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GENDER EQUALITY AND GENDER PERSPECTIVE IN DEFENCE AND SECURITY

Skopje
September 2013

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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.

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Review

THE LABOR MARKET AND THE POSITION OF WOMEN IN DEFENCE SYSTEM

Snezana Mojsoska,PhD
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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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