council Resolution 1325 on Women, Peace and Security, page 102

as well as protection and rescue plans at local level in accordance with the Regulation for handling and use of the plan for the protection and rescue of natural disasters and other accidents in RM and about the content, handling and use of the protection and rescue plans by the local government and other institutions, administrative units and companies which participate in the protection and rescue system. Planning and providing staff resources and material and technical means for efficient use of the protection and rescue forces. Maintaining and keeping them fit.

Protection and rescue training implemented in the education system as part of the self protection, self-aid and mutual - aid teaching plans, training for the protection and rescue forces at national and local level as well as training of all agents in the protection and rescue system. *The response* is accomplished through mobilization of the capacities in people and equipment and established way for managing and commanding through protection and rescue Staffs and the HQ. The engagement is regulated by the protection and rescue law and other bylaws.

Operational functions of the protection and rescue measures are accomplished through three phases:

- activities and measures for protection in case of immediate danger,
- activities and measures during a danger and
- activities and measures conducted to eliminate consequences.

Renewal/Recovery as an inevitable element in the whole process, already started in the previous element of response, specifically in the activities and measures implemented to eliminate the consequences such as: assessment of the damages and consequences of natural disasters and other accidents, sanitation of the terrain, securing and giving assistance to threatened and injured population, implementation of hygiene-epidemiological measures, protection of animals, plants and products ,organizing supply of utilities for rapid normalization of life.

This element includes much wider area for its full accomplishment which means that in the near future it should be integrated in a reconstruction plan which by itself means multi-sector approach for its realization which will reduce the whole circle of phases thus contributing even in the first element of prevention.

Women representation in the protection and rescue structures

Constitution and the laws provide female participation at leading state positions i.e. to represent the respective governments at international level and to participate in the work of the international organizations. The Constitution of Republic of Macedonia provides for all citizens the opportunity for a public function.

Female representation at the Protection and Rescue Directorate (PRD) is at the highest level so far, i.e. if compared with the whole period since there is a system for civil protection in Republic of Macedonia as an independent state. The practice to assign women in leading functions has changed. Out of the total number of PRD employees 282, 61 are females or 21. 63 % is the female representation in the protection and rescue forces. In the

total of 19 leading positions (including non manned job places), females are represented with only 9.1 percent. As far as the positions as head of sectors are concerned, from the total number of 6 positions 3 females have been assigned. Women representation as head of sectors is at the highest level. Out of thirteen adequate positions, five women have been appointed to these positions which equals half.

PRD might not be the only state authority where females have been appointed as head of sectors. Yet, there is a slight improvement related to the gender aspect. In the regional offices of the PRD, the percentage o female representation as head of sections is very small. Out of total number of employees of 282, 61 are females, while 221 are male. Or 21.63 % is the female representation.

Total number of Protection and Rescue Directorate employee	Female members	Male members
282	61	221

Table Nr.1 Overview of the total number of employees
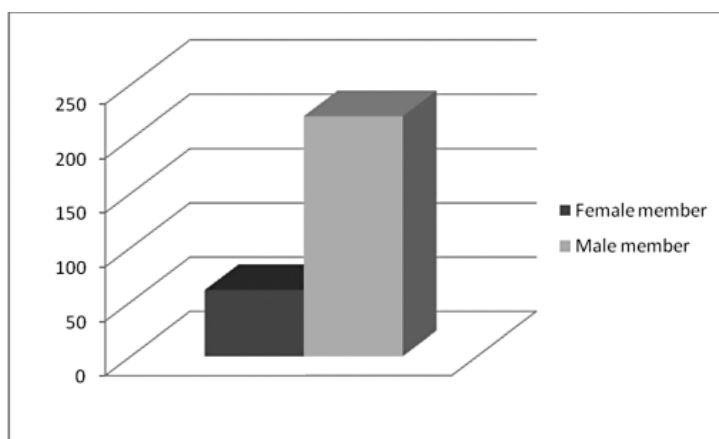
Chart No. 1 Overview of the total number of employees

Gender aspect in the operational structure of the protection and rescue

Having in mind that the modern conditions of life and work contribute to appearance of increasing number of natural disaster and other accidents of other type, primary concern for the PRD are protection and rescue forces, especially rapid/ emergency response teams so as to organize, train enable and equip with modern and sophisticated material and technical assets and equipment successfully to deal with the danger and consequences caused by it. To protect and rescue the people and material things form natural and other disasters, PRD has formed protection and rescue forces as:

- Republic's forces for protection and rescue, and
- spatial forces for protection and rescue.

To protect and save the people and material things from natural disasters and other accidents, units and staffs for protection and rescue are established. Protection and rescue forces are formed as republics and physical forces for protection and rescue.

Republic's protection and rescue forces are formed to act in certain number of municipalities which according to their natural geographic features represent one whole. Spatial forces are established to act in the area of the municipality and are being established by the local governments units, companies, public enterprises, institutions and services. The Republic's forces for protection and rescue are composed by the PRD employees, Territorial fire fighting units and quick response teams. The Republic's protection and rescue forces belong to the HQ for protection and rescue, the local protection and rescue staffs and rapid response teams. In this paper, we shall review in details the composition of the rapid response teams only. The Protection and Rescue HQ is an operational and experts body of the government of Republic of Macedonia which leads the protection and rescue activities in Republic of Macedonia. The HQ Commander is the PRD Director, while the members are experts from the responsible entities under the Protection and Rescue Law and they are appointed by the Government. Regional headquarters for Protection and Rescue are established in all 35 regional protection and rescue offices and they manage the protection and rescue force during the execution of the activities and operations to reduce and eliminate the dangers and consequences on the population and property caused by natural disasters and other accidents.

EMERGENCY RESPONSE TEAMS BY SPECIALTY

protection and rescue from chemical accidents

rescue from ruins

protection and rescue under water

rescue from tall buildings

rescue on mountain

rescue from major traffic acidents

rescue from mining accidents

protection and rescue from fires

protection and rescue ufrom floods

first medical aids

protection from UXO

care for affected population
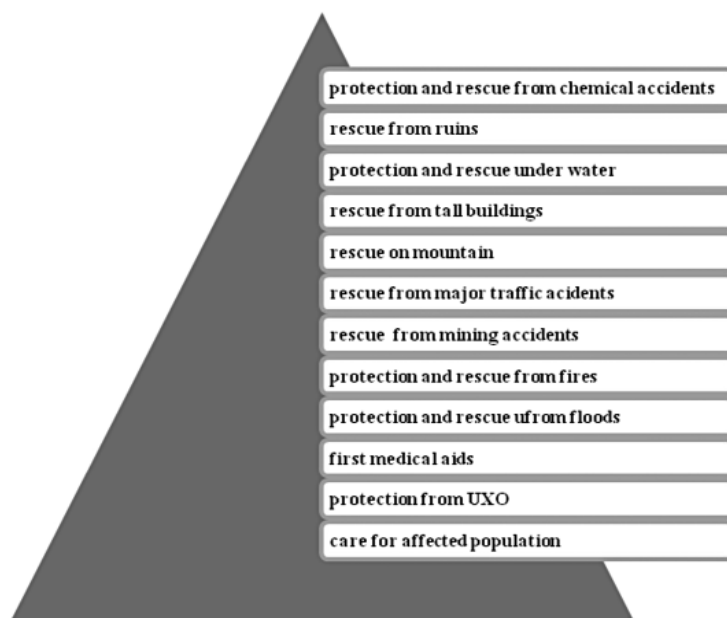
Figure No.1 Emergency response teams from Protection and rescue directorate
Current situation

Reaffirming the importance of the role of women in prevention and resolution of conflicts and in peace-building, emphasizing the importance of their equal participation and full involvement in all efforts for the maintenance and promotion of peace and security and the need to increase their role in decisions making related to the prevention and resolution of conflicts, emphasizing the need to consolidate data on the impact of armed conflict on women and girls, Protection and rescue Directorate in accordance with the Decision paper on the type, number, personal and material composition of teams for rapid response invest efforts to implement all recommendations to ensure increased representation of women at all decision-making levels in national, regional and international institutions and mechanisms for planning, prevention, management and dealing with disasters.

Referring to the Beijing declaration and Action Platform (A/52/231) as well as all the commitments inherent in the final document of the 23-rd special session on the General UN Assembly titled " Women 2000: equality for the gender, peace and development in the 21st century" (A/S-23/10 Rev.1) especially in the part referring to the women and the armed conflicts we express the readiness from the gender perspective in the operations for protection and rescue and including the gender component in the theater operations, implementing them in accordance with the Regulation for engagement of quick response teams.

The chart below present a comparative review of the representation of women within the quick intervention teams in the Protection and Rescue Directorate.
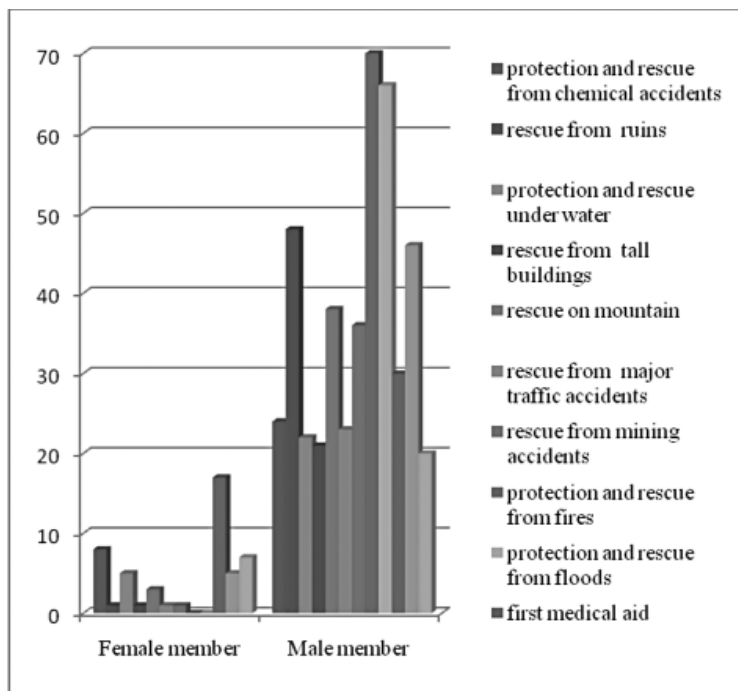
Chart Nr. 2. Comparative overview of members in the rapid response teams

Further text gives table overview of the female and male representation in the rapid response teams in Protection and Rescue Directorate.
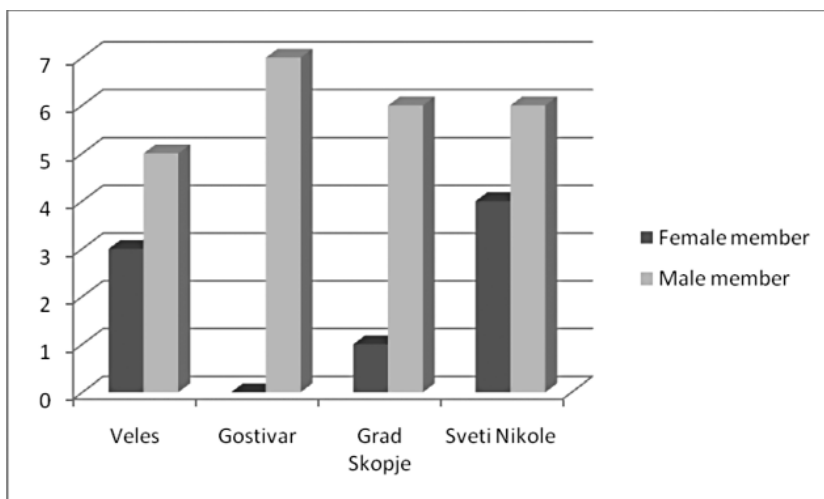
Chart No.3 Emergency response teams - *Protection and rescue from chemical accidents*
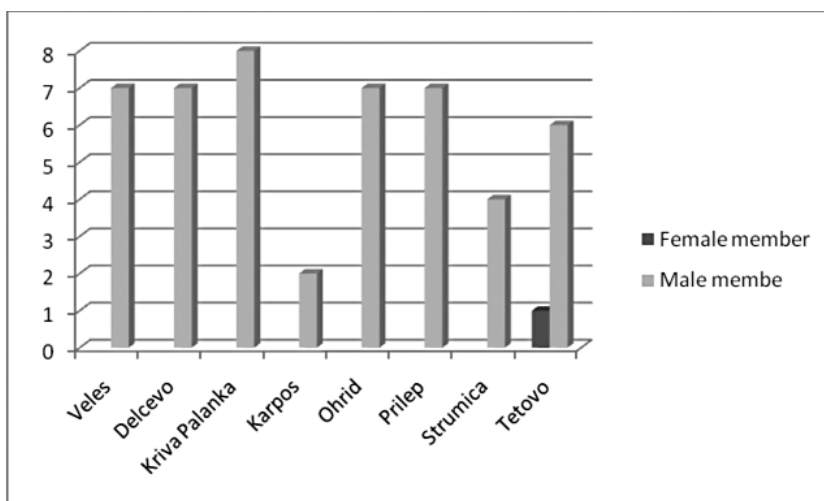
Chart No 4   Emergency response teams - *Rescue from ruins*
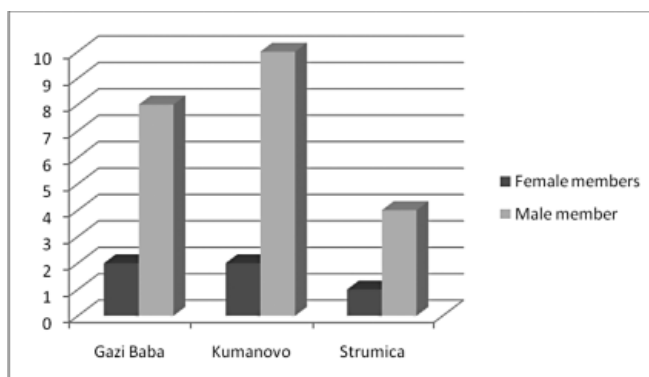
Chart No 5   Emergency response teams - *Protection and rescue under water*
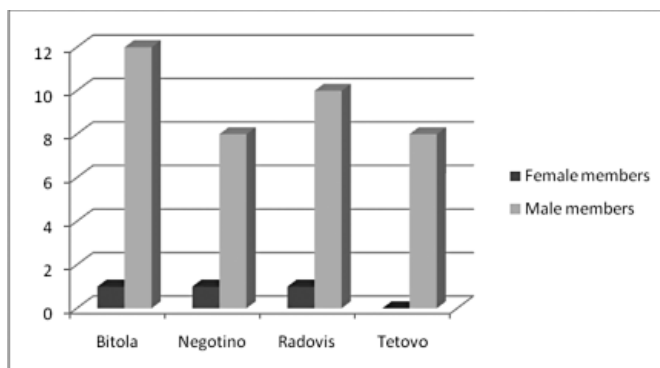
Chart No 6   Emergency response teams - R*escue on mountain*
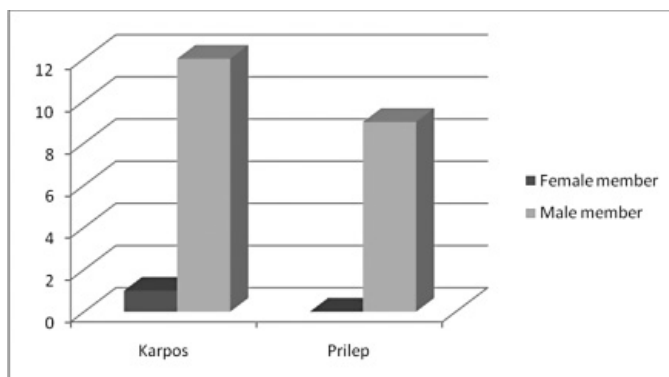
Chart No. 7   Emergency response teams - *Rescue from tall buildings*
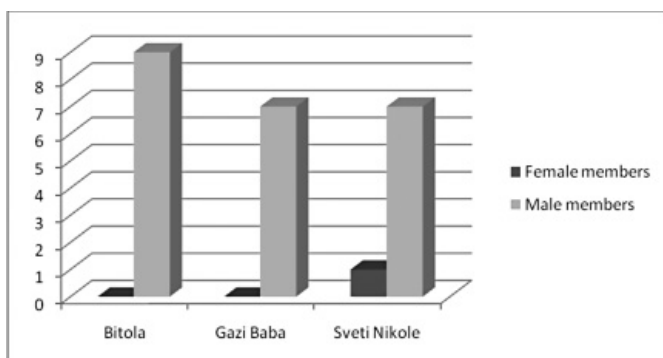
Chart No.8   Emergency response teams - *Rescue from major traffic accidents*
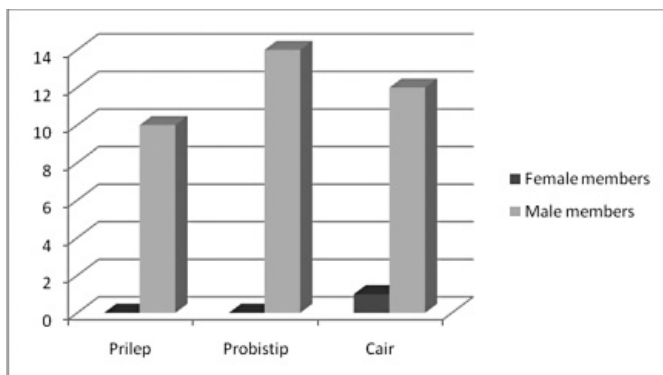
Chart N o.9   Emergency response teams - *Rescue from mining accidents*
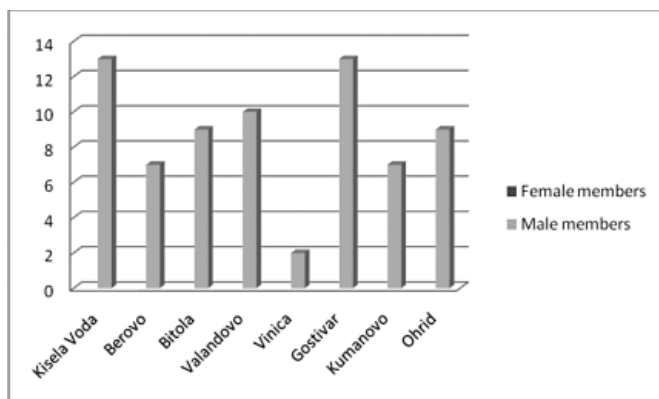
Chart No.10   Emergency response teams – *Protection and Rescue from fires*
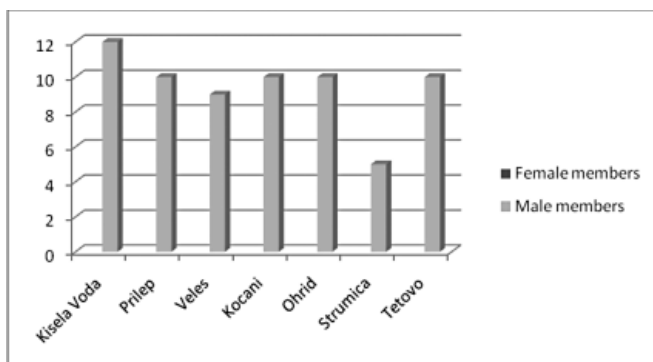
Chart No.11   Emergency response teams – *Protection and Rescue from floods*
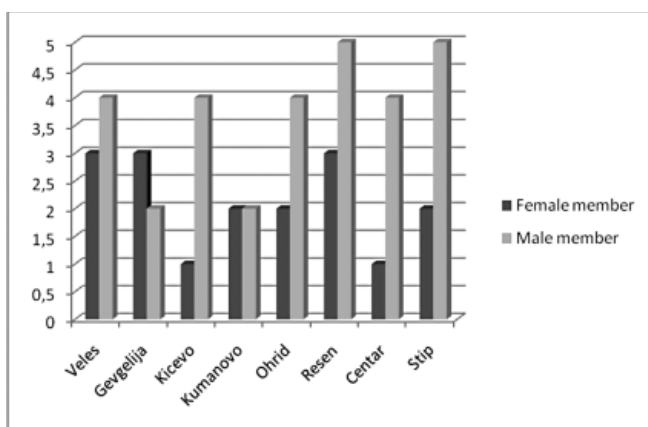
Chart No.12.   Emergency response teams – *First Medical Aid*
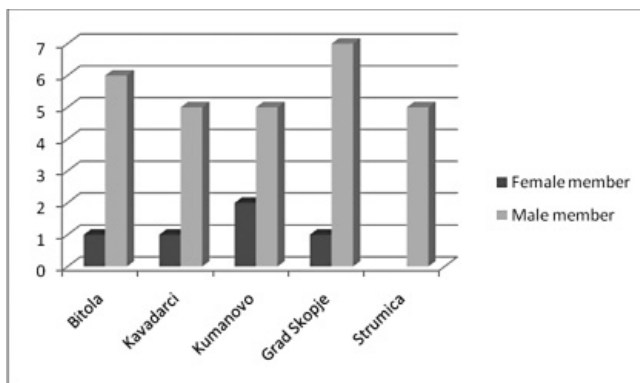
Chart No.13   Emergency response teams – *Protection from UXO*
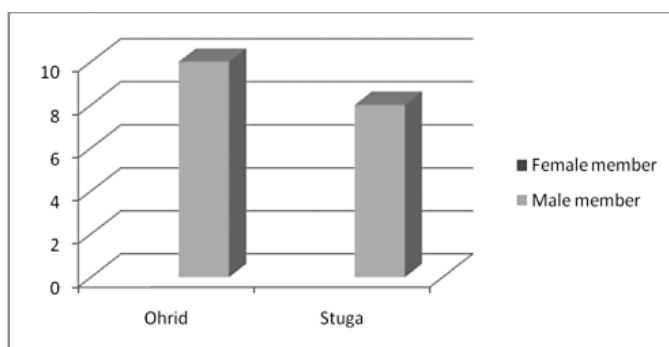
Chart No.14   Emergency response teams – *Protection from UXO under water*
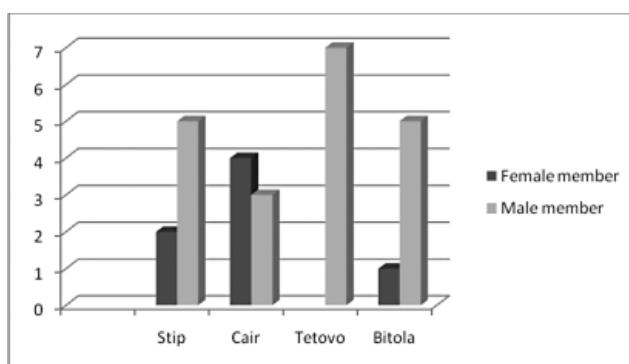
Chart No.15   Emergency response teams – *Care for affected population*

From reviews of the percentage representation of gender representation in PRD it can be concluded that the situation of equal opportunities for women and men is satisfactory and in line with the objectives of the Action Plan for Gender equality and gives a picture of a balanced structure.

Practical advice for international assistance

In accordance with Gender equality handbook – practical advice for international assistance from Swedish civil contingencies agency MSB which is *a government agency that works with disaster and crisis management before, during, and after the occurrence of disasters and crisis.* In order to prepare personnel at the Swedish Civil Contingencies Agency for a better understanding of gender issues in their practical work, they have been trained on integrating a gender perspective into projects. In addition, the countries in which we operate have been analyzed from a gender perspective to enable the projects conducted to be adjusted in accordance with existing local conditions in each country. Field staffs

also receive training, prior to deployment, on UN Resolution 1325 on Women, Peace and Security and on integrating a gender perspective throughout the project cycle. Moreover, a gender perspective is included in all final reports. [2]

It is important that *we never forget why we work with international assistance; it is because there are women, men, girls and boys who are in need.* And it is our responsibility to ensure that they receive

the best help they can get.

Therefore, it is the personal responsibility of all of us who work with international assistance at the Protection and rescue directorate to consider a gender perspective in our day-to-day work. This will make it easier for you to achieve this objective practically; making activities more effective, and making it easier to reach out to a larger section of the population in need.

Example: *Bridge construction from a gender perspective*

The agency was to send a task force comprising a group of men to Sri Lanka in order to build a bridge. As part of training prior to the mission there was an information session on gender. The Head of Mission did not think that a gender perspective was necessary for the planned project:

"Our task is to build a bridge; so we don't need to worry about a gender perspective."
The instructor then began asking questions:
"Who is going to use this bridge?"
"Well, the population living there," the Head of Mission answered.
"Do you mean women, men, girls and boys?" the instructor asked.
"Yes."
"Ok. How do these people travel?"
"Mostly by car and lorry."
"Women too?"
"No, they travel mostly on foot."
"Will women, girls and boys also be using the bridge when it's dark, thus increasing the risk of being run over?"
"Yes, there is always that risk."
"Would it be technically possible, from a construction standpoint, with the help of scantlings, logs or something similar; to construct a simple path for walking on the side of the bridge?"
"Yes that would not be difficult."
"Gentlemen, we have just applied a gender perspective to the building of a bridge," the instructor said.[3]

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[2] MSB (2009) Gender equality handbook – practical advice for international assistance
[3] Why a handbook of gender equality

Women and men have different resources and opportunities for managing the problems that arise. Consequently, following a conflict or disaster, they are often in different need of help and support for a return to normal life.

In different societies women and men have different resources and opportunities, which affect the way they act and reason. To see a phenomenon from a gender perspective means being aware of the fact that women's and men's circumstances may differ and to analyse how and why this affects their situation and needs. This can result in the same conflict or disaster having completely different consequences for women and men respectively.

Planning for safety & security

When the activities are being planned it is important to analyse and judge the security situation for your field staff. Special preparations may be needed to ensure the safety of personnel. Sometimes the risks are different for women and men. This can impact on the security measures that need to be taken.

It is also important to think through how the project may affect the security of the local population. We have to find out if there are different threats against women and men. Think through different aspects such as the level of crime in the region, and how far the personnel's accommodation is situated from the workplace. Bring the planning into line with this security analysis, for example when situating accommodation and choosing equipment. Find solutions to the security situation irrespective of whether it looks different for women and men. This may involve simple solutions.

Gender analysis

Awareness of the fact that women's and men's circumstances and needs may differ is of crucial importance and it should be adjusted in line with that awareness. An important part of this work is the conducting of a gender analysis.

This is achieved, for example, by investigating the relationship between women and men, their different roles in the home and society and their access to and control of resources and decision-making.

The analysis involves, among other things, finding out if there are any gender disaggregated data, to review information received and the source it is received from, as well as investigating which societal factors affect women's and men's circumstances and options for coping

with disasters. A gender analysis should be a simple tool for use in many varied situations and all the phases of the reaction on rapid response teams.

During the *planning phase* it is important to find out about the conditions and needs of women and men in the area in question so that the team can be brought into line with these. An important part of this work is about conducting a gender analysis, for example by producing gender-specific statistics; looking over the type of information received and from whom; as well as investigating the living conditions of women and men and how

these affect their ability to manage disaster situations.

The *team leader* is responsible for the inclusion of an internal gender perspective for the teams. For example that, as far as possible, an equal gender composition in the team is sought after as well as changes in attitudes among staff, through education and briefing. HQ is responsible for applying a gender perspective to external work and in contact with beneficiaries.

According to the Law, the Protection and Rescue Directorate must maintain a capacity for preparedness for humanitarian assistance. The PRD also works with enabling other countries to prevent, prepare for, manage and recover from disasters. And has a special interest in following the work on gender perspective and gender equality in international assistance. The PRD Director General has determined that a gender perspective should be integrated into all activities and that this is a priority area. In national assistance this means that field staff and Team Leader are responsible for applying a gender perspective to the day-to-day work of national activities and are obliged to be knowledgeable about it. All personnel at the PRD are responsible for and obliged to work with a gender perspective. The aim of the PRD is for the gender perspective to become a natural part of the national assistance and that all personnel on the Coordination and Operations Department should accept this as a matter of acceptance.

Being conscious of the different circumstances and needs of women and men and acting in accordance with them should be an integral part of national assistance. This requires applying a gender perspective to both concrete and practical tasks

Conclusions and Recommendations

But since women are often subordinate to men and do not have the same status and power, their participation in important decision-making processes in society is not as extensive. Consequently women's circumstances and needs in these situations are often invisible.

Everyone who works in an Operation for the Protection and Rescue Directorate should takes a course on how to work with a gender perspective which is included in the introductory course for individuals registering with the roster for field staff. Additionally, in the briefing prior to deployment information is provided about UN Security Council resolution 1325 as well as specific information on the conditions of women and men in the country in question. The manager's includes a specific session focusing on gender knowledge needed for managerial posts out in field.

Disaster managers on the PRD's Operations Section attend tailor-made courses presented by a gender adviser. The education focus on planning, implementing, and evaluating process while maintaining a gender perspective. The aim is for everyone who works on the Operations Section to have attended a course of this kind in order to facilitate the application of a gender perspective in their daily work. Courses and exercises carried out for beneficiaries should do so from a gender perspective even if the course does not have gender as its main theme.

The PRD response team should have a code of conduct which applies to all personnel working on civil protection operations. The code of conduct is built into the employment

contract and obligates all personnel to observe its ethical rules. Any person breaking the code will also be removed from the field staff roster and will not be sent on further national intervention for the PRD. It is important to respect all laws, regulations and norms in the country in question as long as they do not conflict with human rights legislation and international conventions. Similarly field staff is responsible for not breaking human rights legislation. It is also important to be aware of the fact that seconded experts often end up in positions of power in relation to the people in the country in question.

The PRD works towards an equal gender balance among its field staff. That is to say, there should be at least 40% of the underrepresented gender.

There has not been any substantial progress made in mainstreaming gender in disaster management due to the following reasons:

– The absence of concerted and coordinated efforts by global, regional and national actors;
– Poor financial commitments and investments; and
– The absence of any visible and tangible commitment to pursue the issue at the operational level.

Commitment to the issue largely remains in the documentation alone. There have been no significant moves to translate **words into actions** in terms of concrete policies, finances, substantive programmes or accountability measures. Gender mainstreaming in disaster management remains a free choice with no accountability, no checks and balances, no ownership, and no medium or long-term commitment.

International frameworks, especially those related to the HFA and MDG`s[4], are expected to put pressure on national and regional bodies, funding agencies and academics and eventually secure their commitment in terms of policies, research, funding allocations and application outcomes; however, the frameworks have not yet led to any significant changes in policy, legislation, financing or programming. In addition, donors and institutions view new and emerging themes, such as climate change adaptations, as taking precedence over gender. Gender issues, therefore, have been de-prioritized to some extent. This further illustrates the lack of understanding that gender is a cross-cutting aspect throughout the entire development process.

