

Conference Summary

The regional dialogue on Gender and Security: Uniting Governments' and CSOs' Efforts in Implementation of the UNSCR 1325 Agenda



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Belgrade,
May 2013

Introduction

The Regional Dialogue on Gender and Security: Uniting Governments' and CSOs' Efforts in Implementation of the UNSCR 1325 Agenda was organized on 25 and 26 April, 2013 in Ohrid Macedonia. The event is supported by UN WOMEN and co-organised by five CSOs: [Belgrade Centre for Security Policy](#) (BCSP, Belgrade), [Center for Research and Policy Making](#) (CRPM, Skopje), [Institute for Democracy and Mediation](#) (IDM, Tirana), [Kosovar Center for Security Studies](#) (KCSS, Prishtina) and [Women to Women](#) (Sarajevo). The conference gathered 47 representatives from state agencies, government equality bodies, ministries of defence, ministries of interior, local civil society organizations and international organizations from the Western Balkans: Albania, Bosnia and Herzegovina, Kosovo and Macedonia.



The goal of this conference was to facilitate a dialogue among governmental and non-governmental leaders in promotion and implementation of *UNSCR 1325 Women, Peace and Security* in Western Balkans. In other words, by uniting a dialogue between different stakeholders, the purpose was to create a platform for an exchange of real life challenges to the implementation

of UNSCR 1325 and good practices rooted in the context of this region. Also, by building a trust between CSOs and governments the aim was to put into the practice one of cornerstone UNSCR 1325 principles - participation of women and their organisations in decision-making on security matters and in peace-building.

In the following paragraphs are presented the results of the Conference.

IMPLEMENTATION OF UNSCR 1325 IN THE WESTERN BALKANS – LESSONS LEARNED AND WAY FORWARD

Countries are currently at different stages of gender mainstreaming in security sector and the implementation of UNSCR 1325. While, Albania has not yet developed a plan, Kosovo is waiting for its adoption in the Parliament. On the other side, Macedonia is taking a first steps since the Action Plan is adopted in January 2013 while Serbia and B&H are in the third year of implementation of NAP. However, Bosnia and Herzegovina is the only country in the region that will adopt this year the second generation of an action plan for the period 2013-2017. Even though Albania hasn't developed NAP, gender is mainstreamed in security sector under the umbrella of National Strategy on Gender Equality and the Fight against Domestic Violence (2007-2010) and the revised strategy for 2011-2015 (NSGE-DV).

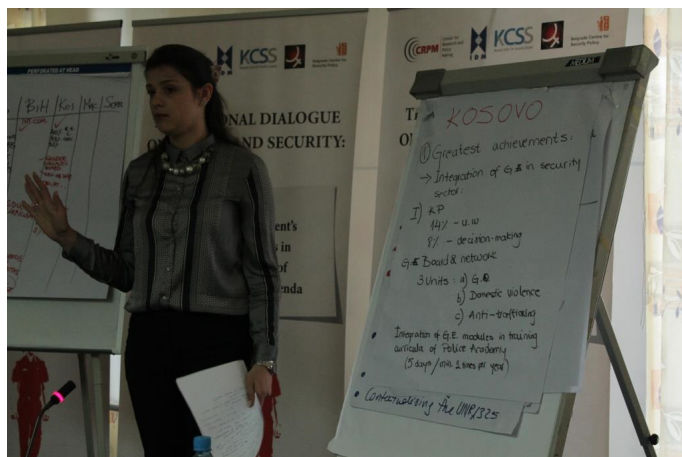
Country	NAP/AP 1325 status
Albania	/
B&H	Adopted in July 2010
Macedonia	Adopted in January 2013
Kosovo	Draft NAP 1325
Serbia	Adopted in December 2010

