

Project Title: Developing Gender Agenda in the Ministry of Interior of the Republic of Serbia 2016-2018

Sector: Justice and Home Affairs

Beneficiary country: Republic of Serbia, Ministry of Interior, Sector of Human Resources

Implementing partner: Swedish police

The total value of the project: 330,000 Euros

Project duration: 36 months

PROJECT OBJECTIVES:

Overall objective: To provide adequate gender proportion at all levels (ranks, grades, specialities) in accordance with the proportion of women within the working age population

Project Purpose: Implementation of policies and procedures in the Ministry of Interior of the Republic of Serbia which provide greater proportion and retention of women in police work; and overcoming the identified formal obstacles to the advancement of women in the police as well as the obstacles arising from the police culture.

MANDATORY RESULTS

RESULT 1 Policy of respect for diversity and equal opportunities implemented within the system of human resource management with an emphasis on equal opportunities for women.

RESULT 2 The structures and procedures implemented which guarantee the prevention and response to incidents of gender-based discrimination and sexual harassment of women and men employed in the MoI and in the General Police Directorate

- RESULT 3** The voice of women employed in the Ministry of Interior, through the Association of women police officers, influencing decision-making in the Ministry of Interior concerning the business processes in the Ministry of Interior and police work
- RESULT 4** Senior managers adopted competencies (attitudes, behavior, skills) necessary for the proper implementation of the policy of respect for diversity and equal opportunities in the police

ACTIVITIES IMPLEMENTED DURING THE PREVIOUS PERIOD

A Project activity plan has been developed during 2017.

Within the Result 1 a research was conducted with the objective of assessment and identifying the presence of gender aspects in all functions of the Human Resources Management and also the barrier for retaining women and their advancement on operational positions in the Ministry of Interior of the Republic of Serbia.

Within the Result 2 an interactive workshop was delivered where different ways to improve mechanisms of protection were discussed and some new were suggested in order to contribute broader protection from all kinds of discrimination and sexual harassment.

Within the Result 3 an International Conference was held where countries from the Region Western Europe shared their experiences regarding forming a network of women police officers.

Within the Result 4 the beginning of education for gender sensitization of managers in order to more efficiently support all processes of empowerment of women in the Ministry of Interior is planned during 2017, although we can say that this process has already started during interactive workshop held in November 2016 on the occasion of another objective, bearing in mind that senior managers attended from all organizational units.

THE CURRENT ACTIVITIES:

Developing the action plan for 2017.

Within the Result 1, after reviewing the results of the analysis, the process of Creating equal opportunity policy and its implementation into HR management function has started, with clear recommendations for implementation.

Within the Result 2, ongoing preparation of a workshop where all mechanisms for protection from all kind of gender based discrimination and sexual harassment will be chosen and adopted, which have already been defined as potentially acceptable in the MoI system.

Within the Result 3, ongoing communication with employees in the MoI to establish the critical mass in order to form a network of women police officers.