The following is a summary of recommendations for achieving greater gender inclusiveness in disaster management policy and practice. The recommendations are made with reference to each of the major challenges previously mentioned.

We need to act collectively to secure long-term political commitment and gain adequate financial resources to address gender issues in disaster management through global advocacy, policy coordination, capacity building and long-term national and local programmes. This can be achieved using the legal and policy guidance provided for gender equity and mainstreaming in DRR in the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the HFA.

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[4] Millennium Development Goals

REPRESENTATION OF WOMEN IN THE DECISION MAKING STRUCTURES

Improve conceptual and practical understanding of Gender-Disaster Management linkages, particularly at the national level Specific attention should be placed on removing misconceptions on the issue, with particular reference to the following: gender issues being equated with women's issues; Gender Focal Points who largely deal with women's issues; and gender being treated as an added, rather than integral, aspect of the disaster reduction and development processes. Develop operational guidelines to facilitate gender-inclusive implementation of each of the five priorities of action outlined in the HFA based on the framework's reference to gender as a cross-cutting theme.

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THE GENDER PERSPECTIVE OF THE DEFENSE SYSTEMS IN THE WESTERN BALKANS[1]

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Abstract: *The Gender perspective in the defence systems is a key presumption for the perception of the issue for realization and comprehension of the nature, the significance and the role of the woman in the overall social life and of course, in the defence. In this paper it will be analyzed what is the gender perspective in the defence systems of Croatia, Serbia, Bosnia and Herzegovina, Macedonia and Montenegro through the prism of the overall formulations given in the strategic documents for defence. Generally, regardless of the specifications of the analyzed countries, the common conclusion is that they strive to implement the international agreements in their national states and by that to approve that they lead a proactive policy and care for the equal representation of the genders, an issue that is an imperative, but also a kind of catalyst for the changes in the country as a whole.*

Key words: *women, defence, gender equality, gender perspective, doctrinaire documents*

Introduction

Considering the position and the role of the woman in the defence doctrinaire documents counterpoises an essential entry for a more broadly set concept for analysis – the relation of the gender equality and the reforms in the security sector. The debate about this issue in the Western Balkan countries becomes current in the last ten years. That period of history of development of the state institutions, social changes and social – economic turmoil is also marked as a turning point in the defining and the designation of the state and

the national interests. The time marked as "transitional" and filled with temptations also got the epithet "reformatory". The reform course of development spread in every aspect of life, but its turbulence was mostly felt in the fields which were traditionally "untouchable" and patriarchal – stereotypical designated as mutually exclusive – in the field of equality among men and women in the framework of the security sector (the army, the police, the intelligence services, customs, *id est.* in every field where there is a possibility to use force).

The qualitative research of the gender aspects in the security sector, correspondingly the degree of engagement of women in the system solutions in the doctrinaire documents in the defence system will include the solution of this issue in the strategic documents and it will encompass the legal solutions in the analyzed countries from the Western Balkans (Serbia, Croatia, Bosnia and Herzegovina, Macedonia and Montenegro). Also, with the comparative analysis it will be indicated for the systematic and practical solutions of the professional status of the women in the complementary strategic and defence documents in the pointed countries. In addition, as a starting and initial document is taken the Resolution 1325 from the Security Council of the United Nations (SC UN) "Women, peace, security" carried in 2000.

This analysis has the purpose to indicate the degree, the type and the boundaries proclaimed in the gender equality in the defence doctrinaire documents and in the national security, and to ascertain the existence, correspondingly to recognize the possibilities that are rendered to women in this segment of the security systems, in which traditionally, with centuries, dominate male gender roles.

The subject of the research has a multi disciplined character and it considers the gender studies, martial science, polemology, theory and practice of the martial skills and the security science.

In the theory of gender studies, the notion *gender* refers to the socially constituted role of the women and the men[2]. The construction contains unequal ration of power with the male dominance and female sub ordinance in most of the segments of living. *Gender roles* include all characteristics, tasks and responsibilities accorded to men and women on the basis of the assumption for the biological differences[3]. In this research the gender roles include the position, the status, the responsibilities and the possibilities which are attributed to women in the official, public documents in the defence system. *Gender equality* presupposes the strategy for involvement of the male and female interests and experiences in the development program in every political, economic and social sphere so the benefit both for male and female is more equal, and the inequality is not rebuilt[4].

In the military science and in the theories and practice of the martial skills, according to Western theoreticians *the strategy* was for years defined as a "skill for using the armed forces for achieving goals which was designated by the politics"[5], or as a "fundamental

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[2] A. Lithander, *Engendering the Peace Process*, Kvinna till Kvinna Foundation, Stockholm, 2000. Ovu definiciju prihvatio je i Savet za ravnopravnost polova Vlade Republike Srbije.

[3] A. Lithander, *isto.*

[4] *Gender Equity – Concepts and Tools for Development*, The Centre for Development and Population activities (CEDPA), Washington, 1996.

[5] А. Бофр, *Увод у стратегију*, ВИЗ, Београд, 1968, стр. 20.

policy of the nation"[6]. Raymond Aaron understands strategy as "action in cases where the respected rules indeed do not exclude recourse of the armed forces"[7]. Our theoreticians indicate the need for defining the strategy of the country, which will be in function of preserving and achieving the highest state and national interests.[8] The strategy of the country or the national strategy in a practical program notion is a common idea of the virtual or the real direction of the country's power for protection and achievement of the highest national and state interests and accomplishments of the defined goals in peace or in war. In a theoretical notion, the strategy of the country is a cognitive starting point on the basis of which the state management defines the basis of the security of the state and the nation, the defence doctrine, the war doctrine and other state doctrines. The essence of *the doctrine*, according to domestic authors[9], as a segment of the martial science is its concreteness, conditioned with the realities in the surroundings and the state of the defence system and the armed forces. It basically counterpoises a relatively permanent defence program, which is gradually redefined, correspondingly gets complemented in accordance with the changes of the originations on which is based on[10]. The *defence doctrine* counterpoises the acceptance of the adopted standpoints of the state's management about every key issue on war and peace. The orientations contained in the defence doctrine are practically operationalized in confidential programs and plans, which are fundamentally a part of the original *doctrinaire documents*. The procedure for production of doctrinaire documents is a process of reorganization of the defence system (defence reforms) and the army is mutually conditioned. In a theoretical notion, it is about terms with a different level of generality, and in practical – it is about processes and procedures which have to be completely harmonized by all of the elements of the content, as well as in the scope of the order and the realization dynamics. If the social originations of the defence doctrine and the production of doctrine documents include, among others, the demographic characteristics, the educational system in the country, the tradition of the nation and the country, the state of the defence system and the army, correspondingly their qualitative and quantitative qualifications, then the subject for analysis and the purposes in this paper have a fully scientific and social justification.

International legal framework for defining the gender equality and the defence sector reforms

The reform in the security sector, and in the same framework the reform of the defence sector presupposes respect and implementation of the most significant established

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[6]   Л. Харт, *Стратегија* (*превод*), ВИЗ, 1967, стр. 334.

[7]   R. Aron, *Evolution of Modern Strategic Thought*, „Problems of Moern Strategy", Part One, No. 54, Adelphi Papaers, 1996. p. 2.

[8]   М. Ковач, Теоријске основе израде доктринарних докумената, *Војно дело,* 1/2001, стр. 37.

[9]   С. Нишић, Полазишта у одређењу војне доктрине, у: Зборнику радова: *Војна наука и војна доктрина,* Београд, 1998, стр. 469-500.

[10]   Д. Вишњић, М. Ковач, Ј. Марчек, Научна исходишта војне доктрине, у: Зборнику радова: *Војна наука и војна доктрина,* Београд, 1998, стр. 525-555.

and adopted statements of will and mutual consent of all of the actors of the international community, on the level of the UN and the European community of people (*Common Law*).

The Security Council of the UN (SC UN) adopted a number of resolutions over the last decade in which it is claimed that during the reform process it is necessary to have in mind the specific security needs of the women, girls and children, and to promote the participation of the woman in these processes. Since 2000, The SC has admissed four resolutions on women, peace and security:

Resolution 1325 (SCR 1325) adopted in October 2000 recognizes the specific impacts that armed conflicts have on women, as well as the significant contribution that women can give to security and conciliation. SCR 1325 advocates the growing representation of women in the prevention of conflicts and conflict management. A special attention is dedicated to the need for the gender perspective to be included in the implementation of the peace agreements; in the processes of disarmament, demobilization and reintegration of the combatants and training for gender issues for the members of the peace missions.

Resolution 1820 (SCR 1820) is adopted in June 2008. In it, it is asked from the state to take special measures to protect women, adolescent girls and young girls from sexual violence in armed conflicts and to enable access to the institutions of justice as well as giving them aid as victims of violence. The SCR 1820 emphasizes the role which the members of the peace missions have in the protection of civilians and the urgent need for increasing the number of women members in the peace missions. It is demanded by the UN to develop mechanisms in the framework of reintegration of the combatants and reforms in the security sector with which the women will be protected from violence, but these mechanisms should be developed through consultation with women and women organizations.

Resolution 1888 (SCR 1888) is espoused in September 2009 and it further insists on prevention of sexual violence in armed conflicts. SCR 1888 emphasizes the urgent need for inclusion of the issues concerning sexual violence in the piece processes, in the agreements for reintegration of the combatants, security sector reforms and judicature reforms. New mechanisms are established in the framework of the UN which solve cases of sexual violence in conflicts. Once again the participation of women in the decision making processes, as well as inclusion of women personnel in the missions under UN's leadership is emphasized as a priority.

Resolution 1889 (SCR 1889) is adopted in October 2009. SCR 1889 expands the focus of the Security Council on the participation of women in the peace establishment, whereby it is emphasized the need for the participation of women in the political and the economic decision making. It stresses the urgent need for: inclusion of the gender issues in all processes of post-conflict recovery period; financing and creating programs for implementation of the activities for giving higher authorizations to women; specific strategies in the implementation of the law and in judicature with which the security needs and priorities for women, adolescent girls and young girls will be complacent.

In the defence reforms, the realization of these tasks would presuppose: a high level of support for the professional progress for women; absence of formal obstacles, like exclusion of women from some forms of service or from some functions; forming and

functioning women associations; equal criteria for progression; assigning goals and policies for improvement of the women's positions; mentorship programs; additional instructions; change of standpoints with a discriminatory nature.

LEGAL FRAMEWORKS FOR GENDER EQUALITY IN THE DEFENSE SYSTEMS IN THE COUNTRIES FROM THE WESTERN BALKANS.

Natonale legislative in the republic of Serbia

Gender equality in Serbia is guaranteed with the 2006 Constitution[11], which strictly forbids all kinds of gender based violence and guaranties a policy for offering equal opportunities. The Constitution guaranties equality between women and men (article 15); forbids all kinds of direct or indirect discrimination regarding to gender (article 21); binds the state to create policies for rendering equal opportunities (article 1), in concordance with the principles for the rule of law, social justice, civil democracy, human rights and European values it presupposes creating conditions for a complete development and improvement of the women's condition in every aspect of social living (political, economic, cultural), including also in the field of security (article 21).

Beside the constitution, gender equality is also guarantied with the Law for prohibition of discrimination[12] with the Law for gender equality (2009) with the Penal code[13], with the Law for cooperation with the International criminal court[14], with the National millennium goals for development in Republic of Serbia[15], with the Strategy for poverty reduction (2002) and with the National strategy for improvement of the position of women and promotion of the gender equality for the period from year 2009 to year 2015 (2009).

Gender equality in Serbia is also underlined in the doctrinaire documents of the defence system. The doctrinal documents of the security and of the defence system (strategies and laws) should, in accordance with the process of harmonization of the legal regulations in the international and in the national legislation, be in accordance with the accepted standards of international law and ratified with international agreements, which become an integral part of the judicial system of the Republic of Serbia. The strategic documents in the defence system qualify the gender equality and the participation of women in the defence more closely. So, in the *Strategy for national security* (2009),[16] one of the fundamental values is also the improvement of the role and the position of the women in the decision making processes and strengthening the state mechanisms for assurance of the

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[11] „Сл. гласник РС", број 98/06.

[12] „Сл. гласник РС, број 22/09.

[13] „Сл. гласник РС", бр. 85/2005, 88/2005 - испр., 107/2005 - испр. „Сл. гласник РС", бр. 72/2009 – измене и допуне.

[14] „Сл. гласник РС", бр. 72/09.

[15] Документ је усвојен 2006. године и операционализује Миленијумску декларацију УН (2000).

[16] http://www.mod.gov.rs/lat/dokumenta/strategije/strategija_%20nacionalne_ bezbednosti_lat.pdf./приступљено 5.2.2012.

gender equality.

The National action plan for implementation of the resolution 1325 in Serbia in the period from year 2010 to year 2015[17] monitors the strategic direction of the defence reforms, which main purpose is the Serbian Army to be professional, modernized and under complete democratic and civil control, which is ascertained with *the Development plan for the defence system up to 2010* (2006), the *White paper for defence* (2005) and the *Army doctrine* (2006). With the NAP only few problems were recognized as really feasible, in the areas of participation of women in the decision making processes in conflicts, in post-conflict situations and peace support operations, in the legal protection of women, as well as in the activities directed to sensitize the mail and female members of the armed forces of Republic of Serbia.

In the *Law for defence[18]* article 127 does not contain any regulation that indicates to the respect of the principles of gender equality and equal possibilities for women and men in the defence system. Unlike the law for defence, the *Law on the Army[19]* in article 11 defines the position and the role of the woman in the Army of Serbia from this Law: „The regulations from this law on the structure of the Army of Serbia equally regards both to men and women". With that Serbia is concisely and clearly determined to include the gender perspectives in every field of its functioning. On the other hand, the *Law for civil service[20]*, the *Law on the basis of the regulations of the security service[21]*, the *Law for the Military security agency and the Military intelligence agency[22]* and the *Law for use of the Army of the Republic of Serbia* and other defence forces in multinational operations outside the borders of the Republic of Serbia[23] do not contain gender defined regulations, unlike these laws, in the *Law on military, labour and material obligations[24]* there are certain efforts to implement certain international standards in this area. So, because of the specificity of the material consisted in article 143, this law in few of its articles deals with the position and the role of the women in implementation of the military and the material obligation. Article 48 (the Reserve structures) envisions that „Women do not succumb to recruitment obligations and obligations for serving the conscription, and the conscription might be completed with service in the reserve structures during emergency and hostility situations. Women conscripts are registered in the reserve structures evidence in accordance with their professional and working qualifications as well as their military and civilian specialities they have or will gain during the military obligation period. In peace, women conscripts may be called for military exercises and civil protection

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[17] Србија ће ући у ред земаља у свету које су донеле акт о имплементацији Резолуције 1325. Ове акте су усвојиле: Аустрија, Белгија, Бурунди, Чиле, Холандија, ДР Конго, Данска, Финска, Исланд, Либерија, Норвешка, Обала Слоноваче, Португал, Руанда, Шпанија, Шведска, Швајцарска, Уганда и Велика Британија.

[18] „Сл. гласник РС", бр. 116/07. Закон о изменама и допунама Закона о одбрани „Сл. гласник РС", бр. 88/09.

[19] „Сл. гласник РС", бр. 116/07. Закон о изменама и допунама Закона о Војсци Србије, „Сл. гласник РС", бр. 88/09.

[20] "Сл. гласник РС", бр. 88/09.

[21] „Сл. гласник РС", бр. 116/07.

[22] „Сл. гласник РС", бр. 88/09.

[23] „Сл. гласник РС", бр. 88/09

[24] "Сл. гласник РС", бр. 88/09.

exercises for acquisition of the necessary military and civil knowledge and training for the duties in state of emergency and warfare. Women in the professional military personnel after the cessation of the professional service execute duties in the reserve structures in accordance with their military evidence specialities." In this case and among the population of women military conscripts itself a discrimination is exerted regarding the qualifications and the specialities which they own or are acquired. Article 49, paragraph 3.allows special circumstances in which women are released from the duties in the framework of the reserve structures (pregnancy, single parenthood, the age of the infant and others). Paragraph 2. from the same article appoints the age limit in the framework within there is an obligation for service in the reserve structure for women. The issue on discrimination on this base is questionable.

Legal frameworks for gender equality in the defence system of the Republic of Croatia

Croatia has in 2002 brought the *Strategy for national security*. Among other entries, which otherwise contain all of the adopted national strategies in the environment, in its second part *Assets and interests of the Republic of Croatia*, it is emphasized that „the national interests result from the supreme values of the Republic of Croatia which are ascertained with the Constitution. They are: freedom, *equality, national parity and gender equality*, pacifism, social justice, human rights, inviolability of the property, preservation of the nature and preservation of the human environment, rule of law and democracy, survival of the sovereign, independent and territorially integral country with its national identity and fundamental values, as well as protection of the life and the assets of its citizens." The same year the *Defence strategy of the Republic of Croatia* was also espoused, which is, in the analysis of the needs, the engagement and the objective state of its own forces and resources directed toward the international surrounding, the threats and the challenges - gender equal. In the democratic tradition, it provides civil control of the armed forces and the defence forces, engaging organizations of the civil society and all the citizens in the defence, without favouritism of the citizens from any of the genders. In the Strategic defence survey, espoused in 2005 the potentials and the preconditions for the engagement of the armed forces in multinational operations, the composition of the armed forces, the education and the training of the personnel and other strategic issues, but without gender sizing are reviewed. The accent is put on the policy for equal opportunities and selection and engagement of the personnel under same conditions. In the regulations of the *Long-term development plan for the Armed forces of the Republic of Croatia from 2006 to 2015*, in the section that refers to the human resources and their development, there are no emphasized facts on gender (in)equality. The equal participation of the members of the both genders is emphasized in the processes of training, education, professional improvement, progression and others. Croatia had also brought other doctrinal documents in the defence system: the *Defence Law* from 2002, the *Law for service in the Armed forces of the Republic of Croatia* (2002), the *Law for participation of the members of the Armed forces of the Republic of*

Croatia, police, civil protection and civil officers and regents in peace operations abroad (2002). Created on a similar model as the laws in the framework of the defence system of Serbia, with a special accent on the reform processes, these laws envision equality and parity between the genders in every segment of engagement of the armed forces in the country and operations outside the borders and in the complete defence system.

Legal frameworks for gender equality in the defence system of the Bosnia and Hercegovina

Bosnia and Herzegovina had in 2003 appropriated a document by the name *The road to Partnership for peace* as a strategic document which defines the directions for the foreign and defence policy of the country on the road for approximation to NATO. In the year 2005 the *White book for defence of Bosnia and Herzegovina* was finished in which the determination for inclusion of Bosnia and Herzegovina in the European and Euro-Atlantic integrations and in the program Partnership for peace as well as the implementation of the required reforms of the defence system and reorganization of the armed forces is clearly expressed . The appropriation of the Military doctrine is based on the „protection and promotion of the fundamental freedoms and human rights and protection of the freedom, justice and peace with democracy." The Doctrine for training of the armed forces of Bosnia and Herzegovina as well as the other doctrinal documents do not consist regulations which favour members of a certain gender, or put them in a discriminatory position regarding their rights, obligations and opportunities.

Legal frameworks for gender equality in the defence system of the Republic of Macedonia

Gender equality in the defence system in Republic of Macedonia is guaranteed with the Constitution of the Republic of Macedonia according to which the policy for equal opportunities is established on the commonly recognized principles from the Constitution of the Republic of Macedonia, where it is emphasized that „the citizens from the Republic of Macedonia are equal in the latitudes and the rights, regardless of the gender, race, colour of skin, national and social provenance, political and religious beliefs, possessions and social status "[25]. Likewise, gender equality is guaranteed with the *Law for equal opportunities* for women and men brought in May 2006.[26] This law, along with the *National action plan for implementation of the Resolution 1325*, has a purpose to restitute equal opportunities in all social spheres, here also including the defence.

Regarding the defence, the legal solutions in this area have only few or do not have regulations which inscribe gender equality at all. So, in the Law for defence there is not any concrete regulation that indicates to the obligation for respect of the right for gender equality, except one element given in Article 13. from the Law for defence in which it is

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[25] Устав на Република Македонија, Член 9.
[26] Закон за еднакви можности на жените и мажите (Сл. Весник бр. 66/06 од 29.05.2006).

quoted that women as well as men have the duty to execute the work obligation. And yet, beside this restrictiveness, the Law for defence has no selective approach when it comes to voluntary army service. It means that there is no limitation for the female gender members, correspondingly after the fulfilment of the projected criteria for army service, women can be instructed to serve the army. Differing from the Law for defence, the Law for army service in the Republic of Macedonia defines the position of the woman and her equal status is defined in Article 30. in which it is emphasized that in employment the principle for the equality of genders should be revered.[27] The improvement of the working conditions and the adherence of the trends from the modern armies starts to give effects, which can be seen in the increased interest of women for service in the Army.[28]

Basically, it should be emphasized that Republic of Macedonia is the only country from the states of former Yugoslavia which had approached to this issue with all of its seriousness. So, as a result of the imposed priorities in this area underlined in the *Programs for equal opportunities for women and men in the Ministry of defence and the Army of the Republic of Macedonia from 2005 and from 2009*, at the end of the 2012, a Committee for gender equality and gender perspective was formed in the Ministry of defence, consisted of members from the personnel in the Ministry of defence, from the Army of the Republic of Macedonia and from members of the experts communities. Also, it should be emphasized that within the framework of the overall efforts given in the reform processes in the defence sector, in the beginning of 2013 the Committee had appropriated a new program for equal opportunities for women and men in the Ministry of Defence and in the Army of the Republic of Macedonia. This program has a purpose to promote the principles for equal opportunities, for gender equality, for non-discrimination regarding to gender, for obtaining the real primate and the status of the woman in the defence and in the army etc., as substantial elements in the defence and in the army and as an expression of the will and the essential purpose for their incorporation in the defence system of the country.

Legal frameworks for gender equality in the defence system of the Republic of Montenegro

Montenegro in the framework of its strategic endeavours for the security sector reforms and in definition of the priorities on the road to accession in the European integrations, had primarily brought the *Communicational strategy for Euro Atlantic integrations of Montenegro in* 2007, with which it determined its main direction in its strategic endeavours. One year later, it espoused the *Strategy for national security* in which it is stated that „the national interests of the country result from the supreme values of Montenegro ascertained in the Constitution which are: freedom, equality, national and gender parity, social stability, social justice, human rights, security of the assets, preservation of the nature and the human

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[27] Закон за служба во Армијата на Република Македонија. Службен весник на РМ, бр. 77 од 20.06.2012 година.

[28] Бела книга на одбраната, Министерство за одбрана на Република Македонија, септември 2012.

environment, rule of law and democracy. Peaceful and stabile environment, protection of the lives and the assets of the citizens, democracy development counterpoise important national interests." As security interests, among others, are also emphasized the strengthening of the democracy, the rule of law and the complete protection of the human and the minority rights. In the end of 2008, the *Defence strategy of the Republic of Montenegro* is espoused. In it, without gender designated goals and tasks, the accent is put on the development of the armed forces, human and material resources, participation of the armed forces in international operations, engagement in collective security systems etc. In June 2010, the *Strategic defence review of Montenegro* is brought as a document that directs the development and the efficient utilization of the human and the material resources, without making any difference between the genders, with emphasis that under managing the human resources, among other things, it is presupposed: planned manning and personnel selection. Balanced flow of personnel, accomplished with a continual planned reception and dismissal of the personnel; equal opportunities for professional development; motivational and objective system for evaluation of the working success; career improvement system and deployment on working places based on the working results; age structure of the personnel in accordance with the missions and the tasks of the Army as well as with the capacities of the budget; respecting the ethical codex; appropriate quality of living and family welfare. The Law for defence and the Law for the Army are brought in2009. The regulations from the Law for defence are with a more general character and gender neutral, so far the article 2. from the Law for the Army presupposes use of gender sensitive language ("All the terms in this Law that are used for individuals in male form, cover the same terms in female form"). It is the only case in the legal regulations referring to the utilization of gender sensitive language in the analyzed documents.

Conclusional considerations

The analysis of the gender aspects of the strategic and the doctrinaire documents brought in the framework of the reform processes in the security and the defence sectors in the analyzed countries showed that:

- All countries, as transitional and post-conflict, started the reforms in this sector during the 2000's. Getting out of isolation, the acquisition of independence and the necessity for inclusion in the Euro-Atlantic integration process due time, had started processes for democratization and de-politicization of the defence system on the basis of complete respect for the human rights and strengthening the civil control of this sector.

- The strategic and doctrinaire documents, one gets the impression, are adopted and coordinated on the basis of their constitutional solutions, some are brought even before the defining of the constitution, and that is why certain regulations are contradictory with the constitutional solutions.

- Substantively, all the analyzed doctrinal documents have the same form, and in a material notion, some solutions are almost copied. With the aspect of emphasizing the gender equality, a difference is perceived in the Law for the Army in the Republic of Serbia and in the Law for the Army of the Republic of Montenegro (emphasizing the gender sensitive language). Only Macedonia had went a step forward, adopting the special program for promotion of the equal opportunities and the gender parity in the defence sector and in the army.

- None of the countries had not directly implemented in their strategic documents the regulations from the Resolution of the Security Council of the UN which defines the position and the role of the women in the security sector, in the peace building and in the peace operations (1325, 1820, 1888, 1889). Consequently, the status of the women in the security and in the defence systems is more with a declarative character and superficially defined, often through regulations from incoherent laws from different areas, which regulate gender sensitive issues.

- In the process of implementation of the Resolution 1325 (2000) on a national level, Serbia, Bosnia and Herzegovina and Macedonia had went farthest. The adoption of the national action plans for implementation of these resolutions, if they are brought through active participation of women's associations, organizations from the civil society and the relevant ministries, will enable a clear and an undoubted perspective of the women's human rights in the security sector.

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THE ROLE OF THE WOMEN IN WAR THROUGH THE HISTORY

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Abstract: *The war is something that followed the human society through the whole history. We can say that the history of our social evolution, in some way, is a history of various types of war. Women have always been present in wars, both ancient and contemporary. But, although they contributed in different ways, we are still faced with a lot of contradictions, stereotypes and different views about their role in armed conflicts and army units through the history till nowadays. The main goal of this paper is to present short review of some aspects of the participation of the women at war throughout the history. We will present some of the most famous women who have marked world war history and we will show participation of the women in several wars.*
Also, we will discuss some perceptions about the gender equality through wartime and peacetime connected with women's participation in the field of military activities. Also, in conclusion we will point on some positive solutions and measures within the international community connected with gender equality and gender perspective in the security and defense systems of contemporary states.
Key words: *war, gender, equality, army, soldier, man, woman*

Introduction

Since time immemorial war has been an integral part of the history of the humankind (Guilaine J.,Zammit J., 2000). Today, war is still perceived as being the prerogative of men only. Most of the statistics showed that the participation of women in combat actions through the history till nowadays yet is rare event.

The role of the women in the war have a history that extends over thousands years into the past, throughout a large number of cultures and nations. From ancient warrior women, to women currently serving in conflicts, even though the vast majority of all combatants have been men in every culture.

When we discuss the question about the role of the women in war through the history, we must make differences between women at war and women in war. Women at war means woman as active participant of war activities. On the other side, women in war means women affected by war. It means that most of the victims of armed violence are women and children.

From the first angle, history obviously shows that women were present in various types of armed conflicts and wars sometimes even as the main protagonists of these events.

Even though women serving in the military has often been a controversial issue, many women in history have fought alongside men. There were many women who cross-dressed as men in order

to fight. Fighting on the battlefront as men was not the only way women involved themselves in war. Many women braved the battlefront as nurses and aides. Women also served as spies. Very often the war was fought on farms and in the backyards of their families across the width and breadth of the colonies and along the frontier. Women took an active role in alerting troops to enemy movement. Women carried messages, transported contraband, and generally functioned as spies for the cause.

Despite various, though limited, roles in the armies of past societies, the role of women in the military, particularly in combat is controversial and it is only recently that women have begun to be given a more prominent role in contemporary armed forces. As increasing numbers of countries begin to expand the role of women in their militaries, the debate continues.

Women that remarked world war history

Not only as history of human society, war is the most evidently theme of the various mythologies as collective memory of the mankind. Beautiful Helena has brought the apple of dissension and become inducement of the most famous war in the literature. Also, there we met Amazons as most famous women warriors in the antique mythological world. While the Amazons are surrounded by myth, they had very real equals whose existence has been established since very ancient times. These warrior women were mostly sovereigns.

The earliest-known, Queen Ahhotep I of Egypt, is said to have led her troops into battle against the Hyksos invaders some sixteen centuries before our era began. Her example was followed by others, such as the Chinese military leader Fu Hao, the ancient British queen Boudica and Zenobia, Queen of Palmyra (M.Sartre, 2000).

Women of more lowly rank have also commanded armies. The most famous is Joan of Arc, who was burnt at the stake – not because she had taken up arms, but because she had adopted men's clothing (including armour) in order to enter combat. This serves as further evidence of the taboo surrounding women's use of objects of war. The fact that women sometimes succeeded in donning military dress and even masquerading as men in order to wage war is closely related to the absence of medical examinations for future soldiers, a practice that was not introduced until the nineteenth century (Duby J.,1995).

More recently, Laskarina Bouboulina won fame as the heroine of the Greek War of Independence, and several streets named after her in Greece still commemorate her life today (M. De Greece,2003).

In the United States, a certain Calamity Jane served as a scout in the American army and took part in several military campaigns against the American Indians.

'La Norita' (whose real name was Nora Astorga Gadea) fought alongside the Sandinists before becoming the Vice Minister of Justice and then Ambassador of Nicaragua to the United Nations.

` In Africa, Nehanda Nyakasikana led the revolt against British rule in Mashonaland and Matabeleland (present-day Zimbabwe) as the nineteenth century drew to a close, while approximately one century later, Alice Auma (or Alice Lakwena, from the name of the spirit believed to command her actions) led the notorious Holy Spirit Movement in its struggle against the Ugandan government (L.David, 1985).