Table 1. NAP/AP 1325 status

The greatest achievements in UNSCR 1325 implementation in the Western Balkans

All mentioned countries in the region were the most successful in **adopting gender relevant legislation**, such as Gender Equality Act, Antidiscrimination Act, strategies for fighting gender based violence and similar documents. Creation of legal framework was accompanied with the **establishment of various gender equality mechanisms at national, provincial/entity and local level**. Most of the gender equality mechanisms at national level are created within the executive and legislative branch. Those mechanisms encompass bodies such as the government councils or agencies for gender equality, departments for gender equality within ministries (for labour and social affairs), gender focal points in ministries and parliamentary commissions/committees for gender equality. Besides, in all countries independent bodies responsible for protection of citizen's rights, improving gender equality and/or protection against discrimination are established. At the local level, there are employees that serve as focal points for gender equality, commissions/councils or parliamentary committees for gender equality within local self-government. **B&H** has far more complex structure and numbers of governmental bodies, agencies, etc. than other countries arising from complex form of governance established by the Dayton Peace Accords. **Serbia** is the only country in the region that, on the basis of NAP, established very complex set of mechanisms for the UNSCR 1325 implementation only. In addition to these mechanisms, most of the countries established in their security sectors special units dealing

with gender equality or human rights. For example, within **Macedonian** MoD a Gender Perspective and Gender Equality Committee was constituted in 2012 with the aim of undertaking comprehensive activities to include gender perspective in the defence policy. Furthermore, The Ministry of **Kosovo** Security Force and the KSF established the Office for Human Rights and Gender Equality and there are various police specialized unites for gender based violence and human trafficking.



The progress was also made in **increasing political participation of women and representation of women in security sector**. For example, there are around 30% of women in the parliament all over the region which has been a significant improvement in comparison to the earlier period. Nevertheless, the participation of women is still understood in terms of quotas and

number of women that are represented in the institutions. Lastly, improvement has been made in government's acknowledgement of the role that CSOs played in advancing gender equality all over the region. Thanks to that there has been also **an improvement in the cooperation between government and CSOs**.

NAP/APs structure and neglected issues

Main topics covered by different NAPs refer to the main areas of the UNSCR 1325 – **participation** (increasing the number of women in decision-making positions; increasing the number of women in the security sector; including women in peace-keeping missions), **protection** (protecting and empowering women and girls who were victims of the conflicts in the region), **prevention/training and education** (providing education and training for security sector personnel on the issues of women and security) and among other, to improving **cooperation** between governments, civil society and international organizations. Even though NAPs cover similar topics, the concept of security they are promoting differs. Namely, Action Plan of B&H and Kosovo are more focused on human security and addressing the issue of violence against women and girls during wartime and trafficking. Serbian NAP is more oriented on women in security sector, their representation, participation in decision-making and peace-keeping missions, and challenges they are facing from recruitment to retention and career development. The concept of human security in Serbian NAP is not missing, but it's rather neglected in this phase of implementation. Macedonian

NAP covers all aforementioned issues, but special emphasis has been given to prevention - prevention of conflict and all forms of violence against women and girls.

In spite of the fact that the legal framework related to gender mainstreaming in security sector was completed, and that APs cover the main areas of the Resolution, there has been a gap in implementation of 3Ps (participation, protection and prevention).



Even though Albania, B&H, Kosovo (UNSCR 1244), Macedonia and Serbia made a visible improvement in the increased representation of women in politics and security institutions, there is still a lack of women in the decision making process and operational posts. Women participation in the security sector in the region varies from country to country, but, generally, the number of women in the military and the police has grown in the last decade while their representation in the high ranks has in most places, but not all, remained relatively modest. Women are slightly

more represented in the police services than in the military. Greater inclusion of women in the security sector in Bosnia and Herzegovina and Kosovo was decisively influenced by the presence of international factors such as NATO, KFOR, EULEX and OSCE (Helsinki Human Rights Committee in Serbia Report, 2012). In spite of these achievements, security institutions haven't still ensured the adequate representation of women in security institutions and their participation in peace and security initiatives at home and abroad. Women's role and participation in decision making on defence and security, in conflict resolution, post-conflict situations and peacekeeping missions are still marginalized. Therefore it is not surprising that security sector is still perceived as 'a man's world' and women's role in it has been mainly peripheral or inexistent.

However, out of 3Ps, the most neglected issues in practice were those regarding protection, such as support and assistance to women and girls who were victims of gender based violence during the war.

Lessons learned

Lessons learned from the implementation of UNSCR 1325 in the region are numerous, but they could be divided into three major parts regarding the: 1) concept of security that NAPs/APs promote; 2) role of CSOs and cooperation between CSOs and state bodies; and 3)

sustainability of the whole process (financial resources, NAPs/APs implementation, monitoring and evaluation).