Many women have fought under female commanders and other leaders, often alongside their male counterparts. During the Cimbrian War (113–101 BC), for example, the Germanic army also included women warriors, who according to the Roman Chronicles were fiercer than their male counterparts. It is reported that after the final Battle of Vercellae (101 BC), when these women saw that their companions had been killed and that defeat was imminent, they preferred to kill their children and then commit suicide rather than fall into the hands of the troops of Consul Marius12 (the practice of mass suicide – jauhar – when military defeat was predictable was also widespread amongst Rajput women in India from the fourteenth to the seventeenth century).

` In his Gallic Wars, Caesar in turn cites a large number of examples where women took part in battles. When the Swiss rose up against the French occupying forces in Nidwalden (central Switzerland) in 1798, the numerous women in the ranks of the insurgents fought with tremendous tenacity. The suppression of the revolt by the French armed forces also caused many casualties among the women of that canton's population.

However, the most famous women soldiers are without a doubt the Amazons of the kings of Dahomey. This female corps – comprised of troops who were trained, equipped with guns and wore a uniform – was first formed in the eighteenth century. A hundred years later it had become an army of up to 7000 women–one-third of the kingdom's fighting forces. These Amazons were known for their cruelty and their courage; they amazed the European visitors/colonials and deeply offended their bourgeois principles. When King Behanzin attacked the French forces in 1890, they were in the front line of his troops. Confronted with these women, their opponents – to their own great misfortune – initially hesitated to open fire on them. In the end it was the superiority of the French weapons – and the use of machine guns – that finally got the better of this elite corps. For a long time, such examples of female troops nevertheless remained relatively few and far between. This changed with the two world wars (in particular World War II), which not only resulted in a 'feminization' of the armed forces but also brought an impressive upsurge in the number of female fighters.

This phenomenon was truly remarkable in Russia. In World War I, under the Kerensky government, a unit of women soldiers known as the 'Battalion of Death' and consisting of 2000 volunteers was already sent to fight on the front with Germany. However, it was during the Great Patriotic War, from 1941 onwards, that large numbers of women joined the ranks of the Soviet Army or the partisans. It is estimated that there were one million female soldiers, constituting 8% of the total armed forces. Half of them served on the front, either in support jobs or in actual combat.

At the end of this part of the paper we must point on some brave women that remarked our national history with their contribution for liberty and freedom of our country. From the legendary Sirma Vojvoda to date, we have many brave women that have marked our national history. We must stress that many of them fought as partisans through the National Liberation Movement and after the liberation many of them were proclaimed national heroes. Vera Ciriviri, Ibe Palikuqa, Nevena Georgieva Dunja, Elpida Karamandi and many other women gave their lives for our freedom.

Women at war

From the early beginning of the social organization of the human society, the role of the women was within their traditional gender obligations. Women could not play an active role at the war which was exclusive right of men. The main role of the women in war was to support their husbands and take care and help them if they were wounded in war (Saltirovska,2011:105). But even we were educated that the war is especially man area of working, analyzing the history books and historical events, we can remark that the war was not always the main man job.

Women through the history contributed at war on indirect or direct way of contribution and their role in war through the history till nowadays is not primary but it is obviously. Especially through the period of 18th century was obviously that the women transformed from the women that supported men in war in women that contributed in war as warriors. Through the periods of greatest world revolutions they were always on the front lines besides the man and fight for freedom, equality and liberty.

Women participated in every aspect of the French Revolution, but their participation almost always proved controversial. Women participated in the French Revolution in many ways: they demonstrated at crucial political moments, stood in interminable bread lines, made bandages for the war effort, visited their relatives in jail, supported their government-approved clergyman (or hid one of those who refused to take the loyalty oath), and wrote all manner of letters and petitions about government policies. As symbols, however, they did not appear in their normal guise in ordinary life at the end of the eighteenth century. At every stage of the electoral process, participants (mainly men but with a few females here and there at the parish level meetings) devoted considerable time and political negotiation to the composition of these lists of grievances. Since the King had not invited women to meet as women to draft their grievances or name delegates, a few took matters into their own hands and sent him petitions outlining their concerns. The modesty of most of these complaints and demands demonstrates the depth of the prejudice against women's separate political activity. Women could ask for better education and protection of their property rights, but even the most politically vociferous among them did not yet demand full civil and political rights. And again, after the success of the revolution efforts, they did not get the real equality, even the equality was the slogan of the revolution (*chnm.gmu.edu/revolution/chap5a.html*). But, for a pity, every time when the war was finished and when the society reconstructed the institutions, women were again marginalized from the regular army units and military institutions.

The role of the women through the history got on meaning through the 19th century when thousands of women recalled at the call of the Union for defending Paris and got active participation within National Guard of the France in the period of Community (Saltirovska Z.,2011:108). Also, thousands of Spanish women joined the units that fought against the Napoleon and his army.

For the wars through the 20th century is interesting that during the I World War, as war with great number of human lost, for the very first time the need of inclusion of the

women in army units got legalization, mostly because of the great looses in army units and the governments of Great Britain and USA gave legal opportunity for women to participate within their units. But, of course the women's role was again in supporting duties as nurses, in civil defense etc. and they were not allowed to participate in combat units on the frontlines. For example, when the U.S. government declared war on Germany in the spring of 1917, Congress passed the Selective Service Act requiring the registration of all males between the ages of 20 and 30 (later changed to 18 and 45). On June 5, 1917, over 9.5 million men signed up for the "great national lottery." By war's end over 24 million men had registered for the draft. Over 4.8 million served in the armed forces and nearly 2 million were deployed to the western front in France. Women quickly felt the impact of the nation's decision to go to war. When roughly 16 percent of the male work force trooped off to battle, the call went out to women to fill the vacancies in shops, factories and offices across the country. Eventually 20 percent or more of all workers in the wartime manufacture of electrical machinery, airplanes and food were women. At the same time they came to dominate formerly masculine jobs as clerical workers, telephone operators, typists and stenographers. Such skills, along with nursing, would be needed both on the home front and at the fighting front in the "War to End All Wars."The National Service School was organized by the Women's Naval Service in 1916 to train women for duties in time of war and national disaster. The Army, Navy and the Marine Corps cooperated to train thousands of women for national service. Women were taught food conservation, military calisthenics and drill, land telegraphy or telephone operating, how to manufacture surgical dressings and bandages, signal work and many other skills. More than 35 000 American women served in the military during World War I. The U.S. Navy and Marine Corps were the first to actively solicit women to help fill the gap in male recruits and to free up combat troops for service. Thousands applied for the 300 or so positions as Marine Corps Yeoman, while another 11 000 women answered the Navy's call to become "Yeomanettes." They ultimately occupied a wide variety of noncombat duty positions, from radio electricians and draftsmen to secretaries, accountants, telephone operators and more (*www.army.mil/**women**/history.html*). Over half of the women who served in the United States armed forces in World War I – roughly 21,000 in all – belonged to the Army Nurse Corps, and performed heroic service in camp and station hospitals at home and abroad. Like their Civil War and Spanish American War predecessors, they found themselves on many occasions working close to or at the front. They lived in bunkers and makeshift tents with few comforts. Women experienced all the horror of sustained artillery barrages and the debilitating effects of mustard gas while taking care of Soldiers and civilians alike. The Army Signal Corps recruited and trained at least 230 telephone operators – the "Hello Girls" - for duty overseas. The Signal Corps women traveled and lived under Army orders from the date of their acceptance until their termination from service. Their travel orders and per diem allowance orders read "same as Army nurses in Army regulations." They were required to purchase uniforms designed by the Army, with Army insignia and buttons. When the war ended and the telephone operators were no longer needed, the Army unceremoniously hustled the women home and refused to grant them official discharges, claiming that they had never officially been "in" the service.

The women believed differently, however, and for years pressured Congress to recognize their services. Finally, after considerable Congressional debate, the Signal Corps telephone operators of World War I were granted military status in 1979, years after the majority of them had passed away. At various times during the war, the Quartermaster Corps sent women secretaries and clerks overseas under contract. These women were always clearly civilian workers; there was never any confusion regarding their status. A Memorandum to the Quartermaster General dated August 1918 lists by name and address fifteen stenographers who went to Europe under contract. Other memos describe the necessary qualifications the women had to meet, their job responsibilities, their salaries, and the quarters assigned to them in Europe. Later memos list the names of additional women sent overseas and the division or branch to which they were assigned (*www.army.mil/**women**/history.html*).

The situation with the participation of the women on the battlefield during World War I is a little bit different only in the rows of Red Army of USSR, and even before, from the first decade of twenty century the role of the brave Russian women in war was evident. During the 1917 was organized special Battalion of death, which consisted only from 13-25 years old women and numbered over 2000 women soldiers. But, after the war this formation was canceled and all women live the army.

The World War II as greatest conflict between large number of states and alliances consistently needs more and more people for the different roles through the war. Every side in that war, one way or another, included women in the war. Within the Red Army of USSR had served over the 800 000 women as soldiers, pilots, drivers of tanks, commanders etc. Many of them got a high officer rank during the war. Also, great number of women participated in the Army of USA, Army of Great Britain, of France, but their main role through the war was in the back yard of combat actions as nurses, medical staff, in military industry or as volunteers in army units of air defense services (Saltirovska, 2011:110). But, we must stress that the role of the women through the World War II within the special warfare got much more on meaning because many known and unknown women did great job as spies, secret agents etc. Women within German Army participated as support of the Navy and Airborne forces of the Army. As the participants of the Movement for liberation and in combat partisan units they have contributed with great number of brave women combatants, which mean that the role of the women through the World War II was most evident. But, also we have stress that after the end of that war the situation within active participation of the women in regular military units on higher positions again was not on expected level. After the World War II most of the women were dismissed from regular units. Many of them lived the Army on their own because they were not given position they were expected. Women who joined the army as professional staff had great everyday pressure on different aspects of their professions. The previous discrimination on women in defense sector was obviously present.

Although the armies of other States engaged in the second global conflict – both on the Allied side and among the Axis Powers – also occasionally had extensive recourse to female auxiliaries, they rarely deployed them on the front line.

In subsequent conflicts, during wars of national liberation, women also took an active part in the fighting, particularly in Vietnam where several hundred thousand women were engaged in combat between 1946 and 1975, first against the French occupying forces and then the American and South Vietnamese troops. The Zimbabwe African National Liberation Army guerrillas, who fought the racist regime in Salisbury, included some 4000 women soldiers, i.e. 6% of the movement's forces. Over 30% of the Tamil Tiger fighters were women. The participation of women in armed opposition movements is now a permanent feature (J.Goldstein,2001).

Similarly, the aforementioned tendency in non-industrial societies to withhold weapons from women continued in the twentieth century, even if women did take part in war. The Soviet Union with its hundreds of thousands of female soldiers between 1941 and 1945 can be regarded as an exception.

Between 1945 till nowadays women participated as armed or non-armed personal within different armies all around in various types of armed conflicts and wars. The highest level of women's participation was in the Golf War I within the USA army units.

Also, it is obviously that women were on the first line within the revolutions that happened in North Africa in 2011.

Gender equality in wartime and peacetime

In the theory, notion *gender* refers to the socially constituted role of the women and the men (Lithander, 2000). The construction contains unequal ration of power with the male dominance and female subordinance in most of the segments of living. *Gender roles* include all characteristics, tasks and responsibilities accorded to men and women on the basis of the assumption for the biological differences (Lithander, 2000). Gender equality is an integral part of human rights, which acknowledge the dignity of all people, regardless of whatever differences may lay between them, and therefore, regardless of gender. *Gender equality* presupposes the strategy for involvement of the male and female interests and experiences in the development program in every political, economic and social sphere so the benefit both for male and female is more equal, and the inequality is not rebuilt (CEDPA, 1996). However, gender has always been a root cause of social inequality, and the existence of a gender-based discrimination is an impediment on the way towards a successful practice of the basic rights and liberties each and every person is entitled to enjoy merely for the merit of being a human being. The fact that throughout history 'nature' has always been invoked to justify the power of one group over another has not, for most people, cast any doubt over the validity of the division of humankind into sexes ((E.Reynold, 1988). Tradition and culture greatly influence gender roles. Cultural attitudes about the role of women in the society differ in different societies. Although women were sometimes equal to men in the face of enemy fire, this had little effect on their status within the society for which they took up arms. King Behanzin's Amazons were no better treated in everyday life than the other women in Dahomey, despite their obvious warrior qualities. In the Viet Cong army, female soldiers were generally considered inferior to their male counterparts, a prejudice

that reflected the position of women in Vietnamese society. Furthermore, like the army of the Soviet Union where the proportion of female soldiers dropped to 0.2% of the total forces in the post-war period, armies reverted to their essentially male composition once a war was over (E.Reynold, 1988). Cultural expectations define the behaviour of women and form impressions and generalisations about them, using incomplete information and stereotypical explanations about gender differences. Gender differences are most prominent in the military. Warfare has historically always been under male jurisdiction, aggrandising men and displaying their masculinity. In many cultures and languages, the terms 'man' and 'warrior' are synonymous and if for any reason women take participation in war activities, the social prestige and significance of warfare as a magnificent activity decline in men's eyes. The role of women in the military has always been marginal: to cheer the warriors, to be sacrificed in case of defeat, to treat the wounds of soldiers, to provide food and water and care for the soldiers. In early modern Europe, women have traditionally participated in the frontlines in rebellions that preceded revolutions, but their participation was only up to the point when men got organised and armed, i.e. when they became a leading force of the action thanks to the arms. That means that both sexes were equal when none of them were organised, but at the point where an effective political structure was established that excludes women, the previous equilibrium disappears. Women were excluded from military structures and degraded as marginal. In the two world wars, due to extensive losses of manpower and a need of additional fighters, many countries engaged women in their armies, but they did not enjoy equal treatment to men at all times and in all armies. Although a large portion of them were deployed on the frontlines, they were primarily engaged in non-martial service and in service roles, or were the basis of the military (worked for the needs of military factories or in transport). After the war, most of these women were discharged or left the military by their own volition. Those women who stayed within the army faced the retarded discriminatory attitudes and had little or no possibilities of advancement. In some countries, these women were literally excluded from any significant position (Saltirovska, 2011:105-110).

Conclusion

Even women were obviously active part of war world history, after the war they were marginalized within peacetime army structures. In the two world wars, due to extensive losses of manpower and a need of additional fighters, many countries engaged women in their armies, but they did not enjoy equal treatment to men at all times and in all armies. Although a large portion of them were deployed on the frontlines, they were primarily engaged in non-martial service and in service roles, or were the basis of the military (worked for the needs of military factories or in transport). After the war, most of these women were discharged or left the military by their own volition. Those women who stayed within the army faced the retarded discriminatory attitudes and had little or no possibilities of advancement. In some countries, these women were literally excluded from any significant position.

Gender equality means righteousness when dealing with men and women in ac-

cordance to their specific needs. It concerns the promotion of the personal, social, cultural, political and economic equality for everyone and it is one of the benefits of the contemporary world, presenting warranty for availing of the potentials of all individuals.

In that sense gender equality can be determined as a protection and promotion of the citizen, its political, economic and social rights based on gender equality. It requires different aspect of view about the gender perspective, rights of the women and men, girls and boys and accepting the sensitivity of the strategies, which promote gender equality protection, and improvement of their status. It is important to raise the awareness of the gender equality in the areas of defense and security. Women are still not used to being fully equal to men in typically male environments, so all measures directed towards increasing their interest in the profession of soldier ought to be directed at encouraging their involvement into the armed forces, at the same time offering them opportunities to put their knowledge, skills and abilities to use, in an effort to advance and develop alongside with men.

The question about legal framework of gender equality in the defence and security sphere got a lot with the UN Security Council Resolution 1325 on women, peace and security and their role in the post-conflict societies and activities for restoring and maintaining peace and security. The adoption of the Resolution opened the issue of involvement of women in the security and defense systems state bodies.The Resolution "recognizes the urgent need of equalizing gender perspectives in peace keeping operations, and this reference, recalling the Windhoek Declaration and the Namibian Plan of Action to involve gender perspectives in multidimensional peace support operations "

In the same time, the Resolution underlines the importance of the role of women in conflict prevention and resolution, in peace building and security, as well as the need of increasing their role in making decisions relating in conflict prevention.

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ATTITUDES OF SERBIAN MILITARY ACADEMY CADETS ON GENDER EQUALITY

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Abstract: *In October 2012, within the "Military Culture" project, professors from the University of Belgrade – Faculty of Security Studies have researched the attitudes of Serbian Military Academy cadets (both male and female) on significant aspects of military culture, which included a group of variables set in the dimension that has gender equality for a conceptual basis. In this paper, we will show the most significant results of this research, and we will provide a short review of recent researches conducted in the gender equality area.*

Keywords: *gender equality, military culture, Serbian Military Academy, cadets*

Introduction

Equality between men and women is one of the essential issues for the changing societies, and especially for those in transition. Gender equality is an integral part of the human rights' value, and it is, at the same time the key element of every democratic society. Respect of the women's rights is a basis of every discussion on cultural diversity as well.

The need for gender-aware analyses in the security studies is of a recent date. How gender influences the understanding of the notion of security is primarily initiated by conceptual change of the field with ideas which are traditionally related with female sex (e.g. emotionality, interpersonal relations, direct and unstructured). All structural elements of one society have a certain perspective on security, and it is part of their form of existence and way of life, but it is also woven into all of their activities through which they secure prosperity and development. Certain patterns derive from their activities, and based on them, security is placed among primary areas of social relations. Thus, it is said that women are much more aware of the fragility of security than men (Clements, 1990). That is why their perceptions about their own interest bring about the interaction with other women and men whose goal is strengthening of trust, reliability, and fellowship. This brings about new security conceptions which differ from the male point of view, and new thought about national or global security should embed these feminist criticisms, because they point out the necessity for shifting the balance in security debate towards communal before individualist solutions. Namely,

men have a tendency to be more isolated, alienated, and alone in relation to women who are usually turned towards contact, openness, and fellowship. It seems likely that these two approaches or "realities" when either is predominant (unmitigated) will result in different definitions of security and danger (Northrup, 2008). Giving importance to sex and gender dimensions, among other things, have contributed to change of viewpoint to position of women as a group, within different social relations and structures. Consideration of gender as a social construction brought about a viewpoint that male and female roles are flexible and open to changes. Unlike realist security thought which did not consider this dimension being important for causes of conflicts and insecurity, wider security thought (with many variations) claims that understanding of security issues should be supplemented with analyses that recognize specific care for women which is important for international security and general conceptual tendency that promotes the gender idea in that discipline (Tickner, 1992).

Feminist author, Tickner, set the new definition of international relations, shifting it from traditional male-dominant war policy and real politics with realist values of autonomy, separation, and independence, towards bases of community, interdependent concepts, including considerations from the position of power. Anyhow, it is noticeable that "women's view" of security brings the new objectiveness that is clear: to challenge and overthrow the patriarchal actions that are pressuring and humiliating any other entity, and to create actions which are equalizing and non-hierarchical, by building a network of interdependent structures and meanings when making decisions. At the same time, a holistic approach is potentiated, and it includes parts of our identities which are usually left out from public and political discourses, including emotionality and subjectivity. Complexity and profoundness of relations between states, individuals, communities, and regions, point to mischievousness and vagueness of black and white scenarios in which certain security issue is solved.

Therefore, different contemporary theoretical viewpoints on security require appropriate connection of variables of different analytical levels, and each one of them includes gender analysis: micro-level (local), meso-level (gender and class), and macro-level (state and international relations). Because of that, analytical framework for new researches is more and more focused on analysis of relations between different participants, different relations of powers, and their structures on different analytical levels. Theoretical perspective of gender contributes to visibility of position of women in theory, but also points out the path of understanding of system inequalities in gender relations that occur in practice. Depending on whether that practice follows considerations of liberal[1] or radical feminist representatives, issues of women's representation in public sphere could be specifically researched, or, beside public, could include private sphere as well (Whitworth, 2008).

Integration of gender issues is very important key for question of efficiency and responsibility of security sector, as well as management of reform process and security sector reform (SSR) legitimacy.[2] In contemporary terms, the question of the status of

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[1]   Liberal feminists give the advantage to the term *equality* and collect empirical data about the role of women as decision-makers in the area of international security, national security, national armed forces presence, influence of their presence, obstacles to their engagement in the security sector, and similar.

[2]   Introduction of gender perspective into the security policy sets the gender equality in the centre of decision-making, mid-term planning, budgeting programs, institutional structures, and procedures in the security area. This includes embedding of perceptions, experiences, knowledge, and interests of both women and men in the process of shaping policies, planning, and decision-making. Gender perspective could point out the need for goal change, strategies, and actions, so that

women as actors and users in security sector is a special interest for research, and have already become an integral part of numerous reports on gender and security sector presented by different institutions and organizations worldwide, but also in the region and in Serbia as well. Those researches have analyzed the following topics: representation of women in state security institutions, fulfilment of legislative framework on gender equality, level of implementation of gender issues within SSR policy and programs, means of promotion of equal representation of men and women within the SSR process and security sector institutions, attitudes on human rights and security, women human rights, minority rights, and LGBT rights in security. As specifically interesting issues for empirical researches are the introduction of gender perspective into security sector management, and gender sensitivity of security institutions. For the purpose of all of these researches, numerous actors were introduced, and different methodologies were used. Some results from reports and researches on international and national levels will be presented in this paper.

Researches on global level which were conducted under the auspices of Inter-Parliamentary Union (IPU) for the year 2012, have shown that only 5.3% of the world countries have women for presidents, 7.3% for prime ministers, while only in seven out of 188 countries covered by the research women are ministers in charge of defence and veterans issues (Women in Politics, 2012). Researches about women in politics in the last 25 years show that women are little represented or not represented at all in parliamentary committees in charge of defence and security issues. This negative trend is also followed by the Republic of Serbia. In National Assembly's Defence and Internal Affairs Committee there are no women, while in Security Services Control Committee there is only one woman (presiding the Committee). Researches show that women are not in favourable position in relation to men in all the social life areas. According to census of population from 2011, 82.1% of illiterate citizens of Serbia are women (Statistical Office of the Republic of Serbia, 2012). Inappropriate position of women in security sector is supported with data from independent report about the National Action Plan for implementation of the UN Security Council Resolution 1325 in Serbia. The report concludes that, by July 2012 there was not a significant progress in the increase of number of women in security sector, and that from the overall number of women employed in the Ministry of Defence (MoD) and in the Serbian Armed Forces (SAF) majority is employed in the Budget and Finance Sector of the MoD (75%), and least in the General Staff of the SAF (8.5%), as shown in Table 1 (Odanović &Bjeloš, 2012: 19).

women and men could influence, participate, and benefit from the process of development, exercise of democracy, institutional transparency, and rule of law, justice and peace.

Table 1. Representation of women in the MoD and SAF according to staff category related to total number of employees

Staff Category	September 2010	September 2011	July 2012
	Women (%)	Women (%)	Women (%)
Officer	0,1	0,2	0,2
Non-Commissioned Officer	0,1	0,1	0,1
Civilian Officer	17,3	16	16
Professional Soldier	2,0	2,8	2,9
Overall	**19,5**	**19,1**	**19,1**

Source: Odanović &Bjeloš, 2012:19

However, there are no many researches that were focused on attitudes of professional members of the SAF and cadets of the Military Academy on gender equality. Therefore, in November 2012, within the "Military Culture" project conducted by professors and teaching fellows from the University of Belgrade – Faculty of Security Studies, the attitudes of male and female Military Academy cadets were researched on significant aspects of military culture, which included a group of variables set in the dimension that has gender equality for a conceptual basis.

The results given were compared with the results of the researches previously conducted in the Republic of Serbia which were also in the gender equality area – researches of the Institute of Social Sciences (Centre for Political Studies and Public Opinion Research), Strategic Research Institute of the Serbian MoD, Belgrade Centre for Security Policy, and from reports on implementation of the National Action Plan for UN SC Resolution 1325 in Serbia. The aim of this paper is to provide a short review of previous researches in this area, and to show the most significant results of the "Military Culture" research related to gender equality. Based on that, we will point out the potential solutions for the noticed problems.

Background and Methodology

This study is based on answers from the "Military Culture" questionnaire filled by Serbian Military Academy cadets. The research was conducted in November 2012, and it consisted of two parts. The first part was related to social and demographic data: sex, study year, place of origin (urban, rural), motivation for Military Academy enrolment. The second part consisted of 61 questions in the form of attitudes scale with predetermined categories (from 1 to 5). Attitudes were divided into several segments which could be considered as factors which determine the concept of military culture. The first group of questions is related

to values provided by the Code of Honour of all the SAF members. The second group of questions is related to the issues of gender equality, equal participation of men and women in performing military duties, as well as issues which are measuring the relation towards the LGBT population in the armed forces. The third group of questions was testing the attitudes on relations of politics/society and the armed forces, and on the democratic and civil control of the armed forces.

The sample included 282 cadets, of whom 69.1% were male, and 30.9% female respondents. This sample could be rated as representative, because it covers 36.86% of all the cadets of the Military Academy. However, the sample is not covering the planned number because the research planned to cover all of them, 765 cadet of the Military Academy.

The results (Table 2) showed gender unequal structure of respondents, which is coinciding with the gender structure of the Military Academy cadets. At this moment, 189 female cadets are enrolled at the Military Academy, which is 24.70% of overall number of cadets. The research covered cadets from all four study years, namely: 23.8% from the first year, 28.7% from the second year, 23.4% from the third year, and 24.1% from the fourth study year.

Table 2. Respondents' general demographic data (gender, educational level)

Characteristic	No.	%
Gender		
Male	195	69.1
Female	87	30.9
Total	282	100.0
Education		
First year	67	23.8
Second year	81	28.7
Third year	66	23.4
Fourth academic year	68	24.1
Total	282	100.0

In this paper only part of the research will be shown, primarily those results related to the gender equality issues.

Research results

The research conducted by the Institute of Social Sciences (Centre for Political Studies and Public Opinion Research) from 2010, showed that 45% of women and 36%

of men think that women are equally capable as men to be engaged in professional armed forces ("Citizens of Serbia on Gender Equality", 2010:50). In our research, 53.9% of Military Academy cadets think that men and women cannot be equally successful soldiers. Because the topic is gender equality, all the attitudes are analyzed in relation to the gender of the respondents. Through the analysis of this statement, we found out that 42.20% male cadets do not agree that men and women could be equally successful soldiers, which was confirmed by the attitude on engagement of women in the peacekeeping operations.

Table 3. Attitudes on female soldiers and on participation of women in multi-national operations

Statement	No.	%
Men and women can be equally successful soldiers – members of the Serbian Armed Forces		
Completely Disagree	92	32,6
Mostly Disagree	60	21,3
Undecided	24	8,5
Mostly Agree	53	18,8
Completely Agree	53	18,8
Total	282	100
Women in multi-national operations can enhance the efficiency of missions		
Completely Disagree	59	20,9
Mostly Disagree	62	22
Undecided	45	16
Mostly Agree	61	21,6
Completely Agree	55	19,5
Total	282	100

Out of 113 SAF members in the multinational operations, only eight are women: six of them in the United Nations missions, and two in the European Union missions. Since 2002, women were engaged in four out of 11 peacekeeping operations. Overall, 40 women were engaged in 51 mandate. Seven women were engaged in two mandates, and two of them were engaged three times. In other words, in 509 mandates with 444 SAF/MoD members engaged since 2002, there were 10% of women.

One of the basic reasons for insufficient engagement of women in operational structures for multinational operations is the fact that women comprise a small number in operational structures of the armed forces (8.40%), which limits their number in structures

for multinational operations. However, there are other reasons like prejudice about women not having all the needed qualities, physical and mental, which would allow them to perform efficiently military duties, but also the insufficient motivation of women to engage into multinational operations, usually because long absence from home and separation from family.

The attitudes of cadets were also analyzed on standards and gender during training and during admission into service (Table 3).

Table 4. Attitudes on gender equality and gender during training and admission into service

Statement	No.	%
Gender equality must be among the standards at all the levels of training in the MoD and the Serbian Armed Forces		
Completely Disagree	37	13,1
Mostly Disagree	30	10,6
Undecided	48	17
Mostly Agree	72	25,5
Completely Agree	95	33,7
Total	282	100
Gender should not be essential for the admission into service, but only fulfilment of objective criteria and requirements of working environment		
Completely Disagree	29	10,3
Mostly Disagree	33	11,7
Undecided	20	7,1
Mostly Agree	64	22,7
Completely Agree	138	48,2
Total	282	100

The results of the research show that the majority of answers is grouped around positive values, and that most of respondents agrees with the statement that gender equality has to be one of the standards at all the levels of training. Similar distribution of attitudes was acquired with the statement that gender should not be important for admission into service, but only fulfilment of objective criteria and demands of the working environment.

According to data from the Military Duties Department of the Human Resources Sector (Serbian MoD) from June 2012, after adoption of Decision on Dismissal of Conscription, from March 2011 to March 2012, 1,684 recruits engaged into voluntary military service, out of whom 230 women (13.6%). From 230 women engaged into military service, 25 were sent to the Reserve Officers School, which is 10.8% ("Second Yearly Report", 2012).

However, girls cannot enrol into Military High School, and there are also no women at the General Staff Course and Command and Staff Course. During Military Academy enrolment the quota system was present, which was decreased in 2013 from 20% to 15% with the excuse of "the defence system needs". Serbian Military Academy reduced the number of female cadets in school year 2013/14 from 37 to 28.

Cadets showed mostly positive attitudes about the engagement of women in combat operations, which is shown in Table 5.

Table 5. Attitudes on women's engagement in combat operations

Statement	No.	%
Combat readiness is damaged and weakened by women's engagement in the armed forces		
Completely Disagree	79	28
Mostly Disagree	55	19,5
Undecided	37	13,1
Mostly Agree	64	22,7
Completely Agree	47	16,7
Total	282	100
In the Serbian Armed Forces, women should not be engaged in combat duties		
Completely Disagree	105	37,2
Mostly Disagree	67	23,8
Undecided	30	10,6
Mostly Agree	32	11,3
Completely Agree	48	17
Total	282	100

Although 53.9% of respondents think that men and women cannot be equally successful soldiers, 47.5% do not agree with the statement that combat readiness is endangered by the engagement of women, while 61% of respondents think that women should be engaged in combat duties.

The Serbian MoD Strategic Research Institute's research "In Step with the Times" showed that 80% of male respondents think that there are tasks in the armed forces that women should not perform: underwater scouts and commandos, commanding combatant units at the level of battalion, commanding air force combatant units, scouting and commando assignments performed on land (Šaranović & Kilibarda, 2011:98). In second yearly report on implementation of the National Action Plan for UN SC Resolution 1325 in Serbia, it is stated that in relation to overall number of women employed in the MoD and SAF, women

are underrepresented on the following duties: (1) in the officer category – commanding duties at the high level, pilot, etc.; (2) in the non-commissioned officer category – commanding duties, driver, etc.; (3) in the civilian category – management duties at the higher level, mechanic, operator, etc.

Cadets had the possibility to mark where they see women in the recent future in Serbia. The given answers were the following: at the position of general, Head of General Staff, Minister of Defence, President of the Republic, none of the above. We acquired the following distribution of answers, with remark that some respondents marked several answers: at the position of general (18.79%), Head of General Staff (7.45%), Minister of Defence (14.81%), President of the Republic (13.48%), none of the above (34.75%).

Besides the positive attitudes on engagement of women in combat operations, there is an assurance that women are more successful on certain tasks than men, as well as that women at the same positions as men are more privileged, which is shown in Table 6.

Table 6. Attitudes on tasks more "suitable" to women in the armed forces

Statement	No.	%
There are tasks in the MoD and the Serbian Armed Forces where women are more successful than men		
Completely Disagree	22	7,8
Mostly Disagree	25	8,9
Undecided	35	12,4
Mostly Agree	73	25,9
Completely Agree	127	45
Total	282	100
Active servicewomen at the Serbian Armed Forces are privileged in relation to men at the same position		
Completely Disagree	36	12,8
Mostly Disagree	28	9,9
Undecided	20	7,1
Mostly Agree	57	20,2
Completely Agree	141	50
Total	282	100

The results also show that the majority of respondents agree with the statement that there are tasks on which women are more successful than men, with equal agreement by both male and female cadets. Although we did not provide options on what tasks would

those be, based on earlier researches ("In Step with the Times"), it is obvious that those are: doctor's duties performed in stationary medical facilities, dentist's duties, duties of military psychologist, psychiatric and therapeutic duties, teaching duties in military schools, personnel duties, editor's duties, proof reading (Šaranović & Kilibarda, 2011:104).

According to the second yearly report on implementation of the National Action Plan for UN SC Resolution 1325 in Serbia, in relation to overall number of women employed in the MoD and SAF, women often perform the following duties: (1) in the officer category – platoon commander, legal officer, squad commander, medic, dentist, etc.; (2) in the non-commissioned officer category – military police, medical technician, radio-teleprinting-coding-counterterrorism, correspondent, technician for air force equipment, technical secretary, etc.; (3) in the civilian category – medical technician, correspondent, hygienist, doctor, nurse, support worker, bookkeeper-treasurer, data entry and processing operator, etc.; (4) in the professional soldier category – rifleman, operator, telephone operator, cook, military police, radio-telegraph operator, etc. ("Second Yearly Report", 2012).

However, our research showed that there is assurance that women in the armed forces have more privileges related to men at the same position. This statement was supported by 70.2% of respondents. When this statement was analyzed in relation to gender, 59.3% male cadets were positive about it. We can connect this question with quotas which are perceived (according to male respondents) as an imposition of certain terms for something that is unnatural, which is followed by awarding certain privileges to women so that the whole concept of gender equality could survive although women "do not deserve it".

Traditional attitudes, long absence from home, and separation from family are the reasons for insufficient engagement of women in multinational operations, but also the understanding that female soldiers cannot appropriately fulfil the role of mother (Table 7).

Table 7. Attitudes on maternity and military profession

Statement	No.	%
Female soldiers cannot appropriately satisfy the role of mother		
Completely Disagree	73	25,9
Mostly Disagree	45	16
Undecided	47	16,7
Mostly Agree	58	20,6
Completely Agree	59	20,9
Total	282	100

The public opinion research titled "Citizens of Serbia on Gender Equality" from 2010 showed that 72% of women and 65% of men think that woman is not completely self-actualized if she does not become a mother. The statement that female soldiers cannot

appropriately fulfil the role of mother is not supported by Military Academy cadets. Namely, 41.9% of respondents do not agree with this statement.

One of the most disputable questions during the research was the one about gender-sensitive addressing (Table 8).

Table 8. Attitudes on gender-sensitive addressing in the armed forces

Statement	No.	%
I approve the use of gender-sensitive addressing at all the levels in written and oral communication between the SAF members		
Completely Disagree	27	9,6
Mostly Disagree	28	9,9
Undecided	120	42,6
Mostly Agree	67	23,8
Completely Agree	40	14,2
Total	282	100

Although the recommendation from the Commissioner for Protection of Equality in late 2011 introduced the use of gender-sensitive addressing into the Ministry of Defence and Serbian Armed Forces, during the answering the questions, cadets showed misunderstanding of this term. The concrete question was the following: I approve the use of gender-sensitive language at all the levels in written and oral communication between the members of the Serbian Armed Forces. The research of gender equality showed that the term is differently interpreted and that is commonly related with eradication of violence against women (64%), while only 6% of respondents think that the term of gender-sensitive addressing relates to the use of language which respects the female gender affiliation ("Citizens of Serbia on Gender Equality", 2010:8).

In accordance with tendencies in the gender equality area and with the prohibition of discrimination, from mutual communication the term "miss" was cut out, so all women in uniform have to be addressed with "missis". Superior officers are obliged to address to subordinated officers with "sir" or "missis" with rank title. Ranks are still used in the masculine gender.

However, during the answering the questions, several cadets asked what gender-sensitive addressing means. This is supported by the research results, where 42.6% respondents were undecided on this question.

CONCLUSION

Research of attitudes of male and female Military Academy cadets of the Republic of Serbia as future military professionals in Serbian defence system, on gender equality issues (as a group of questions related to military culture) was a special challenge. Primarily because we were pioneers in that task. Great persistence and enthusiasm of the researchers contributed the acquisition of useful data which, although being only part of the pilot research, are providing a significant basis for the future researches with new perspectives and possibilities for the improvement of the defence system work. Therefore, in the paper, besides a brief introductory debate on theoretical perspectives on gender equality, we provided the basic information on the state of gender equality in the security sector of the Republic of Serbia, we considered the attitudes of male and female cadets, where it was possible we compared them with other researches on the same topic, we discussed them, and finally we are producing some conclusions.

The research showed that a big number of respondents (53.9%) think that men and women cannot be equally successful soldiers, which was confirmed with attitudes of cadets regarding the engagement of women in peacekeeping missions. Although a big number of respondents think that men and women cannot be equally successful soldiers, 47.5% of respondents do not agree with the statement that combat readiness is endangered by the involvement of women, while 61% of respondents think that women should not be engaged in combat duties. There is an assurance that women are still more successful in certain tasks than men, as well as that women in the same positions as men are more privileged. Respondents showed more positive attitude regarding the standards and gender during the training and admission into service. Namely, the prevailing attitude is that gender equality has to be one of the standards at all the levels of training, and that gender should not be important for the admission into service but only fulfilment of objective criteria and demands of the working environment.

However, as the researches we compared showed, our research shows that women are still not sufficiently present in the public sphere, where important (political) decisions are made. It is especially obvious on middle and higher management levels in institutions. The similar situation is with the security sector, and it would not be wrong to say that the position of women in this sector is a reflection of their position in society. Pure achievement of full civic equality within gender integrated society does not bring about the comprehensive gender equality. The rights achieved did not at the same time bring the complete change in gender relations of power which are dominant in one society.

In this regard, the expectations of taking concrete activities related to implementation of all strategically important normative in this area are justifes, as well as the achievement of more measurable results for improvement of the position of women. To improve a position of women, one must change the attitude about the issue, because, as we saw from cadets questioned, they are not always positive, at least not sufficiently. According to those attitudes, it is not questionable that women should be part of the security sector institutions, but disagreements and negative attitudes appear when questioned about equal possibilities

for women to have access to all the tasks and positions. As the most common reasons, the physical and mental (dis)abilities or insufficient motivation (e.g. for engagement in peace-keeping operations) are given.

Namely, it is known that it is not enough from the state to organize these relations, but the main entity expected to provide changes of gender relations of power, is the collective awareness of the society. It is the part of the awareness of respondents of our research, and that is why it is important to always accept the wider societal context in which a certain phenomenon, relation, or important social issue is observed and analyzed. Our research showed that there is a statistically significant difference between male and female respondents regarding the expression of attitudes towards gender equality, because female cadets showed more positive attitudes. For shifting male attitudes on this question, it is justified to expect additional efforts for gender equality to be accepted, not as a female, but as a societal issue.

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LEADERSHIP OF WOMEN IN THE ARMY-PROSPECTS AND CHALLENGES

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Abstract: *Leadership of women in the Army is modest and can be said to be at the very beginning in terms of many member states of NATO or the Partnership for Peace. The first impression may be that women in the Army of the Republic of Macedonia are in an enviable position.*
When we speak of the beginning process, it is means that a commitment of all human resource's of gender representation in the command and headquarters' position.
Gender representation during globalization in the world especially in developed countries such as: America, China, Canada, Slovenia, Norway and many other countries, about women leadership as visionary capacity also by engaging much ahead of us.
When we want to explore gender representation in the Army, in particular to focus on the challenges and capacities, to me it is necessary to begin by answering a few questions; What is the representation of women officers and NCOs in the Army expressed in percentages?
Also, most important part for elaboration are: Gender integration – An asymmetric environment; Emphasising challenge and opportunity; Building Trust and Credibility at home and Abroad. Gender and leadership in the Macedonian forces combat armies: perspective of women leader.

Key words*: Gender representative, leadership of women, women officer, challenges and capacities.*

Introduction

In the context of my research when the army is in constant transformation which focused continuous evaluation of the organization's policies, procedures and processes in order to respond adequately to the overall issues including recently the issue of gender representation and processes in order to respond appropriately to the situation on the ground.

The approach to gender representation requires special focus on all authorities including science and appropriate disciplined, efficient, continuous and organized approach will improve the efficiency of building stable and prosperous defence system and better performing organisation.

Leadership of Women in the Army is modest and can say that we are at the beginning, in terms of many EU member states of NATO and Partnership for Peace. The first impression may be that women in the Army of Republic of Macedonia is in an enviable position with some benefits.

When talking about the beginning of the process, it means that the commitment of all human resources for gender representation in commands and headquarters positions in headquarters is an ongoing process.

The most important question is What to do in the future?

Establish a special group to have absolute privilege to propose to direct, conduct, monitor and assess gender equality and human rights, thus contributing to more effectively carry out the mission and tasks in different areas.

What is the AIM in the Army?

The Army of Republic of Macedonia to ensure continuous development in the realization of the right to equality and the creation of equal opportunities, with specifically defined tasks in the short and medium term one-year action plan that will set priorities, the manner of their implementation and the anticipated budget outcomes, and qualitative-quantitative indicators of achievement [1].

To inform the authorities of the need for gender equality and empowerment within the strategic command level in order to implement the project on gender representation especially when the Army of the Republic of Macedonia is in transformation.

To implement policies developed by the Strategic Defence Review were forgotten as significant policy transformation of the Macedonian Army.

To fully implement the program for the transformation of the Army, by implementing the new and current visions of building a more efficient system of defence where the woman soldier (officer or NCOs) will have an important place in decision-making [2].

Background

Macedonia equal opportunities for women and men governed by the Constitution as the highest constitutional act, and the incorporation of gender equality in legislation (the Equal Opportunities Act, to prevent all forms of discrimination), as well as strategic documents for implementation the established provisions [3]

Achieving gender equality is a constitutional imperative.

The principle of equality during the transformation of the Army and then continual must be present in all authorities is fundamental to the institution.

Ministry of Defence and especially the Macedonian Army is desirable to continuously expressed commitment to issues related to gender equality and human rights, and in my opinion it is desirable to include several segments:

1. Increasing the representation of women in all ranks in a coordinating body that will be of great importance to personnel policy and personnel management;

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[1] Strategic Defence Review, Ministry of Defence, Skopje, 2004.
[2] The program for the transformation of the Army, Goverment of Republic of Macedonia, Skopje, 2004.
[3] National plan of Action for Gender equality Strategy for gender community,Skopje 2013.

2. Empower women to be deployed in combat units, and to create conditions for proving a woman leader;
3. Providing empowerment programs for staff without exception the principle of gender:
   3.1 Discover;
   3.2 Analyze;
   3.3 Rate;
   3.4 Creating the conditions for fulfilling the dream;
   3.5 Quantification and choice of quality.
4. Creating the conditions for the existence of a continuous challenge and prosperity for woman leader.

Utilisation the motives for leadership of women soldiers

At the beginning it is necessary to determine the reasons for women to join the military would be the following theses:

1. Patriotism and desire to serve and defend our country.
2. Desire to gain new experiences in life, something out of the ordinary.
3. Extension career, some of which relate that they have always dreamed to be soldiers or leaders (hereditary or promotion).
4. Awareness of the military's "man of the world" challenge that has many surprises.

Further research conducted on the status of women in fragile young democracy and said the following:

1. That accepting the involvement of women in the military does not mean the existence of prejudice.
2. Overcoming patriarchal attitudes about the role of women in the military through gender representation.
3. Some male colleagues treat women as equals and as other individuals who need to be protected.
4. Subjecting the women and men of the same training fosters cohesion and effectiveness of the units.

Typical for WOMAN LEADER in Macedonian Army engaged in various missions and tasks.

Women in missions in support of peace are deployed as officers, leaders, controllers or medical specialists of control points.

During their debriefing, women peacekeepers have shown that the benefits of which are implemented in the following areas:

- Experience of their deployment as an opportunity to put into practice the next military training.

- They are able to communicate with communities to protect and to initiate projects.

- They serve as models of women, women in their environment and transmit a positive message of equality and non-discrimination.

Significant reasons for calling army

Joining the military just makes sense for some people, others seem to struggle with the decision. There are many **reasons to join the military,** especially at this time. I have listed only a few. I will presentation ten important reasons explored in the world for over ten years, and there are identified the causes that exist in the Macedonian army. Here are 10 reasons I believe joining the military makes sense.

1. **Education** –Almost every individual I spoke with wanted to get their college degree. The military has some great programs for education. There are just a few avenues which the military offers to its members to help them pay or offset the cost of a college degree.

2. **Money** – Who doesn't like money? I have not had one person join the military who didn't want to get paid and the military starts off pretty well for an entry level job! Unemployment and poverty in the country and fewer jobs for all occupations. Plus there are no costs for meals or room and board!

3. **Medical coverage** – Privileges of the army in treating that regulated by law. The inclusion of medical teams in peacekeeping operations led by the UN, NATO or the EU. With the economy still hurting, many individuals find themselves and their family without medical and dental coverage. The military's medical benefits are awesome. No annual fees, deductibles or co-pays.

4. **A Career** – The economic crisis is reflected in the transformation of the Army to reduce the size of armies, and created the conditions for the implementation of gender representation. In the process of career appears that women are safer leader steps to the top of the leadership, but we still take the measures necessary for it to be applied in full. Many individuals want to find a job where they can stay, be rewarded for hard work, and move up in the company.

5. **Travel** – Travel and exploration are more prevalent among everyone but certainly a woman. One of the biggest dreams of every woman is to visit many different countries and different cultures. Army in the process of globalization and development over the military sport it provides, and it is an incentive to challenge for everyone. Imagine living in Europe or Japan, Hawaii or Alaska, Spain or Guam or almost anywhere in the United States. The military has installations all over the world and not only pay for you and your family to

get there but will pay to ship all of your household goods too. Remember your off-duty time is your time to travel and see the world!

6. **Camaraderie** – Friendship is the most important factor in building peace in the world. The main motto of the International Military Sports Council is "Friendship through Sport". But of course every peacekeeping mission in recent years include many countries with different cultures, which is a particular challenge for proving the woman on the path to leadership. The sense of belonging and friendship you get serving alongside individual's everyday is second to none.

7. **Direction** – Not everyone graduates from high school and knows exactly what they want to do. Many people who have been out of high school for a number of years still have no idea what they want to do with their lives. The military gives these individuals a place to get some experience and possibly figure out what direction he or she wants to take in their life.

8. **Real world skills** – Learning a trade is half the battle. Many employers not only want you to have learned a skill but to have actual experience using that skill. Because many of the jobs the military has to offer will directly convert over to civilian jobs the military is a great place to learn a skill, get experience, and then take that skill with you when you get out or retire from the military.

9. **Honour** – Some individuals join the military for no other reason than to give back to this great country.

10. **Just Because** – Some individuals join the military because they think it sounds cool. Maybe they want to use the latest technology, work with police or bomb dogs, work with billion dollar aircraft, or do something out of their comfort zone. All are equally great reasons to join the military.

Based on these reasons, many questions should I ask especially when it comes to gender representation, and how to be their professional management in the soldier's career, such as.

Now So what do you think? Why would you join?

Personal management and care of the women leader soldier

The survey asked several questions and they answered. Conclusion of responses related to the questions about gender representation in the Army.
1. What is the representation of women and non-commissioned officers in the Army expressed as a percentage? 7:48%;
2. What percentage of women officers who have more than 15 years? 2 women;

3. What is the percentage of women who completed Military College at home and abroad? 2 or 0,05%;
4. What is the percentage of women who completed War College. 0%;
5. The women ranking commanders of units battalion-brigade? No;
6. How are women represented in combat units? 0%;
7. How are women represented in combat support? 0%;
8. How are women represented in combat service support? 7:48%;
9. The representation of women in strategic and operational-level leaders such sections or departments?
10. A woman and a woman Lieutenant Major chiefs are the departments under formation not included in the decision process.
11. At the tactical level we have two women act Major and the formative site:
12. Deputy Commander of MMC and deputy commander of the logistics battalion. [4]

Status of women in the Army of Republic of Macedonia

Category / sex	Total	Women	Men	%
Officers	800	72	728	9%
NCO	1740	186	1554	10.5%
Professional soldier	3704	110	3601	2.96%
Civilians	553	193	360	34.0%
Total	6779	564	6247	8,3%

The percentage of involvement of women in the Army [5]

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[4] Reports from Army, 2013 Skopje.
[5] Reports from Army, 2013 Skopje.

Pyramid for development officer corps and the involvement of women in the educational part [6]
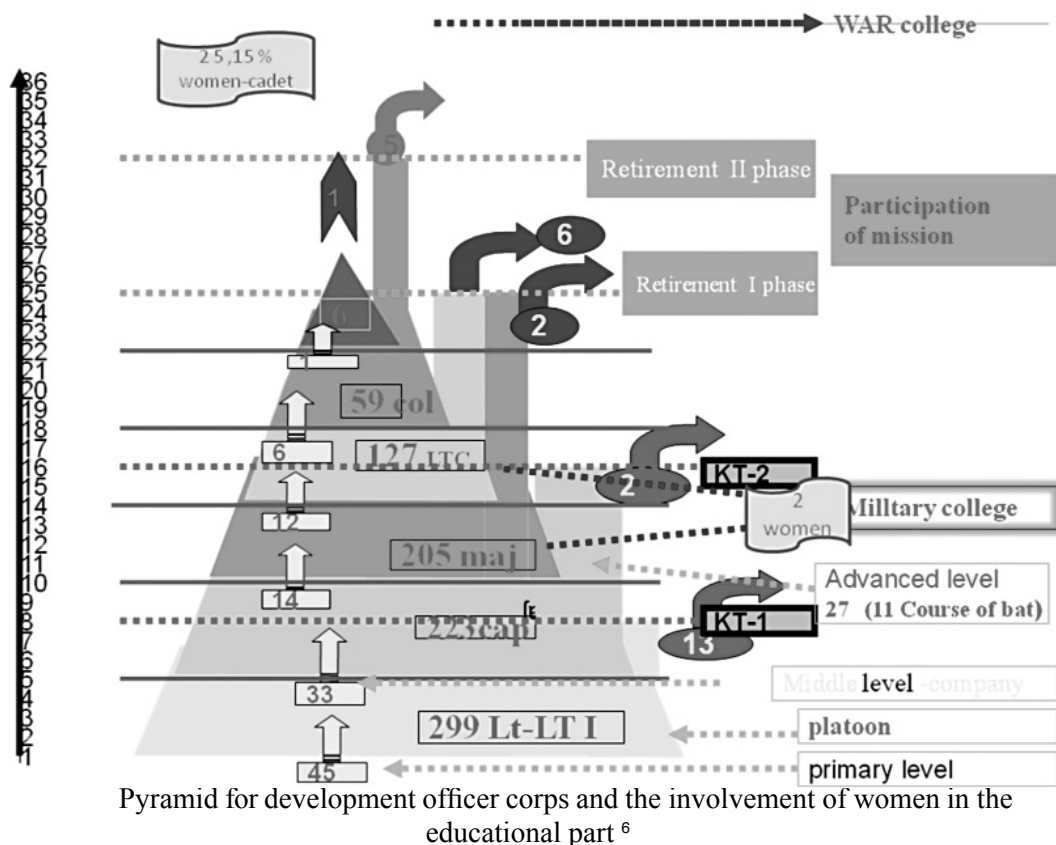
Promotion of gender equality within the coordinating group

There are many models for middle period to achieve a satisfactory percentage of representation of women and-staff in several areas.

Organizing courses for commanders and instructors in equal branches with trained and perspectives, to be able to engage in their military training.

Modules gender perspective that would be incorporated in all courses conducted peacekeeping missions (NATO, EU, UN).

Gender implications of implementing such advisers in peacekeeping operations.

Creating conditions for Female Leadership-training of all levels to improve their character traits: assertiveness and decision making skills.

With the implementation of PPBI provide the opportunity to integrate gender perspectives, plans, processes and evaluation mission gender representation.

To set up a coordinating body with the immediate aim to meet once a month to as-

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[6]   Concept development officer corps, Ministry of Defence, 2007.

sess the situation on all issues affecting the progress of women in defence and explanation of the defence authorities.

Action plan to be aimed at promoting the harmonization of gender equality commitments included in the Constitution, the National Framework and international protocols.

Affirmative stance on women section leader in strategic and operational commands.

Affirmative stance on education and courses: Military College- War College etc..

Lessons learned

Leadership is a process of influence on subordinates to achieve goals with incentives such willingness (the will power) to achieve those goals.

In terms of lessons learned in this paper will mention a few important factors in my opinion it deserved special attention to gender equality.

,,Political will alone can transform and affect the armed forces, but with the support of staff must be encouraged imperative for positive transformation. Building consensus on the benefits of promoting gender equality''[7].

This is required to be provided by all stakeholders and to understand that achieving gender equality does not mean loss for men and women win.

,,Creating conditions staff to realize that the issue of women and men are given equal opportunities, rights and resources only have a positive effect on building an effective defence system''[8].

However, the reality is that women will continue to be something of a novelty until their numbers increased especially through the educational process and provide the opportunity to demonstrate their leadership especially in headquarters and in combat units.

Their performance will also continue to be subject to inspection by all sides, even from their subordinates, just because they do not allow for adequate participation in the educational process and setting responsible formative places.

Conclusion

This conclusion I would like to start by writing the Sun Tzu Wu: First with "Commanding a small army is just like a small, just about good communication.";

Second with "The wise general controls his soldiers by his authority, he merges with confidence, and rewarding them docile" [9].

The adoption of gender mainstreaming and action plan and its implementation

[7]   Karen D. Davis, Cultural intelligence&leadership, Canadian Defence Academy,2009.
[8]   Karen D. Davis, Women and Leadership, Canadian Defence Academy,2010
[9]   Leadership in the army, Zvonko Dodevski, 2001

at all levels of command ensures advancement of women soldiers within the Army-as future successful leaders.

Promoting the establishment of the education system must follow gender representation.

However, it is important to underline that the inclusion of women in leadership positions would cause great uncertainty for many men, solely from fear of wisdom, patience, perseverance woman can be crucial in making positive decisions.

It can lead to disrespect the military leadership of women, and sexual harassment of women, but only in part by lack of stable character and men who would manifest such a relationship and not be required by the army.

Changes and transformation processes are continuous, and therefore women section leader can bring more freshness than one officer who left a position more than 5 years.

The participation of women and men in providing the plans and models of security depends not only on an individual.

There is a surplus of men fit for high duties, and personally appreciate that society should not be allowed to refuse service to any competent person, fearing the challenge would be if his wife be assumed?

Authorities should accept women as associates in certain areas that are educated, you should consider doing their career and education, and the need to gain confidence in performing tasks.

Most important is to have positive leadership practices for enhancing gender integration in the army for future.

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GENDER EQUALITY IN THE SPHERE OF SECURITY AND DEFENCE – COMPARATIVE ANALYSIS OF THE SOLUTIONS IN THE REPUBLIC OF MACEDONIA AND THE REPUBLIC OF ITALY

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Abstract*: The customary constitutional commitment is that citizens within the state communities are equal in the exercise of their rights and obligations, regardless of their religious, ethnic, gender and other differences.*

The issue of gender equality is particularly current and debatable when it comes to the area of defense and security. There are numerous reasons for this, but the most common and most exploited is the one that relates defense and security to the explicit need of the physical fitness of citizens and consequently participation in the defense and security sector is termed as "masculine" profession. Of course, these views are non-analytical and simplified. This assessment is substantiated by the new and more pronounced solutions for physical rather than simply fictional gender equality in the area of defense and security.

Although general solutions imply that gender equality in this sphere is required, the national solutions, regardless of the extent to which they reflect this need, however, have their own peculiarities.

The national decisions on this issue, their specifics, and the equality and differences in the achievement of gender equality in the Republic of Macedonia and the Republic of Italy are subject and content of this paper. The paper analyzes the normative solutions, the current situation in achieving gender equality, and the process of education of the personnel in the defense and security sector as a major factor, firstly, for ensuring equal participation in the structural elements of the defense and security system and secondly, for their qualitative participation.

The conclusions arising from the analysis of gender equality in the Republic of Macedonia, a state that considers this issue as a democratic achievement, and Italy, a country with democratic tradition and, above all, a NATO member country which has incorporated the common solutions to the issue of gender equality at the national level, will undoubtedly promote gender equality in Macedonia in the following period. Therefore, in the case of the Republic of Macedonia, the harmonization of the decisions on gender equality can be treated as an extended fulfilment of the requirements for full membership of the Republic of Macedonia in the Euro-Atlantic structures.

Key words*: defence, security, gender equality, education*

Introduction

The issue of gender equality and gender mainstreaming is an issue which is of great importance. Gender is the product of natural reproduction of human beings, and its representation in society is the result of a conscious social act. This act is created and led by international organizations and countries through established organizational structure or by employing specially designed organizational structures.

The issue of gender equality has a global character. Its realization mostly depends on the development process of democratic relations. Greater development of democracy in a particular society means a more successful realization of gender equality and vice versa.

The representation of women in all aspects of social life means not only making laws, declarations, platforms, action plans, but also changing ways of thinking, traditional and conventional values and stereotypes, as well as promoting and securing the political will to accept this mindset.

The representation of women in society is of great importance. However, due to the peculiar character of the defense and security sector, women's presence in this area is becoming even more important.

When discussing the case of the Republic of Macedonia, the issue of gender equality is mainly treated in an affirmative manner. The legal provisions on equal opportunities, preparing national plans for gender equality, forming Equal Opportunities Commission in the Parliament, and many other examples show a political will to achieve positive results. Yet, not only regulations, but the practical realization of the declared commitment too is a criterion for measuring success. This is what the statement of the President of the European Parliament given during the celebration of this year's March 8th - International Women's Day, refers to when he says that "Equality between women and men is a fundamental value of the EU and is crucial for economic growth, prosperity and competitiveness. But today such equality exists only on paper". Numbers published by the European Commission, or more accurately, the EU Commissioner for Justice Viviane Reding follow the same line: "the average difference between salaries of men and women in the EU is 16.2 percent, which means that women have to work an average of 59 days longer than men in order to make an equal earning".

In addition, the paper analyzes the gender equality in defense and security, first in Macedonia, and then in Italy. Finally, the paper points out the conclusions arising from this analysis.

Initial normative grounds for equal opportunities of women and men in the Republic of Macedonia

The basis for considering the issue of equal opportunities for women and men in the country is the Constitution of the Republic of Macedonia. In it, the part that concerns basic freedoms and human rights and freedoms, in particular the section on Civil and political rights and freedoms, states that "Citizens of the Republic of Macedonia are equal in their freedoms and rights, regardless of sex, race, color of skin, national and social origin, political and religious beliefs, property and social status" and that "citizens before the Constitution and the laws are equal"(Art. 9).

This constitutional provision is the basis for making special law on equal opportunities for women and men.

According to the Law on Equal Opportunities for Women and Men (Official Gazette no. 66/06), the main objective of this Act is to promote the principle of establishing equal opportunities for women and men in political, economic, social, educational, and other areas of social life.

The establishment of equal opportunities is the responsibility of the whole society as well as the removal of obstacles to the establishment and achievement of equality between women and men, by preventing and eliminating unequal treatment of women and men and by establishing conditions for introduction of equal participation of women and men in all spheres of social life (Art. 2).

It prohibits discrimination based on sex in public and private sector in the areas of employment and labor, education, social security, culture and sports, under this or any other law (Art. 3).

To achieve equal opportunities the law prescribes basic measures (Article 5) and special measures (Art. 6).

In addition, the law stipulates the entities responsible for the adoption and implementation of measures to establish equal opportunities and responsibilities, and they are set for the Assembly of the Republic of Macedonia (Art. 11), the Government of the Republic of Macedonia (Art. 12) and the bodies of state administration (Art. 13), within which one should look for responsibilities and the implementation of measures of the Ministry of Defense and Ministry of Interior. However, a prominent role in putting this idea in practice played the Ministry of Labor and Social Policy, as well as the Ombudsman, Local Government, political parties and the mass media.

According to the Law, the Government is obliged to propose to the Assembly to adopt a national plan of action for equal opportunities for women and men.

Status of equal opportunities for women and men in the Ministry of Defense and the Army of Republic of Macedonia

When it comes to representation, i.e. the employment of women in the Department of Defense (hereafter MO) and Army of Republic of Macedonia (hereinafter: ARM), it should be immediately pointed out that their employment is regulated by the applicable laws arising from the laws regulating labor relations. The main conclusion is that these laws follow the constitutional provision on non-discrimination in terms of gender. Within this general consideration, it should be noted that the specific laws regarding defense (Law on Defense *) and military service (Law on Military Service of the Republic of Macedonia * *). When it comes to the Law on Service in the defense in the context of gender equality it should be pointed out that "all able-bodied citizens between the ages of 18 and 65 years of life for men and 60 years of age for women have the responsibility to work (Arts. 13).