Concept of security

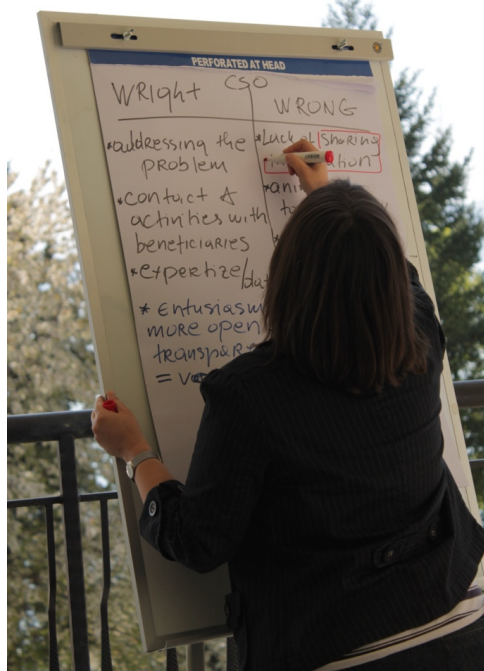
So far, countries have shown little attention to the women's rights issue, which have been neglected or partially implemented. These primarily include addressing conflict-related sexual violence, empowerment of women and girls victims of rape and sexual abuse in 1990s wars in the Western Balkans, but also promotion of active role of women in decision making on defence and security, in conflict resolution, post-conflict situations and peacekeeping missions, etc. Addressing these issues the concept of security will include human security and not only national (state) security.

Role of CSOs and cooperation between CSOs and state bodies

Civil society organizations were one of the main drivers of reforms in many spheres of society. In all the Western Balkans countries civil society, particularly women's CSOs, with the support of donors and international organizations have been urging for gender mainstreaming in the society. During 90's the civil society and in particular all networks of women's CSOs in the Western Balkans have been actively engaged in strengthening and developing the women's movement across the region, aiming at the realization of women's rights and gender equality in general. Ever since UNSCR 1325 adoption in 2000, women organizations have been deeply involved in lobbying for its promotion including lobbying for NAP/AP development and the establishment of mechanisms for its implementation. The role of CSOs was not crucial only in sensitizing societies and governments to the UNSCR 1325, but the civil society representatives have also made the first steps in implementing the Resolution in their countries. For instance, CSOs implemented various projects and activities that directly contribute to the Resolution's implementation, and are especially focused on women's role in peace-building because this issue has been mostly neglected so far. Besides, some CSOs, e.g. *Women in Black* in Serbia, have been critical of the NAP because they find that it ignores the role of women's peace activism and attaches more attention to the state institutions than to the mission and activities of the civil society in the implementation of the Resolution (HHRC Report, 2012). They also draw attention to the Government obligation to inform annually CSOs on the dynamics of the implementation. CSOs used the Resolution as a valuable monitoring tool. In this regard they annually publish shadow reports and constantly advocate, lobby with and exert pressure on relevant national institutions.

Still, they are not perceived as partners to the government. CSOs are of opinion that government does not appreciate their expertise and not using it for the implementation of Resolution. Moreover, the government tend to overtake all merits for development of an action plan and its implementation. Further, the government often lacks of understanding of diversity of CSOs, thus often giving priorities to *think-thanks*, security organisations and experts while neglecting or marginalizing women CSOs, human rights defenders and others. They also have an opinion that gender equality agenda is last to be recognized as a

government's priority and that the process of UNSCR 1325 implementation is not sufficiently transparent. The main objections to government's work are also referred to complicated or in existed procedures for communication with CSOs. Nevertheless, they appreciate government's political will and efforts in mainstreaming gender in security sector.



Opposite to this, the government representatives often report their misunderstanding of CSOs language claiming that CSOs representative lack skills in communication with government. They also state that CSOs are not having a good understanding of security sector and hierarchy. Even though CSOs are well informed with effective mechanisms of transferring knowledge to security institutions sometimes there are seen as too critical by not offering any relevant solutions. In addition to this, in government's opinion one of the CSOs weaknesses

is that they are not able to join forces and recourses.

Lessons learned is that mutual understanding of CSOs and government's work is at the low level and should be increased since it is crucial for establishing sustainable dialogue between state bodies responsible for the implementation of the plan and civil society.