One determined policy in the Strategy for management of human resources in the MoD and the Army is the Equal Opportunities Policy which is based on the generally recognized principles of civilization and the basic principles of the Constitution of the Republic of Macedonia. The basic strategy in order to manage the HR stated is: developing defense so that the employer offers equal opportunities for all, regardless of gender, ethnicity, religion, political party, political and ethnic groups and provides appropriate education, training and supports all employees.

MoD and the Army implemented a special program for equal opportunities for men and women in the MoD and ARM. The program promotes the possibilities for establishing basic and specific measures and activities that will contribute to creating equal opportunities for women and men employed in the MoD and the Military Service and creating conditions for the working environment in which members of both sexes in continuity will be incorporated and that, under equal conditions, will be available all jobs and equal conditions in all segments of professional engagement and career development.

Measures and activities should contribute in preventing any kind of direct or indirect discrimination on grounds of sex harassment or sexual harassment within the meaning of the terms and definitions given in the Law on Equal Opportunities for women and men.

The establishment of equal opportunities for women and men is the responsibility of the whole society and coordination activities are carried out within the framework of the institutions, in accordance with the National Action Plan for gender equality 2007-2012, adopted by the Assembly of the Republic of Macedonia. This means that a gender perspective will be introduced in all development policies, programs and projects in the bodies, within their respective jurisdictions.

The National Action Plan for gender equality for 2007-2012 sets ten strategic areas of action, and the MoD is one of the main strategic players - Women and peace activities and strategic goal 1 - Integrating a gender perspective in peace and security policy the Republic of Macedonia.

First of all, we will present the analysis of the conditions for the representation of women in the MoD first, and then the Army.

According to data arising out of the use of equal opportunities for men and women in the MoD and ARM, the situation is as follows: the total number of employees in MOD 36.9% are women, of which government advisers are 20.00%, heads of departments are 42.86%, assistant heads of departments are 27.58%, heads of the department are 35.4%, 30.86% advisors, senior associates are 42.86%, 62.5% are associates, junior associates 32.1 %, Senior Officers 43.9%, independent officers 64.00%, 71.4% officer and junior officers are 30.00% women.

From these figures it results that there is a significant representation of women in the total number of staff in the MoD. By analyzing the women employees in IR can be concluded that the present unequal representation of women in various levels of staff in the MoD. The percentage of representation ranging from 20.00-71,4%, which is much higher percentage of women with higher and secondary education, and lower among working women with higher education.

The latest data on representation of women in the mod are: the total number of employees in the MoD who are in managerial duties is a state councillor (14%), assistant heads of departments in seven (50%) and managers of grade 15 (47%). According to these data it can be concluded that women's representation in the total number of employed senior executives in recent times, instead of increasing, it decreases, women are not represented on all levels of management are more present only at a lower level (assistant heads of departments and heads of departments).

According to data from the participation of women in the Army of Republic of Macedonia, the situation is as follows: 9% officers, NCOs 10.5%, 2.96% professional soldiers and civilians 34.9%. The percentage of representation of women in the Army is of 8.3%.

When it comes to women's participation in the Army, it should be noted that they have participated in peacekeeping missions abroad *.

From this data presented it can be concluded that women are present in the Army of Republic of Macedonia, but not as much as men are. The second conclusion is that the representation of women is lower in higher ranking positions, and it increases in lower ranking ones (non-commissioned officers and civilian duties in the Army of the Republic of Macedonia who usually perform supporting activities).

Status of equal opportunities for women and men in the Ministry of Interior and Police

Gender equality, based on the principle of equality between women and members of the male gender in the exercise of their rights, employment, evaluation of officials, equal access to training and promotion, is stipulated in legal acts which are the responsibility of the Ministry of Interior (hereafter MI).

The laws that are the responsibility of the Ministry of Interior contain a ban on discrimination based on gender, as follows:

- Law of Interior Affairs ("Fig. Gazette" no. 92/09, 35/10, 36/11 158/11 and 114/12), which regulates the principle of equitable representation and gender equality (Article. 48), and in the criteria for promotion it prescribes prohibition of discrimination on grounds of gender (Art. 96)

- Law on Police ("Fig. Gazette" no. 114/06, 6/09 and 145/12) provides for the prohibition of discrimination, which stipulates that when employing in the police it is necessary to respect the principle of gender equality (Art. 96).

The appendices formulated on the basis of these laws contain provisions that prohibit discrimination based on sex, as follows:

- Collective agreement of the Ministry of Interior ("Fig. Gazette" no. 126/10), which determines the prohibition of discrimination and an unequal position in the Ministry of employees on the basis of gender (Art. 76), and conducting training for all workers regardless of gender (Art. 133)

- Rules for Training at the Ministry of Interior ("Fig. Gazette" no. 120/09), which provides that training is conducted with all employees regardless of gender (Art. 2)

- Rulebook on the manner and procedure for assessment of the officer, the content of the official evaluation, evaluation form and manner of keeping records ("Fig. Gazette" no. 126/09), which includes a ban of discrimination based on gender, in terms of assessing the authorized official (Art. 2)

- Rulebook on the manner and procedure of selecting the candidates employed by the Ministry of the Interior ("Fig. Gazette" no. 128/09), which states that candidates demonstrate their abilities under equal conditions, regardless of gender (Art. 2)

- Rules of procedure and methods of work of the Commission for selection of candidates for police officers ("Fig. Gazette" no. 128/09 and 82/12), which states that the implementation of the procedure for selection of applicants provides equal conditions to demonstrate their abilities regardless of gender (Art. 6).

Based on the above, it can be concluded that the normative structure of the equal opportunities of women and men in the Ministry of Interior and police is a defined matter both on formal and informal level. Under existing norms, practical discrimination of men and women in the Ministry of Interior and Police is practically excluded.

Still, let us investigate the current situation expressed in numbers and percentages.

The total number of employees of the Ministry is 10,959, 9,062 or 82.7% are males and 1,897 or 17.3% are women.

The total number of uniformed police officers is 6,700, 6,219 or 92.8% are males and 481 or 9.2% are women.

The total number of uniformed police officers is 2282, 1,917 or 84.0% are male, and 365 or 16.0% are women.

From the data it can be concluded that the representation of women in the MI is significantly lower (only 17.3%). A similar representation in the uniformed police officers (16.0%), while the ratio of women in uniformed police is unfavorable (9.19%).

General conclusion on the issue of equal opportunities for women and men in the Ministry of Interior and Police is successfully completed, but the practical realization of policy equal opportunities of women and men in this social activity lags.

Status of equal opportunities for women and men in the Ministry of Defense and the Armed Forces of the Republic of Italy

Back in 1992 the Italian Army's first experiment conducted in order to present to the public the figure of a woman soldier. On that occasion, a sample of 29 girls selected from thousands of candidates was inserted for 36 hours in reality the Department of the Army. The test unit was selected as the 8th Regiment "Lancieri di Montebello", cavalry stationed in Rome on Via Flaminia. Formal training, attack, gunnery training, pilot school, were just some of the activities that are encountered in the particular girls for the two intensive days. Dozens of these young ladies who sought to military life were so impressed by the experience gained, we decided to form a National Association which aims to woman soldier (Anados). It was May 25, 1995.

The entry of women into the armed forces is provided by Law No 380 of 20 October 1999, which provides that the recognition of differences between men and women must not result in an advantage or a disadvantage for women. The Italian Army, tasks are divided equally, and engagement of women and functions in the field of logistics and operating segment taking into account as far as possible, the preferences of staff.

In this context, the entry in the Army was open to women on the criterion of progressiveness in order to move quickly on the road to reform, guaranteeing at the same time to form an organization which would prevent any possible conflicts of interest. Thus began

recruiting the first women officers of graduates, which armed forces have acquired new professional sociologists with a specific task of monitoring and encouraging the subsequent employment of women. By the Military Academy in Modena began the first round of training for NCOs and volunteers. Career advancement for women as well as their male counterparts.

As the most important source of inspiration for the inclusion of women in the armed forces is the experience of the main allied armies. For example, women are employed in France more than 50 years, but only four years before being eliminated restrictions on employment by abolishing the so-called quotas. However, there remain some special units remain the privilege of men. The reason for this choice is striving to avoid the role of the functions provided women seeking direct contact with the enemy (infantry, foreign legion). Taken as a whole, women in the Italian army represented about 10% of the total military personnel *.

Today in Italy, six years after the entry of women in the Army, they account for about 3% of the total personnel of the armed forces. Women who are currently present in the Italian Army deployed appropriately between all categories: officers, marshals, volunteers. In the category of volunteer training (VSP) or short volunteering (Vfb) there are about 1,500 women, while in the category of volunteers a year (VFP-1) has approximately 1,900 women.

Italian women soldiers, like their male counterparts, are involved in all operational and working with the Department of belonging. Since 2001, in fact, the female staff of the Army of Italy serving in peacekeeping operations carried out from the territory of Italy, as well as operations to prevent acts of terrorism in the country.

The first women soldiers after he had reached the required operational level were deployed in Bosnia as part of NATO - mission NATO-SFOR. They were later located in Kosovo, the mission of the Nato-KFOR. Other women soldiers left with the contingent Nibbio during Operation Enduring Freedom in Afghanistan in February 2003, which has just ended. Moreover we performed the same tasks as men; women in this case were responsible for maintaining contacts with female organizational structure of the local population. Currently serving in Iraq, the mission Antica Babilonia.

Italian women soldiers are engaged in their home country within the mission "Domino" for surveillance of sensitive points and prevent terrorist acts. Although Italy was the last remaining member of the European Union that allows recruitment of women, in terms of geographical location and involvement in missions it took an advanced position compared to other countries.

Conclusions

1. The issue of gender equality and gender mainstreaming is an issue which is of great importance. This issue has a global character and its realization mostly depends on the development process of democratic relations.

Second The representation of women in the total social life means not only making laws, declarations, platforms, action plans, but also means changing concepts of thinking, change the traditional and conventional values and stereotypes, as well as promoting and

securing the political will to accept it mindset. The representation of women in the total social life is of great importance and specifics of security-and defense, representation of women makes it even more important.

3rd Macedonia, the issue of gender equality has achieved positive results. Legislation, regulations and various action plans are adopted. It remains to achieve greater practical representation of women in the field of security and defense, or more practical realization of the declared commitment.

4th One-determined policies in the Human Resource Management Strategy in the MoD and Army's policy on equal opportunities. MOD and Army implemented a special program for equal opportunities for men and women in the MoD and ARM. Measures and activities should contribute in preventing any kind of direct or indirect discrimination.

5th According to data arising out of the use of equal opportunities for men and women in the MoD and Army concluded that present significant representation of women in the total number of staff in the MoD. By analyzing the working women in IR can be concluded that the present unequal representation of women in various levels of staff in the MoD. The percentage of representation ranging from 20.00-71,4%, which is much higher percentage of women with higher and secondary education, and lower among working women with higher education. The latest data on representation of women suggest that instead it increases decreases, women are not represented at all levels of management and staff have realistic percentage only in the lower level.

6th The percentage of representation of women in the Army's level of 8.3%. According to this data it can be concluded that the representation of women in the Army is present, but it still lags behind in terms of men. Next feature is that the representation of women significantly behind in higher-ranking positions, actually growing presence of women in lower rated obligations (non-commissioned officers and men of the Army civilian duties which commonly perform activities in order to support).

7th The normative structure of the equal opportunities of women and men in the Ministry of Interior and police circled a whole and how the law and the informal level. Under existing norms, practical discrimination of men and women in the Ministry of Interior and Police is practically excluded. The total number of employees in MI is 82.7% men and 17.3% women. The total number of uniformed police officers 92.8% was men and 9.2% women. The total number of uniformed police officers 84.0% was men and 16.0% women. From the data can be concluded that the representation of women in the MI significantly lagging (only 17.3%). A similar representation of the uniformed police officers (16.0%), while the state of the representation of women in uniformed police officers is unfavorable (9.19%).

8th The representation of women in the Italian army is in constant progress. From the very beginnings the inclusion of women in the Army today reached the 10% threshold. Be emphasized that the representation of women in the Italian Army in the country and abroad has grown. Taken as a whole, the female staff of the Army, Navy, Air Force and carabineer exceeds 11,100 people, or almost 4% of the total workforce.

In connection with this matter in Italy, and to boost the integration of women in the military and security structures, the Ministry of Defense of the Republic of Italy has

established a special department for "Equal opportunities Gender Perspective", whose main task is to accept and implement directives the UN and the Atlantic Alliance, and their integration with national directives.

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THE CONCEPT OF HUMAN SECURITY AND THE FEMINIST'S THEORY

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Abstract: *This paper is about relations between the human security concept and the feminist's theory. Common thing of the two concepts is inclusion of the issue related to the role of the women as a very important factor. In a way, the concept of human security recognizes the female experience in accomplishing security as different from the male one. Therefore, it could be said that the female understanding of security and power is substantially different than the male one. In addition, feminist's theory considers the women as generally more peaceful than the man in the way they treat the internal and potential international conflicts. They are more ready to compromise and believe less that the conflicts should be solved by use of the armed forces. It is exactly what this globalized world needs when new conflicts occur on daily bases.*

Key words: *human security, feminism, global, gender, conflicts*

Introduction

Feminist's theory contains three dominant theoretical approaches, "empirical feminism", "attitude feminism" and "post-modern feminism". These three approaches threat the gender issue in different ways, which rely on three different security concepts: "human", "comprehensive" and the "cooperative" one. Yet, they all agree that the analysis of the gender equality is a precondition for each substantial project, which aims to consider the societal changes. In line with their interpretation, the gender issue allows us to see the security issues not only from the aspect of the" female uniqueness", but also equally enough to refer to the role of the gender in the security agenda as a separate concept.

Until recently, the voice of the women was silent when the security issues, national sovereignty and the role of the power were discussed, thus excluding the relevance of the individuality when analyzing the global political problems and obscurity in the efforts to achieve certain global political harmony. Realists and Liberals have been pointing out the military strategy and technological supremacy when discussing the rational state politics thus neglecting the individuals' security issue in the analysis. These individuals have been public officials, leaders, military strategists and managers of economy. Different from that period, the feminists are focused on the (none) security of the individual, not the state and it has best been incorporated in the concept of the "human security". This concept is an inclusive one, and includes a wider spectrum of threats for the individual and the

community. In this paper, the concept of human security will be discussed first and then the main theoretical approaches of the feminist's' nature and the interdependence of this tw theoretical concepts.

Human security concept

The issue of the referent object of security has already been considered. Therefore, if referent object of the security is the individual then we could talk about human security. This is logical if basic unit in the international system is the individual. However, in the past, security was considered from the perspective whether it could provide the territorial sovereignty of the country. To be more precise, the security of the individual was in the function of the state security. If the state is safe then the individuals in the country are safe too. So, it was the state first then the people. However, this scenario changed by emergence of the liberal democracies which put the accent on the "human security".[1] Different from the national security, which tries to protect the interests of the people within the national territory, the focus of the human security is much wider than the national territory including the whole human community. In such a way, human security simultaneously influences the domestic and foreign policies of the states, which should unite to harmonize the national and international programs in the same way. Therefore, the issue of human security means having stabile and democratic political system within the states, acceptable level of economic development and rule of law.[2]

The concept of human security elaborated in the UNDP Human Development Report from 1994 keeps the attention to a wider spectrum of threats for the people's security.[3] This is a comprehensive concept and we could analyze at different levels. It contains the following security concepts:

- Economic security, which means providing minimal incomes for each individual;
- Food security as a guarantee for "physical and economical access to the basic needs for food";
- Health security by guaranteeing a minimum protection from disease and unhealthy life style;
- Environment security, protection of people from short term and long term natural catastrophes, human caused threats to the nature and hazards;
- Personal security means protection of the people from physical violence by the state, foreign countries, violent individuals and state actors, family violence and even protection from themselves (such as protection from committing a suicide);

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[3]   United Nations Development Program, *Human Development Report*, 1994, http://hdr.undp.org/reports/global/1994/en/.

• Political security, i.e. ensuring that people "live in societies which respect their basic human rights".

The scientific elaboration of the individual security should be observed in the context of its connection with the national security of the state which related to that has a double role. In one hand it is responsible for the security of the individual, on the other hand it is a source of threats coming out of the "domestic written laws and use of force; direct political action of the state against individuals and groups; threats as a result of the need for taking over the control of the state machinery and such which are result of the foreign security policy".[4]

Human security can precisely be determined as a complex and multidimensional concept which is: comprehensive(as it is facing whole spectrum of security threats for the individual); multi-sector(includes various tools such as development, respect for the human rights, security is achieved through implementation of different programs and projects) contextual (relies on the personal perception of the people about their fears and vulnerability which vary in different societal and cultural context); and perceptive (based on the connectivity/ coherence, partnership and synergy of various actors in the efforts to create adequate security environment). Such a wider and holistic view of security implies acceptance of the individual and communities in accomplishment of their own security. It seems that the definition and the extent of the notion of security is an important issue when misunderstandings in the international relations are considered. This is important to be known as the definition of security penetrates in the substance of the human nature, which continues to be manifested through increased violence by the national state.

Feminist's theory

Most feminists have a negative opinion about the realism and do not accept that it can be an acceptable theoretical position about the role of the women in the security matters. For them, realism is primarily elitist, western, male and "artificial" which neglects the interest of the woman as well as the critics of the war as a continuation of the politics with other means.[5] For realists, the men are fighters and state security actors, which give them the legitimacy. According to the feminists, this view treats the woman as non-fighter and as such, she is not a subject for the security but object, which should be protected.

According to Ann Tickner, the role of the women in the national security was underestimated. She was defined as a subject that should be protected by the state and the men. Hence, women had little influence on the conditions under which they were protected.[6] Tickner believes that realism is a product of the long tradition about the role of the women in the society which connects the nation and the citizens with a military duty service and the male characteristics. For a long time, the concept of the

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[4] Buzan B., *Pepole, States and Fear: An Agenda for International Security Studies in the post-Cold War Era*, Second Edition, Lynne Riener Publishrs, Boulder, Colorado, 1991, p. 25.

[5] Blanchard, E (2003), "Gender, International Relations, and the Development of Feminist Security Theory", *Signs,* 28:4, 2003, pp.1-13, (3); Tosh, John (2004), "Hegemonic Masculinity and the History of Gender", in S. Dudink, K. Hagemann and J. Tosh (eds.), *Masculinities in Politics and War* (Manchester: Manchester University Press).

[6] Tickner*, Gender in International Relations*, p. 28.

military security had been determining the national security thus neglecting the role the individuals and their natural environment had. However, for the feminist, achieving peace, economic justice and ecologic sustainability are inextricably related with the project for gender equality.

Feminists' theory "introduces/involves the woman "into the alternative analyses. It puts at stake the men's supremacy and female inactivity due to the gender inequalities. Analyzing the traditional myths about the role of the women and the men Jean Bethke Elshtain mentions two dominant myths-"a man as a warrior" and "a woman as a beautiful soul", in other words: "a woman who gives life" and "a man who takes life".[7] Traditional feminist's view about the world talks about identity politics which represents existence of numerous overlapping identities instead of simple critics of the masculinity and glorification of the soldier/warrior. Elshtain supports different approach about identity construction of the man and woman when talking about war and emphasis the role of the gender, which defines our identity. It is so widely spread that we cannot reconstruct the relationships between the men and women if we do not change our perception about war. Elshtain thinks that we should first abandon the myths, which enable the existence of the war as a tool for conflict resolution. She points out the importance of development of "alternative pictures of citizenship" which will replace the traditional pictures related to the merits of the citizens and the values of the military and patriarch culture. B. Friedan joins her in her analyses and thoughts about connections between the female stereotypes and rising global power of USA and its security interests.[8]

In that, sense gender equality can be determined as a protection and promotion of the citizen, its political, economic and social rights based on gender equality. It requires different aspect/sight /point of view about the gender perspective, rights of the women and men, girls and boys and accepting the sensitivity of the strategies, which promote gender equality protection, and improvement of their status.[9]

Feminist's theory vis -a- vis human security concept

Until ten years ago, peacekeeping operations under the auspices of the UN were not treating the gender equality issue in staff handbook. It was corrected with the UN resolution 1325 from 2000 dedicated to women, peace and security by which the gender equality issue came to the surface and became part of the peacekeeping, peace building, conflict prevention, economic reconstruction etc. This goal has been incorporated in the UN Action plan within a broader reform of the peace-building program.

However, when measuring the results from the implementation of the Resolution 1325, we could conclude that on one hand, it is controversial as it announces unclear

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[7] Jean Bethke Elshtain, (1987), *Women and War, op.cit*. p. 4, 42, 151, 258.

[8] Betty Friedan, (1963), *the Feminine Mystique*, (W. W. Norton & Company, 2001).

[9] Pam Spees, "Gender Justice and Accountability in Peace Support Operations", *International Alert*, February 2004); Nahla Valji, "Gender Justice and Reconciliation", Dialogue on Globalization, Occasional Papers, N° 35, November 2007, Berlin, <http://library.fes.de/pdffiles/ iez/05000.pdf> visited on 30.09.2011.

perspectives and plans - security before the peace, security vis-a-vis human rights, liberal interpretation of the gender, and bureaucratization of the gender perspective. Human security concept was limited by the politics for strategic development etc. On the other hand, there is resistance within the UN to those who prioritize the gender equality issue and the backslide to the old thinking about the role of the women in the security agenda which would have had small or marginal influence instead to be recognized as a strategic orientation of the UN Program for peace building. Yet for the first time, words like "woman", "peace" and "security" were put at the same level and were given equal importance. Resolution 1325 suggested the need to analyze the gender perspective within the activities for peacekeeping and the post conflict peace building and reconstruction i.e. distribution of humanitarian assistance, structure of the military and humanitarian personnel in the peacekeeping operations etc.

Feminists' accepted the human security concept with great enthusiasm as it included the issue of the role of the women as significant factor.[10] On the other hand, human security concept recognized the women experience in achieving security as different as the male ones. Therefore, we could say that the female understanding of the security and power is substantially different. In addition, women are generally considered as more peaceful than the man in their approach to the internal and potential international conflicts. They are more ready to make a compromise in conflict resolution than the men and believe less that the conflicts should be solved by the use of armed forces.[11]

Feminist's project needs a reconfiguration of the classic view of the state and introducing new ways and interpretation of the nature of the state. As for the security, feminist's' theories authors are trying to open new views and discussions but also different views about the ways to deal with actual security threats. In the context of the human security, feminist's theory authors emphasize the theory elaboration of the new referent subject of security,-woman. Generally, this approach goes from down to the top. Such approach prioritizes the individual and the life experience at micro level. In accordance with the multidimensional nature of the human security from personal and physical security to political, economic, social, psychological, ecological, security at home and security at work. This approach also imposes to not only add the "female" perspective in the new interpretation of the security but also full revision of the past interpretation of the security as a theory concept.

Role of the woman in the security issues was something that changed mostly due to two things. Firstly, increased female participation in the military operations, which could not be ignored. Secondly, the fact that the women are getting better reputation and importance as international actors especially in the nonmilitary sphere.[12] Inclusion of the nonmilitary aspects in the security analysis- where the women have a special place-emphasizes the

[10] Hudson, Heidi (2005), "'Doing' Security as though Humans Matter: a feminist perspective on gender and the politics of Human Security", *Security Dialogue*, 36, 2, pp. 155-174; Newman, Edward (2010), "Critical Human Security Studies", *Review of International Studies*, 36, pp. 77-94; MacLean, S., D. Black and T.M. Shaw (eds.), (2006), *A Decade of Human Security: global governance and new multilateralism* (Aldershot, UK: Ashgate).

[11] Manchanda, R. (2001), "Redefining and Feminizing Security: Making a Difference in Security Policies", *Economic and Political Weekly*, 36(43), pp. 4100-4107.

[12] Halliday (1994), *Rethinking International Relations,* (Basingstoke: Macmillan), pp. 155-157.

female feminism. This also enables research about the role of the women in achieving se-curity. The two concepts, feminist's and the "alternative approach suggest that being safe/secure doesn't only mean absence of threat and violence like an act but also application of economic and social justice i.e. inclusion of wider agenda of human security.

In order to avoid comments that the role of the woman in security issues likes to be presented as substantial, feminists' are trying to extend the security agenda with issues which are out of the domain of the female identity. Such are the issues about the role of the ethnicity, race and ecology by which extend the basis of the referent subjects in the security analysis. This extension of the referent security subjects aim to indicate that the female security problems so far were marginalized and assessed in a different way.

Conclusion

Feminist's theory and human security concept can help us articulate the different views about security threats for the individuals and ways to deal with them. These theoretical concepts include the issue about who controls whom and under which circumstances. This is still important issue not only for the feminist's theory but also for the human security concept although important issues that overload the international relations have not been cleared yet. This is because the states are trying collectively to consider the consequences from their mutual interconnection. Feminist's theory considers the issue under which circumstances human beings are capable the act together in the effort to go beyond the borders that separate the countries and create networks to achieve common goals. Feminist's project means to think critically about classic interpretation of the state and announces an opportunity to take different forms of actions and alterative interpretations about the nature of the state. Hence, from the point of view of the human security concept, feminists' authors explore the new areas of possible misunderstandings and new ways to assess the existing problems.

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THE ROLE AND IMPORTANCE OF WOMEN IN THE SECURITY SYSTEM OF THE REPUBLIC OF MACEDONIA (RESULTS OF EMPIRICAL RESEARCH)

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Abstact:*Efforts are made in collective labor through canvassing three target groups for gathering empirical knowledge about the role and representation of female persons, in all segments of the Army of Republic of Macedonia.*
The authors present preliminary results of the empirical research recently conducted in the capital city of our country.For this purpose, based on a random sample were examined attitudes and opinions of about a hundred participants, grouped in three groups, as follows: 1.students of appropriate faculties or academies; 2.citizens; 3.experts in the field of defense and security. Preliminary results of the empirical research show that in reality sufficient attention is not paid to gender representation in the defense and security structures of the Republic of Macedonia, and that there is an increased interest for participation of members of the female sex in all sectors of defense and security system in the Republic of Macedonia.

Keywords*: gender representation, Army of the Republic of Macedonia, defense, security, security system.*

Introduction

Undisputed is the fact that since the genesis of primitive society, females were discriminated in all areas of social life, in terms of males. Even with the creation and development of modern societies, the problem of gender discrimination continued to exist. Women have always been considered as the "members of the gentler sex", they didn't have the same rights as men, they were not allowed to work, they had no right to their own opinion, they were considered as housewives whose place is at home, and their task is to bear children, mostly male who will grow into soldiers. Unfortunately, it is beyond doubt that women with awe adhered to these traditional and patriarchal rules which were imposed to them.

Today, in the 21st century there are many organizations that fight for women's rights; international declarations have been signing in that manner, which proclaimed gender equality in a big way, publicly speaking about discrimination and the abuse against women and that all people, regardless of their sex, race, religion, political persuasion, should be equally represented in all seg-

ments of society. Notwithstanding the above, there are still societies in which women are unequal to men's and downgraded by them. This is particularly evident in developing countries, in some countries at the beginning of their democratic development, in authoritarian societies, etc. This does not mean that developed countries with a long democratic tradition are not facing particular problems regarding to the gender equality.

One of societies that face gender inequality also is the Republic of Macedonia, as a country that has not yet completed the process of transition and democratization in many spheres of social life. Despite the fact that the transformation of the political and legal system since the independence of the Republic of Macedonia in 1991 has introduced major changes to the rights and participation of women in all segments of society, yet those stereotypical attitudes barely changed.[1] Gender equality in the Republic of Macedonia is regulated by the Law on Equal Opportunities for Women and Men adopted on 29.05.2006, which was amended in 2012.[2] Subject to this, the Act is to implement the general and specific measures for establishing equal opportunities for women and men, which is regulated by this law and other laws regulating the issues of concern for equal opportunities of women and men in all areas of social living (in defense and security, labor and employment, public information and media, education and vocational training, etc.). According to this law, discrimination, harassment and sexual harassment based on sex is prohibited in all segments of society. The Law on Equal Opportunities for Women and Men clearly defines terms used such as: equal opportunities for women and men, equal treatment, discrimination based on gender, sexual harassment and harassment based on gender, equal representation and inclusion of gender perspectives mainstreaming.[3] Despite the good legislation on gender equality and the constant tendency to improve this issue, the question is how the law is applied in practice? The research conducted on whether there is gender discrimination in social life in the Republic of Macedonia leads to conflicting views. Some women and most men still lead the traditional beliefs, while some of them are fighting for equal rights and eradication of traditional beliefs and gender discrimination in every segment of society, or advocate for advancement in education and professional development.

When it comes to the representation of women in the security system of the Republic of Macedonia, which actually is the theme of our research, we come to the conclusion that women are discriminated mostly in this particular area. The fact is that everywhere in the world, even here, men occupy key positions in security systems such as the army, police, intelligence and counterintelligence services in all sectors related to public and private security. Considering is the fact that in the Republic of Macedonia the percentage of representation of women in the security system is at a very low level, in terms of legislative. Unlike other developed countries, in the Republic of Macedonia still prevail the traditional views regarding the equality of men and women in the security sector, in terms of psycho-physical ability (women are considered physically and mentally weaker than men).