NAP/AP sustainability

So far, substantial financial support for the implementation of UNSCR 1325 throughout the region was mainly provided by the international organisations such as UN Women, the OSCE Mission, UNDP, DCAF and many others. Although there is a growing awareness of government official and other representatives on the importance of gender mainstreaming in the security sector, none of them was able to secure sufficient financial resources for the implementation of the NAPs. Only in case of Kosovo, there is envisaged a budget for implementation of action plan foreseeing that the government should allocate 51% of the budget and the rest (49%) will be fundraised through projects. If the governments do not include goals and activities foreseen by NAPs in their regular mid-terms and long terms plans and allocate sufficient resources to their realization, this could in close future seriously influence the sustainability of the whole process.

Legislation vs. implementation

Gender equality efforts in the last decades have been overwhelmingly focused on enriching and improving the legal framework by signing and ratifying international conventions and

drafting and passing laws on gender equality and non-discrimination. Legal framework for gender equality and non-discrimination in most of countries was finalized in past several years. Main driver for putting legislation in place was meeting EU and/or NATO accession criteria. In light of its integrationist efforts, the adoption of a gender mainstreaming strategy represented one important element of the EU and/or NATO conditionality policy.

In parallel with the process of adopting the gender equality legislation across the region, the process of security sector reform resulted with establishment of new institutions, structures and chains of responsibility for the security sector, thus marking the completion of the first generation of SSR. Once the preconditions for gender mainstreaming in the security sector were set, came the more difficult task of ensuring the implementation of relevant policies. Slow and limited implementation of the laws and adopted measures arise from the lack of political will, the absence of widespread norms to support legislation, and the scarce human and financial resources and professional capacities in the relevant institutions. The overall slow pace of democratic transformation, compounded by the economic crisis and traditional conservative gender-related stereotypes, additionally hamper the pace of the implementation of the UNSCR 1325 (HHRC Report, 2012).

The success of the implementation of the NAP 1325 at the government level depends on monitoring and evaluation toolkit. At this point there are no common set of indicators for monitoring and reporting on the implementation of NAP 1325. The civil society representatives and government coordinating body in Serbia are currently making efforts to develop a common set of indicators that would be used for monitoring and reporting on the implementation of the NAP.

Lastly, one more thing important to sustainability of the whole process is ‘localisation’ and ‘regionalisation’ of the Resolution. This means that countries have to put more effort in transferring the NAPs from national to local level and creating networks at the regional level between civil society and government officials thus helping to unite the efforts between gender and security community in implementation of UNSCR 1325.

Way forward



The impact of NAPs/APs 1325 in the region will continue to depend primarily on the level of understanding of decision-makers why gender mainstreaming is important and how it benefits the work of security sector. Depending on that, financial resources will be

allocated for NAP/AP activities, such as education, research, etc. It is therefore important to ensure **exchange of ideas and practices** between representatives of gender and security institutions and CSOs in the region. NAP/AP implementation is a learning process in which taking into account experiences of the countries in the region helps avoid same stumbling blocks. Depending on particular topic and having in mind the different contexts among the countries in the region, both multilateral and bilateral cooperation is regarded as valuable. For that purpose, existing inter-governmental and civil society networks, such as the Women Police Officers Network in the SEE (WPON) and Regional Women's Lobby (RWL) could be used. Also, at the national level formalization of the cooperation between CSOs and state bodies and adopting protocols of communication could be of utmost importance. Official procedures in communication can help both sides to understand each other and to work together more efficient.

Participation of women beyond quotas is one of the most challenging priorities in forthcoming period. It is important to have in mind that the simple increase in the number of women working in the security sector is not a goal *per se*, nor is it enough. In order to truly reform the security sectors in the region, so to have the provision of human security and respect for human rights (of both citizens and employees) in its core mission, changes in organizational culture (of exclusive masculinity) is needed. This is still a long way to achieve, since it requires protective anti-discriminatory measures and instruments, and first of all the willingness of the institutions themselves to change from within. In that respect adoption of NAP 1325 is a positive step that contributes to this process.

Unsatisfactory level of **transparency** of the work of institutions in charge for NAP/AP implementation is a common challenge across the region. Although, generally, the level of transparency of state (security) institutions in the region is low, this should not discourage CSOs in demanding from institutions to make information related to NAP/AP implementation publically available. Moreover, state institution should be transparent and open to all interested parties. Only in that way government can ensure full participation of CSOs, especially women's organizations. Good example in this regard is B&H, where a specialized website for the purpose of informing the public about AP 1325 implementation is created.

One of important preconditions for ensuring the successful implementation of NAPs/APs is the existence of effective mechanism for regular **monitoring and evaluation** of NAP/AP implementation. As evident from experience of European countries that are implementing NAPs 1325¹, the absence of such a mechanism is often the main reason why the impact of NAP 1325 remains limited. Although all regional NAPs/APs envisage some kind of

¹ EPLO (2012) *Online Dialogue Report: Civil society support to monitoring and evaluating NAPs on Women, Peace and Security*. Available at: <http://www.peaceportal.org/documents/10156/0/1325+Online+dialogue+report+Final.pdf>

monitoring mechanism or body², it is important that these bodies become fully operational. The monitoring and evaluation should also include independent monitoring by CSOs, so to ensure the accountability and transparency of institutions in charge for NAP/AP implementation.

Key messages from the regional dialogue on Gender and Security: Uniting Governments' and CSOs' Efforts in Implementation of the UNSCR 1325 Agenda

About civil society:

- Civil society, particularly women organisations, should be perceived as government partners, not as states enemies
- Civil society organisations are not monolith (but include service providers, watchdogs – human rights defenders, *think – tanks*, independent experts, academic institutions, minority groups, etc.)

About development of action plans and implementation of UNSCR 1325:

- Process of development and implementation of UNSCR 1325 should be transparent and open to all interested parties
- Mutual understanding between CSOs and state bodies should be increased
- Cooperation between CSOs and state bodies should be formalized by adopting clear and transparent procedures or protocols of communication. Official procedures in communication can help both sides to understand each other and to work together more efficient.
- UNSCR 1325 goals and activities should be integrated in medium and long term plans of security sector institutions

About UNSCR 1325 – Women, peace and security:

- UNSCR 1325 is not only about quantitative representation of women in security sector institutions
- Political participation of women should go beyond quotas
- Prevention and protection of women and women's right issues, such as gender based violence should not be neglected
- UNSCR 1325 Agenda needs to be translated to understandable 'language' and particularly to the local level
- Security is not only about state (national) security, but it should include human security.
- Feminism is not a nasty word (feminist principles are basic democratic principles).

Monitoring and evaluation:

² Monitoring mechanisms or bodies are Coordinating Board in B&H, Inter-ministerial working group in Macedonia and Parliamentary Commission in Serbia.

- Measuring the success of the implementation of the NAP 1325 at the government level should be improved by developing set of common indicators for monitoring and reporting on the implementation of NAP 1325.

EVALUATION RESULTS

The participants highly appreciated the conference, workshops they attended and speakers/facilitators as well. They consider topics relevant and applicable to their everyday work. Conference fulfilled expectations of all participants. The most frequent reasons for this were: conference was very well organized and tackled the most important issues relevant both, for civil society and government, because of structure/format of the conference that enabled interaction and exchange of experiences and practices (group work instead of plenary speeches), facilitation, because of gathering various stakeholders from the region. Also, participants were satisfied with side events, such as free time for cultural activities, i.e. sightseeing of Ohrid town. Besides programme, participants very satisfied with logistical organisation of the conference, including accommodation and conference venue. Suggestions for improving organisation of conference are better gender balance, to provide translation in mother tongue languages and to provide more time for discussion by extending the programme of the conference to one more day.

ANNEXES: SUPPORTING DOCUMENTS

Annex 1. Conference Agenda

Annex 2. List of participants

Annex 3. Evaluation results

Annex 1. Uniting Governments' and CSOs' Efforts in Implementation of the UNSCR 1325 Agenda

Venue: hotel [Metropol](#), Ohrid, Macedonia

DAY 1: 25 April 2013

08:30 - 9:00 *Registration of participants*

9:00 – 9:30 CONFERENCE OPENING

- **Edwin Berry**, Regional Manager, Women, Peace and Security, UN WOMEN
- **Aneta Stancevska**, Assistant to Minister of Interior of the Republic of Macedonia
- **Marija Risteska**, Director, Centre for Research and Policy Making
- **Sonja Stojanović Gajić**, Director, Belgrade Centre for Security Policy

9:30 – 11:30 WORKSHOP I: Measuring success in implementing UNSCR 1325 in the region

Questions for discussion in groups:

- *What are the greatest achievements in UNSCR 1325 implementation in your country?*
- *What are the reasons for success?*
- *Which aspects of Women, Peace and Security agenda were neglected? Why?*
- *How to ensure continued implementation of UNSCR 1325?*