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[1]   Research in the field of gender studies-Educated women of Macedonia, Marionka Veleva, Jadranka Vladova, p. 275

[2]   Law on Equal Opportunities for Women and Men - Official Gazette, no.6/2012, 01/13/2012

[3]   Law on Equal Opportunities for Women and Men - Official Gazette, no.6/2012, 01/13/2012

The role and importance of women in the security system of the Republic of Macedonia

(Results of empirical research)

Despite the following of global trends in the improvement of legislation on gender equality in the Republic of Macedonia, reality does not show the same. In contrast, there are a number of abuses and discrimination against women in employment and in their working tasks. Such is the case in all segments of the security system in the country. When it comes to employing females in the ARM, MO and other state and private security sector in the Republic of Macedonia, the fact is that men are favored. From that we can conclude that women are under-represented in the security forces. The low representation of women in these segments due to the patriarchal and stereotypical beliefs left from the past generations that women are not able to stand equally with men, from the smallest performing work assignments, to field including actions and performing duties including senior bureaucratic and managerial functions. For these reasons, the number of women who are interested in applying for employment in the security services is too low, because they are previously discouraged that their qualities and qualifications will be properly evaluated. Such discrimination of women capabilities is totally wrong. Even though women are considered physically and mentally weaker than men, the facts show that women are most capable in performing specific tasks. When it comes to working with vulnerable people, such as victims of crimes, juvenile and children, mentally ill or labile persons, etc.., women by nature are those that have more patience and understanding, they have more developed intuition, they notice the details more precisely, people easily communicate with them and they are more rational in decision making process. Despite these findings, women are still under-represented in crime scene investigation services in the Army and the Ministry of Interior of the Republic of Macedonia, which is a major omission considering the abilities of women to perform specific tasks, or that in modern conditions legislation is not enforced consistently regarding equal opportunities for inclusion both genders in sensitive positions in the army and police. For entry into some fundamental segments in terms of perceptions about the role and importance of women in the security system of the Republic of Macedonia, in March and April 2013 empirical research was conducted in several cities in the country. The research was conducted on 100 male and female respondents, divided into three target groups. For the implementation of the empirical research, a written questionnaire was developed, consisting of 18 open and closed type questions, in order to determine the percentage of representation of women in the security system of the Republic of Macedonia, the degree of discrimination, and how meaningful they are to the security system of the country. From the empirical research that we conducted on respondents from three target groups (students of appropriate colleges and academies, experts in the field of security and citizens), we came to the differences in the views and opinions of the respondents, but also to a number of contradictory answers. The views of experts in the field of security about whether women are under-represented in the security system of the Republic of Macedonia, differ primarily in terms of the gender of the respondents. Hence, more than half of

the male experts, regardless their age, consider that women are under-represented, while almost 70 percent of female experts said that women do not appear in sufficient numbers in the security system of the country (picture no. 1 and 2).
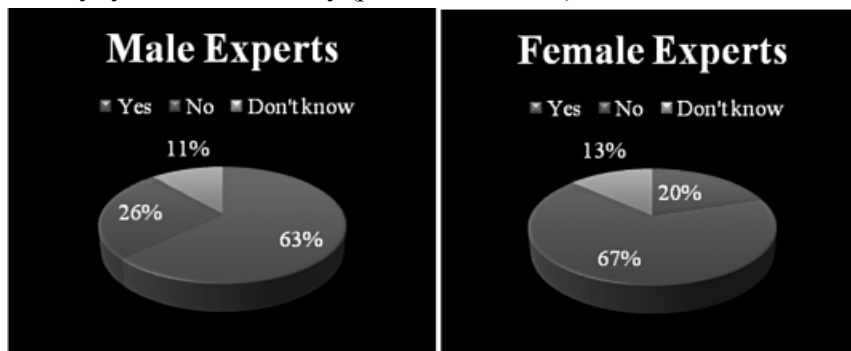

Picture 1 and 2

1. Do you think that women are under-represented in the security system of the Republic of Macedonia?

When it comes to the Army and MOI working positions that women would be the most consistent, experts from both genders have conflicted opinions. While female experts think that women would be most productive as commissioned officers and noncommissioned officers, in peacekeeping operations, in the border police, the police management, as well as civilian law enforcement officials, male experts consider the opposite, i.e., most of the male experts think that women would not be effective in the field, but would give the largest contribution to the administrative offices and police management. This finding is contradictory to the efforts made to promote and advance gender equality in the Republic of Macedonia (picture no. 3 and 4 and picture no. 5 and 6).

Picture 3 and 4

2. In which Army services would women show most contribution?
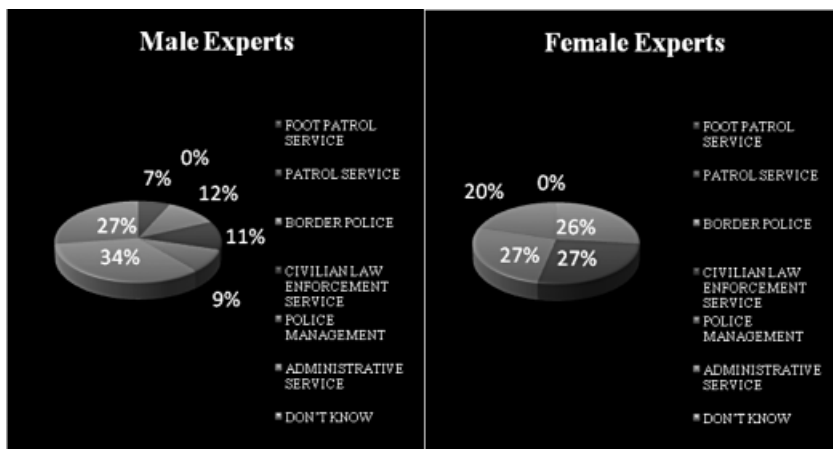
Picture 5 and 6

3. In which MI services would women show most contribution?

Contrary to the both male and female expert opinions, citizens from both genders, regardless their age, believe that women do not exist in sufficient numbers in the security system of the Republic of Macedonia. The summarized results obtained from conducted empirical research indicate that male citizens believe that women would make the greatest contribution in the administrative and civil law enforcement services, while female citizens view women as efficient in the civilian law enforcement service as well as COs and NCOs.

The empirical research has shown that the experts in the field of security are not educated enough on the issue of gender equality in general, and the presence, role and significance of female persons in the area of defense and security. On whether this is due to the fact that many of the participants, experts in the security field are under-educated or inadequate educated, should be further checked by conducting new researches about this sensitive area.

Conclusions provided by the conducted empirical research

The research imposed several conclusions related to the topic that was the subject of our interest. So, the fact that the majority of respondents, mostly experts in the security field, think that women's place in the security system of the Republic of Macedonia is in the administrative services. This particularly speaks about the fact that the espondents are viewing women capabilities in their field work with reserve. Such attitude is mostly embraced by men.

Very impressive and frightening is the fact that half of the respondents think that women do not belong to the security system of the Republic of Macedonia and most of them state that the reasons for this are the traditional and patriarchal beliefs regarding the capabilities of women.

Significantly high is the number of respondents from all target groups who think in reality gender discrimination in the security system of the Republic of Macedonia exists, so we can conclude that women have been neglected by men in terms of equal employment, education improvement and career advancement.

In order to mitigate this current situation in the country in terms of discrimination against women, the majority of respondents from the three target groups, regardless of gender, age and professional engagements, consider that discrimination will be overcome by educating cadres about gender equality due to employment in security services of the Republic of Macedonia and by appropriately qualifying female experts who are already employed in the security system of the Republic of Macedonia.

An important indicator for the role of women in the security system of the Republic of Macedonia is the reply to the question whether women are under-represented in the security system of the country, upon which the majority of respondents believe that women are under-represented. This appears contradictory viewing the fact that almost 70 percent of respondents from the three target groups consider that the female are equally capable of performing security field tasks, as well as male. The fact is that the young generation, i.e., student respondents from appropriate universities and academies in the area of security, consider that women are under-represented in the security system of the Republic of Macedonia. This finding suggests that women are needed in all segments of the security system where are not present, not only in administrative services, as the older groups of respondents think. We can conclude that by placing a higher level of education and by educating the young people about the gender equality in the future, step by step, the traditional views and stereotypes that this society is trapped in, will be eliminated. We find that if we follow the examples form developed countries where gender equality is on a higher level, through proper education on gender equality for all citizens, organizing campaigns for this purpose, as well as training for those who are already involved in one of the security segments, the role and importance of women in the security system of the Republic of Macedonia in the future will be increased, and thus will increase the skeptical women interest for employment in the security system of the country.

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THE ROLE OF WOMEN IN PREVENTION, SECURITY AND PEACE BUILDING

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Abstract: *The modern upsurge of **multiculturalism** in the world today has a particular meaning for emphasizing the most important section for successful regulation of social relation in the country. The section of gender equality which has decades of strangles trough the history of different societies, starting from historical events as: the system of slaves and slaves rules and the patriarchate, from the fight of the tribe time until modern wars and women participation in the peace processes, their feministic approaches to peace and peace movements.*
*The development phase of gender perspectives started from benefits of their supervisors (husbands), developing **gender awareness** for equality of men and women until secured **legal protection** against all the forms of discrimination with the highest legal acts, national statue and laws. The entire documents brought trough world conventions for women lead to accomplished women rights in every area of action.*

Key words: *multiculturalism, gender awareness, legal protect, Army of The Republic of Macedonia, participation, peacemaking processes.*

Introduction

With the laborious fight of women trough centuries faced with discriminating practice from the past which are ongoing today they confirm that women is equal part of the world. They showed that in the fights for preservation freedom, identity and national integrity of the country there is no gender inequality. Women were always part of the wars from the time of tribe societies until modern army's, from minor roles until equal inclusion in army together with mans **(Women in Army of R. of Macedonia).**

The most dangerous threat based on discrimination against women especially in time of armed conflicts is the **violence against women in time of modern wars**.

That was and still is an incentive for performing reforms in the security system for prevention violence, compulsory involving of women in the security system and as decision makers in highest level.

As a consequence of all above the women are naturally connected with peace and welfare condition. They have proved this by their **feministic approaches towards peace**, different forms

of activities and mass participation of peace protests including serving to their nation thru **peace movements**.

We cannot continue without mentioning **women participation in the peacemaking processes**. We cannot forget the road of informal to formal solving conflicts and dispute, their global coalitions for increasing participation in all forms of prevention, building and protecting peace.

The commitment given for realization strategic aims for integration of gender perspective in peaceful and secure politic in the country predict these activities:

- Campaign for promotion and learning Resolution 1325,

- Educational programs for peace,

- Non violence programs and dialog,

- Forming teams,

Programs for trainings and analyzes from the programs for provisions alignment with the Resolution 1325

Gender roles and multiculturalism

Nowadays (twenty-first century) the multiculturalism as a concept in a practical sense is a contemporary, modern and new trend. With globalization, the purpose of multiculturalism is to emphasize the people's wishes for acceptance of various socio-cultural individualities and with this acceptance to destroy mutual barriers, stereotypes and prejudices.

According to Caleb Rosado *(Rosado, 1997:3)*[1], the multiculturalism is a system of beliefs and behaviors that recognizes and respects the presence of different groups in one organization or society, acceptance and valuation of their socio-cultural differences encouraging and creating the support for power and force inside of one complete cultural content-organization or one society

Gender as a dynamic concept (genders and roles of men and women) is a constant and integral part of the multiculturalism. The word "gender" was first used by Ann Oakley *(Oakley, 1972)*[2], she explains the characteristics of men and women which are socially (gender) and biologically (sex) determined. The difference is made to stress everything that is expected for the men and women to do. With the exception of the sexes specific differences (childbearing and breastfeeding) all the rest with the development of social and cultural factors in the society and wider changes.

Certain events in history may have permanent influence in the determination of the gender roles. The culture, socio-economic factors are variable category for functioning, but history has shown that gender roles simultaneously have changed in relation to behavior, decision-making, attitudes, activities and power in different cultural, social and ethnic group.

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[1]   Rosado, C (1997). Toward a definition of Multiculturalism
[2]   Oakley, A (1972) Sex, Gender and Society. London: Temple Smith. Reprinted with new Introduction, London: Gower, 1985.

If the goal of multiculturalism is not to assimilate the cultures, than, it is completely acceptable the fact that there exist many differences from one culture to another, from one social group to another in the same culture etc. If in a certain culture the equal role of women with those of the men is acceptable, in another it is less or it is not at all accepted. That case proves the fact of following the culture with the modern trends for an equal gender functioning, breaking old barriers on one side, and rooted suppositions, saved thoughts transmitted from generation to generation on the other.

Gender awareness

Gender equality as phenomenon could not be so easy "stick" on the development models nor so simple to be add into development programs for help. Gender awareness is a necessary way of seeing and it is one perspective for people and society. Although we know that gender is in the heart of human identity and all the habits, beliefs and practices, however if you look deeper and explore even personal assumptions you will see that the world seams different. Gender awareness wasn't an opportunity to learn more about parallel tracking of the needs of men and women and ensuring the equal rights guaranteed, regardless of the differences even between women.

Gerda Lerner *(Lerner, 1986)*[3] says : "Men and women live on stage where everyone plays his role according to its importance . The play can not be done without actors from both sides. No one of them contributes more or less to the whole; no one of them is a marginal or unnecessary. But the stage is imagined and build by the men. Men wrote the play, they directed and they interpret its meanings. They claimed to have prescribed the most interesting and most heroic parts, women assigned secondary roles. With this Lerner proves that the problem is not what women do and what they are, but how they are valued and who assigns specific value.

They have never been excluded not even at the time of the patriarchy but the problem lies in the frame which is determinate by the men. Women still support the role of the men. Why do they do it?

One part of the system of living was slaves and their owners that would not exist so long if there was no cooperation between them. Such is the case with women. They have accepted the patriarchal ideology because from than they extracted a number of benefits and accepted values and only because of the equally complex system of relations which maintains active cooperation. It's just like when one country for being successfully managed it needs assistance from soldiers and police. Women believed that men are light, that the men are the resources and the freedom of decision-making through which they can function. They believed that only with the help of light they can shine, otherwise there is no life. This ingrained syndrome of constant struggle to maintain privileged status of women exists even today. They are still fighting for power, if not for superiority with the men, than for the privilege out of the "domain" and "frame for success" of men (in the family).

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[3]   Lerner, G (1986). The Creation of Patriarchy: Oxford University Press

On the following questions woman responded as follows: *(Section Women FTUM , 2004)*[4]

Question	yes	no	Only for certain jobs
Do you think that men have an advantage in employment?	27,2 %	33,7%	38,9%
Do you consider that the existing laws protect women and ensure the equality in employment?	44%	33%	I don't know 23 %

Characteristic of this research is that the most of the women think that men's advantage is only in the employment of certain jobs. The percentage of women who consider that men have an advantage when applying for a job at the time was not for understatement. The survey shows that in practice, if it is in the 21st century still exist gender inequality in employment. Employment decision-makers still did not have released from the traditional perception that men can much more correspond their obligations and challenges of jobs that are higher ranked. Those who carry this kind of decisions still have the syndrome of subordinate role of women in society.

The answer of the second question shows that women were not sure of the equality that is provided by law.

Next survey the Section of women in 2004 was posed to women

Question	yes	no
Have you been a member of a decision-making body?	11.3%	88,7%

This survey proves the presence of discrimination in this area which apparently does not exist despite all existing laws. The level is extremely unsatisfactory and minimal. Women unjustifiably disappear there where we decide the future or destiny of the workplace.

Tradition, mentality are the most difficult changeable categories. How much women are self-conscious and self-confident for their abilities show some research on women's section of SSM. The question whether the women have enough qualities for participation in social life in the country, 93.7% of women answered yes *(Jankulovska and Lazarevska, 2004)*[5].

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[4] In 2004 the Federation of Trade Unions of Macedonia (Section Women FTUM) made analysis of the position of women in section of employment and was conducted a survey about gender equal opportunity in employment is whether existing laws to ensure the equality in employment. –Jakulovska, L and Lazarevska, K (2004). The status of employed women in Macedonia: Macedonia

[5] Liljana Jankulovska and Iskra K.Lazarevska (2004) The status of employed woman in Macedonia: Mecedonia

So despite the awareness of the high qualities that woman owns for their involvement in social life despite visible subjective factor, their conscience requires initially the family and her "superiors". Because of this they regurgitated on lower positions jobs - at home.

Legal protection of women

Human rights belong to everyone and should be guaranteed and available to all human beings no matter of their differences. The initial idea of the time of the Greek philosophers, educators we find in the seventeenth century in civil revolutions. This concept of human rights is in the frames of international law and it is granted and UN protected document: Universal Declaration of Human Rights, the pact on Civil and Political Rights and other international conventions. Further protection of human rights is guaranteed by the highest legal acts and national constitutions and laws.

The concept, content and especially the implementation of the laws are too universal and can not reach out to women's rights in particular. Because of that the identification of women's human rights as a separate category of human rights is essential for all forms of female discrimination in order to become visible and so easier for their prevention and elimination. Gender stereotypes ignore the specific interests and needs of women. Women's rights is not a feminist argument or introduction of "new miracle" in society, but refers to a series of actions that the state should take to be able to provide women equal enjoyment and respect for human rights. This allows separate category of human rights to be protected and recognized as follows:

- Setting request for full and adequate state protection and international legal protection
- Social recognition
- Accessibility of all women

The position of women was specific, because the United Nations in 1946 set up a Committee for the Status of Women with a mandate to explore women's status and on the UN General Assembly to give suggestions in the area of human rights concerning women (indicating inequalities in social relations and areas in order to overcome them and to further improve the position of women). As a result of this Commission there was the Convention for the Elimination of All Forms of Discrimination Against Women (CEDAW) was adopted and opened for signature, ratification and accession by the resolution 34/180 on the UN General Assembly on 18 December 1979. Comes Into force on September 3, in accordance with Article 27 (1).It is the most detailed document that refers on women's rights and with it we have legislated decades of struggle for the recognition and improvement on women's human rights. CEDAW Convention requires states to abolish the practice in which maintains discrimination against women in general. They shall not be subject of traditions that lead to any form of discrimination against women. Convention leads to promotion of positive

discrimination through campaigns and actions for affirmation of women, where she can have larger participation on decision-making and managerial jobs. The purpose of positive discrimination is only to establish equality between men and women, its measures would be abolished if they achieved the goal.

UN and the international community in cooperation with the female independent activist movements and organizations brought many documents in addition of this area. Among the four International Conventions for women, the last is one of the most important, which is held in Beijing (1995) and it is made to the Beijing Platform for Action ,where the countries determine the direction for accomplishing women's rights. Although this document is still making, it includes twelve critical issues for witch, the states have no adjusted force of common action, but if you feel its application the effects will be of great importance.

It is necessary to promote women's human rights on both sides (men and women) through the expansion of women's groups and networks that support women and avoid ghettoization of women's organizations.

If we start from a formal point of view nobody prevents women to get managerial positions. According to Constitution and according to positive legislation, women and men are equal and according to the declared will of the state in society, the need for equal participation of women in society it is unambiguous , but the period of transition in Macedonia didn't brought to woman the equal participation in social life ,not only because of its indifference of interest but because of the overload with obligations as well in the fight to improve the material conditions of life. *(Jankulovska and Lazarevska, 2004)*[6]

Women in Macedonian army

Woman in social life

Equal opportunities of men and women in dignity and rights means promoting of the principle of introducing equal participation of women and men in all areas of public and private sector, equal status and treatment in achievement of all rights and the development of their individual potentials through which they contribute to the social development and equal benefits from the results of this development (Article 4 (1) of the Law for equal Opportunities for Women and men). *(State statistical office in Macedonia, 2012)*[7].Employment in the Republic of Macedonia is characterized with very unfavorable age structure. This structure is unchanged for a longer period of time, primarily due to the unstable economic and social conditions in the country and the inconsistency of the available and required profiles in the labor market.

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[6]   Liljana Jankulovska and Isrka K.Lazarevska (2004) The status of employed woman in Macedonia: Macedonia

[7]   Introduction of State statistical office (2012) Woman in Macedonia: Macedonia

Figure 1. Difference in the number of employed men and women in public administration, defense and social security as a matter of the female employees in relation to other sectors. (Labour Force Survey, 2012) [8]
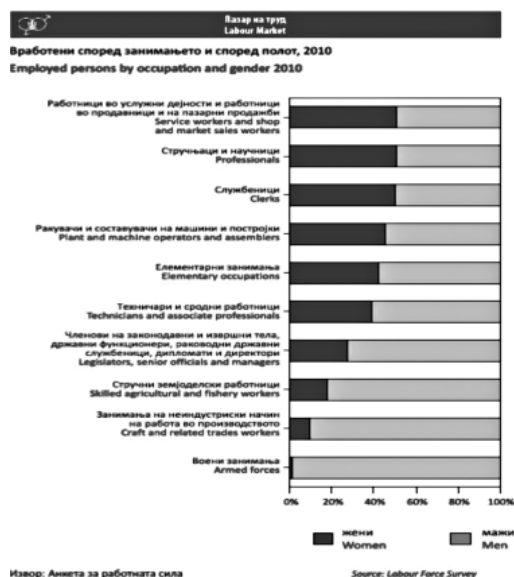

Figure 2. Procent of women in military professions (Labour Force Survey, 2012)! [9]

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[8]   State statistical office (2012) Woman in Macedonia, Labour Force Survey: Macedonia
[9]   State statistical office (2012) Woman in Macedonia, Labour Force Survey: Macedonia

Macedonia signed the Protocol on the Convention of the Elimination of All Forms of Discrimination against Women in 2000, ratified on 24 June 2003 and entered into force on 17 October 2003. With this in Macedonia non citizen is bereaved from the right to choose to work. All jobs in the labor market are available for everyone regardless of the sex. We are aware that it takes time to change the traditional role of men and women in society but still we are convinced that the different development of countries, world well being and peace require equal participation of men and women in all spheres of life. Real situation of the role of women in the social life today in Macedonia, it is as indicated in Figure 1 and 2. With this analysis of the State Statistical Office of Macedonia we show the fact that the smallest labor market participation of women is in the security and defense structures. Different world experts for gender equality explain various aspects for this problem. Ms. Elizabeth Mutande Nyumbu Katukula *(SADSEM Network ,2012)*[10] says that the issue of women in the military is still "taboo subject" for the world although; inclusion of female personnel in the armed forces is a major challenge for employment. She points the fact of the percentage of employment in the armed forces in Zambia which is very characteristic due to the nature of the reasons for women's employment in these areas. She says that 30% are reserved for women and 70% need to fill in both men and women. However there weren't enough women candidates to achieve the required percentage but the interest has not been reduced to a minimum. There are high rates of female personnel in the armed forces.

Zambia and the NGO organizations pushing for the appointment of a woman commander of the armed forces but none was enough qualified to be appointed that position. There are other reasons for the current situation of women in the area of defense and security specified by world experts of USA -security management network (2012). They have analyzed using function of barometer where were found very little representation of high position or barriers to access for training women to participate in peacekeeping missions, in discriminatory institutional culture and very few women in the place of chief executives officers in the security and defense. Another theory is that women, even if they can achieve a high level of education and relatively high representation beyond, women female police officers are concentrated in the lower ranks because the ranks of commissioner and vice-commissioner is dominated by men. In organizational and structural level, women tend to be at the bottom of the hierarchy and are rarely present in areas where politics are already prepared and reforms have already begun. They say, historically, security arrangement was men's work for all the obvious reasons: single mothers can not maintain security night shifts, then they can not use motorcycles during traffic control duties with the excuse that they are huge, women have no detectives positions or work that requires higher skill in concealing information because of cultural stereotypes that women speak to much and can not keep secrets. To put an end to this "hidden discrimination" only measures: recruitment and training of more female police officers , they can be deployed in positions which offer

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[10] SADSEM Network (2012), Security, Defense and Gender Training and Education Workshop in 2012: USA security management network (2012)

promotion and recognition of women's qualities such as work patrol duties in order to associate indirectly with the population and to communicate. This will initiate educative campaigns in schools, will minimize stereotypes in institutional culture and will reach a level of equal footing well deserved grades (between male and female police officers) in promoting and understanding of the actual professional skills and avoiding the discrimination of female police officers. Several key reasons why the gender diversity is important for security in countries *(SADSEM Network , 2012)*[11]. Everyone has the right of security in the state although their needs are different!

1. Improves the delivery of security and justice
2. Ensures that the institutions are representative
3. Increases operational effectiveness
4. Promote prevention and responsibility for violation of human rights
5. Imposes harmonization with national, regional and international laws / politics

Warfare of women

Warfare of women in history has had a significant role as much as men. In the beginning at the time of tribal societies a woman's role was to cheer the men to victory, to sacrifice in case of defeat, to insult verbally enemies and to bend wounds of injured soldiers. This shows that their role was first observer. But however warfare has not left only men's work. Even if they have not directly participated they always had certain roles in the clashes. Of course you can not speak loudly for active military role at that time but you can freely talk about the time (1500 to 1800) reference to men in massive rebellions by women, their demonstration as a united force and action confirmed their martial arts spirit in restless times. They have shown to be excellent orators and initiators rebellions. With all this they acquired the epithet mediators between activists and population, epithet indispensable for organization and for conflict resolution. But despite these qualities which are publicly demonstrated, it was sufficient to pull up someone who will establish a structure that will contribute to success without establishing a balance between the sexes, and they are not only excluded from the day of the fight with weapons in rallies and National Guard but advisory bodies, local committees and political groups. That still contributed during the great women revolutions to get the role. They have not accepted that social role not even at that time. Across all forms of action they wanted to get their right to participation in the National Guard unit as a fundamental element of equal citizens, they wanted to be armed and not just because of patriotism but because of power, citizenship and equality with men *(Dominic, Dibi, Pero, 1992)* [12]. Somewhere in the 19th century in history there have been massive involvement of women in the wars, some of them performed additional duties (medical, transport and administrative) or volunteers to perform non-military work for military duty but many of them participated in combat tasks. As an example: a number of

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[11]   SADSEM Network (2012), Security, Defense and Gender Training and Education Workshop in 2012: USA-security management network (2012)

[12]   Godino Dominic, George Dibi and Mishel Pero, (1992): Writing the history of woman, Paris

women participants in the war in Spain against the conquering army of Napoleon, Union of Women for the defense of Paris in 1871, the inclusion of women in the ranks of the National Guard, their engagement in the UK and U.S. armies during first World war, "Women's battalion of Death" during June Allied offensive against fascism and others. Through all these events, the Council of Armed Forces pointed many women (around 800,000) pilots, snipers, navy, artillery drivers, members of the tank were planted many of them even went through the officers. Civilian women who performed military duties were involved in special operations as secret agents and radio operators.In 1945, during the Second World War 2.2 million women worked in defense industry, jobs that were characteristic of men. In the Allied countries, many of them were in the frontline, showed many great successes but still did not received the same treatment as men. Many commanders were forbidden to fight, they voluntarily dismissed the armed forces and those who remained faced discriminatory attitudes and limited opportunities for advancement. One of the most significant wars with high participation of women in U.S. Army Gulf War, the only war that is declared as a common war (men and women), Postmodern wars Cook *(Cooke, 1993)*[13], and famous soil Revolution Africa in 2011 year where women and men demonstrated to fight for freedom without gender division.

Women in modern armies

The engagement of women in modern wars does not mean end of discrimination and practices of the past. War remained synonymous man; stereotypes still lived in the minds of men military collective that created barriers to women's military participation. They did not participate in modern wars because of formal equality but for access to civil rights, because women's features were still aligned with weakness and need of male protection. Struggle for the creation of equal civil rights for women compared to men transformed into a feminist organizations. Through them they tried to create a connection between participation in the armed forces with a positive social change. There were four kinds of well-known models of inclusion of women in the armed forces that different country practiced in history:

1. The first model-when women are allowed to become professional soldiers and the states implement it and become professional armies. With this model, the conditions are done, for the maintenance of international peace and security.
2. The second model: Period of missives mobilization in war where include women and their exclusion in terms of peace. At the time of this model the active military roles women have been reduced to a minimum, still performed discrimination based on sex and exercise of the right of defense of the country. This model is practiced today in countries where military service is a fundamental way of filling in the armed forces.

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[13] Cooke Mirijam, (1993); WO-man, retelling the war myth, in Mirjam Cooke and Angela Woollacott (eds), Gendering War Talk, Priceton, NY: Princeton University Press.

3. The third model: a model in which there was a women's military service, one of the most countries using this model is Israel, a country that recruit young Israeli .Model in which we rates the individual ability regardless of gender. In periods of transition and major changes in Israel women's army was issue mostly because of the arrival of the Jews who opposed the position on equality. But later with the establishment of the unit "Nahal" (an elite unit with 50% women) who worked for defense, construction in addition to the country's need for women's participation still got his swing. Although in the beginning they refrained to determine women's military roles later in huge loss of living force they were forced to open wide the gates for admission.

4. The fourth model: women Special need services outside the military organization in war. But this does not mean that every country equally practiced engaging women in the armed forces, not every state fully embraced gender equality in the military sphere. Great Britain was a country in its military structure had a sufficient number of women conducted in the military, but they are faced with many problems such as low reputation, reduced opportunity for advancement, low income, patience for stereotypical views of the environment and others. But it has decreased their interest in this profession and shorter service than men.

In U.S. military circles even if they had strong views on the need of engaging women in the military still we cannot forget mentioning the important role of women in wars in Vietnam and Persian bay. Whatever the true motive of their need for an increasing in the military they acted massively and with high results in the Vietnam War.At the end of the 20th century after a long and strenuous process come to a legal battle for the right of women to participate in combat roles and the recognition of the right to participate in all combat roles by the Clinton administration, which has made some exceptions in several military spheres (battlefield and submarine). But later other senior managerial positioners enable women legal access to military areas without exception.Studies of Elizabeth Addis *(Addis, 1994)*[14] have shown that women's motives in involvement in wars and armed forces perceived permanent falls and unequal treatment of men. Women had benefited from becoming soldiers because in circumstances where states formed professional armies they had equal chances for salary, reduced unemployment and the possibility of training and improvement. All this form a general picture of society: collective benefits of the civilian labor market, high positions in the army of women who provided a solid soil for all economic and social and political positions in the society. The inclusion of women in modern armies was one sort of tool for gaining physical and emotional power and influence, a tool to expand the identity and new skills for quality social positions. The inclusion of women in modern armies was one sort of tool for gaining physical and emotional power and influence, a tool to expand the identity and new skills for quality social positions. But apart from the gains in the inclusion of war Men and women

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[14]   Addis Elizabetta ,(1994): Women and the economic consequences of being a soldier, in Elizzabetta Addis, Valeria E.Russo and Lorenza Sebesta, Women soldiers: Images and realities, London: Macmillan/St.Martin's Press

should and should still to be aware of the consequences of the same. In war, there is killing, massive destruction of lives, in wars you should fight until you are ready to die to defend your country. Despite all these existing norms and rules for participation in the war, the equal psychological treatment for men and women to participate in it, men are still obsessed with their masculinity and it was believed that women endanger men with their femininity, they fails to be controlled so set "male" dress code and their separation from the male soldiers. But certainly that woman remained at this level and continued against degradation and request for their rights in the 21st century.