11:30 – 12:00 Coffee and health break

12:00 – 13:30 PANEL I: Lessons learned from regional initiatives

Speakers:

- **Ivana Radovic**, Coordinator of Prevention and Education Program, Anti trafficking action (ASTRA), Belgrade
- **Verica Goljanin**, Women Police Officers Network B&H
- **Flora Macula**, UN Women Kosovo

Discussion points:

- *What are the factors of success of regional networking on issues of gender and security?*
- *How regional initiatives of CSOs contribute to increased safety of women?*

- *How to further enhance regional cooperation on issues of gender and security?*

13:30 – 14:30 Lunch

14:30 – 17:30 WORKSHOP II: What's the added value of civil society – government cooperation and where are the limits of cooperation?

Questions for discussion in groups:

- *What is the added value of cooperation? Where are the limits?*
- *What are Governments doing right/wrong regarding the dialogue with CSOs?*
- *What are CSOs doing right/wrong regarding the dialogue with Government?*
- *Perspective of international organizations: what both CSOs and Governments are doing well/wrong?*

16:30 – 17:00 Coffee and health break

17:00 – 17:30 Workshop Continued

- Debriefing in plenary and division into cross-country and sectoral groups

19:30 Dinner

DAY 2: 26 April 2013

9:00 – 10:30 WORKSHOP II continued:

Discussion in cross-country and sectoral groups about the conclusions from previous day and finding solutions for improving cooperation between the governments and CSOS, both on national and regional level.

10:30 – 11:00 Coffee and health break

11:00 – 13:00 PANEL II: Way forward on national and regional level

Discussion points:

- *Defining proposals for enhancement of dialogue and cooperation of governments and CSOs*
- *What is the added value of regional networking?*

12:30 -13:00 Next steps and Evaluation

13:00 - 15:00 Lunch and Departure

Annex 2. List of participants

	Name	Institution/Organisation	Country	Contact
1.	Antonijević Zorana	OSCE	Serbia	zorana.antonijevic@osce.org
2.	Apostolova Olgica	Ministry of Labour and Social Policy	Macedonia	olgica.apostolova@gmail.com
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4.	Babić-Svetlin Kika	The Gender Equality Agency B&H	Bosnia and Herzegovina	k.babic@arsbih.gov.ba
5.	Berry Edwin	UN Women Regional	Bosnia and Herzegovina	edwin.berry@unwomen.org
6.	Binaku Hadije	Kosovo Security Force (KSF)	Kosovo	hadije.binaku@rks-gov.net
7.	Blagovčanin Željka	Ministry of Defence B&H	Bosnia and Herzegovina	zeljka.blagovcanin@mod.gov.ba
8.	Bosiljčić Nenad	Belgrade Fund for Political Excellence	Serbia	nbosiljic@bfpe.org
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10.	Cehajić Maida	Atlanska inicijativa	Bosnia and Herzegovina	maida.cehajic@atlantskainicijativa.org
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12.	Gjipali (Pino) Saemira	AIPA	Albania	saemirapino@gmail.com
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	Diana			
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Annex 3. Evaluation Results

Scale to responding to each of the conference questions:

5= excellent Definitely	4= good Yes	3= average Mostly	2= fair Maybe	1= poor No
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Program

1. **Overall rating of the conference: 5 (12), 4 (15), 3 (1);**
2. **Overall rating of the workshops you attended: 5 (13), 4 (11), 3 (4);**
3. **Were the topics relevant for you? 5 (16), 4 (9), 3 (3);**
4. **Overall rating of the speakers: 5 (12), 4 (14), 3 (1), 2 (1);**
5. **Was the material presented understandable? 5 (19), 4 (6), 3 (3);**
6. **Did the conference fulfill your expectations? If yes, why, if not, why?**

Yes (23), Partially Yes (4)

Comments:

- Very well organized. It tackled the most important issues with CS and GOV;
- I liked the most the format of conference. Yes, it totally fulfilled my expectations;
- Yes, because of the format used. Besides that there was some room for entertainment and cultural activities;
- The topics, interaction, structure of the conference, facilitation;
- Very competitive;
- Yes, because it familiarized me with resolution and duties that derive from it;
- Yes, because of bringing different points of views from the region;
- Yes, work in the workshop groups, a lot of interaction, discussions, exchange of opinions;
- Experiences and practices were exchanged;
- Conference was good. It enhanced the dialogue;
- Yes, because of different audience-they share their experience and atmosphere;
- I think that we needed at least one experienced specialist on this topic;