Women in the Macedonian Army

In 1974 the Law on National Defense in Macedonia women had the responsibility of serving in the Territorial Defense in 1985 with the Law on military obligations women had the right to serve in the military on a voluntary basis. All this has contributed to the creation of a very good basis for reducing women discrimination in military spheres and the fact that women for the first time could gain the status of a military person. After the independence of Macedonia in 1991 women subjected to an obligation to serve in the reserve forces but women's duties were limited to carrying only specific tasks and obligations for service was voluntary. Military discrimination in the military sphere was multilateral: in peace they did not have the opportunity to realize any military service, they were unable to engage in military educational sphere, in terms of the war they were unable to engage in combat roles. Amending the Law on Defense in the Republic of Macedonia in 2006 military service was replaced by voluntary military service. From here begins the full professionalization of the Macedonian Army where there were no formal barriers to engaging in any job in the Ministry of Defense and Army where he would be provided a condition of membership of a particular sex. But the thoughts of the past historical roots existing stereotypes and prejudices, the fulfillment of the individual's psychological and physical conditions have made theirs and today the representation of women in specific gender and services is very low. But for the general analysis of gender representation in the Macedonian Army and the MD, can be conclude that the Army is a big step in terms of reducing gender discrimination in the military sphere, the formal equality of men and women is satisfactory and equality is implemented in practice. Today we have 8.6% of women officers, 11.1% female sub officer, 3% Professional female soldiers and 34.6 female civilians. It is interesting to note that despite this conclusion from certain analysis still does not have the required representation of the sexes. As a result of this and as a consequence of customized military careers only towards men in the Army in 2009, the highest rank of women is Lieutenant. Small is their representation as professional soldiers but international trends especially in NATO armies is to recruit a larger population of women due to the need for specific positions in Macedonian Army (adjustable rooms, improving uniform education at the participation of women, etc.). But still remains the question what is the access of colleges and superiors men in military organization, what are the oppor-

tunities for career advancement, whether the treatment that women receive is equal to one of men's, what is the reality and quality of functioning of women in the military sphere. According to the percentage, information shown above, Macedonia has great progress in terms of equality because the jobs of women in the army are still treated as men's work and profession. Due to these reasons and the presence of stereotyped attitudes, women lose their interest in military careers. In May 2006, subject to the Act on Equal Opportunities for Women and Men is the establishment of the equal basis to achieve in all areas of social life, as well as the military sphere. The objectives were

- To promote ways to establish measures and activities that will contribute to the creation of equal opportunities for people of both sexes employed in the Macedonian Army and in the MD and in all segments of the professional engagement and career development;
- Preventive measures for removing the unequal treatment of men and women employees, equal status for accomplishing all rights in the work process and equal benefits from the results of labor.

There are measures and activities that realize the objectives of the Programme:

- Introduction of all employees in the body with the provisions of Macedonian Constitution international regulations and documents, laws, national plans of action on gender equality and all other regulations related to gender equality;
- Project to establish measures and actions to improve the gender structure in the Army;
- Sanctioning and regulating any verbal, nonverbal or physical behavior of sexual character that can be and direct and indirect discrimination and harassment;
- Publication and promotion of legal duties, powers and duties of the coordinator for equal opportunity in the MO by publishing web portal of the MO and submitting reports on its work;
- Taking measures for attracting quality personnel who will contribute to the increase of the interest for voluntary military service for women and their employment in military structures, especially in the Army (promotional campaigns, participation of the women in peacekeeping missions. Promotion of high ranks for women ,other encouraging measures;
- Special programs for health care of women in Army ;
- Cooperation with governmental and non-governmental organizations in the country and abroad to promote the principles of equality, sharing and gaining a finer experiences with them;
- Educational promotional activities and education on gender equality with Resolution Women, Peace and Security UN Security of the Council, organizing trainings for introducing the perspectives of national action plans on gender equality and more.

Violence against women in modern wars

Study of Sanday *(Sanday, 1981)*[15] showed that the rate of violence against women (in terms of male dominance and sexual aggression) is high, and represents a symbol of virility, control and possession of the woman by the man. Unfortunately, later many studies have shown that this is the true; they were fatally discriminated even before they start living their life. Starting with threats in the family then the worst violence against women in human history - the Inquisition, where a huge number of women were killed around 60,000 on the pretext that they are witches, they have been maltreated. There were acts of killing of women because of honor, he killing of female born child, all forms of physical and psychological violence in Africa, the Middle East, Southeast Asia, forced marriage a young age and many other brutalities on women's lives and health. Alarming is the fact that women, even nowadays, when the state is safe and women are still not in the direction of suffering from marginalization and from not resolving the same. Generally if we take the fact that in contemporary wars the civilians killed, we can say that it is broken the right for a civilian immunity but today the urban wars bring hundreds of thousands of civilian victims where the majority are women and children. It is not a new phenomenon of the sexual abuse of women during wars especially in recent decades, but so far we didn't take any special measures to stop the perpetrators of this kind of violence. T inker *(Tinker , 2001)[16]* believes that the act rape is not just an accident at war but systemic military strategy. It was the act of the enemy to show the power and the subjugation of the occupied nation. In wars when mostly there were religious elements or ethnic conflicts there were more organized and strategic act. For example in the war in Bosnia with the intention had been raped a number of women in 1995, through sexual barbarity which were set as legalized measure, made only to show nationalism and offend the other. In these circumstances we have health insecurity women (pregnancy and sexually transmitted diseases).Sexual violence has become policy, how to attack the enemy's heart in relation to demoralize society and to lose the honor. All this contributes to reduce the level of power and to increase the fear of the victim's community. Sexual violence in armed conflict brings great social, cultural, domestic, physical and psychological consequences. Pregnant women from the "rapist" are family and community exhausted and infants share the shame almost a lifetime. Women in such cases hate them serfs and they experience such severe traumas that are not specific only after the conflicts but continue for years after the attack. For these reasons they are hard to find in society, institutions are not functional, medical conditions are unsuitable and they are surround with bad experiences and it is very hard to remove the effects of rape.Knowing the seriousness of this problem by international communities still this problem is not completely resolved. Political will is needed to resolve the highest level in the UN and its Member States; international efforts are

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[15] Sanday Peggy Reeves, (1981): The socio-cultural context of rape: cross cultural study, journal of social issue
[16] Tickner A. (2001): Gendering World Politics. Issues and approaches and the post-cold war era, New York, Columbia University Press

required, national and regional actors to strengthen security sector institutions and the judiciary to promote gender equality. For this purpose, women are mobilized at the international, national and local level and acted by: common running of the gathering for peace talks by eminent experts, peace activists and leaders of organizations to help overcome sexual violence and its punishment through various support multinational programs support, multinational programs and strategies directed to resolve this, training of thousands of officers for understanding the sexual violence and its consequences, and many other activities against it.

Typically during the armed conflict there were many refugees like women and children, mainly because they were left to themselves without protection, where we have also the human trafficking with the majority of women and children. They in such cases are forced into slavery, prostitution, kidnapped by armed groups in order to become domestic sex slaves. Because of this the UN started to conduct gender training and sets the rules of work for all personnel of the United Nations. Countries have imposed a obligation to judge those who is found that abused women and children. Rome Statute of the International Criminal Tribunal which entered into force in 2002 has defined trafficking with women within the armed conflict as a crime against humanity. Security as a right of all citizens should enjoy everyone, violating a woman should be recognized as a failure of the security system and as a result of that the governments often can not find the perpetrators of violence against women. These doubts are mainly related to the peace process, because women are obliged to engage in a security system that will incorporate mechanisms to prevent violence but certainly to be in the sections of decision-making at a higher level in the same.

Feminist approaches to peace

Sex / gender distinction is the only natural difference where we explain many aspects of life. Men are constructed as naturally connected with war and women are naturally associated with peace.

There were different feminist opinions and approaches. There was a statement that men in war fought only to protect women and children, and therefore some feminists clamed that the best way to destroy this myth was to include women in the armed forces, others claimed that man should publicly renounce the statement that men fight for them . Central role in the feminist anti-war attitudes is the motherhood. Feminists related to this attitude clamed that preserving the life in the task of motherhood is associated with peacekeeping practices. Conservative feminists say that the chromosomes, hormones and anatomical structure is the only source of sex differences. Liberal feminists maintain the social and psychological mechanisms; they only are committed for gender equality, the role of women in politics and decision-making, serving military and their participation in wars has been seen as a precondition for permanent peace. Certainly that equality does not resolve the problem of violence and wars because it is not the only condition for the existence of a permanent peace in the system. Marxist

feminists say that sex discrimination is a form of class discrimination and when this class discrimination disappears then the sex discrimination and also all social evils will disappears too. Socialistic feminists believed that sex discrimination will be overcome by taking control over the assets of reproduction by women and the radical feminists who are seeing the change for lasting peace in two steps through the integration of women in the social system and reforms in social relations in institutions.

There are other opinions how women are associated with peace. Decades, their concentration in time of peace and in time of war was directed to fight for the status of equal participation in military spheres so they were not directly exposed to the pressures and sanctions in the ranks of the armed forces so it is quite easy to prefer anti-war and anti-militarist movement led by their feminist beliefs. This struggle resembled to a combat system dominated by violence and it begins to connect feminism with pacifism and anti-militarism.

Women's movement for peace

Women pacifist and their pacifistic movements in the early 20th century were truly present and active all were feminists. During the march of peace in Washington in 1915 women pacifist founded Women's Peace Party which participated in the International Peace Congress in Hague, where they formed the Women's International League for Peace and Freedom. In the same 1915 they massively protested against war and secured conditions for permanent peace. This pacifistic movement during the First World War played a significant role but still experienced failure. The war destroy all the women's organizations and women's movement ,so some have canceled in favor of the preservation of national feminism.During the 20th century around the world have functioned a number of female movement at the form of protests, peace demonstrations, public events and peacekeeping activities ,that they were not only against the war and promote peace and anti war preparations but also against nuclear weapons and nuclear tests. Such were the movements during the Cold War, a number of activities during the wars in Israel who had urgent need of mobilization of women for the purposes of war in order to promote peace. Then women's organizations for peace in Jerusalem helped for the creation of peace and cooperation between Israel and Palestine.

These movements were generally associated with important thought: "women like peace-loving sex", but most of them reject those ideas in order to gain militaristic constructions of femininity *(Cynthia , 1990, Micaela di , 1985: 11;599-618, Pettman J, 1996)*,[17].

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[17] Enloe Cynthia (1990) Woman and children: making feminist sense of the Persian Gulf Crisis, The Village Voice, 25 September

Leonardo Micaela di (1985): Morals, mothers, militarism, antimilitarism and feminist theory, Feminist studies, 11;599-618

Pettman J.,(1996): Worlding women: Feminist Internacional Politics, London, Routledge.

Women participation in peace processes

Frustrating is the fact it is shown that many efforts, results and contribution of women for defending and building peace however broth en insufficient participation into peacekeeping processes and peacekeeping appeals in post-conflict peace-building and minimized leaders in decision-making roles. According to research of UNIFEM, there was very small the formal representation of women in peace processes, and informally they contributed a lot to conflict resolution. Small was their representation in delegates of UN and other international forums that realistically it is a problem of a particular state because if not propose itself one capable woman who will negotiate at the international level there is no need of any interests to be considerate.

Thanks to the Beijing Declaration and Platform for Action, which regulates the role of women in armed conflicts through the Canters for Social Work in 1998 Thanks to the Beijing Declaration and Platform for Action, which regulates the role of women in armed conflicts through the Centers for Social Work in 1998 they have brought resolutions for women and armed conflicts that have created an obligation of governments and states to agree for resolving conflicts and building the peace. They maintained meetings for decision making on preventive measures, but on these meetings noticed many key issues that hinder women's participation in peace processes such as: limited awareness of the dominant delegates for the contribution of women in peace-building, efforts of the EU and their orientation on a regional level and not on a international, the existence of resistance to confirm the contribution of women and including them in the decision-making for peace, existence of unpreparedness for recognition in some areas of rape and sexual abuse of women in conflict and irresponsible behavior of the states in terms of binding activities in national level.

In October 2000, the Security Council held a session for Women, Peace and Security and brought the Resolution 1325 which called for a number of actions for increasing the participation of women in conflict prevention and resolution and their role in peace building. The resolution oblige the UN to expand the role of women in all peacekeeping operations and with his help the most powerful UN body supported the inclusion of women in peace processes and the implementation of peace agreements. The resolution invited all state and non-state actors to take action in four mutual areas: Participation of women in decision-making and peace processes; gender perspectives and training in peacekeeping; Protection of women and gender mainstreaming in UN, reporting system and mechanisms for implementation. The monitoring and implementation of the Resolution continued to make non-governmental organizations at the national level but also internationally through lobbying for greater consultation process for controlling and preparation of shadow reports based on points of regional concern.

After the adoption of the resolution many subjects started with activities for its implementation. In 2004 the Commission on the Status of Women prepared a work program on "Equal participation of women in the prevention, management and resolution of conflicts in post-conflict peace-building." The goal was to create a document

that will present the current urgent issues that will result in recommendations and strategies of governments and international communities and societies in general, to create a discussion and the recommendations to be sent to the Office of the Status of Women. Then in Geneva was create a global coalition to increase the participation in all forms of prevention, building and keeping peace. In order to promote the support of Resolution in Afghanistan women delegates are included in peace negotiations - there is the Ministry of Women's Affairs, then it is formed a group "Friends of Women, Peace and Security." These groups have shown a strong interest for developing strategies for promoting culture and peace, preventive diplomacy and other activities related to the peace-building and protection.

In 2008 was made the Resolution 1820 that brought the end of the sexual violence during armed conflicts, all its measures of protection and consequential provisions for penal. In 2009 the Security Council brought the Resolution 1889 which checks the level of success of Resolution 1325 and 1820 with a parallel increase of the leadership capacity and expertise of the institutions in the member states of the UN. (UNIFEM, 2010). The progress was evident because all member states have worked to improve the resolutions. Such as UNIFEM activities: Rwandan campaign against sexual gender- violence, support of women's lobby in the Republic of Congo which resulted in a Constitution that guarantees the full participation of women in peace-building, support of women's groups to influence the peace process in the Israeli-Palestinian conflict, support women's peace networks WP forces of Azerbaijan, Armenia and Georgia for strengthening the peace under their communities, and many others.

In Macedonia in order to realization of the Resolution 1325 in 2007 was adopted a National Action Plan for the period to 2012.In the same it is noted that the role of women is often marginalized and neglected, there are ignored all actions of women in post-conflict period in terms of mitigating consequences, contributing to the improvement of interethnic relations and all activities related to building peace. Because of this National Action Plan provides strategic goal through a series of activities (campaigns, educational-promotional activities for 1325 promotion, promotion of culture, non-violence, women's rights, non-violent communication, etc.) which will help to implement a serious commitment to the resolution1325. But it is characteristic that the National Action Plan overlaps with the National Plan for equal opportunities for men and women and because of this the realization of the activities and efforts are less easily attainable.

Integration of women in the peace process is bigger designs of peace processes in which women are present in bigger numbers and certainly indicate durability and efficiency. Woman participant in the peacekeeping mission has emphasized the importance of good relations between the local community and the civilians in order to an easier transmission of information and preserving the security of the two groups. The woman is created for the development of networks and has excellent abilities for raising the public awareness and community problems; they are extremely active in facilitating contacts and discussions. Women must continue with all forms of promotion

of self-esteem for the contribution of peace during conflict and post-conflict conditions and their reconstruction through all kinds of organizations to promote gender equality in order to enter into the higher judicial and electoral structures.

Conclusion

This scientific paper has the aim to show the conditions and positions of women today in the area of security and defense but at the same time is a result of the challenge to confirm the existence of the role of women in resolving armed conflicts and peace processes. The think I wanted to emphasize thru expressing gender characteristics in the armed forces and wars is the fact that with their developing they achieved with epithet – modern. From the same reason they are connecting with modern trends such as multiculturalism as a tool for guaranty of equal participation of women in every area of society.

In this paper I use gender awareness with purpose to take advantage on the legal protections tools. I believe that this approach will contribute to active participation and awareness of individuals and groups but this does not mean global awareness.

Using this key terms I am connecting with the conditions of woman in Macedonia. According to realistic data I turn on the historical developments and the role of woman in the wars since the tribe society up to contemporary wars and conflicts. Even beside all barriers for equal participation and contribution I emphasize the will and determination of woman to participate in the peace and security processes.

During the writing this paper is consulted literature from domestic and foreign authors who leaved a powerful influence in studying gender dimension in armed forces and peaceful processes.

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ENGENDERING SECURITY AS A KEY FACTOR OF REACHING SUSTAINABLE PEACE

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Abstract:*The 21st century and the globalization processes brought not only technological and economic benefits, promotion of human rights and democratization, but also a new and complex peacekeeping environment. The decolonization processes, the dissolution of the great communist empires and the end of the Cold War brought to the surface of the newly established order the traumas of internal ethnic conflicts and the state building processes. The peacekeeping efforts were intensified and the UN got much more proactive role. In the meanwhile, mass media and Internet have led to fast spreading of information. Interconnections have shown awareness of the interdependence of states and dedication to universally accepted values. This also led to changed role of women for the most societies.*

This new environment urged for new approaches in peacebuliding and peacekeeping operations. The new types of conflicts led to increased vulnerability of victim's groups-as before, women and children. Leaving through horrors, starvation, suffering, and the recent recognizing of the rape and sexual violence as weapon of war, women are usually placed in the worst situation. Facing the prejudices and differences in culture, they are not able to continue living a normal life many years and decades after surviving a conflict. That is the reason why they need appropriate treatment of resocialisation conducted by well-prepared women peacekeepers. Women as peacekeepers have shown their capabilities and effectiveness in many occasions.

Therefore, we will firstly examine the changes of the complex peacekeeping environment that seek for engendering peace processes; Secondly we will examine the international legal framework within the UN on women, peace and security; Thirdly, we will bring the first thesis in conjunction with the normative framework and the challenges of the peacekeepers on the ground, in order to argument the thesis that greater engendering of peacekeeping leads to sustainable peace.

Key words: *women, peacekeeping, UN, sexual violence.*

Introduction

Reaching sustainable peace in the complex peacekeeping environment of the 21st century is a challenging task for the UN, especially when it comes to protection of women. Conflicts evolved, as well as the role of women within them. As one former UN peacekeeping mission commander stated, "It is now more dangerous to be a woman than a soldier in modern conflict"[1]. One example only is the sexual violence, recognized as a tactic of war that affects not only but mostly women and girls, as a threat that is loud long after guns have been silenced. Those perpetrators are rarely brought to justice and the victims have rarely a chance to continue with their ordinary lives.

As the UN has recognized in many occasions, conflicts do not affect man and women in the same way. The peace processes do not affect them in the same way. That's why the gender mainstreaming within the conflict resolution, peacekeeping and peace building is essential. The real challenge is in what way the mainstreaming can be implemented for achieving real gender equality, in a society that is still more or less referred as "masculine" or male dominated, especially in those regions of the world that are currently affected with conflict or pass through ongoing peace process.

No matter how much the feminists and human rights advocates speak or act in that direction, in most parts of the world women are still seen as the "weaker" or addressed as "the gentler" sex, even by themselves. The ultimate actions in this direction, conducted by the Femen movement, found different reactions within the Muslim world. Starting with the story of young Amina, ending with the very negative reactions and non-acceptance. The mindset and the social roles learnt from the earliest childhood seem to be the hardest thing to be changed or redefined. This has been witnessed in a very recent statement of the Head of the Russian Orthodox Church: Feminism is a "very dangerous" phenomenon that could lead to the destruction of Russia[2].

The UN has provided a fairly solid legal framework both through UN Security Council Resolution (there is rarely any other topic that has been treated so intensively) and through different reports, policy guides, cross-agency work and documentation. However, the biggest challenge is the applicability and the time consuming framework, in order the effects of the peace and security mainstreaming to be recognized. Usually, it is recognized that mental code is what changes the latest or never, and unfortunately, the social roles go under this general assessment.

The article will focus on a few main issues: the changed role of the women in the changed security environment; the legal framework of the UN Security Council as well as assessment of the indicators addressed in the report of the Secretary General, some examples of successful gender mainstreaming tools for the peacekeeping operations, as well as positive examples of women's engagement in the peace process and PKOs.

Those are just a few aspects of the process of engendering security. The topic is far away from completely encompassed, but the author beliefs that the aspects that will be discussed below will give significant contribution as a basement for future proposals and developments.

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[1]   Womankind Worldwide. (2012) *Women, peace and security* [Online] Available at: http://www.womankind.org.uk/policy-and-resources/women-peace-and-security/ [Accessed at April, 2013]

[2]   Guardian. (2013) *Feminism could destroy Russia, Russian Orthodox patriarch claims* [Online] (Updated April 09.2013) Available at:http://www.guardian.co.uk/world/2013/apr/09/feminism-destroy-russia-patriarch-kirill [Accessed at April, 2013]

Conflict evolution and changed role of the women within the new security environment

Following the developments of the post-Cold War era, as the dissolution of the great communist empires of the Soviet Union and Yugoslavia, as well as the previously processes of decolonization and wars for national liberations, what has to be noted is the seeking for and creation of new national identities. The re-establishment of myths previously suppressed by the collective conscious created by the communist ideology, encompassed with the requests for democratic transition, usually put as a precondition for economic recovery, brought the newly established states in the most of the cases into bloody, identity based clashes. The most significant example was the case of Bosnia and Herzegovina.

Additionally, the spread of globalization led to spread of information and increased awareness of the others. This has led to what Huntington referred to as "clash of civilizations" noting that "The great divisions among humankind and the dominating source of conflict will be cultural.[3]" This especially affects the role of the woman within society, as one of the ultimate points to be clashed on.

Although the world got flat, the security threats have acquired an asymmetric character. The role of religion and its misuse for fundamentalist purposes, especially in cases connected with terrorism, have also influenced the role of the woman.

Latest developments seen in the face of Arab spring got additional "shaking" to the security environment, as well as hope that thirst for democracy will make democracy find its own way. However, although some of these hopes evaporated, the happenings had their own meaning in the global politics.

Taking these highlights into consideration it can be most obviously noted through different examples and scenarios that engage women in completely new or at least redefined roles, both as victims and perpetrators. The ultimate flashpoint is certainly the recognition of the sexual violence within conflict as a tactic of war (UN Security Council Resolution 1820), and criminalizing it as a war crime or crime against humanity (ICC Statute, article 7 and 8). This goes especially for the interethnic conflicts, and the specific cultural and traditional circumstances, very often related with the idea of male domination, humiliation and the idea for creating "clear nations". Although sexual violence does not exclude men, the very high percentage of victims is women and girls that in the reality of war get the hardest role to play and the minimum protection.

From the other side, the world has witnessed other extreme: women as severe perpetrators in different occasions. One example is the so called "Black Widows" charged for the Moscow bombings[4], another is those convicted by the ICTY for war crimes and crimes against humanity.

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[3]   Foreign affairs (2013) *The Clash of Civilization?* [Online] Available at: http://www.foreignaffairs.com/articles/48950/samuel-p-huntington/the-clash-of-civilizations [Accessed at March, 2013]

[4]   Telegraph (2012) *Moscow bombing: Who are the Black Widows* [Online] Available at: http://www.telegraph.co.uk/news/worldnews/europe/russia/7534464/Moscow-bombing-who-are-the-Black-Widows.html [Accessed at February, .2013]

One of the most disturbing stories is of course the story of the "Black Diamond", a girl that was raped and her family was killed when she was 15, but who grabbed weapons and refused to continue to be a victim[5].

Women have given significant contribution to the military service and just recently, Israel has shown satisfaction of their first co-ed combat unit[6]. Currently, in Syria, women are taking active role within the conflict fighting on the both sides, but mostly they are the victims in many ways. One of the most brutal examples is the declaration of fatwa of one of the clerics in Syria, allowing and asking the non-Sunni women (women who belong to Al Asaad religion, the Alawities) to be captured and raped[7].

Those few examples clearly show that the security of women has been threatened in many different ways until now, as well as the fact that in order to be able to speak about engendering security, society needs solutions that are getting out of the box. Besides that, engendering security usually means working on many different aspects that are not always considered as crucial for the security itself, such as the gender sensitive education and gender mainstreaming, no matter which legal system applies. No matter what considered as will of the people or will of God, the minimum human rights standards of the modern society have to be implemented worldwide and women must get equality in chances in order to reach equality in life. The key role for sustainable peace for women goes once again to structural prevention as well as gender sensitive peacekeeping and post conflict practices.

The legal framework addressing women, peace and security within the UN Security Council

The activity of the UN Security Council in this area starts with the Resolution 1325[8], adopted in 2000, a document that until today, is widely recognized as "alpha and omega" within the gender community.

This Resolution was the first step and the cornerstone for many future activities and initiatives within the international community in general.

The Resolution recognizes the specific role of the women and urges for equal opportunities for participation of the both genders and inclusion of gender perspectives in the peace processes and conflict resolution, negotiations, humanitarian assistance and post conflict reconstruction.

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[5]   The Guardian (2012) *Black Diamond: a female victim of Charles Taylor's crimes speaks out* [Online] Available at:http://www.guardian.co.uk/lifeandstyle/2012/may/28/female-victim-charles-taylor-speaks [Accessed at February, 2013]

[6]   Huffington Post (2012) *Caracal Batallion, Israel's Only Co-Ed Combat Unit, Proves Its Worth* [Online] Available at:http://www.huffingtonpost.com/2012/09/24/caracal-batallion-israel-co-ed-combat-unit_n_1909132.html [Accessed at February, 2013]

[7]   Human Events (2013) *New Fatwa permits rape of non-Sunni women in Syria* [Online] (Updated April 02.2013) Available at: http://www.humanevents.com/2013/04/02/islamic-cleric-rape-of-non-muslim-syrian-women-permitted/ [Accessed at April, 2013]

[8]   United Nations (2000) Resolution 1325. Security Council.

The next document, the UNSC Resolution 1820 was adopted 8 years later, in the 2008. Reaffirming and multiplying the principles of the UNSCR1325, Resolution 1820[9] gives a new quality- it addresses the sexual violence as tactic of war, that intents to humiliate, dominate, threaten or cause displacement of certain ethnic group. This is seen as practice that usually continues even during ceasefires and aftermaths of the conflict, and threatens the international peace and security. That is why, all the parties of conflicts are supposed to stop immediately with such practices, to provide gender sensitive training to their troops and to work on myth bustering of the male dominated culture. Furthermore, this document is recalling for gender sensitive education for the UN personnel and higher rates of women personnel within the UN missions.

In 2009, two additional UNSC resolutions have been accepted related to women, peace and security. Both resolutions go a little bit more into details. The first one, SCR 1888 addresses sexual violence, asking the Secretary General to appoint special representative for addressing sexual violence. Additionally, it launches the idea of protective advisors on gender that would accompany the UN missions, and most important- conducting of in depth implementation monitoring and annual reporting for the feasibility of goals of the Resolution 1820.

UNSCR 1889 reflects the worries of the small of none participation of the women within the peace processes, especially in formal roles during peace negotiation and mediation processes. It reaffirms the continuous obstacles that female population is facing, during conflict resolution, peace building, peacekeeping and prevention, in the form of violence, cultural discrimination, lacking rule of law, fanatic views on women and her role in society as well as the socio-economic aspects, recognizing that marginalization of women can delay or undermine the achievement of sustainable peace, security and reconciliation. What is especially important for the purposes of this paper, is the fact that the resolution is seeking for gender mainstreaming in peacekeeping and women grass routers and civil society inclusion during planning and strategy preparations.

In 2010, the Security Council adopted Resolution 1960, requesting detailed information on suspected perpetrators of sexual violence during an armed conflict[10]. Additionally, it urges for recognizing the possible patterns of sexual violence, intensified monitoring and ethical data collection. Furthermore, it urges for specifying the obligations of the parties and submission of a deadline for the same, highlights the importance of communication with the local environment for successful peacekeeping missions, calls Member States to mobilize as many women as peacekeepers and police officers as possible, declares zero tolerance for behavior of sexual exploitation and abuse by the UN staff and is looking in the next report from the Secretary-General to be included: a detailed strategy for ethical collection of information on the topic, a report on progress in the field and the inter-departmental work on the subject.

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[9] United Nations (2008) Resolution 1820. Security Council.
[10] United Nations (2008) Resolution 1820. Security Council.

What has been recognized and achieved? A way forward

UN Secretary General in his report on women's participation in peace building from 2010 addresses the participation of women within the peace process through introducing 7 point action plan[11]:

1) Conflict resolution- in terms of women's involvement in all processes and availability of gender sensitive analysis;
2) Post conflict planning- in terms of involvement of women in post-conflict planning policies to ensure addressing the specific needs and to prevent discrimination;
3) Post-conflict financing: gender sensitive approach and addressing the specific needs of the women;
4) Gender sensitive civilian capacities (administration, public institutions);
5) Women's representation in post-conflict governance
6) Rule of Law
7) Economic recovery

This can be considered as a fairly broad platform, but it indeed addresses the grassroots of the problem and the need for structural prevention. Moreover, it is appointed in the report that the different needs of different groups of women according to their role in conflict should be addressed separately.

What can be concluded from the above mentioned data is that the UN has a fairly consistent policy on engendering peace. The gender aspects of peace have been addressed in the last 12 years that makes this topic one of the most consistent problems addressed by the UN. Considering this, the report of the Secretary-General Report on women, and peace and security[12] from 2012 gives some very interesting data. One of the clear requirements is for example, when peacekeepers are sent, the UN will prioritize the safety of women and girls by creating a safe environment, including those who are in refugee camps or internally displaced and by increasing the proportion of women police officers in operations to 20% by 2014, setting a measurable goal that should produce concrete effects- will empower women in general and will encourage women to report violence and communicate with peacekeepers. Additionally, services for legal aid to women victims at an early stage of peacekeeping missions will demonstrate readiness and commitment to end impunity and protect victims.

Taking into account some of the overviews of progress, it can be noted the following:

- 79% of reports on peacekeeping missions in 2011 and contained a gender perspective (90% more than in the previous year);
- 69% of them contained recommendations, as opposed to only 25% from the previous year;
- 38% of the resolutions of the Security Council in 2011 call for UNSCR 1325;

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[11] United Nations (2010) Women's participation in peacebuilding. General Assebly, Security Council.

[12] United Nations (2012) Report of the Secretary-General on women and peace and security. Security Council.

- Secretary-General himself was in a mission in Sudan and Somalia in order to overview women engagement in peace processes;
- Through increased reporting of the misuses, increased awareness for the problem is indicated;
- 86% of the peace negotiations in 2011 involved women, gender experts were sent in 45% of cases, and women's organizations were involved in 64% of cases;
- 50% of the missions included the Adviser on Gender Issues;

These percentages can be found encouraging, but still only 22% of the signed peace agreements include clauses of gender-percentage equal to that of the previous year. Women's share of senior positions in missions had dropped to 18 per cent from 23 per cent in the political and peace building missions and to 21 per cent from 24 per cent in the peacekeeping missions.

Those data from the Secretary-General report show us that progress is partial and slowly. It also shows that the slowest progress or no progress is attributed to those areas that should show concrete and visible change for women.

Still, those numbers must not discourage women. They have a significant role for reaching sustainable peace. According to UNIFEM's 2000 Independent Experts Assessment on Women, War and Peace[13], the presence of women in peace operations (including female police, interpreters, and specialists) makes a positive difference. The direct participation of women in peacekeeping operations contributes to:

- Improving access to and active support of the local female population;
- Facilitating communication with victims of violence and sexual violence;
- Increase the feeling of security among women and children in the local comunity and creates a safer environment for them;
- Reducing conflict and confrontation;
- Increasing the range of activities in mission;
- Male peacekeepers are more conscientious and responsive in the presence offemale colleagues;

Women in peacekeeping activities

The crucial thing is to recognize that men and women contribute to public life through different qualities and skills. Long time ago, was expected that women should think and behave like men do, if they want to be successful. These days, their differences are seen as an advantage, not as a weakness that should be overcome. The need for equal position of women in peacekeeping activities is doubtless. Therefore, Resolution 1325 is based on important dimensions of women's position in building peace and security: as mentioned, the practical participation in peacekeeping operations, helping resocialization

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[13] UN Peacekeeping (2007) Gender, peacekeeping & peacebuilding [Online] (Updated April. 2012) Available at: http://www.unac.org/peacekeeping/en/un-peacekeeping/fact-sheets/gender-peacekeeping-peacebuilding/ [Accessed at February, .2013]

of domestic people in a foreign country, strengthening of measures for women's protection in conflict from all kinds of violence in war and peacetime etc[14]. The Resolution creates a pandemonium for national security policies in direction of inclusion of women in areas such as crisis management, peace building, peacekeeping, conflict prevention and conflict resolution, democracy implementation and creating of women decision and opinion makers. Good governance requires equal participation and full involvement in all efforts for the maintenance of peace and security.

Preventing or suppressing a conflict is one of women's better skills. On the basis of UN Resolution 1325 the idea of "inclusive security" is developing, which promotes the importance and role of women in creating peace in the world. This is based on the belief that when women participate in decision-making on peace and security, it is more likely that they will prevent violence and insist on a peaceful resolution of the conflict. In addition, it is estimated that women have the skills, knowledge and ability to prevent or suppress conflict, because they have the ability of over passing of ethnic, religious, political and cultural differences. Sociological studies suggest that women are more inclined and willing cooperation of consensus and compromise.

Women have a different way of managing than men have. They are more team-oriented and willing to cooperate, which are characteristics that are considered to be effective, especially in today's less hierarchical, fast-paced world that is managed/leaded by innovations. Women entering intergenerational perspective in their work. They believe that are obliged to make the world safer for their children and their grandchildren, therefore women think more about it when they get into a position of peacekeeper.

Women are also important to build and maintain peace. Nowadays, almost half of peace agreements fail within five years, as half of those who are concerned by the negotiations are not involved. When women are involved in the negotiations, they help to overcome the gap between different groups and to engage a broader range of issues, from food safety to sexual abuse. As a result, the likelihood of maintaining peace is much higher. Women are often guardians of villages and families, and therefore they suffer the most in conflict zones. They are often the target of robbers and rapists, and if included in the peace process, they can help society to heal and resocialize. Empowering women is not necessarily because of political correctness, but in view of improved outcomes. It is about investing in strengthening the economy and the community, to end the conflict and maintaining peace, and on improving the quality of life around the world.

Empowering women is not only proper but also necessary. It is necessarily deeper participation and involvement of women in peace building in the region and globally, primarily due to their persistence and skill not only to achieve peace, but also to build and maintain. Women have shown their potential in peace building through their commitment to peace and security, they have managed to maintain stability and peace at the time of difficulties in the region and the whole world, which has gone through various tragic events[15].

Experience shows that women and women's groups from Macedonia during the conflict period that gripped the country and the region, in difficult conditions formed networks

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[14] United Nations (2008) Resolution 1820. Security Council.

[15] Francesco Bertolazzi (2010) Women with a Blue Helmet : The Integration of Women and Gender Issues in UN Peacekeeping Missions. UN-ISTRAW Working Paper.

actively worked and acted, during the conflict, and in the period after[16].

The three winners of the Nobel Peace Prize in 2011 were women. They have earned the award for fighting for the safety of women and the exercising of the right of women to actively participate in the construction of peace. Furthermore, they contributed to the strengthening of peace in the developing world. Tawkkal Carman earned the award by playing a major role in the struggle for women's rights in Yemen during the growing democratization movement in the religion called Arab Spring. Her struggle was led in very difficult circumstances, and dedicated to the youth of revolution in Yemen and the people of that country. Ellen Johnson Sirlif was elected in 2005 for President after the civil war in Liberia that lasted for 14 years. Leymah Gbowee is a major critic of the violence of the civil war in Liberia. She has mobilized women from all ethnic and religious groups in peaceful activism. Her most famous action was "sex strike" which encouraged women to refuse sex with their partners' during the Civil War. Onwards, this encouraged women to participate in elections[17].

Guiding principles for the integration of gender perspectives

In 2009, the Office of Military Affairs and Gender Unit in the Department of Peacekeeping Operations of the UN initiated the process for creating principles for integrating a gender perspective in the work of the military segment of the UN peacekeeping operations[18]. The principles were developed in three sections, corresponding with the three levels of military involvement: strategic, operational and tactical.

The strategic level includes: planning and technical premises, locating specific choices of risk for women, involvement of local women's organizations in the planning, force generation, gender sensitive monitoring and reporting.

Operational level includes: staff training, physical security of victims and potential victims, their help in the search for justice, sending a sufficient number of female police officers and the UN, and their engagement in disarmament work with women ex-combatants and their reintegration mentoring of women by women in national forces.

Tactical level covers the widest range of tools:
- patrol routes are constituted in consultation with a sufficient number of women;
- patrols and checkpoints are composed of men and women;
- to define the routes followed and women separately (for examples, path that leads to source of water);
- equal distribution of humanitarian aid and food, with special attention to vulne able groups;

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[16] Zurnal (2010) Women for peacebuildng in the Balkans [Online] (Updated June 26.2010) Available at: http://zurnal.mk/content.asp?id=2561092329 [Accessed at March, 2013]

[17] The Nobel Prize (2011) The Nobel Peace Prize. Ellen Johnson Sirleaf, Leymah Gbowee and Tawakkol Karman [Online] (Updated April. 2013) Available at:

http://www.nobelprize.org/nobel_prizes/peace/laureates/2011/ [Accessed at February, 2013]

[18] United Nations (2010) Integrating a gender perspective into the work of the United Nations military peacekeeping operations. Office of the Military Adviser, Department of Peacekeeping Operations Working Paper.

- mobile clinics;
- firewood patrols;
- water roots patrols;
- random patrols and checkpoints;

Another positive example of using the so called tactical level tools are the quick impact projects, such as:

- assistance in collecting or delivering firewood or fuel;
- promotion and assistance in creating alternative energy sources;
- infrastructure projects and construction works;
- activities that would have deterred potential attackers: visible presence, operation "night light", redistribution or displacement of troops;
- measures for confidence building;
- education activities and socialization;
- establishment of female forums for discussion between the grass rooters and peacekeepers.

Those and similar policy guidance provide us with a rather different perspective on what and how gender equality can be achieved or influenced. They also point out the need for approach through a wide spectrum of measures and through different angles and perspective. Obviously, reaching sustainable peace is having a different meaning and different path for men and women.

Conclusion

The modern basis of the importance of women's role in peacekeeping and security in the world experienced full recognition, which contributed previous hard skepticism to be decreased. The biggest recognition is of course the recent statement of Secretary of Defence of the United States, introducing the Israeli example of co-ed combat units as a US reality.

In the world there are many examples of women, contributing to crucial operations. Women leeway the traditional concept of peacekeeping missions and acquire an important role in peace and security processes, as constructors of peace as well as decision makers in peace and security issues. Since the adoption of the UN Resolution on gender equality, Resolution 1325, is noticed a significant advancement of women inclusion in peace and security processes. The Resolution introduced a different approach to peace and security in relation to gender issues, but the continuous dedication of the Security Council on this issues shows that there is still a lot to be done. The best way to describe current situation is to quote the addressing of Ban Ki-moon, the Secretary-General in front of the Security Council on17/04/2013: To succeed, you must use all the tools.... It includes peacekeeping and political missions, mediation efforts, and initiatives to protect human rights, humanitarian aid, and work with everyone involved in the construction of post-conflict peace...

The complexity of reaching sustainable peace is only possible throughout engendering security. Women have shown that they can take every possible role and get out the best of every situation. At the very end, the question would be that if really women were weaker sex why so much is put on proving it? The biggest challenge that remains is educational and cultural: a different mental code is needed.

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EMERRGENCY COORDINATION SUPPORT TO MUNICIPALITY OF STRUMICA 2012

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Introduction

Gender equality refers to equal rights, responsibilities and opportunities for women and men in policy making and programmes where the interests, concerns and needs of both genders are equally considered and met. Women and men have different life experiences, and therefore different concerns, needs and priorities. These differences are partly due to biological factors but mostly occur because of social factors. They also differ in how they experience, respond to, and recover from disasters. When disaster strikes, men and women have different abilities and ways of responding, and in the end the impacts are different.

This document provides a concept for the integration of gender perspectives into the needs assessment study that has contributed to the development of the Early Recovery Plan for the Municipality of Strumica. The implementation of this concept has been coordinated by UNDP Country Office and it was supported by the Country's UN Disaster Risk Management Team and relevant national stakeholders.

The focus of this concept was to identify those elements necessary to adequately address specific and differential needs and priorities of women and men, girls and boys with special attention given to the marginalised community living in an informal housing settlement of the city of Strumica "Tursko maalo".

Background

The extremely dry conditions in July and August 2012 and successive heat waves that have affected entire Southeastern European region, have led to wildfires in entire country. In the area of Strumica Municipality, 400ha forest with endemic white pine was completely destroyed. The informal housing settlement next to the affected forest has been under threat. 4 people have died and 14 have been badly injured. Approximately 3,000 mixed Turkish and Roma people who live in the informal housing settlement faced the wildfire disaster.

UNDP supports the coordination process led by the Municipality of Strumica and by engaging international and national experts to conduct a post disaster needs assessment which will properly address the needs of the affected people and livelihoods. In addition,

it has been noted that special attention should be given to the vulnerable groups mainly represented by the Turkish and Roma community living in an informal housing settlement near to the affected forest.

The needs assessment has revealed the real extent of damages caused by the wildfires in July and August 2012, and enabled the municipality to prepare an adequate early recovery plan. In the basis of the needs assessment UNDP and national institutions have supported municipal authorities in undertaking integrated early recovery activities.

Rationale

One of the best ways to assess the aftermath of a disaster is to undertake a cross-sectoral assessment, estimating post-disaster damage and losses and identifying the relief, recovery, reconstruction and risk management needs. One of the approaches used by governments and international partners is the Post-disaster Needs Assessment (PDNA).

PDNAs use two complementary methodologies. a) Damage and Loss Assessment (DaLA) methodology which provides an overview of the damage, loss and macroeconomic impacts of a disaster; and b) the Human Recovery Needs Assessment (HRNA), which analyzes the macro effects of a disaster on human development. These methodologies rely on quantitative analysis of the pre-and post-disaster situation but have recently been complemented by a qualitative component called the Social Impact Analysis (SIA). The SIA assesses the social consequences of disasters and post-disaster aid efforts and highlights issues that may have otherwise remained hidden, for example, exclusion of particular sub-groups, social accountability, and local political economy dynamics.[1]

Recently, the United Nations Development Programme's Bureau for Crisis Prevention and Recovery (BCPR) has, in partnership with UN agencies and the World Bank, led an effort to strengthen the Human Recovery Needs Assessment (HRNA) aspect of PDNAs through the inclusion of the analysis of the macro effects of disaster on human development. Like the DaLA, such analysis consists primarily of a quantitative analysis of pre- and post-disaster development pathways, but uses human development indicators such as the Human Development Indicators and Millennium Development Goals as benchmarks. The aim of the revisions is to strengthen the approaches used to assess the human impacts of disasters.

Why gender post-disaster needs assessment

Gender relations in disasters reflect gender relations in society. It is also largely accepted that women and men have different needs and behavioral patterns before, during and after disasters. Women and men differ in how they experience, respond to, and recover from disasters. When disaster strikes, men and women have different abilities and ways of responding, and in the end, the impacts are different.

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[1]   Gender-Sensitive Post-disaster Assessment, Guidance Note 8 on Gender and DRM, The World Bank, 2012

Evidence suggests that gender relations in society predetermine gender relations in disasters. It has been widely observed, researched and documented that women are more vulnerable than their male counterparts. Socio-economic, cultural, and political differences affect women's vulnerability to disasters putting them at a greater degree of risk.

Men, too, can be harmed by gender-based social expectations, especially during and in the aftermath of disasters. Socially and culturally, men are expected to participate in dangerous rescues and in post-disaster phase they are expected to deal with their own losses and grieve alone. According to stereotypical views, men are expected to be strong and face the crisis in a manly manner.

Marginalized communities and the impact of disasters

The differences in female and male vulnerability can be further compounded by marginalization on the basis of age, disability, socio-economic status, ethnicity or other factors.

The poorest communities often suffer the most when disasters occur. Marginalized communities have poorer access to information on risks, therefore when disasters occurs they often have less information on issues such as possible evacuation, special humanitarian distributions etc.

These communities are therefore unlikely to have proper infrastructure, water supply and sewerage, paved roads, and electricity. Their houses are often of low quality and are easily destroyed by fire, flooding, landslide and earthquake.

There has been a previous experience in Macedonia were marginalized communities have suffer most from wildfires. In 2007 wildfires in Bitola, at Bair Roma settlement located on the fringes near the city forest, around 178 people were evacuated due to the danger of death or injury.

The informal settlement "Tursko maalo" of Strumica affected by the wildfire in 2012 fits completely into this model. It is located in the suburb area near the city forest where approximately 3,000 mixed Turkish and Roma people live. The community lives in high poverty, often in illegally build houses with poor quality easy destroyed by fire or floods, with no proper infrastructure, neither proper water supply nor sewage system.

Law and legal provisions on gender equality in Macedonia

The Country's Constitution and the national laws guarantees complete equality between man and women.[2] The principle of equal opportunities and equal treatment became operational for the first time with the new Labour code enacted in 2005. Here are the strategic documents and lows supporting gender equality:

- In 2006, the Parliament passed the Law on Equal Opportunities that defines discrimination, prescribes policies and measures for ensuring gender equality;
- In 2007, the Government adopted the second National Action Plan for Gender

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[2] Article 9 of the Constitution - Citizens of the Republic of Macedonia are equal in their freedoms and rights, regardless of sex, race, color of skin, national and social origin, political and religious beliefs, property and social status.

Equality (NAPGE) 2007- 2012, based on the motto of the Beijing Declaration which invites the governments to include gender equality in mainstreams, policies, programs and practices;

- In 2010 the Law on Prevention and Protection against Discrimination was adopted.
- In May 2012 the first National Strategy on Equality and Non-discrimination on Grounds of Ethnic, Origin, Age, Disability, and Gender (2012-2015) was adopted.

Despite that the law does not make any distinction between the legal capacity of men and women, many obstacles, both in terms of social status and access to available resources, remain present and prevent women from attaining gender equality.

According to the Global Gender Gap Index 2012 rankings, Macedonia loses eight places relative to last's years ranking and is positioned at 61st place. The country's improvement in the percentage of women in ministerial positions is balanced out by decreases in perceived wage equality, estimated earned income, sex ratio and tertiary enrolment ratios categories. Macedonia is one of the four countries from the region that performs below average on the health and survival sub index.[3]

According to the **European Commission Progress Report 2012,** moderate progress has been made in the Country on women's rights and gender equality. The Sector for Equal Opportunities in the Ministry of Labour and Social Policy still lacks adequate expertise, personnel and budget. The capacity of the equal opportunity commissions at local level remains limited[4]. Little was achieved to improve women's situation in rural areas or Roma women's conditions. Roma women and Roma with disabilities face precarious living conditions because of double discrimination. Support for activities to combat discriminatory customs, traditions and stereotypes remains limited.

Local population

The informal settlement "Tursko maalo" of Strumica affected by the wildfire in 2012 is located in the suburb area near the city forest where approximately 3,000 mixed Turkish and Roma people live. The community lives in high poverty, often in illegally build houses with poor quality easy destroyed by fire or floods, with no proper infrastructure, neither proper water supply nor sewage system.

In lack of official data and reliable sources that will confirm the above mentioned statements, it remains only to use statistical data related to the Municipality of Strumica or to the entire Southeast region of the country and indirectly validate the socially excluded position of these marginalized community in the country.

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[3]   The Global Gender Gap Index examines the gap between men and women in four fundamental categories (sub indexes): economic participation and opportunity, educational attainment, health and survival and political empowerment.

[4]   Ministry of Labour and Social Policy (MLSP) has established local Commissions on Equal Opportunities and has appointed coordinators in 81 municipalities to implement the Law on Prevention and Protection from Discrimination and the Law on Equal Opportunities.

Demographic data Municipality of Strumica:	
• No. of population	• 54,676 inhabitants[1]
• Gender distribution (male and female)	Male 27,340 (50.01%) Female 27,336 (49.99%)
• Age distribution	Age 0-19 y. = 15,256; Age 20-60 y. = 31,711; Age above 60 y. = 7,709.
Productive-economic data	
• Employment rate (2011)[2] (for Southeast Region)	• 64.4 [3] men and women (not available)
• Unemployment rate (2011) (for Southeast Region)	• 9.3 [4] MEN 8.8 WOMEN 9.9 Urban men 17.9 Urban women 20.6 Rural men 3.3 Rural women 3.6

• No. of registered businesses in 2011 (Municipality of Strumica)	Total 2,558			
	Micro	Small	Medium	Large
	1,613	924	18	3

Social data (housing and land, health, education and social services)	
Education • Registered students in Primary school 2011/2012	**TOTAL: 5,653** boys 2,865 (50.68%) Girls 2,788 (49.32%)
• Registered students in Secondary school 2011/2012	**TOTAL: 4,106** boys 2,072 (50.46%) Girls 2,034 (49.54%)

[1] State Statistical Office, census of population 2002

[2] The only official data refer to the Southeast Region of the Country where municipality of Strumica belongs to; Source: State Statistical Office, Regions of Republic of Macedonia, 2012

[3] In 2011, Southeast Region registered the highest employment rate in the country 64.4

[4] In 2011, Southeast Region registered the lowest unemployment rate in the country 9.3

According to State Statistical Office, based on the Survey on Income and Living Conditions in 2010 the at-risk-of-poverty-rate in the Republic of Macedonia was 27.3%.[5] If social transfers and pensions are excluded from the total household disposable income the at-risk-of-poverty rate is 42.8%.

According to the most frequent activity status, the at-risk-of-poverty-rate for unemployed persons is 50.6%, while the at-risk-of-poverty-rate for employed persons is 9.9%. Analyzed by household types, the most vulnerable are the households of two adults with three or more dependent children, while 36.5% of persons who live in that kind of household are poor.[6]

Table 1. At-risk-of-poverty rate by most frequent activity status and by gender in 2010			
Activity status	Total	Male	Female
Employed	9.9	10.9	8.3
Unemployed	50.6	57.2	42.1
Retired	15.9	19.7	12.1
Other inactive population	34.6	31.5	35.1

UNDP/World Bank/EC conducted regional Roma survey 2011, which shows that the unemployment rate for Roma generally in Macedonia is as high as 53% (27% non-Roma). Unemployment rate among women is far higher compared with that of men. Women have a 70% while men 45% unemployment (figure 1).
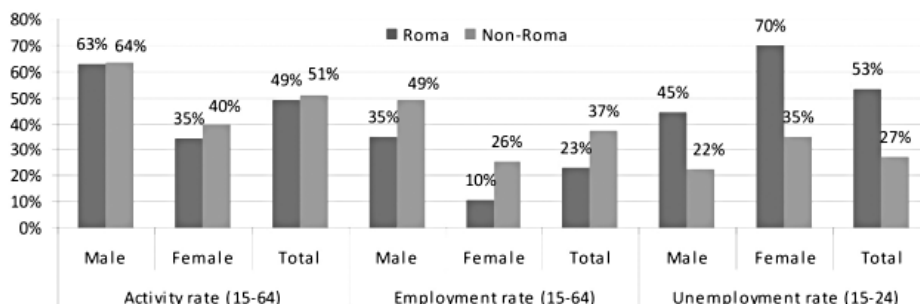

Figure 1. Employment and unemployment rates* (15-64)
Source: UNDP/World Bank/EC regional Roma survey (2011)
Note: * - as per ILO definitions

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[5] State Statistical Office has conducted survey according to the European Union recommendations, using so-called Laeken poverty indicators. The source for poverty calculations are incomes, and the poverty threshold is defined at 60% of median equivalised income

[6] At-risk-of-poverty threshold of four-person household (2 adults and 2 children aged less than 14) is annual equivalent income of 127,859.00 denars or 2,080 Euro.

Since the Turkish and Roma families of Strumica usually live in larger households with more than 4 family members and their unemployment rate is higher than the average national rate, it can be concluded that the residents of the Tursko maalo live in deep poverty and are one of the most marginalized and socio-economically excluded community in Municipality of Strumica.

Gender post-disaster needs assessment

Aim of the assessment

The aim of the post-disaster gender assessment is to identify or at least to estimate similar or different cross-sectoral needs of women, girls, men and boys affected by the wildfires in Strumica. By that, the assessment should provide inputs on the effects of wildfires on the women and men resulting recovery needs and vulnerabilities.

Methodology and research tools

The data collection was logistically supported by the local NGO "Yardim Eli – Humana Raka". The methods included informal discussions with representatives of local stakeholder institutions and NGO working with Roma and Turkish marginalized community; individual interviews with women and man; small focus group semi-structured interviews were carried out (separately man and women).

The participants in the focus group were chosen to represent the Turkish and Roma men and women affected by the wildfire near Tursko Maalo. On 29.11.2012 two groups' discussions were carried out (separate men and women focus groups). All of the participants where residents of the so-called "Tursko Maalo", representatives of the Roma and Turkish ethnic community. The age of the participants ranged from 23 to 56.

The aim of the focus group discussion was to create an informal situation, in which men and women separately describe the fire disaster from their own point of view and compare the identified needs.

Additionally six individual semi-structured interviews were conducted, three men and three women, residents of the so-called Tursko maalo.

Despite the identification of the men's and women's needs, the purpose of the conducted interviews was to get a clear picture about the roles of men and women in the family before and during the fire, find out about the behavioral differences in the husband and wife relationship, participation of women in decision-making, and women's income or economic dependence in the family.

Data analysis of needs assessment

Disasters often disproportionately affect women. They may kill a higher proportion of women. But men, too, can be harmed by gender-based social expectations. Socially and culturally, men are expected to participate in dangerous rescues, take tough and physically

hard jobs and according to stereotypical views, men are expected to be strong and face the crisis in a manly manner.

In the case of Strumica all 18 injured were male. Four of them were not able to overcome the major burns and died in City Hospital in Skopje. The first two victims were brothers employed in Public Enterprise "Makedonski Sumi – Belasica" (Macedonian Forests), while the other two men were volunteers who willingly joined the firefighters. Out of 14 injured, seven were young children with light injuries and one fifteen-year-old boy with second-degree burn that was transferred to the City Hospital in Skopje.[7]

Findings from both focus group discussions

On 29.11.2012 two separate (men and women) groups' discussions were carried out. All participants where Turks and Roma, residents of the so-called "Tursko Maalo". The age of the participants ranged from 23 to 56. According to the NGO coordinator who arraigned logistically the meetings with both groups, it was harder to convince women to participate in such activities. Regarding the men's group, those who participated in fire fighting were targeted for participation in the focus group. Therefore out of 12 participants 6 were workers of Public Enterprise "Komunalec"[8] who were part of the firefighting team since the beginning of the fire.

From discussions with the two groups while describing and reconstructing the fire of the 23rd July 2012 no differences could be noticed. Everyone pointed out that the smoke and its strong smell made them realize that there is a strong fire nearby their houses. Women stayed closed at home taking care of their children and elderly parents' wile their husbands were out fighting the fire. According to the participants around 30 – 40 men from Tursko maalo volunteered and participated in the firefighting activities.

Also young boys aged 15 – 18 years, assisted the firefighters and volunteers by supplying them with drinking water. At the beginning boys were prevented from participating in the firefight, but later on their assistance was accepted and highly appreciated.

Four to five neighboring families, who live in houses next to the forest, fearing from the fire have left their homes and spent the first night with relatives who live in the lower part of the settlement. No assistance was offered to these families either by local authorities or by other institutions.

All women participants in the focus groups were unemployed, living in large households with 3 to 5 children including elderly parents or grandchildren. Those that have no job and low-income in a household are eligible for receiving 'monthly social assistance' (Box 1. Social financial support). Because of the dense smoke and the flying ash, women were forced along with their children or grandchildren to enter and stay into their homes. Some of the women participants had witnessed few women and

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7   http://www.time.mk/read/a93ca38773/f7ec285a64/index.html and http://www.utrinski.com.mk/default.asp?ItemID=137A816D18E00F4C87E553A63932CD00

8   Public Enterprise Komunalec is responsible for collection and disposal of municipal solid waste, maintain public hygiene of urban and suburban areas, supply with drinking water, disposal and treatment of waste water and environmental protection and beautification

children coughing and vomiting as a result of smoke inhalation. They also remember the days during and after the fire, when the smoke and burning smell had made their fasting days of the holy month of Ramadan very difficult.

Box 1. Social financial support

Social benefit
The right to social benefit has a person or household capable of work, financially insecure that generates total income lower than the amount of social assistance and based on other regulations is unable to obtain means of existence.

The amount of social benefit in 2010

	100%		50%	
Per person	MKD 2,140	€ 35	MKD 1,070	€ 17
Household with two members	MKD 2,932	€ 48	MKD 1,466	€ 24
Household with three members	MKD 3,724	€ 61	MKD 1,862	€ 30
Household with four members	MKD 4,516	€ 73	MKD 2,258	€ 37
Household with five or more members	MKD 5,308	€ 86	MKD 2,654	€ 43

* The amount of social benefit in the first three years is equal to 100% of the determined amount, and after the third year 50% of the determined amount.

Child benefit
The right to child benefit has a child in a family whose income on all grounds per family member are up to 2,415 MKD *(€ 40)*, and for child of a single parent 4,226 MKD *(€ 69)*.

When asked, "*What went wrong, and what could be done differently?*" the two groups had a similar opinions and proposals but with different priority order.

According to men the first intervention was very week. Initially only few firefighters have come to the location without any equipment or tools which was not enough to control and localize the fire. Afterwards everything was much harder and difficult. "*If there was no rain, we believe they could never put out the fire*".

One of the weaknesses of the intervention according to the men's group was definitely the lack of fire extinguishing equipment and tools. "*Firefighters and volunteers cannot put out the fire with their bare hands*". One of the participants remembers long ago when a fire even bigger than the one in 2012, caught the forest of Strumica suburbs, the intervention in terms of organization as well as mobilization and provision

of tools and equipment was much efficient.

All participants agreed that the narrow and unpaved streets of the settlement and the poor infrastructure have prevented the fire trucks to arrive at site. This was identified as one of the crucial and main obstacles that prevented the full impact of the intervention.

The first thing what women emphasized was the accused pregnant woman of having started the fire without strong evidence to prove the allegation. Although it was never confirmed, it still remained known that a Roma/Turkish woman started the fire. By that the Turkish/Roma community from Strumica was blamed for the death of 4 Macedonians. The old women said "*Many of us were afraid of revenge, which increased the psychological pressure on our children and women of this settlement*".

Findings from the individual interviews

Six individual semi-structured interviews were conducted, three men and three women, all from the so-called Tursko maalo. All interviewees were married and are living in large households with 4 – 15 family members (table 2). Most of the interviewees and their spouses have low education.

Table 2. Age and Size of the household

	Men			Women		
Age:	34	48	54	45	46	57
Size of household:	4	15	5	7	6	7

Table 3. Level of education of interviewees and their spouses

	MEN	WOMEN
No education		3
Primary	5	2
Secondary		1
High	1	

Each of the 6 interviewees have stated that are living in a male-headed households, were women show economic dependence since only one of them is working and her share in the household income is equal with her husband 50% : 50%. When asked "*who keeps the family money*", all 6 interviewees answered the women (wife) but on the

other hand only one of them has her own bank account.

When it comes to the decision-making system in the family, all 6 interviewees answered that both partners participate in decision-making regarding issues related to children or decision on the use of family recourses.

Regarding their views about the fire, no households suffered any damages. Only one interviewee stated that had psychological consequences from the fire. Depending on how close they leave to the forest, each interviewee estimated the risk differently (table 3).

Table 3. Level of estimated risk exposure during fire*

Level	I	II	III	IV	V
Men	1				2
Women			2	1	

*The higher the level the greater the risk

The roles of the interviewed women during the fire were not different than those of the focus groups. All women stayed at home to keep the children, grandchildren or elderly parents safe, while their men were either fighting the fire or were at work.

Needs and recommendations

Needs	Recommendation	Time-frame
Rise awareness of the population about the risks of fire and other forms of disaster	Awareness campaign and trainings for men and women, girls and boys, on prevention from fires;	Long-term
Empowerment of women and their inclusion in the decision making processes at local level	Strategic planning by local authorities and other relevant stakeholders on equal inclusion of women in decision making processes	Long-term
Integration of Roma/Turkish community in fire protection and prevention activities; and Provide trainings and education for prevention from fires;	Establishment of Voluntary fire protection association with participation of men and women of the Tursko maalo settlement;	Medium-term
Introducing the importance of gender equality and the gender mainstreaming in disaster management	Trainings to the local authorities about gender equality and importance of gender mainstreaming in disaster management	Medium-term
Improved infrastructure, access to safe drinking water and adequate solid waste disposal and water waste treatment	Legalization of the illegal houses and proper urban planning of the Tursko maalo settlement	Long-term
Prevention of Roma/Turkish settlement from future fires	Creation of protective zone "fuel breaks" between the houses and the forest; Elimination of sources that can cause fire, such as illegal connections in the city electrical network	Medium-term
Psycho-social support for children, men and women who suffered trauma during the fire	Provision of psycho-social support either by medical staff or by Centers for Social Work to the victims of fires	Medium-term

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