7. **In your opinion, what are the main challenges in cooperation between government and CSOs in dealing with UNSCR 1325 Agenda?**

- Implementation should be in collaboration with both sectors, concrete action plan;
- Respect, transparency, proper implementation;
- Communication, inclusion of CSO's inputs in Gov. strategies and laws, transparency of Gov. procedures;
- The lack of/or limited understanding of each other role and values, lack of trust;
- Understanding from both sides the importance of 1325 and implementing it in their local environment. Transparency and communication.
- Law awareness of capacities of NGO's in this area, lack of established mechanisms for cooperation;

- Establishing good way of cooperation and use of each other resources (expertise) power, better mutual understanding instead of animosity and criticism without arguments;
- Communication in informal and formal way;
- The still existing gap on culture (attitude), procedures, capabilities, information on/with each other;
- The well understanding of both government and CSOs is crucial in implementation of UNSCR 1325;
- Government should understand human security and women's perspective of UNSCR 1325;
- Understanding the background of the UNSCR 1325 (why CSOs brought it- standpoint of feminism and liberal feminism), accepting CSOs and making space for them without misusing the power, implementing key issues for the context of the each country;
- Mutual understanding of the key issues: women's rights, gender equality of gender mainstreaming;
- Lack of understanding and how NGO's can help implementation of UNSCR 1325;
- Government is still not aware of the possible contribution of CSO's to the implementation of UNSCR 1325 agenda.

8. Please tell us, how are you going to apply the knowledge and insights gained at the conference to your future work?

- Within my organization writing projects on the issue;
- In the NGO sector for better communication with the GO at local and national level;
- Better communication;
- It will upgrade my work by including recommendations and suggestions for priority areas;
- Will strive for measures and instructions in my country;
- Awareness and communicate with network;
- It was a great experience sharing an ideas and opinions about this topic, surely it will be an input for the country papers;
- In some directions: in my research, in NGO's activities;
- Consider the learning and approaches in other countries in the work we conduct with both our government and CSOs partners;
- Put more efforts or emphasize on human security and local communities;
- Will do a report;
- To give the best experience and to improve in our work;
- Be offering: the planning (objectives), compare with other NGO's (national. regional), government institutions;
- Sharing the information with my colleagues, reporting to my superiors, giving inputs to further development in implementation of UNSCR 1325
- I will certainly apply it in my activities at home. At the conference I saw things that previously I just presumed, so now when I know the gaps I will make my own new strategy in approaching institutions;
- To plan activities both with government of CSO;
- In the everyday work conducting gender sensitive research, writing policy papers reflecting knowledge and insights from what was discussed in this conference;

- To give more focus on the topics we have discussed;
- It will help me to better understand the 1325 process;
- I don't know directly, but this nonconference really increased my understanding of some important issues;
- I will apply same practise of other countries in my department.

Logistics

9. Please rate your overall satisfaction with:

The conference organization **5** (18), **4** (10);

Food **5** (12), **4** (9), **3** (6), **2** (1);

Accommodation **5** (16), **4** (8), **3** (4);

Location **5** (21), **4** (7);

10. In what ways could the conference be improved?

- Methodology was excellent but should be more structured and punctual!;
- The format was completely fine and complimentary;
- Continuation of this kind of activities using the input of this conference result;
- If the budget of the conference would be higher it could be better;
- A little more time for discussion;
- To be longer;
- More time, language-not everybody is well expressed in English. That might affect the discussion;
- Equal results of representation of government and CSO;
- More time for group work, more time for wide discussion;
- More man.

11. Please provide any additional comments you have on conference locations, topics, speakers or general suggestions regarding the conference.

- Very good!
- Well done!
- The participants should be paid per diems as far as these expenses are cut off from agencies. Thank you.
- You might include Women's Court Initiative into the paper overview of regional initiatives related to gender and security issues.
- Better travel arrangement.
- Next time we need more participants from the institutions of Serbia.
- Location was (is) great. Social event of city tour excellent.
- Well done. Thanks a lot.
- In general I am satisfied with all aspects of the conference. I want to emphasize that Sonja was excellent leader of the conference and everything she made were great!!!!
- Very useful and planned conference.